

1/19/2017

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DETROIT BOARD OF POLICE COMMISSIONERS
REGULAR MEETING
THURSDAY, January 19, 2017 3:00 PM
DETROIT PUBLIC SAFETY HEADQUARTERS
1301 THIRD AVENUE
DETROIT, MICHIGAN 48226

1 COMMISSIONERS:
2
3 RICHARD SHELBY, Commissioner (Dist. 1)
4 BISHOP EDGAR VANN, Commissioner (Dist. 2)
5 REGINALD CRAWFORD, Commissioner (Dist. 3)
6 WILLIE BELL, Chairperson (Dist. 4)
7 WILLIE E. BURTON, Commissioner (Dist. 5)
8 RICARDO R. MOORE, Commissioner (Dist. 7)
9 EVA GARZA DEWAELESCHE, Commissioner
10 CONRAD MALLETT, JUNIOR, Commissioner

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REPRESENTING THE CHIEF OF POLICE'S OFFICE:
CHIEF JAMES E. CRAIG

1 Detroit, Michigan

2 January 19, 2017

3 About 3:00 p.m.

4

5 COMMISSIONER BELL: Good afternoon and
6 welcome to the weekly meeting of the Board of Police
7 Commission. I am Willie Bell and your chair of the
8 board from District 4. I'm going to ask our very own
9 Commissioner Vann to do the invocation, please.

10 (Invocation given.)

11 COMMISSIONER BELL: Introduction, I'm going
12 to call the meeting to order. Going to start with
13 introduction to my right, far right.

14 COMMISSIONER DEWAELSCHE: Good afternoon Eva
15 Garza Dewaelsche, police commissioner at large.

16 COMMISSIONER MALLETT: Good afternoon,
17 Conrad Mallett.

18 COMMISSIONER MOORE: Good afternoon Ricardo
19 Moore, Vice Chairman District 7.

20 COMMISSIONER BURTON: Commissioner Willie
21 Burton, District 5.

22 COMMISSIONER CRAWFORD: Good afternoon
23 Commissioner Reggie Crawford, District 3.

24 COMMISSIONER VANN: Commissioner Edgar Vann
25 District 2.

1 COMMISSIONER SHELBY: Commissioner Richard
2 Shelby, District 1.

3 COMMISSIONER BELL: Mr. Hicks, do we have a
4 quorum?

5 MR. HICKS: Yes, we have a quorum.
6 Commissioner Brooks has asked for an excused absence and
7 Commissioner Carter is also -- has an excused absence.

8 COMMISSIONER BELL: We might have excused
9 absence from Commissioner Derek Sanders. He might be
10 traveling, perhaps. That was an issue of dialogue. I'm
11 going to ask the commissioners to approve the agenda for
12 this afternoon meeting.

13 COMMISSIONER CRAWFORD: So moved.

14 COMMISSIONER MOORE: Supported.

15 COMMISSIONER BELL: Properly moved and
16 supported. Discussion; those in favor aye.

17 ALL: Aye.

18 COMMISSIONER BELL: Those opposed? Motion
19 carry. The next item of business would be approval of
20 the minutes from January the 12th.

21 COMMISSIONER VANN: I so move, Mr. Chairman.

22 COMMISSIONER DEWAELSCHÉ: Support.

23 COMMISSIONER BELL: Properly moved and
24 supported. Discussion; those in favor, aye.

25 ALL: Aye.

1 COMMISSIONER BELL: Those opposed? Motion
2 carried. Mr. Hicks, would you introduce the staff for
3 the board of police commission, please.

4 MR. HICKS: Yes, thank you, Mr. Chair. To
5 my immediate right is Robert Brown and Ms. White who's
6 our policy section and Ms. Johnson who's of our fiscal
7 section and I'm going to come back to Chief Investigator
8 Drake. I do want to indicate at this time that Sergeant
9 Quinn is handling the recording for the day. Media
10 Services is providing the taping for today's meeting and
11 Caitlyn Mancini is the court reporter. And I'd then
12 like to return to Chief Investigator Drake to introduce
13 any of her staff who may be there. I'm getting a wave
14 from Ms. Drake so it appears that none of her staff is
15 here but as you know sitting in the front row is Chief
16 Investigator Drake. Now Mr. Chair, as I indicated you
17 do have a quorum.

18 COMMISSIONER BELL: Thank you. We have
19 people now. Go on Chief Investigator Drake.

20 CHIEF INVESTIGATOR DRAKE: Supervising
21 Investigator Lawrence Akbar is here with me today.

22 COMMISSIONER BELL: Thank you. To my far
23 left the chief of police Chief James Craig; good to see
24 you this afternoon.

25 CHIEF CRAIG: Thank you.

1 COMMISSIONER BELL: Could you care to
2 introduce any of the staff members of the DPD family.

3 CHIEF CRAIG: Yes, actually starting on the
4 first row is Deputy Chief Fitzgerald and Assistant Chief
5 White. Any other department members please stand and
6 introduce yourselves.

7 CAPTAIN SERDA: Captain Serda, civil rights.

8 SERGEANT HEWITT: Sergeant Gerald Hewitt,
9 Office of the Chief.

10 UNKOWN SERGEANT: Sergeant Michael
11 (inaudible.)

12 UNKOWN SERGEANT: Sergeant (inaudible),
13 media relations.

14 LIEUTENANT STANLEY: Lieutenant Sherell
15 Stanley, civil rights.

16 LIEUTENANT SIMS: Lieutenant William Sims,
17 civil rights.

18 COMMANDER SIMS: DeShaune Sims, Commander,
19 professional standards.

20 MS. JONES: Lisa Jones, Professional
21 Standards Bureau.

22 CHIEF CRAIG: Thank you.

23 COMMISSIONER BELL: Thank you, Chief. Do we
24 have any elected officials or represented elect
25 officials attending our meeting this afternoon? Would

1 you see introduce yourself, please.

2 MR. DIVERS: Arthur Divers, I'm the liaison
3 representative for the Honorable Cushingberry City
4 Council District 2.

5 COMMISSIONER BELL: Thank you for your
6 attendance. Do we have any recognized organization or
7 precinct delegates or I see --

8 MRS. PANNELL: Detroit Police Citizen
9 Academy Sharon Pannell.

10 COMMISSIONER BELL: Thank you any others?
11 If not I want to extend a warm welcome to all of you in
12 attendance. Any members first time here we appreciate
13 you coming out for our third meeting of the year. As we
14 move on I guess the next item of business would be I
15 have a brief report. I just want to say that I guess
16 it's appropriate that civil rights is here and on our
17 agenda for this meeting. This is post Dr. Martin Luther
18 King holiday on Monday and I think it's something that
19 some people call it MLK but I give reference to Dr.
20 King.

21 I just want to state that Dr. King made one
22 of his final appearances in Detroit area specifically
23 Grosse Pointe and Grosse Pointe south and hit over 2,700
24 people there and it was a great deal of concern about
25 his appearance and Detroit area especially in Grosse

1 Pointe. They had to take out a significant liability
2 insurance to guarantee that if anything happened the
3 property would be okay. I don't know if you remember
4 one of the groups that protest among others that at that
5 significant time but Dr. King one of his remarks was
6 stated that we should overcome because the arks of the
7 moral universe is long but it's bent toward justice.
8 And as you well know three weeks later he was shot and
9 killed in Memphis, Tennessee but as he was leaving that
10 group -- I met a couple people last year that was part
11 of the organizing and there was great deal of mixed
12 emotion about Dr. King involvement and coming to that
13 particular five points but they went ahead and it's one
14 of the most of hated crowd that he probably encountered
15 in terms if you read his history in terms of involvement
16 but he got through that but left a legacy on that
17 particular area.

18 As we look at this day and age pre Dr. King
19 weekend we had the issue about racial issues in this
20 Detroit Police Department. I want to say at the outset
21 I agree with Chief Craig that that is not the case; it's
22 not widespread; it's not a significant issue but it's
23 there because people are there are people of color and
24 when I started my career in 1971 we had one of the
25 largest classes in the history of Detroit Police

1 Department at that time. There was 20 black officers in
2 my class and it was quite an experience but most of us
3 had lifetime experience in terms of jobs, military; we
4 was not 18 years old of age so we was veterans.

5 And I started my career at Mack and Gratiot
6 at 7th precinct and out of all of that I remember the
7 stress hearing at Bethel Reverend Charles Butler, I
8 attended that; that sort of shaped my awareness too;
9 Hancock was there and what I witnessed with the big four
10 and other instance of racism so we started a Concern
11 Police Officer Equal Justice, C-P-O-E-J, and later on I
12 got involved with the Guardians Police Association and I
13 became the president and spent ten years.

14 And I recall my first conference was in
15 Boston, Massachusetts. As you recall that was bustling
16 and that was bustling and at the same time they were
17 having the world series there and we had black officer
18 from all over the country in attendance and I think
19 Mayor Kevin White was there and he came before our
20 conference the first day he said I know you are police
21 officer but I give you forewarning do not go over to
22 south Boston; it will not be a good experience. And I
23 recall the people were saying well if you want busting,
24 why don't you bust your son -- talking about the son
25 Kennedy at the time, your son put him on the damn bus;

1 that pretty much the dialogue at the time.

2 So I think I have seen racism up front in
3 the Detroit Police Department coming out of the south
4 but I think it's an issue that I met with Chief Craig
5 this week it was very rewarding meeting. And I'm
6 looking forward to that type of dialogue, understand the
7 DPD position on this matter, filing a grievancy but I
8 think it's going take dialogue. I think it's going to
9 take interaction and we going to be included in the
10 process the Board of Police Commission CORE is going to
11 be suspended for a period of time. The chief is meeting
12 but this is a integrated group and we hope to even talk
13 to a retired Officer Bennett and Mark Diaz and all the
14 others but this department is 60 to 70 percent black of
15 all ranks. When you look at that, that was not the case
16 in the '70s, '80s. We have come a long way.

17 When Mayor Young initiated affirmative
18 action he wanted the balance so every black that was
19 promoted white was promoted, females, and all that; it
20 was a balanced effort over the years for those who might
21 not be aware so it was not a negative. When you talk
22 about affirmative action I remember just prior to in the
23 ranks of detectives they made all the detectives
24 sergeants. That was affirmative action; that was not
25 the case in DPD prior to in the '70s under Coleman A.

1 Young but he made all the detectives prior to so I don't
2 know how the history but the personnel directive Gail
3 Oxendine give us a breakdown of this department every
4 month.

5 I would hope that if any black officer or
6 white officer or female officer have any concerns do not
7 be silent please come forward. You can talk and
8 interact, I think the Chief but more important we have
9 11 commissioners here, we have a board secretary you can
10 contact us 24/7. If you have any concerns, please do
11 not be silent but we need facts. You should not be
12 intimidated with the department that reflects this
13 community. We are concerned but I think we can move
14 forward. That would be in the spirit of Dr. King in
15 terms of the movement that we should be initiating and
16 should be concerned about people of all races. So we
17 are concerned.

18 I think when we look at what's happening
19 throughout other cities, other countries there's an
20 issue involved. We know what's happening in D.C. next
21 week -- I mean this week but that's not the bottom line.
22 America is great. I heard -- listen carefully to
23 President Obama farewell speech. He's going to respond
24 as a citizen; we should do the same. You have any
25 concern exercise your due right. This is not a

1 dictatorship; this is democracy at work and this
2 department and this city and this country so I just want
3 to share that with you that we take these concerns
4 seriously but let's not blow them out of proportion in
5 terms of reality or what we're dealing with and so
6 that's what we looking forward getting to the bottom of
7 it.

8 So I just want to close by thanking you and
9 share that with others in terms of citizen, DPD members,
10 organization, who so ever make them aware that we are
11 concerned but I don't think racism is at the top of the
12 scale from my experience. I think these commissioners
13 have been around this city and all the departments; we
14 are returning commissioners so but we are here to
15 address any those concerns so thank you for your
16 attendance and now I'm going to ask Chief Craig to --
17 you have the mic, sir.

18 CHIEF CRAIG: Thank you, Mr. Chair and Board
19 of Commissioners. As Chairman Bell pointed out
20 certainly very encouraged my meeting I do look forward
21 to continued dialogue and I think that's the way
22 business should be done. I support what this board
23 represents. I've come up in pleasing now up for almost
24 40 years. Oversight is the norm for me. It wasn't
25 until I went to some of the smaller municipalities after

1 leaving Los Angeles and things were somewhat different.
2 But I am encouraged.

3 As you know as it's been pointed out DPOA
4 did file a grievance. I put a hold on CORE and I want
5 to emphasize a hold on it not to eliminate. I believe
6 in CORE as you all know now that the idea came to
7 address what Ms. Oxendine and I saw as well as the
8 executive team an increase in EEO complaints. And I
9 thought it would be a great opportunity to get the
10 temperature if you will of what's going on and for the
11 most part it worked. In fact there were some things
12 that we reported out last week and it worked out very
13 well and I am still encouraged.

14 I am meeting with the CORE committee I think
15 it's either tomorrow or Monday I have to check my
16 schedule but I'm going to talk about and ask what should
17 the new CORE look like. I mean in terms of building and
18 safeguards. Clearly as this board reflected and said
19 yes, it should be a standing committee in my
20 conversation with Chairman Bell we talked about putting
21 together an NOP which we would present to you the board
22 for your evaluation and then we'll move forward. We
23 want to move quickly 'cause we don't want to hold off
24 the work that CORE is doing but we just want to make
25 sure the appropriate safeguards are put in place.

1 I took to heart what Commissioner Mallett
2 you brought up the issues of written documents and
3 certainly FOIA that's very important. The whole intent
4 and idea was that we would give verbal briefings as
5 reported out last week. At one point during the
6 briefings the cochairs both reported out some issues in
7 the communications division which we responded to with
8 an environmental audit and we have taken some actions
9 from that.

10 So going forward we certainly want to make
11 sure you involved in what we're doing along those lines
12 and I'll take any questions on that but also as it
13 relates to the budget I know that we're meeting with
14 Mr. Hicks I believe that's tomorrow or is it Monday? I
15 think it's Monday.

16 MR. HICKS: Excuse me, Mr. Chair through the
17 chair we have a request into your office for Tuesday or
18 Wednesday and the expectation at that would be meeting
19 with the leadership of the commission and the budget
20 committee along with staff so we would -- essentially we
21 were asked by our budget committee to arrange a meeting
22 with you directly so that we would give you the findings
23 as from our vantage point so that you would quite
24 frankly not be blind sided.

25 CHIEF CRAIG: Understand.

1 MR. HICKS: And we're still waiting to hear
2 specially however a date -- of those two dates a time
3 for that meeting which we also would be amenable to an
4 evening exchange if that helps your schedule as well.

5 CHIEF CRAIG: Yeah, I think they've already
6 isolated time; I just don't have it in front of me but
7 one of the things I have asked to be done we have not
8 and certainly Lisa is here she can support this, this
9 disparity with the numbers because of this software
10 issue still exist. I'm more and more concerned now
11 because it's been too long. We got a call out to
12 Mr. Hill; I would like Mr. Hill to come to that meeting
13 as well because I need to understand from him what is
14 going on.

15 Now at the Mayor's weekly meeting some of
16 the departments reported that they're not having any
17 problems. And if that's case why are we still having
18 problems? You can't make a decision if you don't have
19 the right numbers and then we can't report out if we
20 don't have the right numbers. So I'm very concerned and
21 I really want Mr. Hill at that meeting so that he can
22 explain to us both of us the issues. Because it seems
23 to me, we've been reporting out to you now for the last
24 couple weeks, same issue. I mean is it going to get
25 fixed? I mean it just makes no sense.

1 One staff member there reported that -- was
2 being reported there's more money in the budget than
3 what's being reported. I need to know with certainty
4 what's there so we can operate effectively. So at this
5 point I'll take any questions anyone may have.

6 COMMISSIONER BELL: Commissioners?

7 COMMISSIONER CRAWFORD: I don't have any
8 questions I have a statement and then later on I'll
9 expound on that grievance piece on policies and when
10 it's appropriate.

11 COMMISSIONER BELL: Under new business that
12 will be fine.

13 COMMISSIONER CRAWFORD: Yes, sir, that will
14 be fine but on the issue of CORE committee as I stated
15 from the very beginning, Chief, and I commend you for
16 starting CORE I just had an issue with one of the
17 cochairs so to speak.

18 CHIEF CRAIG: I understand.

19 COMMISSIONER CRAWFORD: You know what's all
20 been said at the media, what's all been said at the
21 table is that in terms of what allegedly components, the
22 alleged components, were in terms of segregation and
23 discrimination and all white units in DPD slash racism.
24 And then it was stated that it was just rumor innuendo
25 and perception. There has been no investigation into

1 the allegations that were brought forth by CORE so I
2 just often wondered how one could call them rumors if
3 there has been no investigation and perception.

4 Also too historically black police officers
5 have never went to the union in the history of DPOA that
6 I can recall and filed complaints about racism,
7 discrimination or segregation. Always and this will
8 bear true and today they field EEOC complaints;
9 Commissioner Chair Bell will I know remember this we
10 often went to, and I say we, to the NAACP. Outside of
11 that even today there are those who still may have
12 reached out to, and I know for a fact did reach out to
13 the Detroit Coalition Against Police Brutality because
14 the late Ron Scott told me that within the last couple
15 years and he didn't elaborate but he just said we've had
16 a few black officers come to their organization and talk
17 about racism in Detroit Police Department.

18 Having said that there's -- I just take
19 issue particularly with the DPOA too and I'll expound on
20 that later because like as I said we never went to the
21 union. I vote from protest to policy. That's why I sit
22 here. Or one of the reasons why I sit here because I
23 was one of the ones that held a number of protests
24 against the DPOA which by the way that so called diverse
25 union President Diaz stated last week is -- reflects the

1 direction and the protest from the black officers within
2 the DPOA. So he has benefitted from and the union has
3 benefitted from that protest. He wasn't there. It's
4 something we activists nearly always ask when people
5 complain is where were you when. Where were you when.

6 And the Guardians Commissioner Bell is part
7 of the Guardians. What occurred I do know for a fact
8 and I was a part of that lawsuit during the layoffs and
9 chief you were laid off too during the layoffs in late
10 '79, '80 where there were 1,100 African Americans laid
11 off or people of color and women; the layoffs of 1,100
12 which represented African American people of color,
13 women it was 800 that virtually destroyed the
14 affirmative action program. The DPOA in essence fought
15 against which is -- this represents their history; they
16 fight against -- they fought against affirmative action
17 and promotions also too. And even in the issue that we
18 took of was the Guardians and also Detroit African
19 American Police Association that I was one of the
20 cofounders of a number of issues but the DPOA fought
21 against the diversity, against segregation and against
22 the racism that existed.

23 Now we didn't take it to the DPOA. I know
24 the Guardians did. They met with Chief Hart back in
25 their day. When I first came on the job I met with then

1 Inspector Stanley Knox at the 7th precinct on issues and
2 also as the Chief Stanley Knox. And even later years
3 Chief Benny Napoleon and they addressed those issues.
4 So they dealt with those issues. So of course the DPOA
5 didn't -- we didn't take these kind of issues or
6 grievances to the DPOA 'cause we knew they had a history
7 of ignoring them. I mean we didn't take them to them
8 'cause we knew the history of how they would fight
9 against that and so I'm not the least bit surprised by
10 what occurred Monday but I'll talk about that later in
11 terms of the policy grievance but it's really
12 disrespectful that press conference that occurred Monday
13 on the anniversary of Dr. King's birthday. Thank you.
14 The.

15 CHIEF CRAIG: Through the chair and I
16 understand the issues as you pointed out I was laid off;
17 I'm wondering what was the award because I never got my
18 award. After I left was there some kind of award. In
19 fact it took the city of Detroit I think they called me
20 back three years after I was already in LA so I don't
21 know if that was a response to some suit. I was also a
22 member of the Guardians. It was through that membership
23 and that experience that I had an idea of what
24 relationships should look like. There was a lot more
25 mentoring that went on in Detroit Police Department. I

1 can candidly say that doesn't exist to the level it did
2 then. You know, the city was very prideful. African
3 Americans certainly did support one another and the
4 Guardians I would have to say just from my experience
5 and after leaving LA that's what they were known for is
6 mentoring and developing; and as a young police officer
7 I vividly remember Lieutenant Bustule (sic) at the 10th
8 precinct who mentored me coming up but my time here was
9 short lived. Then moving on to LA and then later
10 becoming the same -- virtually the same position as
11 Chairman Bell I became the president of Los Angeles
12 Black Police Association, a time I was very proud of
13 very humbled because it was also the same time when the
14 Rodney King incident took place.

15 So at that point as you all know Los Angeles
16 was thrust into national international spotlight so
17 there were a lot of things we had to deal with locally.
18 I only say that I understand racism; I'm responsive to
19 it. I didn't start CORE because it was political.
20 There's no politics; it's just an opportunity to take a
21 good -- a great department to the next level. I believe
22 in CORE, I believe in the work but I must say this that
23 it was pointed out when you talk about investigations
24 that was not an investigation. Although it's not to say
25 that the issues that were raised could not have turned

1 in.

2 One of the agreements that the cochairs
3 discussed with me was a whole issue of an anonymity;
4 that the people that would talk to CORE would not be
5 made known to the department that was -- but also stress
6 that if there is any allegations of misconduct, we want
7 to investigate but folks know if they're going to remain
8 anonymous, then I have no investigation. It's an
9 anonymous statement whether it's based on perception,
10 rumor or fact how do we then move forward? And yes, I
11 encourage, you know, members of the department that when
12 faced with misconduct that if we're talking about
13 discrimination, that it make it known to the department
14 so we can investigate it. And maybe there's a lack of
15 confidence however the one thing I will say in terms of
16 remarks about the DPOA in my time here they've never
17 been shy about bringing matters to my attention whether
18 it's representing a black officer or white officer; I'm
19 not suggesting that in the past that was an issue but
20 when you got have a police department that's majority
21 African American why would one not want to bring forth
22 issues to their union? I mean so that shocks me.

23 Again because I sat down with the union and
24 we talked about a number of complaints, still talk about
25 complaints, and so I have to believe in part that if

1 they say that those matters haven't been brought to
2 their attention I know that the grievance committee said
3 that many times they referred these members to the
4 appropriate place whether it's internal affairs maybe
5 it's EEO. But one thing that came out in the report,
6 and I would choose my words carefully, I certainly don't
7 want to offend the person sitting in that seat. The
8 sergeant who was working at the EEO certainly faced
9 criticism not only from CORE committee but also faced
10 criticism from the union and my internal advisor. I was
11 concerned about that because I got the unanimous
12 (inaudible) that many felt that the complaints were not
13 taken seriously.

14 So to resolve that we are making internal
15 moves to address that because we want any member of the
16 department that when they go to EEO that their
17 complaints are taken seriously. Sometimes it's a matter
18 of explaining not all complaints that come into EEO are
19 in fact EEO and maybe some did feel like they were
20 explained properly, maybe it's internal investigation,
21 maybe it's contractual, or not sure. So I just want to
22 leave the board knowing that I and my executive team we
23 take any allegations of misconduct particularly those
24 involving discrimination very seriously.

25 COMMISSIONER CRAWFORD: And pardon me

1 through the chair.

2 COMMISSIONER BELL: Yes.

3 COMMISSIONER CRAWFORD: In terms of what
4 occurred layoffs and the so called reward that you
5 didn't see perhaps but those of us who filed out, those
6 of us who were part of the lawsuit because I gave
7 deposition myself and then Officer Wooly Griffin were
8 making sure that officers working for Atlanta PD at the
9 time so in terms of what came down as a result of that
10 lawsuit was everyone was called back to work. There was
11 a ruling by the judge that stated they wanted to fall
12 back and reverse seniority because it had destroyed the
13 affirmative action program and the Honorable Coleman A.
14 Young said no, we're not going to do it in reverse
15 seniority; we're going to call everybody back according
16 to seniority; that was the ruling. Thank you.

17 COMMISSIONER BELL: Thank you. Chief,
18 before we get back to you in terms of reporting out I'm
19 going to -- we have a resolution that Commissioner
20 Mallett is to read. Is he in the audience; is he here?
21 If not, we will go forward with the resolution and we
22 just move that on the agenda in case that person would
23 be in attendance; we don't want them to wait too long
24 from business formality.

25 COMMISSIONER MALLETT: This is a resolution

1 honoring Mr. Mike Bruggeman. Mr. Mike Bruggeman, the
2 Senior Vice President for Security for Rock Security
3 Command Center on January 20th, 2017 will retire after
4 more than five years of dedicated service and whereas
5 Mr. Bruggeman serves on the Board of Commissioners for
6 the Detroit Crime Commission, was appointed by Governor
7 Rick Snyder to the Michigan Intelligence Operations
8 Center for Homeland Security. He's a board member of
9 the Detroit Public Safety Foundation and the cofounder
10 and chair of the Project Lighthouse Detroit, recognized
11 as one of the best public/private partnerships in 2014
12 by the Department of Homeland Security and was a
13 previous board member of Crime Stoppers in southwest
14 Michigan and received the Chairman's Rooky of the Year
15 award in 2011 from Rock Ventures.

16 And whereas Mr. Bruggeman also served on
17 Mayor Mike Duggan's Public Safety Transition Team,
18 Detroit Public Schools Transition Team for Safety and
19 Security and worked with the gun buy-back programs in
20 the Detroit area; and whereas Mr. Bruggeman in a Police
21 Reservist with the city of Detroit's Police Department.
22 He has a master's degree from the University of Detroit
23 Mercy a bachelor's in management of human resources from
24 Spring Arbor University and he is a board member and
25 Certified Protection Professional of the American

1 Society for Industrial Security.

2 And whereas in recognition of his years of
3 dedicated service and contributions to the overall
4 safety of the city of Detroit now -- excuse me -- now
5 therefore be it resolved that the Detroit Board of
6 Police Commissioners speaking for the citizens of the
7 city of Detroit and the Detroit Police Department award
8 this resolution to Mr. Mike Bruggeman in recognition of
9 years of committed service. We solute and congratulate
10 you for your significance impact on the overall safety
11 within the downtown service area and the Third Precinct.
12 His professionalism and dedication to law enforcement
13 throughout the city of Detroit merits our highest
14 regards. And this is issued, Mr. Chairman, by the
15 Detroit Board of Police Commissioners.

16 COMMISSIONER BELL: Thank you, Commissioner
17 Mallett. The chair would entertain a motion.

18 COMMISSIONER DEWAELSCHE: Motion to approve.

19 COMMISSIONER VANN: Supported.

20 COMMISSIONER BELL: Moved and adopted.

21 Those in favor -- I'm sorry discussion; those in favor,
22 aye.

23 ALL: Aye.

24 COMMISSIONER BELL: Those opposed? Motion
25 carried. Thank you, Mr. Bruggeman; thank you for your

1 service. Chief Craig you want to continue in terms of
2 stats or whatever you want to share outside of that
3 scope of that report.

4 CHIEF CRAIG: I'll take any other questions;
5 I don't know in terms of budget if Lisa has a point of
6 clarification that may be beneficial for the board;
7 otherwise my presentation is done.

8 COMMISSIONER BELL: Thank you.

9 MS. JONES: Good afternoon. Lisa Jones, CFO
10 chief I did want to provide an update that we were able
11 to obtain the data that you requested per the office
12 budget since our meeting this afternoon. And John Hill
13 is anticipating your call so I will share that
14 information with the board and I've also shared it with
15 you via e-mail.

16 CHIEF CRAIG: Okay so through the chair so
17 I'm assuming then that for the meeting next week we'll
18 have the accurate numbers?

19 MS. JONES: Absolutely we have it.

20 CHIEF CRAIG: Perfect, thank you.

21 COMMISSIONER BELL: Thank you. Next item of
22 business if there's no other questions or comments for
23 the chief would be civil rights.

24 CAPTAIN SERDA: Good afternoon Honorable
25 Commission and commission staff, Chief Craig, my

1 colleagues in the audience, and citizens. Appreciate
2 you being here and it's my pleasure to give you an
3 overview of our Office of Civil Rights. So you know our
4 purpose is to make sure the department stays in
5 compliance with our consent decrees which as you all
6 know we have completed and are out of monitoring but one
7 of the provisions of the consent decrees is that there
8 had to be sustainability and so our office does that by
9 conducting audits by doing regular meetings with the
10 precinct command staff and their CLOs to make sure that
11 their precincts are in compliance and where they're not
12 we work with them to get them back into compliance.

13 We also do -- so this is our make up of our
14 unit very small but very dynamic unit. As you can see
15 the bottom line we have it's listed seven civilian
16 auditors. We actually have six but they are the
17 civilian auditors that were hired many of them at the
18 beginning of the consent decrees and did all of the work
19 behind the scenes to compile stats and information to
20 help us get through those consent decrees. Six of them
21 are still on staff and we have recently under the
22 Assistant Chief White's direction have put them out in
23 the field.

24 In other words, instead of them staying in
25 the office and gathering all this information they have

1 been assigned to precincts to assist with the CLO
2 function and to assist with the monitoring of the
3 compliance. So each of them has assigned either two or
4 three precincts and this just happened within the last
5 few weeks so kind of in a transition period at this
6 point but they are at their assignments.

7 So we make sure the compliance tasks are
8 completed in a timely manner and that's mostly done by
9 meeting with these precincts; we meet with two precincts
10 every Wednesday. We have their statistics and
11 information to go over under several categories: Use of
12 force, audio/video compliance, stop and frisk, and a
13 couple other categories. So right now we're in the
14 transition of the civilian auditors doing that work
15 within the precincts. Is there a question? Okay.

16 So why do we do accountability? Obviously
17 we're mandated to comply with our own department
18 policies not just the consent decrees and that's kind of
19 how the consent decrees morphed from, you know, you're
20 ordered to do this to now it's part of our policy; it's
21 made us a better department. We're now doing, you know,
22 best practices and we're able to show that through
23 reports, through statistics, through stats, and so when
24 there is a problem, you know, if there's an indicator
25 that there's an issue, then we can advise the command of

1 what they need to do: Retrain or maybe even need to
2 revise our policies from time to time.

3 So under uses of force we look at detainee
4 injuries, allegations of use of force and actually uses
5 of force. We look at arrests for probable cause and
6 arraignment and arraignment means, you know, we strive
7 to have prisoners arraigned within 48 hours and when
8 they're not we document that and try to make sure that
9 there's a reason for it and many times there is and if
10 there's not, then we take action on that. And we also
11 look at employee performance as far as vehicle pursuits,
12 citizen complaints, and stop and frisks.

13 We also have a duty of environmental audits
14 and the environment we're talking about is the
15 environment of that entity. So we have done these
16 environmental audits in precincts and also specialized
17 units so when we go to that unit we're looking at
18 everything. We're talking to the personnel from bottom
19 up asking them what's working here, what's not working,
20 what complaints you might have. But we're also looking
21 at facilities, fleet, equipment, so we looked at all
22 those items, compiled that together, and report to the
23 chief and the assistant chief.

24 Couple other things I want to mention is we
25 also monitor and keep the calendar for the chief duty

1 officers. There are currently two full-time chief duty
2 officers. So it takes some doing to make sure that the
3 calendar is taken care of and that they get all the
4 information that they need to do their duties. The
5 chief duty officer if you don't know is the ranking
6 person on duty in the evening generally from 7 p.m. to 3
7 a.m. so if something major happens in the city, they're
8 the ranking person at that scene and will evaluate and
9 take whatever action is necessary including
10 notifications up the chain all the way to the chief and
11 also garnering resources if they're needed for a
12 particular scene. So they respond to those scenes in
13 the late night hours.

14 We also have recently taken over body worn
15 camera so there's another presentation for that subject
16 so we'll talk in more detail when that comes up on your
17 calendar. If there's any questions. I'm sorry I am
18 remiss I didn't introduce my staff that's here.
19 Lieutenant Sims, William Sims, and Lieutenant Sherell
20 Stanley and the other staff is not here. Okay.

21 COMMISSIONER BELL: Commissioner, any
22 question or comments?

23 COMMISSIONER SHELBY: Yes, through the
24 chair. Captain Serda, is there any one area that stands
25 out more often? Tell me what area stands out more often

1 when you're conducting your compliance.

2 CAPTAIN SERDA: I would say that we are
3 still struggling a little bit with audio/visual and it's
4 mostly technical problems but yeah we still come across
5 that and we try to work with the commands to address
6 that but that's still an issue.

7 COMMISSIONER MALLETT: Captain, what does
8 that mean, struggling with audio/visual? I'm a civilian
9 I don't know what's going on.

10 CAPTAIN SERDA: So the scout cars are
11 equipped with cameras and the officers wear body mics
12 and so they're supposed to turn them on at certain
13 points. At certain points they automatically come on;
14 they can be triggered so there are times when the system
15 is not working properly so they have to take it down to
16 Lyndon Radio to get it fixed and get tied up for a
17 while. Some of them don't do that when they should so
18 we're monitoring that. So, you know, those are the kind
19 of issue when I say audio/visual and the new part of
20 that is the body worn camera because that ties in but
21 that's not fully implemented yet.

22 CHIEF CRAIG: Through the chair I'd like
23 Assistant Chief White and give a little more detail
24 about questions.

25 ASSISTANT CHIEF WHITE: To add a little bit

1 further, I'm sorry, James White for the record. To add
2 a little bit more to Captain's comments on the body worn
3 camera versus the in-car video one of the reasons that
4 we're moving to the body worn camera is because we have
5 so many problems with the in-car system. We have two
6 systems out there now Data 911 and what's the other one?
7 Insight. Insight has really not been a good product for
8 us. Data 911 was better but still not great. The new
9 software that we have is very promising. I want to say
10 sun guard -- WatchGuard. And it is shown significant
11 promise. We have not had failures with the system,
12 correct me if I am wrong, in the performance. The
13 reports that I get we are always in the high 90th
14 percentile tile of performance. Some of the failures
15 that we have seen have been caused by user error. So
16 the process or the program is showing to be quite
17 promising.

18 We're right now in phase one of
19 implementation. We've gone through risk mitigation
20 which ended December, mid December and so now we're
21 doing full implementation; and the good thing about this
22 implementation is that the process from going from body
23 worn to in-car camera is seamless so literally as the
24 officers are transitioning from having the camera on
25 their bodies, talking to a citizen, foot chase it

1 goes -- it bounces from the body to the car seamlessly
2 so it really is a good system; I don't know if you want
3 to expound on that a bit.

4 CAPTAIN SERDA: I think it's definitely, you
5 know, the latest technology. We've put it through a lot
6 of testing. We didn't just go out and buy the system we
7 put it through rigorous testing at two precincts and
8 it's performed very well. The company has been very
9 supportive on-site all the time, always available. So,
10 you know, we're pretty excited about rolling it out to
11 the other precincts.

12 CHIEF CRAIG: Through the chair I just want
13 to also on this seamless in-car video to body worn
14 camera we are probably if not the first major city to
15 have such a system. There are only a few small
16 departments that have it. This is the first time that
17 this company has outfitted a department of our size but
18 the benefits as you all know urban policing does not
19 just take place in front of a police car. Many times
20 there's stops and contacts away from the front so the
21 idea of the seamless integration from in-car to body
22 worn by way of example if there's a foot pursuit that
23 goes some distance from the police car, that transition
24 takes place and you can actually capture the contact
25 which makes this probably a system that I would imagine

1 other departments will follow.

2 So we're very fortunate in being one of the
3 first to deploy this. As Chief White pointed out we
4 have ended a risk mitigation phase; we're going into
5 implementation. That implementation is starting with
6 the 11th precinct so we have 4 and 7 outfitted and that
7 will (inaudible) 11th precinct.

8 ASSISTANT CHIEF WHITE: If I may add, Chief,
9 I would be remiss if I didn't comment on the hard work
10 of your team. Particularly we've had to divide up CRIB
11 work because CRIB has morphed into the sustainability
12 phase of the consent judgment now that we've concluded
13 this so we've got two lieutenants Sherell Stanley who
14 will oversee the auditing process in the field replacing
15 those sworn officers that are working as CLOs in the
16 precincts with civilian auditors so that allows us to
17 put officers back on the street and take those
18 administrative functions and transition those over to
19 the professional auditors that we have since redeployed
20 to the field.

21 But the work of Lieutenant Sims who has
22 taken on this project and he has put in many, many hours
23 making sure that this implementation has gone smoothly.
24 I'd like for both of them to stand up. William Sims and
25 Sherell Stanley are the two lieutenants on the project.

1 Thank you.

2 COMMISSIONER MOORE: Through the chair do we
3 have an approximate date on the completion of the
4 cameras when the complete department will be outfitted?

5 CAPTAIN SERDA: It's going to be
6 approximately a year because we want to roll it out
7 precinct by precinct to make sure they're operating good
8 before we move on to the next one so approximately a
9 year.

10 COMMISSIONER MOORE: And I just want to
11 commend your staff too, very knowledgeable when policing
12 and administrative work both of them so.

13 CAPTAIN SERDA: Yeah, I'm very fortunate to
14 have them.

15 COMMISSIONER VANN: Mr. Chair, I'd just like
16 to ask I need some clarification with regard to the
17 parameters of the civil rights department here. You
18 capture compliance data?

19 CAPTAIN SERDA: Correct.

20 COMMISSIONER VANN: Okay. But do you
21 provide the enforcement of that which you find? For
22 example, I'm an officer I'm routinely cutting off my
23 body camera or I'm cutting off my in-car camera and you
24 have discovered that through the audits that you're
25 doing from a data standpoint.

1 CAPTAIN SERDA: Right.

2 COMMISSIONER VANN: Are you also the
3 enforcement; are you also the correction or are you just
4 the data person?

5 CAPTAIN SERDA: What we do with that
6 information is when we meet with the command staff we
7 point it out and we name names because it's just a
8 closed meeting so we expect them to take action and we
9 follow up to make sure that they do.

10 COMMISSIONER VANN: Okay. And I notice that
11 you put morale up there. I've always been very
12 concerned about police morale. What criteria do you use
13 to assess that?

14 CAPTAIN SERDA: Well one of the things is
15 with the environmental audits we're meeting with
16 officers and civilians from the line staff. We meet
17 with them one on one. Their comments to us are
18 confidential, their names are not used so, you know,
19 they're able to share with us information that maybe
20 they couldn't share with anybody else and we're able to
21 report that without them feeling like they're going to
22 get thrown out there with their name and all that. So I
23 think that, you know, many of them have told us that
24 they appreciate the opportunity to do that and so I
25 think that alone, you know, helps morale.

1 COMMISSIONER VANN: Do you routinely capture
2 data from officers with low morale?

3 CAPTAIN SERDA: That's not a category per se
4 but that's something certainly to consider as we do our
5 audits.

6 COMMISSIONER VANN: I'm just a bit concerned
7 about the safety net or the support system that's there
8 for officers who are going through issues and having
9 personal problems.

10 ASSISTANT CHIEF WHITE: If I may through the
11 chair. As part of the environmental audit one of the
12 things that we've asked the team to look at is the
13 overall morale of the operation because at times what we
14 find if the operation has low morale, then that affects
15 everything from citizens's complaints to work
16 performance to showing up for work, a number of issues
17 can be correlated with low morale so from a numbers
18 measurable standpoint I don't want to leave the board
19 with the impression that we go out with a figure in mind
20 of who has what morale; if ten people are happy, then
21 that means that the command has overall good morale;
22 that's not what we're looking for.

23 What we're looking for is how does the
24 officers react to their supervisors; are the officers
25 showing up for work; how are they reacting to the

1 community; how are they reacting to directives from my
2 office, from the chief's office, those types of things.
3 And it paints a whole picture of the operation and at
4 times we find if we've got low morale, we've got low
5 attendance, we've got high citizens's complaints, then
6 we have a problem with leadership and then we can look
7 at leadership and look at tweaking leadership and
8 mentoring or training or in some cases moving.

9 CHIEF CRAIG: Through the chair this
10 environment audit's something that frankly I brought
11 from Los Angeles; it's a tool that has been used very
12 effectively in making environmental assessments. It's
13 no secret that as Chief White pointed out high
14 complaints what's causing that it may be a number of
15 high sick usage; a number of factors go in that raise a
16 flag that this is a precinct or an entity that's
17 troubled. It may result in us making command change.
18 Because we all know the tone of that entity is usually
19 set from the top so we have over time made some command
20 shifts to address the environment. And so it's a tool
21 that's very effective. We've used it -- how many audits
22 have we done since the start; four?

23 ASSISTANT CHIEF WHITE: Four.

24 CHIEF CRAIG: Four audits and in fact White
25 will tell you initially when we brought this forward it

1 was some apprehension because you going into someone's
2 command and you're asking questions that frankly make
3 some people feel uncomfortable but it's proven to be a
4 great tool and it's a great tool for a command officer
5 because then the command officer can come back with the
6 findings and make some adjustments.

7 ASSISTANT CHIEF WHITE: If I also may
8 comment on one last thing and I promise I'll sit down on
9 the what is CRIB's reaction to the data that we find.
10 So we have a management awareness process and we also
11 have which is our management awareness system which is
12 MAS and we're looking to grow that with our new CAD so
13 there are some components that will transition over to
14 our CAD.

15 But where CRIB is today is outcome based
16 management so we used to do is if an officer had so many
17 complains within a certain amount of time, they would
18 come up for what we call a peer review and that's
19 relatively anecdotal where you don't really get a true
20 reflection of the officer so now what we look at is
21 you've got an officer for ten years who works in patrol
22 how does this officer compare to other officers with the
23 same amount of time working in patrol? How do officers
24 compare to each other working in the traffic, well,
25 working in traffic, working in narcotics and then if we

1 have outliers at each individual component, what we'll
2 do is we'll address those outliers and we address them
3 through training, sometimes it's discipline, sometimes
4 we find that some people have been in some assignments
5 too long.

6 One of the things that the chief implemented
7 is really drilling down on officers who have been in
8 these specialized commands for two or three years and is
9 it best for their career development, number one, but do
10 they still recognize that they work for the Detroit
11 Police Department. I mean we've got some groups that
12 partner with other entities in the city, you know, task
13 force and we've had to reel some people in to, you know,
14 kind of remind them that, you know, you're a Detroit
15 police officer working in the task force. What they do
16 is very important and -- the work that they do is very
17 important in CRIB. They look at a number of different
18 things like I said and I'll leave it there.

19 COMMISSIONER BELL: Commissioners, any
20 others?

21 COMMISSIONER DEWAELSCHÉ: Mr. Chair, if I
22 may. So I had some questions about the audit itself and
23 some of the answer or questions that were asked kind of
24 answered some of my questions a little bit but what I'm
25 trying to understand is so you audit the precincts one

1 by one. Is this -- how often do you do it? Who gets
2 the information? And how often do they get it? Is it
3 like once a year? And you did mention that you sit down
4 with the command staff and then the question about the
5 enforcement that kind of helped a little bit but who
6 gets is it like a report that gets issued like once a
7 year or quarterly or?

8 CAPTAIN SERDA: Yes, and I want to
9 distinguish between the environmental audit which is
10 specific to an entity not always the precinct and the
11 compliance audits that we do; those we do to precincts
12 every week. They're notified ahead of time. What we do
13 to prepare for that is we ask for particular information
14 from the precinct including analyzing video and then we
15 also analyze like run sheets, daily activity logs is the
16 proper name for them, and we look for compliance issues
17 and when we get our report compiled we put it into a
18 Powerpoint slide show and then two precincts per week
19 are brought into headquarters and they receive this
20 information ahead of time so that they're able to
21 answer, you know, if there's an issue.

22 For example, I'll just give you one example
23 if there's a use of force report we go through 12
24 different categories on whether that use of force report
25 was properly done, timely done, in compliance so if

1 there's any issues on that report, we're going to go
2 over with them to see what the problem was and try to
3 advise them on how to fix that and not make the same
4 mistake. But they always have that information ahead of
5 time so that they can prepare so the command staff their
6 CLOs get those reports. Of course the chief and the
7 assistant chief always get those. The assistant chief
8 many times comes into the end of those meetings,
9 addresses the command staff, goes over the report itself
10 and makes his own comments. So those are done on a
11 pretty regular basis. We kind of look for ones that
12 maybe are having some issues those may come up a little
13 more often than the others but they all get a turn; it
14 rotates.

15 COMMISSIONER DEWAELSCHE: So once a year
16 maybe.

17 CAPTAIN SERDA: No, no. I mean there's 12
18 precincts 2 per week so they come up pretty often.

19 COMMISSIONER DEWAELSCHE: So you're
20 constantly doing this?

21 CAPTAIN SERDA: Yeah, maybe once every two
22 months at the most.

23 COMMISSIONER DEWAELSCHE: And the metrics
24 that you use -- I'm sorry, did somebody else -- the
25 metrics that you use are in the figures or metrics that

1 were produced in the consent decree?

2 CAPTAIN SERDA: Yes.

3 COMMISSIONER DEWAEELSCHE: Is that kind of
4 what your benchmark?

5 CAPTAIN SERDA: Yeah, that's a benchmark;
6 there's some others. For example, as we get into body
7 worn camera that's a morphing of, you know, audio and
8 video but that's going to start being included to make
9 sure there's compliance there. But we also look at
10 training. We look at, you know, I mention stop and
11 frisk, audio video we look at for example another
12 example is the vehicles that they deploy; are they
13 deploying vehicles that have working audio, video? We
14 want -- so we monitor that and we produce a report on
15 that so that they know. And there's reasons, you know,
16 why they maybe in full compliance or not. Sometimes
17 they don't have enough cars with that but most of the
18 time they do so we're monitoring, they see it, and if
19 there's issues, we bring it up to them.

20 COMMISSIONER DEWAEELSCHE: So you did mention
21 citizen complaints and I just wondered if you use OCI.

22 CAPTAIN SERDA: OCI sends their reports to
23 our office. I review each and every one of them. And
24 the ones that are sustained go to disciplinary unit
25 which is on the same floor as I am over on at the Third

1 Precinct building. So yeah. Yeah, we go through your
2 office.

3 COMMISSIONER DEWAELSCHÉ: Thank you. Thank
4 you very much.

5 CHIEF CRAIG: Through the chair I just want
6 to go on the record I know Mr. Hicks has been asking for
7 the environmental audit; I have no issue so going
8 forward for those that we've conducted we have no issue
9 with releasing them. They don't have names as was
10 pointed out by the captain but it can give you a sense
11 of the environment in a given precinct or entity.

12 Also it goes to when we have to make
13 changes, command level changes. I know one of the
14 concerns at your table at different community meetings
15 is that when a command officer's moved from one command
16 to another you may not have all the information. At
17 least this way you'll know that this command officer
18 probably needs to be moved. They might have good
19 relations or adequate relations in the community however
20 the work place is toxic so it's important to make those
21 moves.

22 COMMISSIONER BELL: Mr. Hicks?

23 MR. HICKS: Thank you, Mr. Chair. In fact
24 the chief is largely preemptive what I was going to ask.
25 These environmental or these audits, class of audits

1 came to our attention when Chief LeValley described his
2 command in front of the commission that was a particular
3 reference to audits and we began to request those
4 audits. We thought that those audits would be some
5 value to us as we reviewed the budget. At that time we
6 did not -- at that time we had not received. I'm
7 pleased to hear that the chief says that moving forward
8 we would receive them.

9 I would in addition to that at least
10 re-raise the asked before was a list of previous audits.
11 We didn't really want to get our hands on the actually
12 audits at that time; we wanted a list so that we could
13 look at the list and then determine if there was
14 something of special interest in terms of our review.
15 So I would hope that in addition to what the chief has
16 already committed to if we can still get a list of the
17 previous audits so that we can determine whether or not
18 we may have some interest in those other areas.

19 CHIEF CRAIG: Through the chair no problem;
20 we'll make sure that have Celia from my office comprise
21 a list of those commands that we have conducted,
22 environmental audits but then going forward we will
23 provide you with copies of that.

24 COMMISSIONER BELL: Thank you. Anymore
25 questions or comments? I do have one question maybe

1 perhaps we haven't talked how do we rate police officers
2 and sergeants and lieutenants? What's the process now?

3 CHIEF CRAIG: I have to (inaudible) rated
4 maybe White or Gail Oxendine.

5 MS. OXENDINE: Good afternoon, Board Gail
6 Oxendine for the record. Every 6 months officers
7 receive a performance evaluation. It's a standardized
8 form that was approved by the Department of Justice
9 during the time of the consent judgment which is
10 continued and used today. So for the prior 6 month
11 period the supervisor has I think it's 60 days or 90
12 days to complete the evaluation for the prior 6 month
13 period and then those are filed. The supervisor is
14 supposed to get a signature of a higher ranking officer,
15 two supervisory signatures on the form, supposed to sit
16 down, have the meeting with the member and present the
17 evaluation and have discussions about the information
18 therein.

19 COMMISSIONER BELL: Would you say do we
20 continue to have a disparity between police officer in
21 the precincts and the police officer in the bureau?

22 MS. OXENDINE: When you say disparity.

23 COMMISSIONER BELL: Normally if you work in
24 the bureau from our police experience you receive a name
25 plus (inaudible). Only some senior officers the

1 precinct receive those ratings there was always an
2 average they would have you toe the line in reference to
3 police officer in the precinct.

4 MS. OXENDINE: I can't say that I've noticed
5 that in particular but I, you know, I wasn't looking for
6 it either so I don't have any data to support or
7 disprove it.

8 COMMISSIONER BELL: They had a scale that
9 you had.

10 MS. OXENDINE: Yes.

11 COMMISSIONER BELL: Commander Shelby would
12 know what I'm talking about, some of the old school know
13 what that was. So they could not compete in terms of
14 promotion and merits in reference to officer working in
15 the bureau versus those who working in the precincts;
16 that type of disparity.

17 MS. OXENDINE: Like I said I have not done
18 any analysis of that.

19 COMMISSIONER BELL: Can you take a look at
20 that perhaps and see and perhaps not I'm just maybe
21 speaking of the past but my second part of the question
22 is that how do you -- what is the morale in 2016?
23 Captain, have you looked at that and what would be the
24 morale in 2016? I have always had issues in reference
25 to that issue when Commissioner Vann talking about

1 morale with those working among others that morale is
2 always going to be high in say gang squad or narcotics.
3 You know, but morale in the precinct is totally
4 different; they come from equipment, you know,
5 performance all that. So I just want to see how do you
6 measure that in this day and age?

7 MS. OXENDINE: One of the -- before the
8 Captain comments on that question back to your first
9 question you mentioned something about promotions I just
10 want to make clear that performance evaluations were not
11 part of the promotional process.

12 COMMISSIONER BELL: You changed that?

13 MS. OXENDINE: Not part of the promotional
14 process. It used to be but no longer.

15 COMMISSIONER BELL: Okay thank you.

16 CAPTAIN SERDA: So as far as the morale I
17 think, you know, I could only really comment on where
18 we've done the environmental audits because we haven't
19 done a department-wide assessment or analysis of morale
20 but certainly -- I'm sorry were you going to say
21 something? Well at the places where we have done an
22 assessment and we looked at morale were they were issues
23 for example at one entity a lot of it had to do with
24 their physical environment and we were able to ask for
25 and receive some upgrades and changes that certainly

1 addressed some of their issues and, you know,
2 contributed to a more positive morale.

3 COMMISSIONER BELL: Equipment, cars
4 basically?

5 CAPTAIN SERDA: Even their work space.

6 CHIEF CRAIG: Through the chair I kind of
7 wanted to just globally about morale because that's
8 something that's important. As I've often times said
9 publicly there's a correlation between officer morale
10 and productivity i.e. crimes for example.

11 However, one of the things that I'll just
12 take you back in time this department when I arrived
13 here had police officers only on patrol that were forced
14 to work 12 hours under the gales of 10 percent of pay
15 being stripped but what was most interesting is that
16 while these police officers in patrol were forced into
17 12 hour shifts their supervisors and those officers and
18 supervisors in specialized units were working 8 hour
19 shifts. And so that created a pretty significant morale
20 issue. I would probably say that more so than pay
21 really created a lot of problems especially for the
22 officers in the field. As you know that's been changed
23 and so we're always looking for opportunities.

24 Also when we talk about the environmental
25 audits some of it comes out of when you hear there's a

1 morale issue going into the environmental audit. The
2 other component or response to that is we have had a
3 number of command officers that we put on a work plan.
4 And work plan is a special assessment that's monthly; it
5 usually goes between three, four, five months. That way
6 the command officer who's in this work plan has an
7 opportunity to meet the expectations. The expectations
8 are laid out. James White will meet with the concerned
9 command. They're given a template; there might be a
10 number of factors it's usually four or five issues and
11 they're met with their commanding officer monthly and
12 then there's a close out meeting.

13 The reason why that's important we all know
14 that the rank of captain and above is at-will. Instead
15 of hearing issues of commander not working, captain's
16 not performing instead of just de-appointing them this
17 gives the person an opportunity to meet the
18 expectations. I would say probably in most of the
19 cases, would you agree James, that most of the folks
20 have met the conditions of the work plan and made better
21 employees. Some have had to have extensions but we
22 haven't had one -- we had one now that we're looking at.

23 ASSISTANT CHIEF WHITE: That's correct, sir
24 we have one now that we're looking at.

25 CHIEF CRAIG: One that had extended has not

1 met that exception and so there may be an issue going
2 forward but it's a great tool instead of wake up one
3 morning and say you're not performing; you're done. So
4 while captains and above know that they're in these
5 at-will positions we have an opportunity to perform
6 position expectations where they might be lacking and so
7 far it's worked out fairly well.

8 COMMISSIONER BELL: I'm pleased to hear
9 that; that's progressive 'cause that was not the case
10 back when.

11 CHIEF CRAIG: Exactly. I know that here the
12 chief and everybody, the appointed, new people come in;
13 it creates some stability and as you know our command
14 team now is very young and so those that should be
15 mentoring them are young as well and so if we find that
16 some are not meeting the expectations, this is an
17 opportunity to mentor them at a much higher level in the
18 organization.

19 COMMISSIONER MALLETT: Mr. Chairman, just
20 one thing. Chief, as you are rebuilding the CORE effort
21 and I'll leave it to you and A.C. White and
22 Ms. Washington to figure out how you're going to do that
23 within some kind of operational legal framework I'm one
24 of those persons I've written three or four articles on
25 the success of diversity as a concept in the workplace

1 and the education circumstance. If it is an
2 environmental truth that we do have for whatever reason
3 including, Chief, the fact that nobody black has applied
4 or no female has applied; all white, all male task force
5 units, specialized bureaus, what have you it would seem
6 to me that the work of the civil rights unit would be a
7 great benefit to you because of the data they collect.

8 I would say that you do have an opportunity,
9 Chief to write your own article an examination of those
10 entities within your 67 percent black police department
11 what is the performance of those non-diversity driven
12 units versus the diverse units. Diversity for
13 diversity's sake is not what I'm talking about.
14 Diversity for higher performance has always been the
15 result. I think it would give CORE the diversity
16 council however you guys are going to set that up a very
17 significant opportunity to explain particularly inside
18 the police department why we're doing this; why this is
19 important; why you all need to think about making the
20 affirmative decision to make sure that you have a
21 diverse group of people providing service. Not just
22 because it's the right thing but because the performance
23 of the unit demonstrably in 100 different cases has been
24 proven to be better.

25 So the -- this is where I think, Chief, that

1 the collection of data sometimes is an exercise you to
2 do it, we've got this consent decree or the hangover
3 effect where we're producing reports. Under your
4 leadership, Chief I guarantee you the public really
5 appreciates deeply the fact that you're not just
6 checking the box that the reports are being filled out.
7 But because of the high quality performance there's a
8 higher expectation and so I would expect that, you know,
9 you would be adventurous in your use of this data in
10 terms of your drive to continue to improve the
11 department.

12 CHIEF CRAIG: Through the chair.
13 Absolutely. As I've said and I'll continue to say it I
14 believe in diversity. In fact if you line this
15 department up with most we're probably more diverse.

16 COMMISSIONER MALLETT: I'm sure that's the
17 case.

18 CHIEF CRAIG: If you look at the executive
19 team we are represented. When you look at each of our
20 precincts not by accident but by design we have paired
21 certain command officers together.

22 COMMISSIONER MALLETT: Very obvious, Chief.

23 CHIEF CRAIG: Because we know the importance
24 of having that good mix. Because we know what implicit
25 bias means. And we know that sometimes one command

1 officer may not see something that another one might and
2 it certainly makes folks in the commands feel better.
3 One of the challenges and I reported out last week so we
4 know historically in the departments SRT Special
5 Response Team or SWAT as it's called in some cities and
6 this is not uncommon to Detroit we've never had a female
7 tactical officer not ever. Sniper, not part of SRT.
8 Yes, and so I have been pushing vigorously that I know
9 we can identify female officers in this department to
10 play a role in SRT as a tactical officer.

11 That has happened and it only happened
12 because I frankly was at the department field day
13 identifying five officers female officers and said do
14 you want to work SWAT? And couple of them were a little
15 surprised by the ask but they all decided to go through
16 the physical fitness process; they did so. Of the five
17 one passed. Four did not. So to make what I consider a
18 reasonable accommodation I extended the testing. I
19 directed the commander (inaudible) to give those female
20 officers and male officers, anybody who wanted to be in,
21 additional time to get up to speed physically. Because
22 that's usually the main deselector.

23 What has happened we now have two female
24 operators first time in the history of the department;
25 the three other females decided on their own they wanted

1 to drop out. So that's one example and then I use the
2 other example on the flip side; I know the report
3 reflected on all white units but was not mentioned and
4 is factual so another high profile called TRU Tactical
5 Response Unit that unit's about 80/85 percent African
6 American. The supervisors there's one white and then an
7 African American lieutenant. Also above the lieutenant
8 is an African American captain, and an African American
9 commander but the unit is essentially predominantly
10 African American.

11 That's one example so does it mean that that
12 unit in some way there may be some biases. But again we
13 talk about all the units just like ones that are white
14 and ones that are predominantly black. Traffic
15 enforcement unit. I don't know if this is historic with
16 the Detroit Police Department but that unit's 100
17 percent African American, if my memory serves me; 100
18 percent and the -- we now for the first time in recent
19 time we have a white supervisor leading that unit so
20 again that's another opportunity.

21 COMMISSIONER MALLETT: Absolutely.

22 CHIEF CRAIG: Because as a police chief I'm
23 for all of the officers Hispanic, white, you know,
24 whether someone's LBGQ. There's an LBGQ coordinator in
25 the department for both external working out in the

1 community as well as dealing with issues internally.
2 And so it's a work in progress; we recognize that we
3 can't change things overnight but sometimes it just
4 takes the effort to go in regardless of the culture
5 because I talk about SRT because it is cultural and it's
6 not just cultural here; it's cultural all over. And it
7 just takes someone to say no, we want female officers;
8 we know female officers that are capable of doing this
9 type of work.

10 COMMISSIONER MALLET: Thank you, Chief.

11 COMMISSIONER MOORE: Through the chair.

12 Yes, sir. Commissioner Mallett one day I'd like to read
13 your articles. There's several that you posted. Yes,
14 sir Chief and, you know, what you just said in terms of
15 diversity and that is obviously appearance of black
16 (inaudible) 85 percent African American, 100 African
17 American, and I was one who, and I know those of us here
18 too, would like to see diversity represented on both
19 sides. So I believe it's Commissioner Bell stated the
20 last week or something to the effect about there
21 shouldn't be any all white unit; there shouldn't be any
22 all black unit in the Detroit Police Department; there
23 should be some representation of diversity so thank you
24 for that.

25 Also Captain, sir, thank you for the

1 presentation, sir and it's been years since we've known
2 each other. I do recall you were the president of the
3 Hispanic Latino Police Officers Association.

4 CAPTAIN SERDA: Still are.

5 COMMISSIONER CRAWFORD: Still are okay. And
6 represented their issues well. And as I stated earlier
7 back as an activist in the community there was always
8 that question with those who weren't a part of the
9 activism and protests for change and diversity and a
10 number of other issues in this department; we used to
11 ask where were you when; well I knew where you were
12 okay.

13 CAPTAIN SERDA: And just to comment on that,
14 you know, for a long time I was the only Hispanic
15 command officer. Under Chief Craig we have four command
16 officers that are Hispanic but even better than that we
17 have a recruiter now recruiting, a Hispanic recruiter
18 that is an award winning recruiter; she's outstanding
19 and we have several other Hispanics in recruiting so
20 we're making great strides under Chief Craig and we
21 appreciate it.

22 COMMISSIONER CRAWFORD: Yes, sir, well it's
23 about the ultimate measure of a man it's not where you
24 stand in times of comfort and convenience but where you
25 stand in times of conflict.

1 CAPTAIN SERDA: Yes, sir.

2 COMMISSIONER DEWAELSCHE: Mr. Chair, if I
3 may say that's Sergeant Gonzalez, correct, that you're
4 referring to? We often mention Starr Gonzalez.

5 CAPTAIN SERDA: Yep.

6 COMMISSIONER BELL: As we close -- I'm
7 sorry.

8 COMMISSIONER BURTON: Through the chair I
9 just want to just add to the diversity piece. You know,
10 when I look at this department I look at the 12
11 precincts I see inclusion, I see diversity, and so I
12 just want to say I notice the diversity, how the
13 department has been diversifying; I see the inclusion.

14 COMMISSIONER BELL: As we close this out I
15 want to thank you, Captain. And I want to also say to
16 Chief Craig and DPD and members of the audience that
17 this is not the department that I know. This is not the
18 '70s, this is not the '80s and this is not the '90s.
19 This is not even 2003 when I retired. I always
20 indicated that we needed a fresh look at chief of police
21 in terms of Detroit Police Department and what I have
22 interact across this country from the LA to New York,
23 Boston all that and been involved that Detroit it was
24 more or less like the same tune, the same people who
25 surfaced to the top.

1 And all due respect for me with all the past
2 police chiefs but I think we have really with the
3 consent decree with the 11 years that we was under that
4 that was much too long, too expensive, and it should
5 have dealt within a short period of time but here we are
6 today that this department is more progressive in so
7 many areas of accountability, staffing, and community
8 interaction; we have come a long way and I have to
9 commend the leadership of this department and I don't
10 give kudos lightly but I give it where a person is
11 deserving; and this department since I've been on board
12 since 2014. I'm impressed; I know we're not there yet
13 'cause there's no perfect police department.

14 We talk about morale you have to look at
15 2020 (inaudible) in Chicago. How enforcement has
16 dropped to the bottom in terms of morale and, you know,
17 but basically regardless of what is happening in Detroit
18 it's never about the money; it's always about service
19 and I know people still raise the issue about residency
20 but I'm concerned about the quality of police service in
21 the city of Detroit and we have come a long way. And I
22 think we can all attest if we want to be honest with
23 ourself in terms of what we have witnessed because when
24 they close the precinct down I didn't even know that
25 command officer was not working 12 hours but the troops

1 was working 12 hours. That's ridiculous when you lock
2 people out of precinct; that was ridiculous so the
3 NPOs -- is officer King still here? Stand up Officer
4 King. He's from the 5th precinct; he's one police
5 officer who's totally invested in this community and
6 he's a model example of the 12th precinct so that's been
7 a great program. I just want to thank you for your
8 ongoing service. I hope you keep another five years; he
9 getting a little bit mature. But he's out there 24 -- I
10 mean, you know, he's just engaging but all these
11 officers are committed but we just have to say let's
12 give them a round of applause.

13 Standing ad hoc committee reports to my
14 left, to my right. If not Mr. Hicks.

15 MR. HICKS: Thank you, Mr. Chair just have
16 two quick items. One is that in the last meeting you
17 inquired about, and also Commissioner Dewaelsche,
18 inquired about the rotations of the presentation of the
19 law department relative to the marijuana shops in town.
20 Originally, as I indicated it would come to us on the
21 15th of December; we've communicated with them. They
22 are eager to come back but we also noticed that they're
23 coming back to us in March and the schedule is kind of
24 close in between so we're going to still try and work
25 that in but they will be coming as part of the regular

1 schedule in March as well. Still going to make that
2 effort.

3 Second thing is that I wanted to point out
4 and you should have received this yesterday that we are
5 making a new addition to your board packet and in that
6 board packet as bureaus and units of divisions come up
7 for presentation we are providing you with a quick
8 economic or financial summary for those units indicating
9 the amount of dollars that the department is putting
10 behind them, the amount of personnel that the department
11 is putting behind them, and then trying to give you a
12 quick summary of what the mission of that particular
13 unit would be.

14 And then as staff we have gone back and
15 continued to go back and look at the older transcripts
16 inside of the office and try and isolate questions that
17 you've asked in the past questions that may not be
18 immediately in front of you now but that you've asked in
19 the past and we've tried to align those questions up in
20 this packet. We hope to keep it always to one page so
21 it's a quick reference for you and that the first one of
22 those was on the civil rights division which is in your
23 packet. We attached a financial summary which is the
24 cost center associated with the division in this
25 particular case and what we're trying to do is to give

1 you a financial sense as well of the size if you will
2 and operation of these varying units.

3 So this will be something that will be a
4 regular feature in your packet; we would hope to
5 transmit at least the first of those to you when you
6 receive either the Tuesday package or the copy of the
7 minutes, the draft minutes, so you'll have some time in
8 advance of the meeting to review it. With that
9 Mr. Chair that's all I wanted to add.

10 COMMISSIONER BELL: Any questions or
11 concerns? Mr. Hicks, I would like you to keep us posted
12 in terms of the number of the Greenlight; that issue
13 come up with the community all the time. If we can keep
14 a report on that weekly or every two weeks I think that
15 issue come up with the community all the time; how well
16 are we talking with the Greenlight, when is it coming
17 (inaudible), how many of precincts in my area; so get
18 those questions, those inquiries too; what's happening
19 because people really enthused about that.

20 Even if we can get the numbers of marijuana
21 clinics that we have too; I think that's another issue
22 come up all the time. Seems though it's been debated
23 one popping up one or not, whatever. We can get that
24 type of information; I just think we need to be armed
25 with that information for the community. I hate to rely

1 on the city managed all the time with information I
2 think it's a public safety issue.

3 MR. HICKS: Mr. Chair, if I could suggest as
4 these I know this issue comes up in almost every one of
5 your meetings but as a way to phase into this we can
6 give you that kind of information in advance of each of
7 your community meetings, which more likely that the
8 community people will engage so we'll make those
9 standard reports in advance of community meetings.

10 COMMISSIONER BELL: Thank you.

11 COMMISSIONER MOORE: Through the chair, I do
12 have a concern but I guess I can bring it up with you
13 off line, Mr. Hicks, regarding the numbers producing the
14 numbers of various units I think that could possibly be
15 a safety issue. But I'll talk to you later about that.

16 MR. HICKS: Sure.

17 COMMISSIONER BELL: Old business? New
18 business? Mr. Crawford.

19 COMMISSIONER CRAWFORD: Through the chair in
20 reference to the policy committee as I stated earlier I
21 was not only was I offended I received many calls from
22 the community about the press conference that the DPOA
23 held Monday and that was by its leadership President
24 Mark Diaz in reference to filing a policy grievance and
25 even perhaps as they stated they'll go on with

1 arbitration to call for the ban or one might say the
2 abolishment of the CORE committee.

3 As I stated I thought the CORE committee and
4 I stated it back when it started last year was a good
5 thing. Commend the chief for it. I just had stated
6 over and over a issue with one of his cofounders. What
7 I would like to say this is on the Monday the very day
8 of Dr. King's anniversary, I mean that was really
9 offensive considering and it was a slap in the face of
10 all those who support diversity to say the least and it
11 was a direct front to Dr. King's legacy.

12 The statement that the DPOA would actually
13 file a grievance against its own members so to speak.
14 The one might say the discriminatory hypocrisy is that
15 they didn't file a grievance and there was no press
16 conference when the LBGTQ was formed in the department
17 and also reached out to the community and again I
18 commend the chief for that on terms of the issues that
19 were brought up and just even discussed to have this
20 open relationship and there's still those throughout the
21 community the feedback is great. But there was no
22 policy or no press conference to file a policy grievance
23 or even go to arbitration to strike that down or ban
24 that.

25 So again the history, I'm not surprised

1 because this is what historically what unions -- union
2 presidents unfortunately some of them, and police unions
3 do and it speaks for itself that mere action. However,
4 as chair of the policy committee I hope the commission
5 would join me in opposing this and the department and
6 the mayor of the city in Detroit fighting this
7 particular grievance. And I'm certain we'll prevail and
8 I do recommend any tweaking or changes or and I stated
9 last year I had no issue with who the department chose
10 to appoint as a chair and cochair; I just had an issue
11 with the one individual.

12 So that's my issue with it and also too
13 Mr. Hicks and also to the director of personnel HR
14 Oxendine I would like all of the EEOC complaints, the
15 number that we have, all of the litigation paid out by
16 the department in the last four years. I've asked for
17 this periodically over the last two or three years;
18 haven't gotten that but for the last four years if we
19 can just get the number of EEOC complaints because the
20 complaints are filed through EEOC not the DPOA and that
21 speaks volumes to as to why the membership would go to
22 union but the history speaks to that; the history of the
23 union.

24 And it's no surprise because as I stated
25 this is what unions do. Not only do they in this case

1 you want to oppose a vehicle or communication from the
2 officers to the department but also too historically
3 they have engaged in, you know, intimidation and that's
4 why members don't feel so comfortable and I know this
5 because I 30 years as member in the DPOA and I know the
6 issues that we fought was Mark Diaz was fighting a
7 different kind of fight. He was fighting to stay out of
8 prison; we were fighting for diversity and we were
9 fighting for a number of other issues that we felt were
10 a front to not only our constitution but civil rights in
11 the Detroit Police Department.

12 MS. OXENDINE: So with respect to the number
13 of EEOC complaints that is provided every year to the
14 police commission and the annual report if you want to
15 know what that was for 2015 you will find that in the
16 annual report in that information I provided to the
17 board. And we're more than happy to provide you with a
18 number of complaints for 2016 calendar year.

19 COMMISSIONER CRAWFORD: Yes, ma'am.

20 MS. OXENDINE: I wouldn't know about the
21 litigation information but I would know about the number
22 of complaints that actually had been filed in my office.

23 COMMISSIONER CRAWFORD: Yes, ma'am okay well
24 thank you and well I did ask and like I said that's not
25 part of you in terms of the number of dollars paid out

1 in litigation.

2 MS. OXENDINE: Correct, sir.

3 COMMISSIONER CRAWFORD: But we will seek
4 that from the appropriate entity, the law department; is
5 that correct Mr. Hicks?

6 MR. HICKS: Yes. Through the chair. We do
7 have on our schedule a presentation from the law
8 department. We are still trying to hammer down the
9 actual individual who would make such a presentation in
10 the law department. But we're in general communication
11 with them; we have not gotten the specifics of the who
12 and the caliber of the information in which they would
13 bring with them. This might be one of those with
14 situations, Mr. Chair, where a call might advance
15 staff's ability in order to get that conversation going.

16 COMMISSIONER CRAWFORD: Through the chair.
17 Mr. Hicks, I would definitely like to know if there is
18 any pushback perhaps we need to utilize that subpoena
19 power that the board does have.

20 COMMISSIONER BELL: Commissioner Crawford,
21 we -- Deputy Chief Washington can -- but we'll make that
22 formal request again for (inaudible) council which we
23 made a formal request I think upon two or three
24 occasions and we have opportunity to meet with the mayor
25 next week, the chair and vice chair; we will pursue

1 again at that time.

2 MS. WASHINGTON: Mr. Chair, Celia Washington
3 legal advisor. I was not privy to all of the requests
4 that were made to the city law department. I know that
5 I did speak with Butch specifically about payouts. We
6 have -- we got some preliminary information last year.
7 I can certainly reach out and get an update but if
8 there's anything I can do to facilitate; I think part
9 of -- I'm not speaking for the law department --
10 different people do different things and if there's an
11 overall report out that's coming from the law
12 department, maybe a little bit of planning we'll make
13 sure that the right people are at the podium. But if
14 there's something specifically that...

15 COMMISSIONER BELL: He just wanted to know
16 payouts of lawsuits involving police officer and we have
17 made that request in writing and I made the request
18 verbally so Commissioner Mallett.

19 COMMISSIONER MALLETT: Well, the only thing
20 I would say is Mr. Hicks, I'm certain with the amount of
21 you spend on council (inaudible) staff the city
22 council's got this, right? I mean, these numbers are
23 available so I mean maybe it is that we skip right past
24 the law department and call the council president's
25 office and say can we have the report; I mean I'm sure

1 it exists somewhere; it's just not difficult and every
2 year, right, the city council has to approve the law
3 department's budget and it has to approve the
4 settlements. I'm positive that somewhere in the city
5 council analyst's office (inaudible).

6 COMMISSIONER BELL: We hope to pursue it and
7 we'll report back to the board next week.

8 MR. HICKS: I will try that -- through the
9 chair I will try that avenue as well.

10 COMMISSIONER CRAWFORD: One last thing
11 through the chair Commissioner Mallett is absolutely
12 correct because over the years there was councilwoman
13 Sheila Cockrel who took interest in that and I was
14 always somewhat a part of that in those meetings where
15 they talked about the litigation was paid down in
16 reference to Detroit Police Department. Absolutely
17 correct.

18 COMMISSIONER MALLETT: Commissioner
19 Crawford, can I ask Commissioner Crawford that you walk
20 back from the recommendation that you made regarding the
21 DPOA. Maybe we can let the chief as he reconfigure the
22 CORE and working with A.C. White and D.C. Washington
23 figure out. If they are able to construct the framework
24 that produces the kind of work product I think the chief
25 is looking for I am also fairly confident, and I don't

1 know anybody, Commissioner Crawford, in DPOA but I'm
2 fairly confident that if they can come up with the
3 structure, that the complaint lodged by DPOA would be
4 withdrawn because this will meet whatever expectation
5 that they have.

6 So I would ask that we give the police
7 department leadership whatever time they need to
8 construct CORE along the new vision that the chief has
9 described and then we see what happens before we have to
10 vote on an action that might create unnecessary conflict
11 with the work that police department leadership is
12 already engaged in.

13 COMMISSIONER CRAWFORD: Through the chair,
14 Commissioner Mallett, I wholeheartedly support that. My
15 issue was not -- and I even just stated here a few
16 minutes ago that I support CORE and the concept of CORE
17 and the committee and I commend the chief on doing that
18 and the tweaking or changing of CORE. I would be
19 opposed to that not the least bit; what I'm opposed to
20 or appalled by I feel the disrespect not only Dr. King's
21 legacy but the disrespect to those of us who are
22 pro-diversity and pro-justice so to speak within the
23 department. And pro-individuals just even having a
24 voice. I'm opposed to the DPOA in the filing, just the
25 mere filing of -- or what they say in the press

1 conference that they would file a policy grievance even
2 go to arbitration opposing this and the CORE committee
3 and even call for it to be disbanded. That's not my
4 call for it to be disbanded; that's their call; that's
5 what their president said.

6 COMMISSIONER MALLETT: I get it,
7 Commissioner but I --

8 COMMISSIONER CRAWFORD: I support
9 wholeheartedly what you're saying.

10 COMMISSIONER MALLETT: The point that I'm
11 making is that we are in a very, very tough political
12 environment. Very tough. We have all of the time
13 people stating that if you disagree with me in any way,
14 you're a bad person; that fundamentally since I'm right
15 and you're wrong you must be a bad person. The --
16 that's a dangerous place for us to occupy and the whole
17 country, Commissioner, is there. We have got to figure
18 out a way to disagree with each other and then not
19 decide that they're bad. Now I know you've got 30 years
20 of history; I don't thank God. I am glad to be a
21 civilian member of the Board of Police Commissioners and
22 grateful that the only Mallett who was a police officer
23 is my father. I escaped that duty and responsibility.
24 I appreciate deeply the policemen and women who have
25 done that for me.

1 But I do think, Commissioner, that it's
2 important that we accept the public responsibility. You
3 got 30 years of issue at the DPOA and you fought that
4 fight mightily and I am with you and I applaud you. I
5 am asking though in this particular instance that we
6 step back and let this police department leadership
7 manage. If they don't meet your expectation,
8 Commissioner Crawford, then you can offer it again.
9 What I'm asking is give them time to figure this out. I
10 believe that there's a relationship between the chief of
11 police and I believe it's Sergeant Diaz. As I believe
12 that he can be convinced by the chief that the changes,
13 the tweaks as you described will be enough. What I'm
14 asking to you, Commissioner, is let this process work.
15 If I doesn't then, you know, we meet every week. What I
16 am saying is is that we see what the chief and his team
17 can do to make the problem that you've described go
18 away.

19 COMMISSIONER BELL: Let me.

20 COMMISSIONER VANN: Mr. Chair, I hear the
21 discussion here and I know that you're going to rule
22 because you're our chair. But I guess what I'm most
23 appalled at is in our last meeting the president of the
24 DPOA stood before us with an impassioned speech about
25 how he was supporting this effort. And when it was

1 discussed and when it was brought to the floor he gave,
2 you know, this impassioned oratory, missing his son's
3 birthday talking to us about diversity in the department
4 and how he supported what the efforts of the chief were.
5 I mean just the sheer hypocrisy of that.

6 Somehow I missed the e-mail. I didn't even
7 know that they had a news conference on Martin Luther
8 King Day; maybe I was observing the holiday but to hear
9 today if this is so, that the DPOA now has a grievance
10 and they filed it and it's public and they want to
11 disband CORE and all of that when we just heard from
12 this man last in our community meeting last week of
13 course in our district say this. I'm appalled at that
14 sincerely because I don't think that that's sincere.
15 You could not have been sincere if you had plans to file
16 a grievance. And so I just wanted to observe that in
17 the midst as an insert to your discussion.

18 COMMISSIONER BELL: Commissioner Crawford.

19 COMMISSIONER CRAWFORD: Yes, sir, one last
20 comment.

21 COMMISSIONER BELL: You have spoken
22 thoroughly to the issue. I'm going to ask you to
23 hesitate. And I'm going to recognize the lieutenant
24 here and then I'm going to have some comments and we're
25 going to close this out.

1 LIEUTENANT STANLEY: You just happen to have
2 a CORE member in the room and she's speaking right now.
3 I'm Lieutenant Sherell Stanley and I am a member of the
4 Committee for Race and Equality. And the committee
5 quite frankly does echo the concerns that the DPOA has
6 asked that CORE be dissolved. We echo that concern
7 when, you know, when you uncover potential
8 discriminatory treatment and preferential treatment by
9 members of this department that's not a reason to
10 disband the committee that came up with the finding,
11 okay. The committee of course and everyone in this room
12 should know that we were not at liberty to disclose the
13 names of the members who came forward with information
14 and provided that information to CORE in order to
15 provide those findings and make recommendations to Chief
16 Craig.

17 We have commended the chief time and time
18 again for getting in front of this issue and
19 commissioning this committee in order to be proactive,
20 okay, as opposed to reactive; in order to get in front
21 of potential discriminatory treatment and preferential
22 treatment by command officers and others, okay? The --
23 let me reiterate that we were not at liberty to give the
24 names and disclose the names of the members that came
25 forward with that information. That's why it was not

1 intended to be an investigatory memorandum to the chief.
2 We served in an advisory capacity. The chief gave us
3 direction, we followed that direction, and reported out
4 accordingly, okay. And again we stand behind the
5 chief's intention to get in front of this matter instead
6 of behind it.

7 COMMISSIONER BELL: Thank you, Lieutenant.
8 I just want to say that I met with, as I indicated to
9 you, I met with Chief Craig on this particular issue and
10 I hear Commissioner Mallett and Commissioner Crawford
11 and Lieutenant here that we are going -- and I think I
12 have relationship with Mark Diaz and DPOA and Mark
13 Young, LSA and committees cross section of people and it
14 appears that the chief and the committee wanted to go
15 forward and we wanted to go forward.

16 So I think that there's room for dialogue in
17 reference to that. Sometime perhaps things shape itself
18 within DPOA ranks and the president had to respond in
19 certain -- you know how that goes. That's the politics
20 we don't know but we want to go forward in terms of the
21 dialogue and restructuring and perhaps this would
22 resolve itself and we'll report back next week in
23 reference to the chief indicated he's going meet with
24 the committee. We are concerned and I want to say the
25 DPOA from the past is not the DPOA today. I think they

1 are progressive. I like the leadership; I know the
2 leadership. We haven't talked this year but we have
3 talked last year and there's ongoing dialogue so I think
4 even LSA -- I don't have that much interaction with the
5 command officer but I do know the leadership team there
6 but I think we can bring this to a head.

7 It's good to have open discussion but let's
8 not get bent out of shape to attack and I appreciate
9 Commissioner Mallett's concern and Commissioner
10 Crawford's concern but we're going to move forward and
11 work this out. It's an issue that we need to have
12 debate it will have to be some form of order in terms
13 of -- unionism as you well know that's a different --
14 this board, this membership he might respond whatever.
15 I don't know. But I will call Mark; he's been very open
16 to supporting this board and he stated -- I agree with
17 Commissioner Vann he came to the forum said blah, blah,
18 blah. Then on Monday morning and I missed the chief
19 call that he was going to initiate it, you know, but it
20 is what it is. Let us move on and deal with it. Yes,
21 ma'am.

22 LIEUTENANT STANLEY: I just want to say too
23 that Sergeant Diaz did come to the last CORE meeting
24 which was this past Tuesday and we did have some
25 dialogue and we encouraged him that in the future to

1 have dialogue on the front end as opposed to the back
2 end. We thought it was very premature to have a press
3 conference quote unquote and to an extent undermine the
4 credibility of CORE and those members who are on the
5 committee. So we did have that dialogue and that we
6 hope going forward, and I'm sure we have the chief's
7 support in that regard, that if the DPOA or any other
8 union for that matter is going to have a press
9 conference, that we have some dialogue and we
10 communicate; and it's about respect; it's about
11 communication and that's how we send a positive message.
12 Because that's what this is. The community should know
13 that this is a positive thing, this committee, okay,
14 that the chief has impaneled. And the angle that was
15 taken by the DPOA makes it appear to be something much
16 less.

17 COMMISSIONER BELL: Chief?

18 CHIEF CRAIG: Through the chair I just want
19 to also I think I said it earlier I did meet with Mark
20 the following day 10:00 morning meeting and he assured
21 me once again he's committed to CORE; he's most
22 concerned as some of his members it was safe guards,
23 some safe guards and he connected it from a perspective
24 of officer safety; however, I told him we will discuss
25 whatever those safe guards might be but he again

1 reassured me that he is committed to CORE. And I know
2 that Mark Young from LSA as well as Arc over at COA are
3 all committed to CORE.

4 So how it looks I'm meeting with the entire
5 CORE committee I certainly want to understand what --
6 how they feel. You know, I did talk to the cochairs in
7 the aftermath of the DPOAs and so I'm optimistic that
8 we're going to have CORE, and it's going to continue to
9 move forward and do the good work. As I said in my
10 remarks and response to the DPOA I applaud the work of
11 every member that worked on CORE and you talk about
12 visiting 47 roll calls; that's no slight undertaking.
13 I'm talking about all shifts. So that was tremendous
14 work, a lot of benefits came out. I know during the
15 course we had meetings and they would share certain
16 things that frankly I acted on before a report was
17 generated. So we want to keep that kind of dialogue;
18 it's very important.

19 COMMISSIONER BELL: I think this is a unique
20 committee. So let's move forward, thank you.

21 COMMISSIONER CRAWFORD: Through the chair.
22 Since Commissioner Mallett asked me about walk this back
23 I believe it was when the DPOA walks back their
24 grievance I'll walk back. I am a very patient man; I'll
25 give it time but when they walk theirs back and it's

1 something that I've always understood about leveraging
2 power being seated at this table and out in the streets
3 it's leveraging of that power. And if you see me in a
4 fight with a bear, help the bear.

5 COMMISSIONER BELL: Okay. We're going to
6 move on. Announcement: Our next meeting is Thursday
7 January... is that the 26th 3 p.m. here at public safety
8 headquarters and our next community meeting February 9th
9 is forthcoming we'll let you know perhaps by next week.
10 Just next item would be oral communication from the
11 audience. Please be respectful, give your name, and you
12 have two minutes and pay attention to Mr. Brown. If you
13 going to come forward, I would please the mic give your
14 name.

15 MR. HUNT: Hello to the board and chief of
16 police my name is Jacky Hunt and I have a citizens
17 complaint. Recently last year I had four of my cars
18 towed that was in a yard. And police put a sticker on
19 it Monday and by the next Wednesday I should have moved
20 them. Well they were abandoned stickers but the
21 vehicles were not abandoned. I was there today when he
22 came out I was there early like 7:00 in the morning;
23 they came around 10:00 so I was there waiting on my tow
24 people to move my cars but he arrived and the scene
25 changed. He wouldn't let my tow company tow all the

1 cars. He said once he was there it was too late and he
2 kept using a gambling phrase all bets are off; if these
3 cars are not yours, I'm going to have them towed.

4 So he ran the VINS, turned out to be my
5 cars; he towed them anyway. And he was lacking on
6 information. I had been checking on how to get my cars
7 back; I went down to the court found out policies had
8 changed that you must pay for your vehicles in full,
9 bring the receipt down to the court, and then they'll
10 release their cars. Well that was new to me and having
11 my cars towed was new and by the time I went to court
12 and found this information out, I was already out of
13 like 2,000 dollars which I didn't have and I still don't
14 have.

15 So the end result is that they'll be towed
16 or auctioned off if you don't do anything. Well at this
17 point in time I'm not sure where in that process that is
18 as far as auctioning off. But I feel that the problem
19 could have been mitigated and taken care of if he had
20 allowed me to have all of my cars towed. Well he seemed
21 bent on towing the cars nonetheless anyhow and as I said
22 or he had my cars -- he had my towing agency he told
23 them to leave the scene.

24 So I feel that I'm out of money
25 unnecessarily. I've had dialogue with the city of

1 Detroit Parking Division, that hasn't worked out. I
2 wrote -- sent e-mail to the board; I wonder if you got
3 it because it seemed a lieutenant said that he was put
4 in charge by the board; his name is Lieutenant Parish.
5 And we've been talking; he even came out to my job. So
6 the end result of all of that is he wonders how much I
7 can pay. Well to begin I think I shouldn't need to pay
8 anything but my cars are still in the storage and I'm
9 enlisting the help of the board to help wherever they
10 can.

11 COMMISSIONER BELL: Sir, Chief will respond
12 as I mentioned earlier -- stand right there. We have
13 Chief Investigator Drake will take your complaint and
14 Chief Craig.

15 CHIEF CRAIG: Right, thank you Mr. Chair.
16 Through the chair we have Lieutenant Parish here if you
17 want to hear from he just walked in. Maybe he can shed
18 some light. Have you been briefed on this Lieutenant?

19 LIEUTENANT PARISH: I submitted a report to
20 you in this regard.

21 CHIEF CRAIG: Are you prepared to brief out?

22 LIEUTENANT PARISH: I can.

23 CHIEF CRAIG: Thank you.

24 LIEUTENANT PARISH: Good evening,
25 Commissioner Bell. So like I said I submitted a report

1 to Assistant Chief White on the matter. I talked to
2 Mr. Canty, who's the director over at municipal parking;
3 he agreed to release the vehicles for the cost of towing
4 only. These vehicles were appropriately tagged and were
5 sitting on a city owned lot for based on my conversation
6 with Mr. Hunt for years; they had been tagged for days
7 prior to being seized. There were six vehicles on the
8 lot according to the conversation I had with Mr. Hunt.
9 On the day the officer responded and called for tow
10 trucks Mr. Hunt removed at least one perhaps two of
11 them. That still left four vehicles. When I talked to
12 Mr. Canty and we had this discussion by e-mail I relayed
13 to him the fact that Mr. Hunt had at least initiated the
14 steps of getting his vehicles removed so why don't we
15 give him consideration regarding the storage costs.
16 Mr. Canty agreed and that's why we were going resolve
17 the matter for the cost of towing only.

18 We are still asking for the cost of towing
19 because these vehicles had been tagged for days and it
20 was not until the officer took the force of action that
21 Mr. Hunt attempted to seize these vehicles and remove
22 the vehicles. Unfortunately, it's just too long and I
23 felt that a happy medium was to impose a cost for towing
24 only. I did e-mail Mr. Hunt this. I did leave him
25 several voicemails regarding this; it has been difficult

1 to reach Mr. Hunt on a regular basis although we have
2 managed to talk to each other.

3 In any event I recommended that the matter
4 be closed with that resolution, the option of recovering
5 the vehicles for the cost of towing only. These
6 vehicles have been removed from the auction process;
7 they were slated to go to auction on January 25th. And
8 they are waiting to be picked up again for the cost of
9 the towing only which is 125 dollars per vehicle.

10 COMMISSIONER MOORE: Through the chair I
11 have a quick question. Did you advise the gentleman
12 that you work for the Board of Police Commissioners?

13 LIEUTENANT PARISH: No, sir I didn't advise
14 him; what I advised him was that I had received a
15 complaint from the Board of Police Commissioners. I
16 received the e-mail that Mr. Hunt had sent to the board
17 through the Assistant Chief of Police. I submitted my
18 report to the Assistant Chief of Police. Obviously if I
19 ever wanted to reach the board, I would go through the
20 board's secretary. However I work through Assistant
21 Chief James White on these matters.

22 COMMISSIONER BELL: Thank you and sir you
23 can talk to him, okay. Thank you.

24 LIEUTENANT PARISH: And just as a note,
25 Commissioner in one of my e-mails I did make the point

1 that if he actually wanted to make a complaint against a
2 police officer, that would be outside of my purview;
3 that would have to go through the Office of Chief
4 Investigator on that matter. I was only dealing with
5 the towing aspects, trying to get his vehicles resolved
6 before they hit the auction block.

7 COMMISSIONER BELL: Appreciate your help,
8 thank you.

9 MS. GEORGE: Hello, good evening to the
10 Chairman Bell and to the commissioners and I like that
11 Commissioner Crawford about the bear; I'll remember
12 that. I admire your courage. My name is Michelle
13 George and Chief Craig, you're doing a very good job. I
14 have a question I know I was here at the police meeting
15 maybe about two weeks ago and we were discussing the
16 recruitment of young people in the city of Detroit in
17 law enforcement and I was curious to know -- I'm curious
18 to know about the barriers; I know with the Detroit
19 Public Schools we're fighting, they're taking away
20 literacy out of the program even though it's of young
21 children but that's very important but I'm curious to
22 know about the dispensaries.

23 I know that Chairman Hicks talked about the
24 dispensaries. In the city of Detroit, and I think Chief
25 Craig has done a very good those dispensaries are

1 dangerous. As you saw on the news yesterday on Gratiot
2 that stench of that new kush is very dangerous and I
3 don't know what to say when you ride down Livernois you
4 can smell it. I'm going to deal with the city council
5 about that. When I was at the congressional black
6 caucus they were talking about a lot of the kush smell
7 in apartment buildings and I know I got into a very
8 strong debate with a lobbyist in the senate building
9 about putting these marijuana dispensaries in urban
10 cities and I know Attorney Crump, which is Trayvon
11 Martin's attorney, we talked about that; it's
12 environmental racism.

13 As a nurse you get dizzy from that; I know I
14 spoke at a community meeting about what you don't about
15 marijuana; it could kill you. That kush is dangerous.
16 We need to get those dispensaries out the city. And I
17 always think about they put -- that's why I was telling
18 Chief Craig he's doing a good job if any -- unless you
19 smoke -- unless someone smoke weed themselves if you
20 don't smoke weed, you need to sit in there around that
21 kush and I guarantee you in 15 minutes you will lose
22 your memory, you will have -- get dizzy from that so we
23 need to really work on getting those dispensaries out of
24 the city of Detroit.

25 A lot of those dispensaries 9 out of 10 is

1 laced with mold. Most of those dispensaries are owned
2 by people who do not live in the city of Detroit; they
3 live out of the state and I don't know why in the urban
4 cities why we have to treat ourselves so low; they're
5 not in Oakland County. I saw one I think in upper
6 Michigan near Traverse City a marijuana dispensary, but
7 we really need to work on getting every one out of the
8 city. Thank you, because when you ride down the city
9 you can sit at a car -- it gets in your car and it's
10 becoming very dangerous, thank you.

11 COMMISSIONER BELL: Thank you. I think
12 maybe Director Gail might want to respond to the first
13 part about recruitment issue.

14 MS. OXENDINE: I'm not really sure of the
15 question; I'll talk to her.

16 COMMISSIONER BELL: She mentioned -- anyway
17 you can talk to her one on one; is that okay with you?

18 MS. GEORGE: Yes, sir.

19 MRS. SMITH: Good afternoon. Bernice Smith,
20 precinct delegate. Last week I wrote this down so I
21 won't be -- chief, I wish you would stay a while.

22 CHIEF CRAIG: I got to go to a calling.

23 MRS. SMITH: All right. Just for a minute.
24 Last week I witnessed a cold, uncaring police department
25 or police commission meeting. A Detroit citizen

1 appeared before you asking for her help. She stated
2 that her van was towed after her boyfriend got out of
3 the car to give her a peck so she could take it to her
4 aunt that was in the hospital. When he got ready to go
5 back, turned around, his van was going down the street
6 being towed. A man told him that they stayed in that
7 particular area; they have spotters there and they stay
8 in that particular area and that is the Medical Court
9 apartments.

10 What happened was he stated that it's
11 constantly they steal from not steal but they tow from
12 30 to 40 cars -- okay, stop Brown. And then the complex
13 it is run by the Plymouth nonprofit housing association.
14 My complaint with this board is that all of you were
15 silent; not one of you said anything in regards to
16 letting the young lady be talked to a police
17 investigator when she started crying. I got in touch
18 with a board member myself and told them about the
19 meeting that was held last year; and they stated that
20 the president who has had contact -- that we have to
21 have contact with and the president is no other than
22 Mr. Willie Bell.

23 Now I ask why are you Mr. Bell knowing a
24 problem at the Medical Court not help the couple
25 especially after Ms. Stephanie Lucas who is here now

1 broke down crying? No one showed any compassion and
2 that is a travesty. You were sitting there all silent.
3 You didn't even offer any help for the young lady at
4 all. This is my precinct, 149 over 20 years I've been
5 here since 1996 and I wasn't told until now but God
6 rights all wrongs and the TV station, radio, and the
7 mayor will be notified about this incident. Goch, or
8 whatever their name is, & Son's Towing has to go. They
9 are making a mint in that particular area.

10 I suggest to you the housing association put
11 up a stand or put up a fence there and have passes be
12 distributed to the tenants so you won't have to worry
13 about nobody coming in there. You have a sign there but
14 the sign is so little people don't pay attention to it.
15 So I'm very upset about this because I feel as though
16 something should be done about it. You're making money
17 off of those people's coming in that interest both black
18 and white and it should be stopped. We're working on
19 it.

20 COMMISSIONER BELL: Thank you but you are
21 incorrect. We had officer talk with both parties who
22 came to the meeting last week and I'm not going to
23 debate you this is a --

24 MRS. SMITH: You didn't do anything about
25 it.

1 COMMISSIONER BELL: Ma'am, this is a totally
2 separate, private matter that we address it in a forum
3 where they talked so this is not the place for it.
4 Thank you.

5 MRS. SMITH: They were supposed to come to
6 the president and you're the president.

7 COMMISSIONER BELL: The time is up.

8 MRS. SMITH: How much money is being made
9 off of this? All right, well we'll talk about it on the
10 air.

11 DR. DIVERS: Mr. Chairman Bell, members of
12 the board of commissioners I'm Arthur Divers. I'm the
13 liaison for the Honorable George Cushingberry city
14 councilman for District 2. I guess I just have two
15 points here. Number one, you were talking about that
16 civil the CORE committee. And it's my opinion it was no
17 mistake that they had that press conference. His point
18 is to deliberately prevent that committee from becoming
19 a stationary or standard committee. Make no points
20 about it; don't be fooled. He may say one thing as he
21 did when at the meeting and then he was most insulted
22 that this would be brought up in such a powerful
23 oratory; that this was taint against the department.
24 And I'm sure you were there. So don't be fooled by that
25 smooth talker. He means to prevent that committee from

1 becoming a part of the department.

2 The second point I want to make. I know I
3 want to commend the department for its work, its
4 dedication, and what it has done but I think you need
5 more police officers. You're understaffed, your pay is
6 low. You have people who come through your training
7 which is considered one of the best training programs in
8 the state and not only that in the nation, and then they
9 get it and then they leave and go to other departments.
10 Once they get that certificate that document it opens up
11 opportunities and they leave you.

12 So you have some problems with morale. If
13 you had seasoned officers, command officers and others
14 and you have young persons coming on to your staff and
15 if they get out of line or make a mistake, these
16 seasoned officers can mentor them and provide guidance
17 to them so they will know the role and how to deal with
18 issues that they will meet in the community. But I want
19 you to think about that. You need more officers, you
20 need better pay if you want to retain not only if you
21 want to grow as an organization and that's very
22 important. In addition to all the things you have done
23 crucial to your success is that you have sufficient
24 officers on staff, on technical unit, all across; if you
25 want to do an effective job. And I think that you're

1 capable of doing that and I wish you well and as a
2 representative of Mr. Cushingberry, Councilman
3 Cushingberry he supports you. But I do think you need
4 to know that he wants to stop that from becoming a
5 permanent part of your organization. Make no bones
6 about it. And also you need to double your recruiting
7 so that you can do a much more effective job. Don't
8 think that you need to have less when you can do more.
9 That's not true. Thank you.

10 COMMISSIONER BELL: Thank you, Dr. Divers.

11 COMMISSIONER BURTON: Through the chair I
12 have a question for Assistant Chief, A.C. White. I'd
13 like to know -- I know that the department is growing as
14 far as numbers but where we are today as far as growing
15 our reserve officers or reserve division?

16 ASSISTANT CHIEF WHITE: That is not a report
17 through me and I do not have those numbers. I know that
18 the unit has grown but director do you know the numbers?

19 MS. OXENDINE: No, I don't have the numbers
20 but I think there was some information given when
21 Lieutenant Potts came with the Chaplin CORE and also I
22 think Commander Bettison made -- I was at a meeting a
23 few meetings before that where he reported out some
24 numbers about the number of reserve officers that had
25 grown. We did at our professional ceremony that we just

1 recently have the chief appointed for the first time a
2 chief of I think called it the chief reserve officer
3 like the chief of police for the reserves if you will.
4 So that's a first. So Commander Bettison is probably
5 the best person to answer that question with respect to
6 the numbers and whatever his process is to grow that
7 group. He would have that information.

8 COMMISSIONER BURTON: Thank you.

9 COMMISSIONER BELL: Any other comments from
10 the audience? If not, the chair will entertain a motion
11 for adjournment?

12 COMMISSIONER MALLETT: So moved.

13 COMMISSIONERS: Support.

14 COMMISSIONER BELL: Properly moved and
15 supported. Those in favor, aye.

16 ALL: Aye.

17 COMMISSIONER BELL: Opposed? Motion
18 carried; thank you.

19 (Meeting concluded at 5:11 p.m.)
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25

1 STATE OF MICHIGAN)
2)
3 COUNTY OF WASHTENAW)

4
5 CERTIFICATE OF NOTARY PUBLIC AND COURT REPORTER

6 I, Caitlyn Mancini, do hereby certify that the
7 above-entitled meeting was duly recorded by me
8 stenographically and by me later reduced to typewritten
9 form by means of computer-aided transcription; and I
10 certify that this is a true and correct transcript of my
11 stenographic notes so taken.

12 I further certify that I am neither of counsel to
13 either party nor interested in the event of this cause.

14
15
16 



17 Caitlyn Mancini, RPR, CSR-8887

18 Notary Public,

19 Washtenaw County, Michigan

20 My Commission expires: August 15, 2021

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