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CITY OF DETROIT

10 BOARD OF POLICE COMMISSIONERS MEETING

11 May 2, 2024 at 3:00 P.M.

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1 CHAIRPERSON PRESSLEY: Noting that we don't yet have
2 a quorum we will move forward with our amended agenda.
3 But whether our amended or official agenda, we always
4 begin with a word of invocation. And we would do the same
5 this afternoon.

6 We are just yet awaiting our Chaplain to join.
7 Alright, so if the Chaplain has not yet joined us, then
8 we have some rams in the bush. So I can't see who you
9 are, but if you would be so kind as to open us up with a
10 word of invocation. State your name for the record. Thank
11 you. Go right ahead.

12 Okay. One second, Officer, I think that your
13 willingness to serve is greatly appreciated by, I think
14 we got the Chaplain.

15 CHAPLAIN HODGES: Lord, oh Lord, by name and all the
16 earth the heavens declare the glory of thee, and the
17 permanent show your handiwork. Day onto today of the
18 speech and night on tonight show knowledge. There is no
19 speech nor language where thy voice is not heard. First,
20 oh, Lord, we want to say thank you. Thank you for
21 allowing us to come together to discuss the safety of our
22 community. We thank you for the Board of Commissioners
23 who have committed themselves to social change in the
24 City of Detroit. We thank you for their diversity, many
25 years of life experiences, educational achievement, but

1 most of all, still dependent on you for wisdom and
2 guidance. Thank you to those who have joined this meeting
3 from the community. We pray that they will receive the
4 answers and solutions to their concerns brought before
5 this body. We hold up our police officers as they go into
6 the community to protect and serve. We ask that you
7 continue to keep them safe, that they may return home to
8 their families. We pray for every home that is
9 represented in this meeting. We pray that they will be
10 homes of love, homes of peace for most of our homes where
11 your spirit dwells, in Jesus' name. Amen.

12 CHAIRPERSON PRESSLEY: Amen. Thank you so very much
13 and for your words of invocation. And it does appear that
14 we do have a corpsman. So we'll move forward with our
15 official agenda which next calls for the introduction of
16 commissioners by Acting Secretary Brown.

17 MR. BROWN: Chairperson, Pressley - Here.

18 MR. BROWN: Vice Chairperson Smith - Here.

19 MR. BROWN: Commissioner Bernard - Attorney Linda
20 Bernard, District 2, present.

21 MR. BROWN: Commissioner Banks submitted an excuse
22 absent.

23 MR. BROWN: Commissioner Bell - Present, District 4.

24 MR. BROWN: Commissioner Burton -

25 MR. BROWN: Commissioner Carter -

1 MR. BROWN: Commissioner Moore - Present.

2 MR. BROWN: Commissioner Hernandez - Present.

3 MR. BROWN: Commissioner Woods -

4 CHAIRPERSON PRESSLEY: Okay. With that, we do have a
5 quorum, and we'll now move on to the approval of the May
6 2nd, 2024 agenda. Is there any objection to the agenda
7 hearing? Hearing no objection, the agenda will be
8 approved.

9 COMMISSIONER HERNANDEZ: Mr. Chair?

10 CHAIRPERSON PRESSLEY: Yes.

11 COMMISSIONER HERNANDEZ: Are we able to add in a
12 closed session portion after the interviews for purposes
13 of personnel matters, in relation to the board secretary
14 role?

15 CHAIRPERSON PRESSLEY: Yes, we can do that.

16 COMMISSIONER HERNANDEZ: Well then I'll make a motion
17 that we insert a closed session pursuant to, and I'm not
18 sure which one it might be for us to handle personnel
19 matters in relation to the board secretary.

20 DR. JACKSON: Does the Commissioner want that to be
21 before or after the police officers? He has to say where
22 he wants it inserted on the agenda, Mr.

23 Chairman.

24 COMMISSIONER HERNANDEZ: That would be right after
25 item 7, which are: 7A, are the interviews. So that would

1 be a creation of 7B, which would be the closed session.

2 CHAIRPERSON PRESSLEY: Alright, so the agenda is
3 being amended to add a closed session directly after
4 Section 7(a). The interviews for board secretary are if
5 need be. Are there any further additions or amendments to
6 the agenda? Alright. And so now we will vote on the
7 approval of the May 2nd agenda with the amendment of a
8 closed session directly following the BOPC's board
9 secretary interviews. All those in favor please signify
10 by saying, aye.

11 COMMISSIONERS: Aye.

12 CHAIRPERSON PRESSLEY: Yes. All those opposed? No.
13 Alright. The ayes have it and the agenda is approved as
14 amended. Next we'll move on to the approval of the
15 minutes for the April 18th, 2024 meeting. Is there any
16 objection to the approval of these minutes? Hearing none,
17 the minutes are approved. Let the record reflect that
18 Commissioner Burton has joined us. Now we'll move on to
19 the introduction of BOPC Staff, Chief of Police. Elected
20 Officials, Representatives and community leaders by
21 Acting Secretary Brown.

22 MR. BROWN: Good afternoon, Mr. Chair. With us we
23 have Dr. Francis Jackson, Parliamentarian, Attorney
24 Stephanie LaBelle, she's on Zoom, Chief Investigator
25 Jerome Warfield. Ms. Teresa Blossom, Ms. Candace Hayes.

1 Ms. Jasmin Taylor. Supervising Investigator Ainsley
2 Cromwell, Lucas Nelson is doing the video, Don Handyside
3 is the court reporter and Sergeant Allen Quinn is doing
4 our audio. Sitting in for the Chief is DC Mark Blitz,
5 VIP's, Ms. Fredia Butler, 2nd Precinct Community
6 Relations President, Ms. LaDon Davis, Council member Fred
7 Durhal III Office, Lieutenant Mark Young, LSA President.
8 And Mr. Ron Thomas. DPOA Vice President.

9 CHAIRPERSON PRESSLEY: Alright, thank you. And again,
10 we're grateful to everyone's attendance and as I say
11 every week, I hope that it adds to the productivity of
12 today's meeting. With that, we'll now move on to the
13 Board of Police Commissioner's Officers Report where we
14 will engage in interviews for two candidates for board
15 secretary. And so at this time I'll invite HR to come
16 forth. I don't...

17 MR. BROWN: I see he's on Zoom. Let me see.

18 CHAIRPERSON PRESSLEY: And colleagues, you all should
19 be aware that though we had planned to interview three
20 individuals today we did receive notification that one
21 individual declined to move forward.

22 MR. BROWN: Mr. Chair, Mr. Tipton is on Zoom. I just
23 asked him to unmute. Mr. Tipton?

24 MR. TIPTON: Can you guys hear me?

25 CHAIRPERSON PRESSLEY: Yes.

1 MR. TIPTON: Thank you, sir. I'm not sure, I don't
2 have the list in front of me, Chair, but could you please
3 tell me who's in the room?

4 CHAIRPERSON PRESSLEY: I believe we have Genevieve
5 Clark-Dench?

6 MR. TIPTON: Yes. Thank you.

7 MR. BROWN: She's present, but not in the room.

8 CHAIRPERSON PRESSLEY: Okay. So she's presented by
9 Zoom, and then...

10 MR. BROWN: No, she's here, Mr. Chair. She's just
11 out in the waiting area, along with Ms. Shakira L.
12 Hawkins.

13 MR. BROWN: Yes.

14 CHAIRPERSON PRESSLEY: So those are the two that we
15 have.

16 MR. TIPTON: Okay. Feel free to bring the first
17 candidate in, please.

18 CHAIRPERSON PRESSLEY: Okay. Yes, you can sit right
19 here.

20 MRS. CLARK-DENCH: Good morning. I'm sorry. Good
21 afternoon.

22 CHAIRPERSON PRESSLEY: Good afternoon. Let the record
23 reflect that Commissioner Woods has joined us as well.
24 Alright, Mr. Tipton, I believe this is Genevieve Clark-
25 Dench?

1 MRS. CLARK-DENCH: Yes.

2 CHAIRPERSON PRESSLEY: Did I say that correctly?

3 MRS. CLARK-DENCH: Yes. All right. Mr. Tipton, she's
4 now seated and present.

5 MR. TIPTON: Thank you. Ms. Clark, thank you for
6 joining us this afternoon for the Board of Police
7 Commissioner's interview for the board secretary.

8 MRS. CLARK-DENCH: Thank you.

9 The board, if you wish, we will let each
10 commissioner introduce themselves.

11 CHAIRPERSON PRESSLEY: I believe they have the name
12 plates in front of us. I think that should be sufficient.

13 MR. TIPTON: Thank you. I'm sorry, I'm not there
14 live, so I can't see what's in front of you, so thank
15 you. So we're going to ask you some series of questions.
16 The commissioners will be taking notes while you are
17 responding to those questions. What I would like to
18 understand is, when, giving your response, we want you to
19 think of a specific situation, the task you had to take
20 on the action you took towards that task, and then the
21 end result when giving your response.

22 MRS. CLARK-DENCH: Okay.

23 CHAIRPERSON PRESSLEY: Mr. Tipton allows me to
24 provide some instruction to my colleagues. You all should
25 have a rating summary sheet in your binder. It's in the

1 folder part of the front part of your packet. And as he
2 stated you'll see the candidate's name that's associated
3 with the person that's being interviewed. There is space
4 for you to take notes on each of the areas that we will
5 be scoring the candidates. And so again, I ask for your
6 attentiveness and your diligence as these interviews go
7 forward. Mr. Tipton, go right ahead.

8 MR. TIPTON: Thank you. I'm going to give you a brief
9 overview of the position and then we're going to jump
10 right into the Q&A, okay?

11 MRS. CLARK-DENCH: Yes.

12 MR. TIPTON: Alright. As a top level executive to the
13 Board of Police Commissioners, the secretary to the board
14 is responsible for the overall performance of the Board
15 of Police Commissioners and day-to-day operations of the
16 organization. The secretary to the board serves at the
17 pleasure of the board and reports to the Board of
18 Commissioners, who has chartered mandates of supervising
19 control and oversight of the Detroit Police Department.
20 Okay.

21 MRS. CLARK-DENCH: Yes. Thank you.

22 MR. TIPTON: Alright, so very first question, just
23 briefly explain how your previous experience in education
24 has prepared you for the position, and tell us about any
25 experiences you have in civilian oversight, law

1 enforcement, the legal field and administration and
2 working with the board.

3 MRS. CLARK-DENCH: Thank you for your question. I
4 have a bachelor's degree in sociology from Wayne State
5 University, and an undergrad minor in psychology. I began
6 my career in human resources at Wayne State University,
7 as well, and I worked in the employment, wages, salary
8 administration, labor relations departments, and
9 benefits. After 6 years of employment there, I was
10 contacted by a search firm who was referred to me by a
11 colleague of mine from the university who was in the
12 placement office there and recommended me for a position
13 that was new with United Way, then it was United
14 Foundation to serve as their new human resources
15 director. I went there, was interviewed, and two days
16 later the position was offered to me, and I worked there
17 for four and a half years, and then was recruited to AT&T
18 in human Resources where they had a special project that
19 I worked on. Prior to going to AT&T, I was the first
20 person who handled their UAW union that had just been
21 elected.

22 And I had prior experience with the UAW and about 4
23 other labor unions at Wayne State University by being in
24 human resources. I provided a startup department for
25 United Way and I was part of the negotiation team when

1 the contracts were up for renewal. And I was a first line
2 person to handle all employee relations and labor
3 relations matters. I established a filing system, the
4 personnel system. I did policies and procedures. I
5 attended annual conferences for the National United Way
6 across the nation where we would together for about two
7 and a half days each year, brainstorming, sharing,
8 gathering information, and getting to know each other
9 across the State. I went on to AT&T Human Resources,
10 where I had the project of identifying how employees can
11 apply for jobs without paper. I was successful in
12 accomplishing that through research support with
13 information technology, and my previous experience
14 working with the process of paper for jobs and
15 employment. There was a test of the system done in the
16 State of Michigan. Following that test, the system became
17 national by corporate approval and that system still
18 exists today.

19 MR. TIPTON: Alright, thank you. No go. I'm sorry. My
20 apologies. Go right ahead.

21 MRS. CLARK-DENCH: I'm fine.

22 MR. TIPTON: Alright, so with that being said, we're
23 going to go on to the next question. Discuss options you
24 would consider, and this is demonstrating self-
25 confidence. So discuss options you would consider in

1 handling someone who repeatedly refuses to comply with
2 reasonable directives or is openly disrespectful. And in
3 your answer, describe your overall management and
4 leadership style, and how many employees you have
5 supervised.

6 MRS. CLARK-DENCH: The maximum number of employees I
7 have supervised is 24. They included professional,
8 college work study, and clerical. At Wayne State, I had
9 an incident that happened to me when I was promoted from
10 a financial aid officer-1, to a management position. And
11 it required me to manage 8 professional staff people. And
12 I grew up to 17 college work study students because of
13 changes that were being made in my section. I was
14 responsible for front counter services, telephone
15 services, and part of the processing of financial aid
16 awards for students. I had an employee who had been in
17 their position longer than I had been in mine, and felt
18 that they should have received the promotion. After
19 discussion with the director and two associate directors,
20 this person made the decision that they were going to
21 ignore my supervision, my direction, and any
22 communication from me.

23 After a period of trying to communicate with them
24 verbally, then communicating with them in writing, and
25 sending copies to my direct supervisor and the director

1 of the department, the department head had a conversation
2 with him, and this person decided not to come into work
3 the following day. I tried to communicate with him by
4 telephone without success for two days. The third day I
5 sent him a telegram indicating that he was to report to
6 work or he would be considered a voluntary resignation.
7 And he was considered a voluntary resignation. We made an
8 organizational change, we replaced that person with
9 another individual from another unit where help was
10 needed; and I proceeded on with growing the unit and
11 providing the services that were needed for getting
12 customer serviced at the front counter, improving our
13 telephone system training, as well as supervision of
14 professional staff, people who were processing financial
15 aid awards to students.

16 I served in that capacity for about two years. When
17 I went there, this was in scholarships and financial aid
18 at Wayne State, I was in the midst of my master's degree
19 completion, and I was assigned for graduation credit that
20 I needed to find a problem on my job that needed
21 correction and to fix that as part of my thesis for
22 graduation. I noticed that there had been an issue with
23 long lines of students during final registrations in
24 particular. I went to one of my associate directors, and
25 shared my observation and she kind of giggled at me and I

1 said, what's funny? And she said, we've been working on
2 that problem for 2 years and we haven't solved it yet,
3 and you're here asking if you can solve it, go right
4 ahead. And I got the green light to go. My director came
5 to me and said, we're changing your status and you are
6 going to have 24/7 access into the building on campus to
7 do whatever it is that you need, and for whatever support
8 you need to accomplish this task.

9 To make a long, long, long, long story short, that
10 took over 2 semesters. I was pleased to find that we were
11 able to no longer have satellite offices during final
12 registrations. We were able to accommodate our students
13 in a timely fashion where we no longer had the long
14 lines. And to my knowledge, they do not have an issue
15 with students in long lines waiting for final
16 registration because of a hiccup with their financial aid
17 applications being processed, and awarded to cover their
18 tuition and additional funds that they may need if they
19 received more than the tuition amounts.

20 That was something that I was very, very pleased
21 with. I surveyed about 250 students, and I took their
22 information. I surveyed 2 other departments that we had a
23 sister relationship with, which was admissions and
24 accounts receivable. And I found the glitch in the
25 computer system. And from that glitch we got that

1 corrected through information technology, and we were
2 able to then do a test run. And from that test where we
3 have had hundreds of students waiting in line to be
4 serviced, and our front counter staff manually writing
5 out fee deferrals to students and me there assisting them
6 in that process. Over a four day period of time during
7 final registration, we ended up with 300 students that
8 needed service from us. All the other students, the lobby
9 was vacant, there were no students down the steps leading
10 up to our office, none into accounts receivable and
11 through the operation going on in the admissions office.
12 And about 2 years following that, there was an opening
13 for a financial aid officer at the School of Medicine,
14 and I applied for a lateral, and I transferred over to
15 the School of Medicine and did financial aid there for
16 medical school students and assisted them with various
17 programs that they needed and projects that the financial
18 aid office asked me to represent. And then my former
19 employer, United Way asked me to come back and work for
20 them for special projects. So then I returned to human
21 resources at that time.

22 MR. TIPTON: Alright, thank you so very much for that
23 response. Third question. Oftentimes we are placed under
24 pressure and have conflicting demands for our time at
25 work. Multiple projects are due at the same time, two or

1 more people requiring the same our time and assistance,
2 two or more requests and competing due dates. Please
3 describe a time when you were under pressure and
4 experienced conflicting demands at work. What was the
5 situation and how did you handle prioritizing the work?

6 MRS. CLARK-DENCH: I had a situation where I was
7 responsible for a pension plan that covered 92 nonprofit
8 organizations in Detroit, Wayne County, Oakland and
9 Macomb Counties. And during this time, it was during the
10 period of our tax reports that needed to be submitted and
11 I was also dealing with processing calculations for 5
12 non-profit organizations that were disaffiliating from
13 the plan. And I had deadlines to meet with the record
14 keeper, the pension attorney, the attorney for the 5
15 disaffiliating organizations and nonprofits who were
16 calling, asking for assistance with completing their tax
17 reports.

18 Many of them had due dates by the end of the week.
19 Somewhere sooner I calculated, wrote down what my needs
20 were, which were most important, where I could make a
21 possible adjustment with my calendar. I called those
22 organizations or individuals to say, may I have a little
23 extra time to do this because I'm in a bottleneck. Can
24 you assist me? And based on my relationship with them, in
25 most cases I received yes, that's fine, we can make an

1 adjustment. For those that I needed to put that full
2 attention to, I utilize my staff to assist me where they
3 could, worked until the building closed where I was, then
4 went home and continued to do more work with that, and
5 came back the next day to make sure that I met the
6 required timelines for all of those who were needing it.
7 That was the biggest and most difficult.

8 MR. TIPTON: Thank you for the response. Next
9 question. Tell us about a time when it was necessary to
10 interact with someone who became verbally abusive or may
11 have been difficult to communicate with. Have you ever
12 had a situation like that? And if so, how did you resolve
13 it?

14 MRS. CLARK-DENCH: Excuse me, may I get a mint? I
15 have a very dry mouth.

16 CHAIRPERSON PRESSLEY: Sure.

17 MRS. CLARK-DENCH: While working in student financial
18 aid, I had an incident with a student from a foreign
19 country whose culture was to not communicate with women
20 in authority. They would not speak with the staff that
21 were at the counter, and they said they wanted to speak
22 with a manager. When they saw that the manager was a
23 woman, they refused to speak with me and refused to speak
24 with a man. I let them know that there was no man
25 available for them and that if they had a matter that I

1 was the person in charge that they could share their
2 concerns with for assistance. The student became
3 belligerent out in front of other students who were
4 waiting to be serviced. I excused myself, went over to
5 one of my staff people, and instructed them to call
6 public safety. Public safety immediately sent over a
7 student to observe the situation, who then followed up
8 with sending 3 officers. The lead or the sergeant that
9 was with the other 2 officers took over the conversation
10 with the student who shared with him that he does not
11 deal with women and he wanted to speak with a man. And
12 one thing led to another.

13 The student spoke with public safety, public safety,
14 then shared with me what he needed. I obtained what he
15 needed, gave it to the public safety sergeant, who then
16 passed it onto the student, and made it clear to the
17 student that he was not welcomed. If he felt that he
18 could only speak with a man, when in this country we do
19 things differently. I never saw the student again.

20 MR. TIPTON: Alright, thank you for that response.
21 Next question. What do you believe is the best way to
22 manage expectations of many different stakeholders? And
23 just given from your experience, how would you organize a
24 meeting or meet the needs of internal and external
25 entities?

1 MRS. CLARK-DENCH: Would you repeat the first part of
2 your question please?

3 MR. TIPTON: Yes. What do you believe is the best way
4 to manage expectations of many different stakeholders?

5 MRS. CLARK-DENCH: Based on my experience that I have
6 found to be very beneficial, is that I have worked with
7 the stakeholders on a one-to-one basis, as well as try to
8 get to know the people that they work with so that if I
9 needed assistance, they would let me know who I would
10 need to be in touch with if it was not that person
11 directly. I present myself in a way that is respectful to
12 everyone and remember the golden rule, to do unto others
13 as you would have them do unto you. I was raised to be a
14 very courteous, respectful person, and I continue that
15 behavior today. And I have found that it has been very
16 helpful to me in many situations, as well as those
17 bringing about peace in a difficult environment, and as
18 well as meeting people for the first time and working
19 with them.

20 For my stakeholders, I like to have periodic
21 meetings with them that we could schedule until we reach
22 a point where we are comfortable with each other, and
23 those scheduled meetings are not necessary. There are
24 times when I have been with stakeholders and we have had
25 scheduled meetings. I've been secretary to boards before.

1 I've been an executive director before, and worked with a
2 small board as well as larger boards. And when you have
3 smaller boards, you get to know your board members very
4 quickly because people oftentimes take on more than one
5 responsibility. Therefore, we work together in many
6 capacities. In situations where I have people who are
7 outside, such as when I was the administrator for a
8 pension plan that had over \$700 million in it for United
9 Way, I had several people who were outside; an attorney
10 for pensions, an actuary, records keeper, 5 investment
11 managers, as well as overseeing the various organizations
12 who were invested in that plan. So there were many
13 stakeholders involved as well as those employees who
14 wanted to know about their pension plan, what was in it
15 for them, how they could calculate their benefits.

16 I formed a way in which an individual could
17 calculate what their benefit would be, which had never
18 been done before. I was able to meet with several of my
19 stakeholders, and have joint meetings at times when it
20 was possible for all of us to come together, and to share
21 information and to fulfill what we needed to do. We would
22 rotate around at different offices. I had two companies
23 that shared the same building, so that made it convenient
24 there. And then I had quarterly, what I called pension
25 advisory board meetings, which was open to all of the

1 employers who participated in the plan. I had quarterly
2 meetings that were held at our office conference rooms,
3 where we would talk about not only the agenda that was
4 set for the day, guest speakers, Q&A time for people,
5 questions and presentations, et cetera. People had the
6 opportunity to ask if a subject that they had in mind
7 wanted to be discussed or if they didn't understand it,
8 it would want training. And I would prepare for those
9 training sessions for the members who participated in the
10 plan, as well as people who were on my board, special
11 projects that they would want from me. And the second
12 part of your question, please?

13 MR. TIPTON: Alright, thank you for that response.
14 And this would be the final question. What are some best
15 practices and emerging trends that you would use to
16 employ the civilian oversight standards to comport with
17 national best practices and recommendations regarding
18 civilian oversight of law enforcement?

19 COMMISSIONER WOODS: Mr. Chair, I think that she was
20 asked about the second part of the question, is that
21 correct?

22 MRS. CLARK-DENCH: It was.

23 CHAIRPERSON PRESSLEY: Yeah. And I think that in your
24 answer, you sufficiently responded to it, but just for
25 clarity's sake, it just said, explain the previous

1 experience and how you or your organization went about
2 meeting the needs of the internal and external entities.

3 MRS. CLARK-DENCH: Okay, thank you.

4 CHAIRPERSON PRESSLEY: You're welcome.

5 MRS. CLARK-DENCH: If I could just expound a little
6 more on that.

7 CHAIRPERSON PRESSLEY: Go right ahead.

8 MRS. CLARK-DENCH: Thank you. For my internal
9 clients, they basically were the employees of United Way.
10 Some were represented by UAW, some were not. Some were
11 management and executive level positions. And I worked
12 with each based on their level of comfort, understanding,
13 and need. For those who were represented by the union,
14 oftentimes, I would speak with their union
15 representative, and they would take back information to
16 the people that they represented because that's the
17 process they chose. If I were in a situation where I had
18 people who were participating in a quarterly meeting, who
19 participated in the plans, I gave presentations, I would
20 always have our attorney at the meeting. So if there were
21 questions that were beyond my ability to respond, that he
22 would be there. I would oftentimes have our actuary there
23 because people would have questions or need an
24 understanding how the process worked from an actuarial
25 standpoint.

1 And periodically, I would have one of my investment
2 managers there so that people could understand how their
3 money was being invested and we had sometimes
4 presentations by the companies or they would send me
5 literature that I would share at those meetings and
6 answer their questions because of the close relationship
7 that I had with the investment managers, and keeping up
8 with all of that as part of my job responsibilities on a
9 monthly, a quarterly and on an annual basis, I was that
10 first line of communication. Also, there became another
11 attorney that was involved, who was leading 5
12 organizations that were disaffiliating from the plan. And
13 I would go to their office and meet with them, talk with
14 them on the telephone, communicate by email, et cetera,
15 as well as talking with those agencies themselves because
16 they were comfortable enough to speak with me on how
17 things were going.

18 And I would give updates in writing as well as over
19 the phone if there was a particular question. So I was
20 able to make smooth transitions when there needed to be.
21 I was able to present a calculation of how each employer
22 could see how a plan paid out for an individual, based on
23 their time and their income, as well as being able to
24 assist those who were behind in making their
25 contributions to the plans. I met with finance directors,

1 I met with executive directors or presidents depending
2 upon the size and the title of the organization when they
3 were behind in their contributions, and help them in
4 identifying what their issue was as to what I could do to
5 assist them so that they could become current and
6 continue to be current once they were able to catch up.
7 So there was a wide variety of things that I was able to
8 do based on the need that they have and my willingness to
9 work with them versus just sending them notifications,
10 you're behind, you're behind, when are you going to pay
11 up?

12 And being with them, working with them and
13 understanding their scenario and explaining it to those
14 that I reported to as to what was their need and how I
15 was helping their need. It made a difficult situation a
16 lot easier to handle, as well as come to a result that
17 was beneficial for everyone involved. In relation to
18 trends and helping out those with oversight, I would like
19 to know the status of the group. What has the history
20 been? I know that you all have been established since
21 1974, and you represent different groups, areas
22 throughout the City of Detroit. Some of you are At Large,
23 and some of you serve in leadership capacities. And with
24 this board, I would want to know something about each of
25 you so that I can get an idea of your backgrounds, how

1 long you've been on the board, and as well as what you
2 would like to see happen with this board. I would also be
3 interested in knowing your backgrounds, where you come
4 from, whom you have served, and based on your
5 experiences, how has that helped you with this board, so
6 that I have some level of comfort in knowing not only
7 each of your stories, but that you know, mine. And in
8 doing so we can work together in identifying sources,
9 resources, so that whatever the needs are, be it your
10 community, your community, your community, or you as a
11 leader overall that I can be of service to each of you
12 individually as well as collectively.

13 I would also be interested in the staff. I don't
14 know how many people there are, I don't know what their
15 capacities are, but in knowing what positions exist,
16 learning what they do, working through their leadership,
17 and in identifying what their needs are, where have you
18 been? Where are you now and where do you want to go? To
19 see where I see similarities of needs that I can
20 accomplish collectively or be able to identify gaps,
21 where those gaps are; how they can be closed; and how we
22 can move forward? If there's more that needs to be done
23 in terms of resources, training bringing sources in to do
24 internal training or sending people out to be trained,
25 however it is that's going to make this board be the best

1 board that it possibly can, not only now but into the
2 future.

3 That's the goal that I would have or that I have for
4 being interested in this position to help you get where
5 you want to go. I've done it before. I've succeeded. I've
6 written a master's thesis on it. I've helped other
7 companies and I'd be more than happy to do that with this
8 board so that, not only do we have a better police force,
9 we have a happier group within this leadership and we
10 have residents, visitors, and guests to come into this
11 city who say, I don't know what Detroit is doing, but I
12 wish I had it where I live.

13 MR. TIPTON: Thank, thank you so very much for those
14 responses. Through the Chair, those are all the questions
15 for HR. You may ask, or any commissioner may ask any
16 additional questions if you decide to proceed that way.

17 CHAIRPERSON PRESSLEY: Just for clarification, Mr.
18 Tipton, is it my understanding that whatever question or
19 questions my colleagues asked must also be asked of both
20 candidates?

21 MR. TIPTON: Yes. We must be consistent in give both
22 candidates a fair opportunity to do so. So I only ask
23 that the board will consider that we take two questions
24 if possible as we have another candidate to interview.

25 CHAIRPERSON PRESSLEY: Thank you. So again being

1 mindful of that, again, that we have to make sure we're
2 consistent with our questions. I ask that you make them
3 general enough so that they do indeed apply to both
4 candidates. And then also noting you know, time's sake
5 that if you have a rather urgent one that you lift at
6 this time. I believe Commissioner Burton, you had a
7 question.

8 COMMISSIONER BURTON: Yes.

9 I guess I'm going to shorten my question a little
10 bit. The question is, this is a police oversight board,
11 and knowing that we have a police oversight board, if you
12 were the secretary, what would be your goal? What would
13 be one of your goals as far as working to improve
14 community input when it comes to the board?

15 MRS. CLARK-DENCH: Well, first of all, I would need
16 to know what the current input is, which I do not know. I
17 would want to have the opportunity of working and
18 speaking with those people who have that responsibility,
19 be it people from someone like yourself. What
20 relationship you have with the people in your community
21 and helping them with police issues. It matters. How do
22 you go about that, because your way may be different from
23 another representative from another area? And seeing
24 where there may be similar similarities, differences, and
25 other ideas that can be incorporated to see what the best

1 way to do. Because while it may be best in one community,
2 that may not work in another. And what I would be looking
3 for is not just best practices, but what's most effective
4 in that community because it's a change. Because you
5 have, you have different areas within the City of
6 Detroit, different precincts throughout the City of
7 Detroit and everything may not operate the same way.
8 That's all part of discovery that I would need to do in
9 order to provide the best answers and suggestions that I
10 can based on that input.

11 CHAIRPERSON PRESSLEY: Alright. Is there any other
12 question? Commissioner Moore?

13 COMMISSIONER MOORE: Thank you, Mr. Chairman. Good
14 afternoon.

15 MRS. CLARK-DENCH: Good afternoon.

16 COMMISSIONER MOORE: Two quick questions. Number one,
17 have you had an opportunity to look at the city charter
18 as it relates to the Board of Police Commissioners?

19 MRS. CLARK-DENCH: I have looked at the charter.

20 COMMISSIONER MOORE: And what was your understanding
21 of that?

22 MRS. CLARK-DENCH: From looking at the charter there?
23 Well, let me take a quick look here. It's not in this
24 folder, but from looking at the charter from my
25 recollection,

1 I've also looked at some other charters from other
2 cities to see if I could see some similarities. I didn't
3 get a chance to spend a lot of time on that, but there
4 are some areas that I would like to learn more about in
5 terms of how things work and how that ties in with this
6 board. And then the staffing aspect, because it's not all
7 cut and dry for me. But from that charter, I would like
8 to be able to have the opportunity, which I hope if I'm
9 offered this opportunity, is working not only with people
10 on the board, getting their understanding, but also with
11 the police department and getting a better input from
12 them so that those places where I see gaps or craft
13 questions where I need clarity on that, I can be able to
14 see that, to learn how the charter got to where it is,
15 and what you may want to see change with that charter
16 based on things that change in the community, and things
17 that change with technology and going in other directions
18 of things to add it to the charter.

19 COMMISSIONER MOORE: Thank you. And my second last
20 question is, have you had an opportunity to review the
21 City of Detroit's website, specifically the board of
22 Police Commissioner's webpage?

23 MRS. CLARK-DENCH: I have reviewed the city's board
24 webpage, and I have also watched some of your videos that
25 were on the site.

1 COMMISSIONER MOORE: Thank you.

2 COMMISSIONER BURTON: Mr. Chairman, I have a final
3 question, please?

4 CHAIRPERSON PRESSLEY: I'm going to give the
5 commissioners an opportunity, and then if there's still
6 time, I'll come back to you. Any further questions?

7 Commissioner

8 Woods.

9 COMMISSIONER WOODS: Yeah. How are you doing, ma'am?

10 MRS. CLARK-DENCH: I'm well, yourself?

11 COMMISSIONER WOODS: Thank you for your interests,
12 and my question go toward that. Why did you apply for
13 this position?

14 MRS CLARK-DENCH: I was approached by a search firm
15 iAdvantage (sic), who found me on one of the search
16 websites, Indeed, and saw that my background was one that
17 they felt fit with what the board might be looking for
18 and approached me. And once I learned information about
19 it, they asked if I was interested in learning more. I
20 said yes. And a few weeks later, I was contacted and was
21 indicated that I was one of the finalists. But before
22 that, I did not know about the position being vacant.

23 COMMISSIONER WOODS: Okay. But my question is, after
24 you found out, and you read the position description.
25 What compelled you to apply?

1 MRS. CLARK-DENCH: I was driven to this position
2 because I saw some things that had occurred based on
3 videos that I watched, community input when people were
4 speaking, conversations that have gone on between members
5 of this board, reports that were being made from some of
6 the staff people in regards to investigations. And I felt
7 driven because I said to myself, I can help fix that. It
8 doesn't have to be like that. This can be better. Oh, how
9 I wish I were there. I felt drawn to you, not away from
10 you. I've always been a helper since I was a child. And
11 whenever I see someone in trouble or something in
12 trouble, I want to help. I can't say I'm a first
13 responder, I'm not a nurse, I'm not a doctor, I'm not a
14 policeman or a fireman, but I have two hands, a heart
15 that's bigger than I am, and a desire to make things work
16 for people to feel better when I leave. And before I
17 came.

18 COMMISSIONER WOODS: Thank you very much.

19 MRS. CLARK-DENCH: You're welcome.

20 CHAIRPERSON PRESSLEY: Any further questions?

21 Commissioner Burton.

22 COMMISSIONER BURTON: This is my final question, and

23 MRS. CLARK-DENCH: Yes, sir.

24 COMMISSIONER BURTON: My final question is, have you
25 ever attended an in-person commissioner's meeting before?

1 And if so, when?

2 MRS. CLARK-DENCH: This is my first time here.

3 COMMISSIONER BURTON: Thank you.

4 MRS. CLARK-DENCH: You're welcome.

5 COMMISSIONER BURTON: Alright. Thank you. My question
6 would be, I mean and again, to keep it general, how much
7 time would you estimate needing to be ready to get to
8 work? So on things you might need to learn, the
9 conversation you might need to have? How much time do you
10 estimate needing before you feel like you will be
11 competent in the position?

12 MRS. CLARK-DENCH: 30 days?

13 CHAIRPERSON PRESSLEY: Okay. Thank you.

14 MRS. CLARK-DENCH: You're welcome.

15 CHAIRPERSON PRESSLEY: Alright. Thank you for that
16 and your time, and your willingness to sign up and to
17 assist us. You now, I believe, can exit the room if I'm
18 giving those instructions correctly.

19 MR. TIPTON: Through the Chair. May I say something?

20 CHAIRPERSON PRESSLEY: Yes, go right ahead.

21 MR. TIPTON: Yes. Through the Chair, I just wanted to
22 tell the candidate, once the board has made a decision,
23 I'll be reaching out to that candidate to discuss a start
24 date, and present an offer of employment. At that point
25 in time, once that has occurred, the candidate will go

1 through a thorough background check. Thank you.

2 MRS. CLARK-DENCH: You're welcome. Thank you. And
3 thank you for inviting me. CHAIRPERSON PRESSLEY: Take
4 care.

5 MRS. CLARK-DENCH: You as well. Good afternoon, all.

6 COMMISSIONER BERNARD: Good afternoon. If I may, you
7 look beautiful.

8 MRS. CLARK-DENCH: Thank you. And I thought it was
9 just my husband saying that.

10 CHAIRPERSON PRESSLEY: As the second candidate comes
11 in, whether it's Director Patillo or Mr. Tipton just for
12 clarification purposes, there are 6 areas that you've
13 asked questions in. But the scoring guide only provides
14 5. Can you give some instructions as to how we're
15 supposed to calculate all 6?

16 MR. TIPTON: Yes. You could still use that just a...
17 all we ask you just flip that over and just use that same
18 preface as number 5. The scoring sheet should indicate
19 hold on one. I apologize for not having that up and
20 ready. One second here.

21 CHAIRPERSON PRESSLEY: We have an area for technical
22 experience, we have one for self-confidence, we have one
23 for organizing, planning, and prioritizing work, and we
24 have one for communication.

25 MR. TIPTON: So basically those are just the

1 dimensions. So you can just use an empty, empty space and
2 write the dimensions out and write your notes to that.

3 CHAIRPERSON PRESSLEY: Yeah. But then there are two,
4 which is business acumen and then fosters community
5 continuous improvement innovation. And there are only 5
6 boxes.

7 MR. TIPTON: Yeah. So the last box fosters continuous
8 improvement and innovation, correct? Is that the last
9 question?

10 CHAIRPERSON PRESSLEY: If I can help, let's just say
11 that business acumen and fosters continuous improvement
12 will be under customer service.

13 MR. TIPTON: That's fine.

14 CHAIRPERSON PRESSLEY: At number 3.

15 MR. TIPTON: Thank you.

16 CHAIRPERSON PRESSLEY: Thank you. Alright. We're just
17 waiting for our next candidate to enter the room.

18 COMMISSIONER WOODS: So this scoring is from 1 to 5?

19 CHAIRPERSON PRESSLEY: Correct. And as has been
20 stated, that one or more failed questions, which is a
21 score less than 3 results in a failing score. Come right
22 in. Take a seat. Good afternoon.

23 MS. HAWKINS: Good afternoon.

24 CHAIRPERSON PRESSLEY: So this is going to take place
25 in two parts. Our HR personnel, Mr. John Tipton will

1 begin with instructions and the first set of questions,
2 and then there'll be a round of questions from
3 commissioners. And so, Mr. Tipton, it's on you.

4 MR. TIPTON: Thank you. Through the Chair, candidate,
5 would you please introduce yourself?

6 MS. HAWKINS: My name is Shakira Hawkins.

7 MR. TIPTON: Ms. Hawkins, thank you so very much for
8 being here this afternoon. Today we're interviewing you
9 for our Board of Police Commissioners secretary to the
10 board position. We have about 6 questions we're going to
11 ask you. When giving your response, we want you to think
12 of a specific situation, the task you had to take on the
13 action you took toward that task, and then the end
14 result.

15 MS. HAWKINS: Okay.

16 MR. TIPTON: Situation, task, action result. So, very
17 first question, just briefly explain how your experience
18 in education has prepared you for this position.

19 CHAIRPERSON PRESSLEY: I'm sorry, but again, just
20 want to be consistent. I think that we read the
21 description of...

22 MR. TIPTON: Thank you, sir, so very much. I
23 apologize for that. So let me give you a brief overview
24 of the position first.

25 MS. HAWKINS: Okay.

1 MR. TIPTON: As the time level executive for the
2 Board of Police Commissioners, the secretary to the board
3 is responsible for the overall performance of the Board
4 of Police Commissioners and day-to-day operation of the
5 organization. The secretary to the board serves at the
6 pleasure of the board and reports to the board who has
7 chartered mandates and supervisor, controller and
8 oversight of the Detroit Police Department. So now I'll
9 go right back into question number one. So just briefly
10 tell us about your experience in education and how it has
11 prepared you for the position. And in your discussion,
12 tell us about your experience that you may have had in
13 civilian oversight, law enforcement, the legal field, and
14 administration, or working with a board.

15 MS. HAWKINS: Okay. So again, my name is Shakira
16 Hawkins. I am an attorney.

17 COMMISSIONER BERNARD: Microphone, please.

18 CHAIRPERSON PRESSLEY: It's on, just move it a bit
19 closer to you.

20 MS. HAWKINS: Can you hear me?

21 CHAIRPERSON PRESSLEY: Yes. Thank you.

22 MS. HAWKINS: Okay. So my name is Shakira Hawkins.
23 I'm an attorney. I'm a resident of Detroit, born and
24 raised on the Eastside most of my life. I attended the
25 University of Michigan for undergrad, University of

1 Detroit, Mercy School of Law for law school. After law
2 school, I began my career in corporate law at Chrysler
3 Financial. I quickly realized that was not what I wanted
4 to do. I prefer working with people and public service.
5 So after passing the bar exam, my first job was at Legal
6 Aid, where I was in the civil division. And I did that
7 for a while. And then for the bulk of my career, I've
8 been a criminal defense attorney practicing in Wayne
9 County.

10 MS. HAWKINS: I did that all the way up to Covid,
11 post Covid. I was able to serve the city in the capacity
12 as a Department of Appeals and hearings, hearing officer
13 through APA funding. And then after one year, I joined
14 the law department where I have gained lots of
15 experience, as it relates to well, not just experience at
16 the law department. I mean, obviously as a criminal
17 defense attorney, I am very familiar with the laws of our
18 great State of Michigan and the Detroit City Code, and
19 applying those laws to situations in cases that arise.
20 And that is similar to what I do with the law department.
21 I am on the Blight team and you know, we regularly use
22 the code as it relates to enforcement and in cases. And I
23 have experience in various areas through that experience,
24 FOIA subpoenas, and all things being said, that I'm sure
25 would be a benefit to me in this capacity as secretary to

1 the Board of Police Commissioners.

2 I know that issuing subpoenas, investigations,
3 referring to the code, applying the code, and things
4 along that line would, you know, serve me in the capacity
5 as a secretary to the board. I don't know that I've had
6 any experience in board governance or civilian oversight,
7 but I would think that my background in law criminal
8 defense and working within the law department would
9 suffice for the position and the areas in which I lack
10 experience, I can assure you that I learned very quickly
11 and would you know, make up for my lack of experience by
12 just learning the position and learning what's required
13 of the role, and then executing it to the best of my
14 ability.

15 MR. TIPTON: Thank you so very much for that
16 response. Second question. Demonstrating this is,
17 demonstrates self-confidence. Discuss options you would
18 consider in handling someone who repeatedly refuses to
19 comply with reasonable directives, or is openly
20 disrespectful. In your response ascribe your overall
21 management leadership style, and tell us how many
22 employees you have supervised in your work experience.

23 MS. HAWKINS: Okay. I'll start with the last
24 question. In my work experience, I have supervised 3
25 people. I would like to believe that I am a good manager.

1 And one of the reasons I consider myself a good manager
2 is because I've had bad managers. I think that it's
3 important to just establish a rapport with people and I
4 treat people the way I would like to be treated. And my
5 personal style, the way I work best is probably... I don't
6 like micromanagement. I think that I'm capable. And
7 once I know what my job is, I would like to be able to,
8 you know, do it in you know, exercising my discretion and
9 my skills and my experience to complete the job.
10 Obviously, if I have questions, I would want there to be
11 someone that I can go to for those questions to be
12 answered and for there to be guidance when I need it. So
13 I kind of apply those same feelings to people that I work
14 with. I give them the latitude to do their jobs the way
15 they see fit. I let them know that I am a resource, you
16 know, I want to help them do their best work. I want to
17 do my best work.

18 If they look good, I look good. And you know, I try
19 to foster a collaborative work environment. So I
20 certainly am not what I would call a micromanager. And I
21 just treat people with respect and let them know that I'm
22 there, you know, should they need help. If someone under
23 the circumstances that, you know, were described, I would
24 talk to the person, you know we're all adults, I would
25 ask if there's something going on or what can we do to

1 assist you so that you can do your job better. And then
2 the way that it is expected, I would outline the areas of
3 concern so that they are, you know, aware of what the
4 problems are and what the issues are. And I would try to
5 collaborate with them, hey, how can we address this? What
6 can we do to help you do your job better? And give them
7 specific guidelines on what they need to do moving
8 forward, but also let them know that should they fail,
9 then there may be repercussions. And whatever the rules
10 or regulations would prescribe in that situation, you
11 know, I would let them know what the possible
12 ramifications of non-compliance would be, whatever that
13 may be.

14 MR. TIPTON: Alright, thank you for the response.
15 Question number three. Oftentimes we're placed under
16 pressure of handling conflict and demands for our work
17 time. Multiple projects are due at the same time. Two or
18 more people require our time or assistance, sorry about
19 that. Multiple projects due at the same time. Two or more
20 people require our time or assistance, or two or more
21 requests or competing priorities. Please describe a time
22 when you were under pressure and experienced conflicting
23 demands at work, and how did you prioritize the work?

24 MS. HAWKINS: Well, I mean, I'm a lawyer there's
25 always time constraints. You know, every judge wants you

1 in their courtroom at a certain time. And they want to be
2 first. And obviously we have to manage that, especially
3 when I was in legal aid, you know, we were putting out
4 fires every day. It was very rare that I could just get a
5 file and just kind of work it. You know, I had that pile
6 where, you know, it's called the back burner pile. But,
7 you know, for the most part, a lot of my cases were
8 putting out fires. And I think that that is how I would
9 prioritize something that has to be taken care of
10 promptly. That where there is a time limit, especially
11 when dealing with courts, you know, there are deadlines.

12 I would certainly, you know, have some kind of
13 system in place where the personnel was available so that
14 we could adequately address and make sure that nothing
15 slips through the cracks. You know, we're all human.
16 Things happen. But I think that to be proactive and to
17 anticipate those types of situations kind of help resolve
18 them without any detrimental ramifications. So again, I
19 would just look at the situations to see which one can be
20 addressed after the fact, after the first one. And the
21 first one would be the one that, you know, where there is
22 a crucial deadline that has to be met. You know, that's
23 where I would put my time and energy and focus.

24 MR. TIPTON: Thanks so very much for that response.
25 So tell us about a time when it was necessary to respond

1 to and interact with someone who became verbally abusive
2 or may have been difficult to communicate with. If you
3 never had this encounter in this situation, how would you
4 respond to that?

5 Well, I have had that experience. You know,
6 especially in the law department, sometimes I am that go-
7 to person when someone, you know, they get something in
8 the mail and you know, it has Duggan's name on it, and
9 you know, they're ready to go see the mayor because, you
10 know, they're being sued or, you know, something is
11 being, you know, they feel that, you know, they're
12 they've gotten a violation or you know, they've gotten a
13 lawsuit in the mail and, you know, they are mad. And so
14 the executive office sends them down to the law
15 department. And sometimes I'm that person that has to
16 handle them. You know, I take a deep breath. I let them
17 know that I'm going to help them. I am going to listen to
18 them. I'm going to listen to their concerns.

19 I express that I do understand where they're coming
20 from and why I, you know, I understand the frustration
21 and you know, why they might be agitated, but, you know,
22 I'm here to help. Let me help you. You know, I'm not
23 someone that passes the buck. If my telephone rings, I'm
24 not, that person says, oh, well, you know, this isn't the
25 right department. Good luck. I will reach out to the

1 person I think they're supposed to talk to, and I will
2 talk to that person first. And I'll say, hey, I have this
3 person here on the phone or in person, and this is what
4 they're looking for and this is what they need. Can you
5 help them? Are you the right person to help them? And if
6 that person is not the right person, then I will find the
7 right person. I will make sure that before they leave
8 that office, they have calmed down.

9 They have their marching orders, they know who they
10 need to talk to, and they know what they need to do to
11 proceed. And you know, I pride myself on that. I've been
12 frustrated. I know what it's like to deal with
13 bureaucracy and, you know, and sometimes even when I do
14 have those experiences, I will, you know, kind of try to
15 escalate it to another person because I know I have a law
16 degree. I know how to maneuver the system. And if I'm
17 having problems and other people are probably having
18 problems. I had a traffic ticket and it wasn't in
19 Detroit, it was out in County somewhere. And I missed a
20 red signal and made a right turn. And there was an
21 equipment malfunction. So I got it fixed, you know,
22 wanted to let the officer know there was a site where you
23 could upload your proofs and it goes to whoever's
24 supposed to go to, and then they, you know, will look at
25 it and then, you know, dismiss that, that part, that

1 ticket.

2 And I did that process and somehow I still got a
3 default in the mail. And I'm like, excuse me, I did
4 everything I was supposed to do, you know, what happened?
5 Where did this break down? But for the fact that I had
6 had contact with one of the people in the office, because
7 I have my own email, because this form that you submit
8 does not give you a copy or a record of your transaction.
9 But I had some interactions with someone in the office,
10 and that was my only proof. So I was kind of mad. I'm
11 like, if I hadn't had this email, you know, it would be
12 my word against their word, but because I had the email,
13 you know, it was okay, it's fine, but I'm like, no, it's
14 not, because, you know, the next person might not have
15 had that email. You want me to do better? You know? So
16 having had that experience and knowing the frustration
17 and knowing that, you know, I have certain skills that,
18 you know, make it so that I can usually resolve these
19 situations in my favor, but other people can't. You know,
20 I'm very cognizant of that when I deal with citizens and
21 I use that to help people. And I usually can get people
22 to calm down and talk to me and let me help them.

23 MR. TIPTON: Alright. Thank you for the response. So,
24 next question. What do you believe is the best way to
25 manage expectations of many different stakeholders? And

1 explain any previous experience on how you or your
2 organization went about meeting the needs of internal or
3 external customers or entities?

4 MS. HAWKINS: Can you repeat the first part of the
5 question, please?

6 MR. TIPTON: Okay. What do you believe is the best
7 way to manage expectations of many different
8 stakeholders?

9 MS. HAWKINS: Okay.

10 MR. TIPTON: And if you need me to repeat the first,
11 I mean the second part after that, I will

12 MS. HAWKINS: Sure.

13 MR. TIPTON: Explain a previous experience and how
14 you or your organization went about meeting the needs of
15 the internal and external entities.

16 MS. HAWKINS: Well, I think this is something that
17 comes up in municipal government a lot. You know,
18 managing people's expectations. And everyone has to
19 answer to someone. I have to answer to my boss. My boss
20 has to answer to someone. And you know, and that person
21 has to answer to the citizens and, you know, the
22 different, the various boards. And, you know, I think
23 it's a lot to juggle. I think that all we can do is put
24 our best foot forward every day and do the job that we
25 were all hired to do. And I think that it's important to...

1 I mean, honestly, that's a very difficult question,
2 because I have seen people try to, you know, I'll give an
3 example, like with the Blight team you know, sometimes
4 the community gets in an uproar over, you know,
5 something, and it gets media attention. And then
6 everyone, you know, obviously wants to act. And it's
7 like, okay, but we have laws, we have rules. We can't
8 just throw a band-aid on this or skirt the constitution
9 or the laws that exist and just try to please people and
10 do the optics. But I understand that that is part of the
11 job. You know, you just have to figure out, okay, how can
12 I accomplish the goals that need to be done, stay within
13 the parameters of the law, but also appease the masses?

14 I think it's a difficult tightrope bat. Sometimes,
15 you know, unfortunately, one of my coworkers had an
16 experience where there was a situation where the
17 community wanted something. What they were asking
18 honestly, was outside the confines of the law. She was
19 trying to work out a situation where everyone could be
20 happy, and we could that kind of all come to the table,
21 but, you know, instead it was pushed to a court and we
22 just didn't have the law on our side. And then it's like,
23 okay, well now nobody's happy because we could have at
24 least got some kind of a consent agreement. But because
25 you forced it, you didn't want to work with them, you

1 just wanted them shut down. Even though there's like
2 literally no basis in the law for them to be closed, but
3 trying to appease them, we move forward and then we lose
4 in court.

5 And so it's just like, well that's kind of what
6 happens. So I guess I would try to let people know, hey,
7 this is what could happen. This is the bad result that
8 you don't want. So kind of, you know, let's kind of take
9 a step back and let's be reasonable and let's look at
10 what the law provides, and then let's see if we can make
11 it so that everyone gets what they are looking for out of
12 this in terms of a result. And as opposed to, just
13 having, you know, pushing things to a head moving, you
14 know, full force ahead. And then one side ends up happy,
15 and the other ends up very mad when there probably could
16 have been a consensus if you know, cooler heads had
17 prevailed and people had managed their expectations. And
18 what was the second part?

19 CHAIRPERSON PRESSLEY: It was to explain the
20 previous experience and how you and or your organization
21 went about meeting the needs of the internal and external
22 entities.

23 MR. HAWKINS: Okay. Well, I think I addressed it.

24 CHAIRPERSON PRESSLEY: Yep. Thank you.

25 MR. TIPTON: Yep. So the next question. What are some

1 of the best practices and emerging trends that you would
2 use to employ the civilian oversight standards, to
3 comport with national best practices and recommendations
4 regarding civilian oversight of law enforcement?

5 MS. HAWKINS: I think the good part about civilian
6 oversight is that we don't need to reinvent the wheel.
7 There are obviously good models out there, and as we
8 traverse this path, I would look to number one, what is
9 the purpose of the Board of Police Commissioners? Why was
10 it developed, and always keeping that in the back of our
11 minds? And as you know, times change, laws change, needs
12 change to look to places that are successful, that have
13 successful civilian oversight and to use the practices of
14 communities that have already done it and that have done
15 it successfully. And let that be a blueprint while also
16 paying attention to the uniqueness of our city. And the
17 situation as it exists here. I don't think that there is
18 a cookie cutter model. I think that there are always
19 going to be outliers and special circumstances and things
20 that should be part of any program. But that would
21 probably be my starting point. Look at places that have
22 done it successfully, and use that as a blueprint with
23 the understanding that everything is not going to be
24 exactly the same, but that we can largely incorporate the
25 policies of places that have done it and done it

1 successfully.

2 CHAIRPERSON PRESSLEY: Okay. Thank you. At this time
3 we have questions that have been submitted by
4 commissioners. And I'm going to ask that I read these
5 just to ensure the consistency.

6 COMMISSIONER MOORE: Mr. Chairman, I do have a
7 clarifying question.

8 CHAIRPERSON PRESSLEY: Yes, go right ahead.

9 COMMISSIONER MOORE: I didn't see in the resume, the
10 candidate's resume, about a City of Detroit employment.

11 CHAIRPERSON PRESSLEY: Yeah. No, that has been noted,
12 and it'd be discussed after the interview has concluded.
13 So the first question is what would be one of your goals
14 to including community input?

15 MS. HAWKINS: I like the idea of community outreach.
16 In my capacity on the Blight team, the community has been
17 instrumental in some of our poor successes because, you
18 know, they provide real life experience, you know, be it
19 anecdotal evidence or otherwise, just to let the courts
20 know what is going on, what is their experience. And that
21 has helped us as we try to fight Blight. And there's so
22 many people out there and you know, that just love the
23 city. I'm one of them, and that want to see the city
24 succeed and that want to keep their neighborhoods clean
25 and free of Blight, and free of crime, and they want

1 healthy, thriving neighborhoods. So there are community
2 groups. There are, you know, institutions already in
3 place. And I know that from my experience when I'm going
4 out, you know, trying to get affidavits. We worked with
5 the department of neighborhoods to find out when there
6 would be meetings, you know, different community
7 gatherings so that we can go out and talk to people just
8 like I'm talking to you.

9 And they always welcomed us, you know? And I always
10 wanted to say, hey, you know, I wish I could come back. I
11 would love to come back and talk to you because, you
12 know, hands would fly up. And I was surprised if we
13 opened up the opportunity for questions and answers.
14 There are experiences that they have, hey, can you help
15 me with this? Who do I talk to for this? Things like
16 that. So I think that there's definitely that
17 opportunity, and I think that there is that need and that
18 the structure is already in place to engage in some
19 meaningful community outreach. And you know, I would
20 certainly be happy to be a part of it, you know? I've
21 enjoyed it as Blight. I know that people obviously would
22 want to discuss policing in their neighborhoods and the
23 under policing or the over policing, whichever their
24 particular interest lies and working with the community
25 to come up with ways to keep everyone safe. So I'm sure

1 that that would be something that could easily be
2 implemented. And I know for a fact that it is welcome in
3 the communities.

4 CHAIRPERSON PRESSLEY: Okay. Next question is, have
5 you had an opportunity to look at the city charter? And
6 if so, what is your understanding of it relative to this
7 board in your position?

8 MS. HAWKINS: I did, I looked up Section 7-8023 and
9 4, as it relates to the Board of Police Commissioners,
10 their duties and responsibilities as it relates to
11 supervision. You know I looked at previous meetings in
12 preparation, and I have a very good idea of what the
13 duties of the board are as it relates to the police and
14 the oversight, and training that goes into not only this
15 position, but the functioning of the board overall.

16 CHAIRPERSON PRESSLEY: Okay. And you kind of answered
17 the next one, which is, have you had an opportunity to
18 review the city's website, particularly the Board of
19 Police Commissioner's website? And if so what were your
20 thoughts?

21 MS. HAWKINS: I did review it. I also looked at the
22 bylaws. I think that there's a lot of information there.
23 It's a lot to take in. I think that anybody that has any
24 question about what the board does or the function of the
25 board can probably find it on the website. So I do like

1 that it is very comprehensive. Obviously, it's easy to
2 navigate. I don't know. I may chunk things better, you
3 know. I don't know. I was able to find everything that I
4 needed. I don't have an issue with the website as it is.

5 CHAIRPERSON PRESSLEY: Okay. My next question is, why
6 did you choose to apply for this position?

7 MS. HAWKINS: I applied for this position over a year
8 ago, and I just thought it would be a great opportunity.
9 I come from a law enforcement background. I was
10 surrounded by police when I was growing up. My mother was
11 a police officer in Detroit. My father's two best
12 friends. Glen Weldon is one, he's retired. And William
13 Dorsey has, unfortunately passed away, but those were
14 like my dad's brothers, and they were always at our
15 house. So I always had a great deal of respect for police
16 and obviously a love for the police. And somehow I became
17 a defense attorney. And you know, it certainly challenged
18 a lot of what I grew up with. I still have that love and
19 respect for law enforcement. But at the same time, and
20 coming from a criminal defense background, I think that
21 there's always room for improvement. And I like to think
22 that any organization that I'm a part of, I try to make
23 it better, and I'm not saying anything is wrong with the
24 Board of Police Commissioners or the Detroit Police
25 Department. I'm just saying that as a citizen and as a

1 defense attorney, I have certainly had experiences that
2 were not positive. And if I could be a source for reform,
3 education training, then I feel like I would almost be
4 remiss to not at least try to make a difference. And when
5 I saw this opportunity, I was like, you know, hey, why
6 not? Maybe I could change something, maybe make it for
7 the better. You know, I would certainly hope that if I do
8 nothing else, I help the people whom I serve do their
9 jobs better. You know, obviously I would serve at the
10 pleasure of the board, and in that capacity, I would just
11 try to help each and every one of you do your jobs
12 better, you know, reach your constituents, address the
13 concerns of the citizens. And also, being mindful that
14 the force... We have a great police force. We don't have
15 the issues that a lot of other major cities have. I'm
16 happy about that. I have a black son, and I don't fear
17 him going out. I don't fear the Detroit police. I think
18 that lots of them are here to protect and serve. Are
19 there bad apples everywhere? And I applied basically to
20 try to make a difference and to make the city better by
21 supporting our police and Board of Police Commissioners
22 in whatever capacity I can.

23 CHAIRPERSON PRESSLEY: Okay. Thank you. The next
24 question is, have you ever attended a Board of Police
25 Commissioners meeting? And if so, when?

1 MS. HAWKINS: I have not, unless you count Zoom.

2 CHAIRPERSON PRESSLEY: Okay. And then the final
3 question is, how long will you need to be brought up to
4 speed in the job? How long would it take for you to feel
5 confident and competent in the role?

6 MS. HAWKINS: I don't think it would take very long.
7 I think as far as the legal aspect goes, I could hit the
8 ground running. I have watched the meetings, obviously,
9 there's, you know, lingo and there's the way the meetings
10 are set, there's a script and things like that. I mean, I
11 would not know that the first day, but I don't think it
12 would take a very long time or, you know, a lot of
13 meetings for me to catch on. I think when I worked at
14 DAH. I literally had a month of, not a month, I'm sorry,
15 a week of training. It was supposed to be like a month,
16 but they were shorthanded. And I remember my manager had
17 a doctor's appointment. They're like, hey, just you know,
18 cover this one docket. And they're like, oh, you did
19 fine, you're on the schedule now. And I'm used to being
20 thrown into situations and just hit the ground running.
21 And I learned very quickly. So I think that's one of
22 those questions you don't know until you get in there,
23 but I can't imagine that I would need more than a couple
24 of weeks.

25 CHAIRPERSON PRESSLEY: Okay. Thank you. Mr. Tipton?

1 MR. TIPTON: Yes. Chair, I'm here.

2 CHAIRPERSON PRESSLEY: Go right ahead with your final
3 remarks.

4 MR. TIPTON: Sure. Just want to let the attorney know
5 that we are still in the process of interviewing other
6 candidates. Once the selection has been made by the
7 board, I'll be reaching out to that individual to discuss
8 a start date and present an offer.

9 CHAIRPERSON PRESSLEY: Alright? Okay. Thank you so
10 very much for your time and applying and look forward to
11 hearing from us.

12 MS. HAWKINS: Okay. Thank you. Did you want to
13 address my employment with the city?

14 MR. TIPTON: We will, during close.

15 CHAIRPERSON PRESSLEY: Yeah. So the complication is
16 we have to ask the very same questions of both candidates
17 and so...

18 MS. HAWKINS: Okay. Understood.

19 CHAIRPERSON PRESSLEY: Yep. Thank you.

20 MS. HAWKINS: I did address that in my cover letter
21 though.

22 CHAIRPERSON PRESSLEY: Okay. Thank you. All right.

23 MS. HAWKINS: Thank you. Thank you all.

24 COMMISSIONER HERNANDEZ: Through the Chair.

25 CHAIRPERSON PRESSLEY: Yes.

1 COMMISSIONER HERNANDEZ: I'll make a motion to go
2 into closed session regarding this personnel matter in
3 regards to the Board of Police Commissioner's secretary
4 posting.

5 CHAIRPERSON PRESSLEY: It's been properly moved. Is
6 there a second?

7 COMMISSIONER MOORE: Support.

8 CHAIRPERSON PRESSLEY: It's been properly moved and
9 second. Is there any discussion? Hearing no discussion,
10 all those in favor please signify by saying aye.

11 COMMISSIONERS: Aye.

12 CHAIRPERSON PRESSLEY: All those opposed? No. The
13 ayes have it. We will now take a three minute recess to
14 set the room up for a close session.

15

16 (Whereupon, the board entered into closed session.)

17

18 CHAIRPERSON PRESSLEY: All right. I now call this
19 meeting back to order. We'll have the introduction of
20 commissioners by Mr. Brown.

21 MR. BROWN: Chairperson Pressley - Here.

22 MR. BROWN: Vice Chairperson Smith - Here.

23 MR. BROWN: Commissioner Bernard - Present.

24 MR. BROWN: Commissioner Bell -

25 MR. BROWN: Commissioner Burton -

1 MR. BROWN: Commissioner Carter - Here.

2 MR. BROWN: Commissioner Moore - Present.

3 MR. BROWN: Commissioner Hernandez -

4 MR. BROWN: Commissioner Woods - Present.

5 CHAIRPERSON PRESSLEY: We do indeed have a quorum.

6 And I apologize, I should have said this earlier. This is
7 going to be quite an eventful day with a lot of ups and
8 downs, ins and outs. We do have 4 closed sessions today.
9 We'll try our best to be, move as expeditiously as
10 possible. And so with that the next on the agenda is the
11 Chief Police Report. But I think that they're going to
12 have an abbreviated report if they have one at all. So
13 right to you, DC Bliss.

14 DC BLISS: Thank you. I'm going to start first in the
15 abbreviated report with the crime data homicide. We are
16 down 28% non-fatal shootings, down 23%, robberies down
17 27%. The total part one violent crime, we are down 11%,
18 and carjackings, we are down 46%. Moving on to the
19 significant incidents. I will just point out one and that
20 is a quadruple non-fatal shooting where 2 juveniles were
21 injured. It was on Wednesday, May 1st, at 8:57 PM. The
22 officers were dispatched to Westfield and Faust to
23 investigate a non-fatal shooting. Officers arrived at the
24 scene and were informed a shooting just occurred and that
25 several people had been shot, [video froze] medical aid

1 until Medic 64 arrived. Medic 64 [video froze} male was
2 transported to Oakwood Hospital with a gunshot wound to
3 the buttocks. The victim was transferred to Children's
4 Hospital where he was listed in stable condition.

5 Victim 3, a 6-year-old female was privately
6 transported to Henry Ford Hospital, suffering from a
7 gunshot wound to the left leg. The victim was transported
8 to Children's Hospital and listed in temporary serious
9 condition. Finally, victim number 4, who was pregnant was
10 privately transported to Providence Hospital, suffering
11 from a gunshot wound to the back and was listed in
12 critical condition. Officers from the 6th Precinct
13 preserved the scene and detectives from the 6th Precinct
14 Detective Unit responded to the scene. Detectives
15 determined that the shooting occurred after a large fight
16 at the park located at Westfield and Faust. Witnesses
17 describe the shooters as young males dressed in all
18 black, who ran away from the location after firing the
19 shots. The incident is still under investigation.
20 Detectives are asking anyone with additional information
21 regarding this incident to contact Crime Stoppers at 1-
22 800-SpeakUp or Detroit Rewards TV. Moving on to
23 positives. NFL Draft. On Monday, April 29th, Mayor Duggan
24 and Chief White and other key stakeholders held a news
25 conference about the successful NFL Draft.

1 Detroit set a new record for attendance at 775,000,
2 and the Detroit Police Department's handling of the event
3 has received widespread recognition. Walk-a-Mile
4 Wednesday begins on Wednesday, May 1st. We kicked off
5 Walk-a-Mile Wednesday for the 2024 season. The walk took
6 place in the 6th Precinct at Ann Arbor Trail Middle
7 School. Citywide Day of Prayer. This morning, the
8 Chaplain Corps, DPD members and Detroit residents
9 gathered here at headquarters and at DPD Precincts for
10 the National Day of Prayer. Several religious leaders
11 were in attendance and led prayers. Finally, 51st Annual
12 Interfaith Memorial Service. Tomorrow, Friday, May 3rd,
13 we will host our 51st Interfaith Memorial Service to
14 commemorate and honor fallen DPD members. The March will
15 begin at 8:20 AM and the service will take place
16 afterward at Old St. Mary's Church. That concludes my
17 report out.

18 CHAIRPERSON PRESSLEY: Thank you so very much. Are
19 there any pressing questions for the Chief? Hearing none,
20 we'll move forward and to commend you all on an amazing
21 job on the NFL Draft. Alright, with that, we will now
22 move forward to oral communications and public comment.
23 Who do we have?

24 MR. BROWN: Yeah. Good afternoon, Mr. Chair. We
25 currently have 7 speakers. I call those in attendance

1 first, Ms. Charnita Williams, followed by Ms. Fredia
2 Butler, followed by Lieutenant Mark Young.

3 CHAIRPERSON PRESSLEY: Looks like Ms. Williams left
4 the room.

5 MR. BROWN: Ms. Butler.

6 MS. BUTLER: Good afternoon.

7 CHAIRPERSON PRESSLEY: Good afternoon.

8 MS. BUTLER: Through the Chair. Our Neighborhood
9 Police Officers plan an intricate part in our city of
10 preventing crimes and helping to keep our communities
11 clean, safe, and peaceful. Our city needs more NPOs,
12 especially at the 2nd Precinct, which comprises 54,000
13 citizens. We also need more city inspectors to help
14 enforce our city codes and ordinances. We have 5
15 Neighborhood Police Officers, and that is not enough to
16 service our citizens in the 2nd Precinct. More inspectors
17 will keep unsightly businesses and properties from
18 becoming junkyards and close down illegal operators. What
19 I've witnessed when improvements were being made
20 downtown, Mr. Penske hired people to clean the streets
21 and sidewalks. I wrote to him asking for help for our
22 communities, even knowing there needed to be
23 organizations that had goals and objectives in place to
24 fund money too. I was looking at the decline in our
25 communities and decided to do the work and help make

1 needed changes. Our so-called leaders need to not just
2 talk, but do the work. No one person has all of the ideas
3 or skills of how to make positive changes. We should not
4 have a big "I" or little "You" attitude in our
5 organizations. We all must listen more and think of ways
6 to set achievable goals and objectives and be determined
7 to reach them. Hopefully, commissioners, you'll help us
8 to get more NPOs and inspectors in all of our
9 communities. Thank you.

10 CHAIRPERSON PRESSLEY: Thank you.

11 MR. BROWN: Ms. Williams? Ms. Smith?

12 MS. SMITH: Yes. Good afternoon to the commissioners.

13 CHAIRPERSON PRESSLEY: Good afternoon.

14 MS. SMITH: I just want to tell you, I'm the happiest
15 91-year-old woman I can ever be. I am so proud of our
16 Detroit Police Department. They did a heck of a job. I'm
17 not going to curse on... but they did a heck of a job. I
18 didn't go down there, but I watched all weekend what the
19 procedure was, and when Chief said, you are not going to
20 tear up this city,

21 just about. And he made sure that they didn't come
22 under the... wherever they were supposed to be forbidden to
23 go. They didn't go under there. But anyway, my friends
24 came in from out of town and they said, I didn't know
25 Detroit was going to be like this. I said, see, we fooled

1 you. So I'm going to Chicago next month, and no, it's
2 this month. Yeah, on the 19th, I'm going to the
3 Democratic Party's Convention and I'm going to brag again
4 about Detroit. And I'm telling you, I am so proud of the
5 Detroiters because they showed out to let people know all
6 over the world that we are decent, respectful people. Of
7 course, we could get out of hand at times, but the fact
8 is you didn't do it these last 3, 4 days, and I'm so
9 happy. I'm really happy. I talked about it at church
10 also. So, Chief, you did a hell of a good job, and we
11 Detroiters are very proud of you. I know I am. So again,
12 thank you so much for everything that you do and you put
13 your life out every day. When you put that uniform on, I
14 say it all the time and I appreciate it, and I hope the
15 Detroiters appreciate it also, because you don't have to
16 do it. You could stay home. You don't even have to be on
17 the force. But the fact is, you're out there and I
18 appreciate it very much and we talked about it at our
19 dinner Sunday. We have a family dinner around about 10 of
20 us, the family, and we talked about it. And the fact is
21 that they're proud also. They even talked about me and
22 said that I go to the mayor and get it taken care of. I
23 said, I don't know. The mayor don't even tell me what to
24 do. I'm through.

25 CHAIRPERSON PRESSLEY: Thank you.

1 MR. BROWN: Lieutenant Young, followed by Miss
2 Michelle George.

3 LIEUTENANT YOUNG: Outstanding DPD. Not surprised.
4 If it was negative, it'd get more attention. But not
5 today. We're still on the clock. In fact, we were never
6 off the clock. DPD has performed valiantly and honorably
7 not enough attention. The world was watching. We showed
8 up and we showed out. DPD pride, DPD proud. But here's
9 what I want to talk about today. Demonstrators and
10 protestors around this country are placing law
11 enforcement officers at risk for their own self-
12 gratification. It is very difficult circumstances.
13 Protestors are committing violent acts, committing any
14 circumstances. I don't care whether it's political or not
15 political. Protestors do not have the right to assault,
16 maliciously destroy property, utilize explosive devices,
17 or destroy historic facilities under any circumstances.
18 Yes, yes, we have the right to protest. Yes, we have the
19 right to protest. Protests change the world, protests
20 make your point. But you don't have the right to commit
21 violence, but you also don't have the right to put my law
22 enforcement officers at risk when you do that. And then
23 we become political because we're sent into circumstances
24 where we have to face them and then we have to face you.
25 We place law enforcement officers in very difficult

1 circumstances without supporting them. In fact, when they
2 do what they're directed to do politically, we vilify
3 them. We call in the DOJ, we try to shame those who step
4 up and confront violence versus the protestors. Any
5 person that commits an act of violence, protesting or
6 committing a demonstration should be held accountable.
7 And I'm proud to be a law enforcement officer to stand on
8 the side of justice.

9 CHAIRPERSON PRESSLEY: Thank you.

10 MR. BROWN: Ms. George followed by Ms. Williams.

11 MS. GEORGE: Good evening.

12 CHAIRPERSON PRESSLEY: Good evening.

13 MS. GEORGE: To the Chair and to this honorable
14 board. I just want to make a comment. I did send out an
15 email thanking the DPD about, as the children are being
16 found, they are sending information out, so we wanna keep
17 on that. So you could let Chief White know that. Thank
18 you for that. also, I do thank the law enforcement
19 department that there is no violence cause law
20 enforcement, they do put their lives on the line every
21 day. We're seeing the violence in our hospitals and the
22 ED and the mental health. And I will be sending the
23 mayor... we're gonna try to get a mental health hospital
24 out. So we're trying to get a proposal out to the mayor.
25 But what we are seeing is the dangerous effects of

1 marijuana. I talk about it all the time. And even though
2 they're trying to legalize marijuana, we are seeing the
3 damage of marijuana.

4 MS. GEORGE: A lot of people don't know. Marijuana
5 affects the frontal lobe, and it thins the part of the
6 brain that controls behavior. And as we see in our
7 hospitals and our ED departments and on our floors, we're
8 seeing all of the violence and all you smell is weed and
9 it does affect. So what we're trying to do, I know when I
10 was in DC a month ago, there are marijuana lobbyists that
11 are trying to get the word out. They're gonna start with
12 Mayor Adams in New York about the stench of the weed. But
13 there is a correlation between violence and the
14 marijuana. I hear Lieutenant Young all the time. He is
15 right. Police officers do put their lives on the line
16 every day. cause every time they get a call, there is an
17 impact of danger. But I just want them to know what
18 they're dealing with is a lot of people, no matter what
19 race you are, they're under this weed and the weed is
20 laced. So we as healthcare professionals will try to get
21 that word out to the, I know the federal government wanna
22 legalize. We don't want people serving prison time, but
23 there is a correlation between violence and marijuana. So
24 we will be helping with that. Thank you.

25 CHAIRPERSON PRESSLEY: Thank you.

1 MR. BROWN: Miss Williams.

2 MISS WILLIAMS: The root to all evil is money.
3 Corruption, accountability. Everybody say accountability
4 is very important. I mentioned this two weeks ago when I
5 went down to the third precinct to speak to internal
6 affairs. And apparently they were not internal affair
7 officers. They gave me the number to OCI to contact them
8 because when I went to OCI, Detective Supervisor, Sloan
9 asked me, where did I get this information from. And I
10 told her, when I went down to the third precinct, this is
11 the information that they gave me. But the issue is
12 concerning my wellbeing and police officers are trying to
13 cover up my rape. I have an issue with that. And Avalon
14 is involved in some type of way. I'm not saying the whole
15 building, but you are not gonna cover up my rape and act
16 like it did not exist and not do your job correctly. I
17 done been to the second precinct so many times making
18 reports. No one's contacted me. I have eight reports
19 concerning what's going on at that shelter with
20 undercover officers violating my constitutional rights.
21 You supposed to have a warrant to come in my place, my
22 room and ramble through my stuff and continue to stalk me
23 illegally and put my life in danger. And I was just, I
24 was in the lobby, had a picture of an officer. Somebody
25 then went into my phone and deleted it, hacked into it.

1 But it was an officer there undercover. Her name is
2 Cheyenne. She was abusing her daughter and I made a
3 police report about that and I went to CPS too. If you in
4 there doing undercover work and you abusing your daughter
5 and you have a badge, it's an issue with that. I'm not
6 saying all 2000 police officers are corrupt, but it's a
7 lot of officers who do not respect their badge. And
8 apparently they're not getting paid for it. They still in
9 front of the casino, so it don't matter how they getting
10 it cause they still undercover officers doing illegal
11 stuff.

12 MR. BROWN: Mr. Chair, your next set of speakers
13 would be Mr. Meeko Williams and one of the callers.
14 They're both on Zoom. Mr. Williams.

15 MR. WILLIAMS: Yes. Hello commissioners. Good
16 afternoon. I wanna make a complaint about one of your
17 commissioners, Commissioner Darrell Woods in regards to a
18 video that was circulating on social media with the paid
19 informed formants who were at the gas station conducting
20 a protest against vapes being sold. In the video, it
21 shows agitation, blocking the premises of the businesses
22 by this group, as well as, confronting one of the police
23 officers and racially profiling one of them. Also in the
24 video it shows Commissioner Woods on site with this group
25 and he's flashing his badge and abusing his power of

1 authority. Now I thought the protocol, if you suspect the
2 gas station selling vapes or cigarettes to minors, is to
3 go through the proper protocol of going through ATF and
4 also the commanders in precinct in that jurisdiction.

5 MR. WILLIAMS: Just because Commissioner Woods is a
6 commissioner, he is an advisor to the police. He is not a
7 cop. If he feels like he wants to be a cop, he should go
8 apply and join the academy. The chief and this board, Mr.
9 Chair, you need to have a conversation with him and
10 reprimand him for his actions for being involved in this
11 action. I understand that he is a part of ceasefire or
12 whatever organization he runs, but as a commissioner that
13 does not give him the power authority or right to go onto
14 a business. As we know that protest was staged as of last
15 week. There was a big fight against tobacco and vapes
16 being sold to our children. But this is not the way to go
17 about it. You know, protests can be held civilly, but you
18 shouldn't be on the people property advocating for any
19 violence or incitement. Thank you so much for taking my
20 comment.

21 CHAIRPERSON PRESSLEY: Thank you.

22 MR. BROWN: One of the coldest.

23 ONE OF THE COLDEST: Yeah. Today I come before the
24 Board of Police Commissioners. I hope you can hear me
25 clearly. Can everybody hear me clearly? Jesus Hernandez.

1 Now, the commissioner Linda Bernard asked for that report
2 of Kaniesha Coleman, DPD case 20-1112 to be presented to
3 the board. I hope that by now the police department has
4 furnished the Board of Police Commissioners with that
5 report so everybody can have that information, view it,
6 know what's going on, know what the Michigan State Police
7 said in regards to Kaniesha's death. Now I want to touch
8 on another matter, and that's international absentee
9 ballot voter fraud happening here in Detroit. Now, this
10 is going on over the Department of Elections, Gina Avery
11 Walker and Janice Winfrey. There was a report given by
12 the Department of Elections. The report doesn't have a
13 name or author of the report, but in the report is some
14 bogus information.

15 ONE OF THE COLDEST: Now, Mary Elaine Beckman is a
16 voter who votes overseas. She voted, well, there was an
17 absentee ballot census 12842 Sussex Street, Detroit,
18 Michigan, 48227 in her name. She's in Germany. My
19 contention is, there is no correspondence between Germany
20 and the Department of Elections. So therefore, there
21 cannot be an absentee ballot in the Department of
22 Elections with Mary Elaine Backman signature on it. Now,
23 this contention, this is how they're cheating in, and
24 this is how Jesus Hernandez is over there on the Board of
25 Police Commissioners. This is how the City council was

1 stacked and the Board of Police still has Willie Bell in
2 office. They're cheating in Detroit's election. I'll make
3 that contention. I'll say it wholeheartedly is the truth.

4 MR. BROWN: Mr. Chair, your next set of speakers
5 would be former Commissioner William Davis, followed by
6 Ms. Marguerite Maddox. Mr. Davis.

7 WILLIAM DAVIS: Good afternoon. Can I be heard?

8 CHAIRPERSON PRESSLEY: Yes, you can. Go right ahead.

9 WILLIAM DAVIS: I would like to start off by saying
10 I like to congratulate the city of Detroit, the Detroit
11 Police Department, and the world for the presentation
12 that the City of Detroit put on for the NFL draft. you
13 know, as you may or may not know, I have contacts all
14 over the country and I talk to people all the time. I'm
15 part of many groups and organizations, and you know, I
16 got calls from everywhere, even I had visitors here that
17 came in for it and they was really impressed and you
18 know, even a couple of them talked about possibly moving
19 back to the city of Detroit. You know, so we need to make
20 sure that we continue that on. Also, separately, as you
21 may or may not know, I'm on the city council and on all
22 of their meetings almost Monday through Thursday. What's
23 continues to bother me is the vast number of police
24 lawsuits, complaints, lawsuits against the Detroit Police
25 Department. You know, I'm a president of a city of

1 Detroit retiree group, you know, and millions and
2 millions and millions of dollars are going out every year
3 as it relates to, you know, lawsuits. You know, and some
4 of them could easily be reduced, I believe. And I think
5 that this board should take a more aggressive role in
6 making sure that the vast number of lawsuits is, you
7 know, is reduced. Because you know, we should not be
8 paying 50 or \$60 million a year on lawsuits, but we do.
9 You know, the number of lawsuits is going up, has been
10 going up for years, and it's going up further. I would
11 hope that some aggressive action can help to reduce that.
12 Perhaps some officers need to be retrained or what have
13 you, but we need to make sure we reduce the number of
14 lawsuits. Thank you.

15 CHAIRPERSON PRESSLEY: Thank you.

16 MS. MADDOX: Good afternoon.

17 CHAIRPERSON PRESSLEY: Good afternoon.

18 MS. MADDOX: I would just say about the NFL Draft is
19 a B, because there was a loophole trying to get involved,
20 the NFL Draft, because I spent the first day down there,
21 and they were, I could say 3 or 4 different areas that
22 made it difficult for me to walk around with help going
23 to the area where I was supposed to be going to. And
24 that's why I'm giving it a B. But overall it was crime
25 free, that is what I liked about it. Crime free.

1 Everybody was getting along with each other, but getting
2 around was a pain in the butt. The people with
3 disabilities because some of us could not go back when we
4 came through. We could not go back to where we came. And
5 so I say that we need to find a better way to make sure
6 that everyone gets a chance to walk around without any
7 difficulty because some of the [unclear] including the
8 sidewalk ramp, there was a lock out [unclear] do and with
9 somebody and a other side would not be able to get
10 through without having to go back along the other way.
11 And [unclear], I've been having trouble with people
12 riding their bikes at sidewalks. I'm done. Thank you.

13 CHAIRPERSON PRESSLEY: Thank you. And thank everyone
14 for their public comment. At this time we'll move on to
15 the report from our acting board secretary or incoming
16 communications. Are there any?

17 MR. BROWN: No, not at this time, Mr. Chairman.

18 CHAIRPERSON PRESSLEY: Alright, so we'll receive your
19 announcements.

20 COMMISSIONER HERNANDEZ: Mr. Chairman.

21 CHAIRPERSON PRESSLEY: Yes.

22 COMMISSIONER HERNANDEZ: Can I just make a very quick
23 comment?

24 CHAIRPERSON PRESSLEY: Yes, go right ahead.

25 COMMISSIONER HERNANDEZ: Thank you. Through the

1 Chair. My name was mentioned in public comment and I want
2 to disassociate myself from anything related to
3 elections. I think everyone on this body and the majority
4 of the public know that I'm an appointed member, not an
5 elected member. So very confused as to where that comment
6 came from, but just for clarity.

7 CHAIRPERSON PRESSLEY: Alright. Thank you.

8 COMMISSIONER WOODS: Mr. Chair.

9 CHAIRPERSON PRESSLEY: Commissioner Woods.

10 COMMISSIONER WOODS: Since we want to clarify some
11 things. The City of Detroit has some businesses here
12 that's poisoning the children of the City of Detroit with
13 marijuana as well as tobacco. I'm very, very pleased that
14 4 of these shops have been closed down for doing this
15 illegal behavior to children, children at schools. I'm
16 pleased that what was referenced last week that DPD was
17 very, very active in that particular location. And the
18 community came because they were enraged that this
19 particular business sold some cigarettes and vape or
20 vapes to children. And thank God that DPD also got that
21 information, they did a sting on that particular business
22 and they sold cigarettes to a child again under the watch
23 of DPD. And so I denounced any other notion that we did
24 anything that was unethical or whatever and things of
25 that nature. But I'll always stand with children.

1 CHAIRPERSON PRESSLEY: Alright, Mr. Brown, our
2 announcement.

3 MR. BROWN: Mr. Chair, the announcement. The next
4 BOPC community meeting would be Thursday, May 9th at 6:30
5 PM at the 8th Precinct Auditorium. That address is 21555
6 West McNichols zip code 48219. The following community
7 meeting would be Thursday, June 13th at 6:30 PM with the
8 7th Precinct hosting. And that location is to be
9 determined. The monthly committee meeting for the month
10 of May, Policy Committee meets Tuesday, May 14th at 5:00
11 PM, Citizen Complaint meeting meets Tuesday, May 21st at
12 5:00 PM and the Policy meeting meets again Tuesday, May
13 28th at 5:00 PM. And Mr. Chair, all those take place at
14 Detroit Public Safety Headquarters and can be viewed on
15 Zoom.

16 CHAIRPERSON PRESSLEY: Okay. Thank you so very much.

17 COMMISSIONER HERNANDEZ: Mr. Chairman?

18 CHAIRPERSON PRESSLEY: Yes. Commissioner.

19 COMMISSIONER HERNANDEZ: Just a point of clarity.
20 Next week's May 9th meeting is at 6:30, correct? I know.

21 It says 3:00 PM agenda.

22 MR. BROWN: 6:30.

23 COMMISSIONER HERNANDEZ: Okay. Thank you.

24 CHAIRPERSON PRESSLEY: Okay, great. And now we'll
25 move on to new business where we have first a report from

1 our Special Personnel and Training Committee.

2 COMMISSIONER WOODS: Yes. To the Board of Police
3 Commissioners. Dear colleagues, on behalf of the Board of
4 Police Commission, the Special Personnel and Training
5 Committee, please see the key updates from the committee
6 meeting held on May 1st, 2024. Board attendees,
7 Commissioner Darryl Woods, Commissioner Tamara Liberty
8 Smith, and Commissioner Linda D. Bernard. OCI,
9 investigative position 7 candidates were invited to
10 interview. Out of the 7 candidates invited for interview
11 each attendant had actively participated in the process.
12 Following careful consideration, Latrina Hayes, Bob
13 Curry, Anita Washington, Nikita Royals, Taylor Reynolds,
14 Jinay White, and Yolanda Williams-Davis, were chosen to
15 proceed further in the interview process. The duration of
16 each interview ranges between 15 to 20 minutes. Each
17 consisted of the following components: introduction,
18 instructions, and overview of the position. Interview
19 questions. Commissioner Woods, Smith, and Bernard asked
20 the candidates the standard 5 questions.

21 Writing sample. Each candidate was asked to watch a
22 2 minute video, and then to provide a written sample
23 recollection of what they viewed. After thorough review
24 of responses and evaluations of qualifications, the
25 Special Personnel and Training Committee made the

1 decision to advance Latrina Hayes, Bob Curry, Anita
2 Washington, Nikita Royals, Taylor Reynolds, and Yolanda
3 Williams-Davis to the next stage of the interview process
4 for these investigative positions. Additionally, Janae
5 White was designated as an alternate candidate. This
6 recommendation will be presented to the full board for
7 consideration. On behalf of the Training and Personnel
8 Committee of the Board of Police Commissioners, we wish
9 to bring this to your attention as an important matter.
10 Okay. I want to make a motion that... I guess we'll read
11 the whole report and then we have received a report,
12 okay. On behalf of the Training Personnel Committee of
13 the Board of Police Commissioners, we wish to bring to
14 your attention an important matter regarding paid
15 discretion for 5 employees within our organization.

16 Upon careful review and analysis, the Special
17 Training and Personnel Committee has identified
18 discrepancy in the paid compensation for the following
19 position: Supervising Investigator 1 of those, acting
20 secretary to the board, which is 1. An administrative
21 assistant is 2 of those. I would like to recommend the
22 following pay adjustment below, which will cumulatively
23 standardize pay across similar titles to provide back pay
24 to employees that have stepped up into a higher band of
25 title and responsibility, for the sake of the BOPC

1 1931440, administrative assistant, Board of Police
2 Commissioners. I would like to recommend standardizing
3 all of the 931440 administrative assistant, Board of
4 Police Commissioners positions to the same rate of pay.
5 Currently, there's a wide pay range across the 3 BOPC
6 staff positions currently field on the team employee 1,
7 \$59,604, employee 2, \$61,601, employee 3, \$51,150.

8 These three employees are doing the same job with
9 the same level of responsibilities. Therefore, I would
10 like to recommend all these positions' salaries be set at
11 \$61,601: 2 Supervisor Investigative Board of Police
12 Commissioners. I would like to recommend standardizing
13 our 2 present OCI supervisors to the same rate of pay.
14 Currently, there is a pay gap between these 2 positions
15 currently filled on the team employee 1, \$80,000 employee
16 2, \$84,991. These 2 employees are doing the same job with
17 the same level of responsibilities. Therefore, I would
18 like to recommend all these positions, salaries to be set
19 at \$84,991. Number 3, 932503. Investigator Board of
20 Police Commissioners, new hires for the OCI investigators
21 are being brought in at \$54,500. The employee below was
22 hired May 1st, 2023 at \$53,000, then received a 2% bump
23 in their annual adjustment. Employee 1, \$51,060.
24 Presently as shown above, employee 1, is making less than
25 new hires to reconcile. [Video froze].

1 And number 5, standing Secretary Board of the Police
2 Commissions. Our standing secretary has stepped up and
3 taken on the role and responsibility of the BOPC
4 secretary since January 18th, 2024. This is in addition
5 to this individual current role of administrative
6 specialist 3, add up to working 2 jobs for the Board of
7 Police Commissioners. At the same time, I would like to
8 recommend back pay for the acting secretary and the delta
9 of the secretary's standard salary of \$117,875 and his
10 current role, administrative specialist 3, to \$66,398.
11 This represents a prorated amount of \$17,159, 4 months to
12 true up the acting secretary. This standardization will
13 help bring parity to the work that has been justly done.
14 We have ample favorability in the present budget to
15 execute these changes. The Personnel and Training
16 Committee will determine at a later date. Sincerely,
17 Darryl Woods, Chairperson.

18 CHAIRPERSON PRESSLEY: Alright. Thank you. And so we
19 can...

20 DR. JACKSON: Mr. Chairman?

21 CHAIRPERSON PRESSLEY: Yes.

22 DR. JACKSON: I'm sorry to interrupt. The question
23 from a parliamentary point of view as the commissioner
24 kept saying, "I," but these are committee
25 recommendations?

1 COMMISSIONER WOODS: Yes.

2 DR. JACKSON: Okay. So that means that whatever the
3 recommendations are, they will require a second, even
4 though personal, these are committee recommendations.

5 CHAIRPERSON PRESSLEY: Duly noted. And it does sound
6 like there are 2 action items from that. One is around
7 the OCI positions, and then the other has to do with the
8 salary changes. But I'm a bit concerned about the salary
9 changes, although I'm very grateful for the work that has
10 been done around this matter, it's outside of the scope
11 of the Special Personnel and Training Committee. Again,
12 that committee was brought together to do the interviews
13 for outstanding positions. And so an item like that
14 should be really in our Budget Committee as well as our
15 official Personnel and Training Committee. And so we will
16 refer those as work done and then have those
17 recommendations to come from those committees. And so,
18 for the matter of..., Commissioner Moore.

19 COMMISSIONER MOORE: Mr. Chair, I concur with you a
20 hundred percent. And also there might be a legal opinion
21 needed. I mean, I just see some legal issues.

22 CHAIRPERSON PRESSLEY: Yep. And obviously financial
23 and all the rest. And so again, as we take it through the
24 normal channels, we'll be able to do that. But this is a
25 good place to start. And so again, I do appreciate the

1 work that's been done.

2 COMMISSIONER MOORE: One quick question. Who typed
3 this up? Was this your work, Mr. Chairman?

4 COMMISSIONER WOODS: It was the collaborative effort
5 of the committee. And what we have found, you know, in
6 interviewing and asking questions and things of that
7 nature, that all these discrepancies were there, you
8 know, we wanted to try to get everything into conformity,
9 so there would not be any legal issues for the board or
10 people who are getting paid more than others, you know
11 which is not fair.

12 COMMISSIONER MOORE: Yeah. I was just wondering who
13 typed it up.

14 COMMISSIONER WOODS: Yeah. You know, the secretary
15 types it up.

16 CHAIRPERSON PRESSLEY: Yep. Alright. Any further
17 questions?

18 COMMISSIONER CARTER: Through the Chair.

19 CHAIRPERSON PRESSLEY: Yes.

20 COMMISSIONER CARTER: Sometimes, although it might
21 not be fair, it's based on seniority. So seniority a lot
22 of times has to do with pay adjustments, pay increments,
23 things like that. So I think that it's something that the
24 Budget Committee, as well as the Personnel and Training
25 Committee will look at.

1 CHAIRPERSON PRESSLEY: Okay. Great. Thank you. So for
2 the matter that we can act on out of committee noting
3 that we do have a bunch of closed sessions remaining.
4 Let's go ahead, and so by recommendation of the Personnel
5 and Training Committee, it is being, excuse me, by
6 recommendation of the Special Personnel and Training
7 Committee, it is being recommended that we consider
8 Latrina Hayes, Bob Curry, Anita Washington, Nikita
9 Royals, Taylor Royals, Jinay White, or excuse me, let me
10 read you names again. I'm at the wrong level. Okay. So by
11 recommendation of the Special Personnel and Training
12 Committee, it is being recommended that we advance
13 Latrina Hayes, Bob Curry, Anita Washington, Nikita
14 Royals, Taylor Royals, and Yolanda Williams-Davis to the
15 next stage of the interview process, for the investigator
16 position, it doesn't require a second, so is there any
17 discussion? Hearing no discussion, all those in favor,
18 please signify by saying, aye. Aye.

19 COMMISSIONERS: Aye.

20 CHAIRPERSON PRESSLEY: All those who opposed? No. The
21 ayes have it. That motion passes

22 COMMISSIONER WOODS: And just finally, Mr. Chair, I
23 would just ask that those other issues be resolved as
24 expeditiously as possible so that it won't be out there.

25 CHAIRPERSON PRESSLEY: Duly noted.

1 COMMISSIONER BERNARD: Mr. Chairman.

2 CHAIRPERSON PRESSLEY: Commissioner Bernard.

3 COMMISSIONER BERNARD: I echo that as well because we
4 have people who have been working out of grade like our
5 acting secretary, but who have not been compensated at
6 the level of that position. So it is urgent that this
7 matter be resolved as quickly as possible.

8 CHAIRPERSON PRESSLEY: Duly noted. Any further
9 discussion? Hearing none. Now, the Chair. Yes,
10 Commissioner Burton.

11 COMMISSIONER BUTON: I actually concur with
12 Commissioner Linda Bernard.

13 CHAIRPERSON PRESSLEY: Thank you. Alright, so now the
14 Chair will entertain a motion to enter into close session
15 pursuant to Section 8(a) of the Open Meetings Act. MCL
16 15.268(a). The department's request for the board to
17 consider administrative leave without pay, but with
18 medical benefits of a Police Officer Abdullah Nasser,
19 Badge number 4535, assigned to the 6th Precinct.

20 COMMISSIONER HERNANDEZ: So moved.

21 CHAIRPERSON PRESSLEY: Is there a second?

22 COMMISSIONER WOODS: Second.

23 CHAIRPERSON PRESSLEY: Alright. It's been properly
24 moved in second. Is there any discussion? Hearing no
25 discussion, so I'm always confused about this. Does the

1 closed session need two-thirds vote?

2 DR. JACKSON: Yes.

3 CHAIRPERSON PRESSLEY: Okay. So Mr. Brown.

4 MR. BROWN: Chairperson Pressley - Yes.

5 MR. BROWN: Vice Chairperson Smith - Yes.

6 MR. BROWN: Commissioner Bernard - Yes.

7 MR. BROWN: Commissioner Bell -

8 MR. BROWN: Commissioner Burton - Yes.

9 MR. BROWN: Commissioner Carter -

10 MR. BROWN: Commissioner Moore - Yes.

11 MR. BROWN: Commissioner Hernandez - Yes.

12 MR. BROWN: Commissioner Woods - Yes.

13 CHAIRPERSON PRESSLEY: Alright. That motion passes.

14 We'll now take a 3 minute recess to set the moment for
15 close session.

16

17 (Whereupon, the board entered into closed session).

18

19 CHAIRPERSON PRESSLEY: Alright, we'll now call this
20 meeting back into open session. We'll begin with the
21 introduction to Commissioners by Acting Secretary Brown.

22 MR. BRON: Chairperson Pressley - Here.

23 MR. BROWN: Vice Chairperson Smith - Here.

24 MR. BROWN: Commissioner Bernard - Present.

25 MR. BROWN: Commissioner Bell -

1 MR. BROWN: Commissioner Burton - Here.

2 MR. BROWN: Commissioner Moore - Present.

3 MR. BROWN: Commissioner Hernandez - Present.

4 MR. BROWN: Commissioner Woods - Present.

5 CHAIRPERSON PRESSLEY: Alright, with that, we do
6 indeed have a quorum. Is there a motion?

7 COMMISSIONER WOODS: I'd like to make a motion to
8 suspend Abdullah Nasser, Badge number 4535 without pay.

9 MR. BROWN: Alright, so I think that motion would be
10 to approve the Chief's recommendation to place Police
11 Officer Abdullah Nasser, Badge number 4535 from the 6th
12 Precinct on administrative leave without paper with
13 medical benefits.

14 COMMISSIONER HERNANDEZ: Second.

15 CHAIRPERSON PRESSLEY: It's been properly moved and
16 seconded. Is there any discussion?

17 COMMISSIONER BERNARD: Yes.

18 CHAIRPERSON PRESSLEY: I'm being mindful of what can
19 be shared in open sessions, Commissioner Bernard.

20 COMMISSIONER BERNARD: I'm very mindful of that, Mr.
21 Chairman. My discussion relates to the fact that, again,
22 I do not think it is appropriate to take any officer's
23 pay prior to there being a finding of the actual facts
24 and a report written concerning those facts. I think the
25 action is premature. And secondly, I think that the

1 removal of anyone's pay, we have thousands of positions
2 within the police department that he could work at just
3 at a desk or doing something. But the removal of
4 someone's pay affects, not only them, but their family
5 and everything about them, their credit rating, their
6 card, or house, everything. And I don't think that's
7 appropriate prior to there being an actual finding of
8 facts concerning an allegation against an officer. That's
9 my position.

10

11 CHAIRPERSON PRESSLEY: Thank you. Any further
12 discussion? Hearing none, again, the motion before this
13 body is to accept the Chief's recommendation to place
14 Police Officer Abdullah Nasser, Badge number 4535,
15 assigned to the 6th Precinct on administrative leave
16 without pay, but with medical benefits. All those in
17 favor please signify by saying, aye.

18 COMMISSIONERS: Aye.

19 CHAIRPERSON PRESSLEY: All those opposed? No.

20 COMMISSIONER BERNARD: No.

21 CHAIRPERSON PRESSLEY: Roll call please.

22 MR. BROWN: Chairperson Pressley - Yes.

23 MR. BROWN: Vice Chairperson Smith - Yes.

24 MR. BROWN: Commissioner Bernard - No.

25 MR. BROWN: Commissioner Bell - Yes.

1 MR. BROWN: Commissioner Burton - No.

2 MR. BROWN: Commissioner Moore - No.

3 MR. BROWN: Commissioner Hernandez - Yes.

4 MR. BROWN: Commissioner Woods - Yes.

5 CHAIRPERSON PRESSLEY: Alright. With 5 yes votes and
6 3 no votes that motion passes.

7 DR. JACKSON: No, it requires two-thirds.

8 COMMISSIONER BERNARD: It does not pass.

9 MR. BROWN: That's not two-thirds.

10 CHAIRPERSON PRESSLEY: Well, without having a two-
11 thirds majority of that motion fails. I guess I'm reading
12 here where it says majority vote required, but that is
13 just to reconvene the meeting.

14 DR. JACKSON: I believe Mr. Chairman, that in order
15 to adopt this motion, it requires two-thirds. Now the
16 attorney...

17 COMMISSIONER BERNARD: It does.

18 CHAIRPERSON PRESSLEY: Yeah, we have it here on the
19 meeting notes. That'll be accepted. And so again with the
20 votes of 5, yes, and 3 no votes, that motion fails.

21 Alright. The Chair entertain a motion to enter into close
22 session pursuant to Section 8(a) of the Open Meetings Act
23 MCL 15.268(a). The department's request for the board to
24 consider administrative leave without pay, but with
25 medical benefits for Police Officer Kyla Roe, Badge

1 number 864, assigned to the 12th Precinct.

2 COMMISSIONER HERNANDEZ: So move.

3 CHAIRPERSON PRESSLEY: Is there a second.

4 COMMISSIONER WOODS: Second.

5 CHAIRPERSON PRESSLEY: It's been properly moved and
6 second. Is there any discussion? Hearing no discussion,
7 roll call vote.

8 MR. BROWN: Chairperson Pressley - Yes.

9 MR. BROWN: Vice Chairperson Smith - Yes.

10 MR. BROWN: Commissioner Bernard - Yes.

11 MR. BROWN: Commissioner Bell -

12 MR. BROWN: Commissioner Burton - Yes.

13 MR. BROWN: Commissioner Moore - Yes.

14 MR. BROWN: Commissioner Hernandez - Yes.

15 MR. BROWN: Commissioner Woods - Yes.

16 MR. BROWN: Alright. That motion passes. We will now
17 take a brief recess to set the room up for a closed
18 session.

19

20 (Whereupon the board entered into closed session.)

21

22 CHAIRPERSON PRESSLEY: The Chair now calls the open
23 session back into order. We'll begin with Introduction to
24 commissioners by Mr. Brown.

25 MR. BROWN: Chairperson Pressley - Here.

1 MR. BROWN: Vice Chair Smith - Here.

2 MR. BROWN: Commissioner Bernard - Present.

3 MR. BROWN: Commissioner Bell - Present.

4 MR. BROWN: Commissioner Moore - Present.

5 MR. BROWN: Commissioner Hernandez - Present.

6 MR. BROWN: Commissioner Woods - Present.

7 CHAIRPERSON PRESSLEY: Alright, we do indeed have a
8 quorum. Is there a motion?

9 COMMISSIONER WOODS: Yes. I'd like to make a motion
10 to suspend without pay...

11 CHAIRPERSON PRESSLEY: To approve the Chief's
12 recommendation.

13 COMMISSIONER WOODS: To approve the Chief's
14 recommendation on Kayla Roe, Badge 864.

15 CHAIRPERSON PRESSLEY: Alright, there's been a motion
16 to approve the Chief's recommendation to place Police
17 Officer Kayla Roe, Badge number 864, assigned to the 12th
18 Precinct on administrative leave without pay, but with
19 medical benefits. Is there a second?

20 COMMISSIONER MOORE: Second.

21 CHAIRPERSON PRESSLEY: It's been properly moved, and
22 second. Is there any discussion? Hearing no discussion,
23 Commissioner Bernard.

24 COMMISSIONER BERNARD: Again, my discussion does not
25 relate to the offense. My discussion relates to the

1 process and procedure regarding any incident, quite
2 frankly. Because of the fact that I think that a person's
3 salary is very important, and I don't think you take that
4 away lightly. And despite what the department says it is
5 punishment, it is definitely punishment to remove your
6 source of income in anyone's estimation. This particular
7 case...

8 CHAIRPERSON PRESSLEY: Mindful of the fact...

9 COMMISSIONER BERNARD: I'm not going to talk about
10 the case. In this particular case, the legal process
11 concerning her violation has not been completed. And I
12 think that we don't need to rush into anything concerning
13 this because it will play itself out. This woman, as I
14 understand, has not been charged with anything. So
15 therefore I would say that removing her compensation
16 denies her due process, and unfortunately, negatively
17 impacts her life and that of her family.

18 CHAIRPERSON PRESSLEY: Is there any further
19 discussion? Commissioner Bell.

20 COMMISSIONER BELL: Mr. Chair, the attorney
21 Commissioner make the same argument over and over again
22 so we understand her position.

23 COMMISSIONER BERNARD: I have a right to...

24 CHAIRPERSON PRESSLEY: Is there any... you haven't been
25 recognized, Commissioner Bernard? Thank you.

1 COMMISSIONER BERNARD: Mr. Chairman...

2 CHAIRPERSON PRESSLEY: You aren't recognized.

3 COMMISSIONER BERNARD: Thank you very...

4 CHAIRPERSON PRESSLEY: You are not recognized.

5 COMMISSIONER BERNARD: Oh, well, may I be...

6 CHAIRPERSON PRESSLEY: Any further discussion?

7 COMMISSIONER BERNARD: May I be recognized?

8 CHAIRPERSON PRESSLEY: Commissioner Bernard.

9 COMMISSIONER BERNARD: I have a right to state my
10 opinion on each and every case for each and every
11 individual that comes before us.

12 CHAIRPERSON PRESSLEY: Any further discussion?
13 Hearing none, again, the motion before this board is to
14 approve the Chief's recommendation to place Police
15 Officer Kayla Roe, Badge number 864, assigned to the 12th
16 Precinct on administrative leave without pay with medical
17 benefits. This requires a two-thirds vote. So roll call
18 please.

19 MR. BROWN: Chairperson Pressley - Yes.

20 MR. BROWN: Vice Chairperson Smith - Yes.

21 MR. BROWN: Commissioner Bernard - No.

22 MR. BROWN: Commissioner Bell - Yes.

23 MR. BROWN: Commissioner Burton - Get back with me.

24 MR. BROWN: Commissioner Moore - Yes.

25 MR. BROWN: Commissioner Hernandez - Yes.

1 MR. BROWN: Commissioner Woods - Yes.

2 MR. BROWN: Commissioner Burton - I agree with my
3 colleague, Commissioner Bernard once again...

4 DR. JACKSON: Point of order, Mr. Chairman.

5 CHAIRPERSON PRESSLEY: Yes.

6 DR. JACKSON: It violates the rules of debate to give
7 reasons for why you're

8 Voting.

9 CHAIRPERSON PRESSLEY: So, Mr. Burton, that comment
10 is out of order. Your vote please?

11 COMMISSIONER BURTON: I abstain.

12 CHAIRPERSON PRESSLEY: An abstention is remarked as a
13 no. So with 6 yes votes and 2 no votes, that motion
14 passes. Alright, the Chair entertains a motion to enter
15 into close session, pursuant to Section 8(a) of the Open
16 Meetings Act MC 15.2688, the department's request for the
17 board to consider administrative leave without payable
18 with medical benefits for Police Officer Brandon Jordan,
19 Badge 2501, Pension 240715.

20 COMMISSIONER WOODS: So moved.

21 COMMISSIONER HERNANDEZ: Second.

22 CHAIRPERSON PRESSLEY: It's been properly moved and
23 second. Is there any discussion? Hearing no discussion,
24 all those in favor please signify by saying, aye.

25 COMMISSIONERS: Aye.

1 CHAIRPERSON PRESSLEY: All those opposed? No. The
2 ayes have it. That motion passes. We'll be in brief
3 recess to set the unwell for close session.

4

5 (Whereupon, the board entered into closed session.)

6

7 CHAIRPERSON PRESSLEY: All right. The Chair now calls
8 this meeting back to order as we're in open session.
9 We'll begin with roll call.

10 MR. BROWN: Chairperson Pressley - Here.

11 MR. BROWN: Vice Chairperson Smith - Here.

12 MR. BROWN: Commissioner Bernard - Present.

13 MR. BROWN: Commissioner Bell -

14 MR. BROWN: Commissioner Burton - Present.

15 MR. BROWN: Commissioner Moore - Present.

16 MR. BROWN: Commissioner Hernandez - Present.

17 MR. BROWN: Commissioner Woods - Present.

18 CHAIRPERSON PRESSLEY: Alright, we do indeed have a
19 quorum. Is there a motion?

20 COMMISSIONER WOODS: I'll make a motion that we
21 accept the Chief's recommendation as to Officer Brandon
22 Jordan, Badge number 2501.

23 COMMISSIONER HERNANDEZ: Second.

24 CHAIRPERSON PRESSLEY: It's been properly moved and
25 second to accept the Chief's recommendation to place

1 Police Officer Brandon Jordan, Badge 2501, Pension 240715
2 on administrative leave without payable with medical
3 benefits. This requires a two-thirds vote. Roll call
4 please.

5 COMMISSIONER BERNARD: No. Is there a discussion?

6 CHAIRPERSON PRESSLEY: Oh yeah. Any discussion?

7 COMMISSIONER BERNARD: Yes.

8 CHAIRPERSON PRESSLEY: Commissioner Bernard.

9 COMMISSIONER BERNARD Thank you. My discussion is
10 again that it is unfair, in my opinion, to take a
11 person's salary prior to there being a finding by a fact
12 finder of responsibility. And that doing so is premature.
13 It hurts the family, it hurts the person, and it creates
14 devastating circumstances. And I understand that things,
15 you know, complaints can be filed by anyone at any time,
16 but they're always subject to the proofs to be presented
17 at trial. So I'd like to wait for the trials.

18 CHAIRPERSON PRESSLEY: Any further discussion?

19 Commissioner Bell.

20 COMMISSIONER BELL: I'm obligated to respond. I'm in
21 opposition to the language and she is saying over and
22 over again. So we know where she stands.

23 COMMISSIONER BERNARD: Too bad.

24 CHAIRPERSON PRESSLEY: Thank you.

25 COMMISSIONER BERNARD: So, sorry.

1 CHAIRPERSON PRESSLEY: Any further discussion?
2 Hearing none, again, this is requiring the two-thirds
3 majority vote. Mr. Brown roll call please.

4 MR. BROWN: Chairperson Pressley - Yes.

5 MR. BROWN: Vice Chairperson Smith - Yes.

6 MR. BROWN: Commissioner Bell - Yes.

7 MR. BROWN: Commissioner Burton - Mr. Chairman, what
8 is...

9 CHAIRPERSON PRESSLEY: Again, we've already been
10 given an opinion from our parliamentarian that anything
11 you state outside of yes, or no, is out of order, or
12 abstain.

13 COMMISSIONER BURTON: I'd like to seek a legal
14 opinion from the board's attorney. And so if I were
15 seeing that...

16 CHAIRPERSON PRESSLEY: Again, you're out of order.

17 COMMISSIONER BURTON: Legal opinion, I'm going...

18 CHAIRPERSON PRESSLEY: You're out of order. And there
19 is a legal opinion in your booklet, by the way, but
20 you're out of order, yes or no. Let's keep going.

21 MR. BROWN: Commissioner Hernandez - Yes.

22 MR. BROWN: Commissioner Moore - Yes.

23 MR. BROWN: Commissioner Woods - Yes.

24 MR. BROWN: Commissioner Bernard - No.

25 MR. BROWN: Commissioner Burton - I'm going to

1 abstain. The person is -

2 CHAIRPERSON PRESSLEY: That would be marked as a no
3 vote. And so that is with 6 yes votes and 2 no votes.
4 That motion passes. Thank you.

5 COMMISSIONER BURTON: Attorney's recommendation is
6 what I'm requesting.

7 CHAIRPERSON PRESSLEY: The Chair entertains a motion
8 to enter to close session, pursuant to Section 8(a) of
9 the Open Meetings Act. MCL 15.268(a). The department's
10 request for the board to consider administrative leave
11 without payable with medical benefits for Police Officer
12 Anthony Darling, Badge number 1740, Pension 242249,
13 assigned to the 11th Precinct.

14 COMMISSIONER HERNANDEZ: So moved.

15 COMMISSIONER WOODS: Second.

16 CHAIRPERSON PRESSLEY: It's been properly moved and
17 second. Is there any discussion hearing? No discussion,
18 all those in favor please signify by saying aye.

19 COMMISSIONERS: Aye.

20 CHAIRPERSON PRESSLEY: All those opposed? No.
21 Alright. The ayes have it. We will take a brief recess to
22 settle room for closed session.

23

24 (Whereupon, the board entered into closed session.)

25

1 CHAIRPERSON PRESSLEY: Alright, the Chair now calls
2 this meeting back to order as we are in open session.
3 We'll begin with the introduction of commissioners by
4 Acting Secretary Brown.

5 MR. BROWN: Chairperson Pressley - Here.

6 MR. BROWN: Vice Chairperson Smith - Here.

7 MR. BROWN: Commissioner Bernard - Present.

8 MR. BROWN: Commissioner Bell -

9 MR. BROWN: Commissioner Burton - Present.

10 MR. BROWN: Commissioner Moore - Present.

11 MR. BROWN: Commissioner Hernandez - Present.

12 MR. BROWN: Commissioner Woods - Present.

13 CHAIRPERSON PRESSLEY: Alright. With that we do
14 indeed have a quorum. Is there motion?

15 COMMISSIONER WOODS: I'd like to make a motion to
16 accept the Chief's recommendation as to Anthony Darling,
17 Badge 1740.

18 CHAIRPERSON PRESSLEY: Alright. Well there's been a
19 motion to accept the Chief's recommendation to consider...
20 no, there's been a motion to accept the Chief's
21 recommendation for administrative leave without pay, but
22 with medical benefits for Police Officer Anthony Darling.
23 Badge number 1740, Pension 242249. Is there a second?

24 COMMISSIONER HERNANDEZ: Second.

25 CHAIRPERSON PRESSLEY: It has been properly moved and

1 second. Is there any discussion? Commissioner Bernard.

2 COMMISSIONER BERNARD: This is a hard case not to
3 discuss.

4 CHAIRPERSON PRESSLEY: Please, I'm not discussing...

5 COMMISSIONER BERNARD: But I'm not going to do that.
6 I just want to say again, of course that I disagree with
7 suspending someone without pay. As I said earlier, there
8 are more people involved in this than just Officer
9 Darling. His family is involved. This creates an
10 unreasonable hardship in a case where nothing has been
11 proven. My second reason for objecting is that elected
12 officials are allowed to continue in their position and
13 continue to receive pay until such time as there is a
14 guilty plea entered or a finding of guilt. I don't think
15 police officers should be subject to a different standard
16 than other sworn people who represent the City of Detroit
17 or the County of Wayne. So I have to take exception to
18 this.

19 And again, and the third reason I object is because
20 the collective bargaining agreement gives the Chief many
21 remedies with respect to people. He can take guns, he can
22 take their badge, he can make them sit at a desk and
23 write reports. All of those are options that would
24 maintain, not only their income, but the health insurance
25 that officers have for their families, including

1 themselves. A suspension, administrative leave without
2 pay, but with benefits is meaningless because an officer
3 can't even pay his copay on his medical insurance, let
4 alone the copay required for a wife or children who all
5 would lose their insurance simultaneously because there
6 is no ability to pay the copay for medical benefits. So
7 for that reason Mr. Chairman, I have to object.

8 CHAIRPERSON PRESSLEY: Is there any other discussion?
9 Hearing none, again, the motion before this body is to
10 accept the Chief's recommendation to place Police Officer
11 Anthony Darling, Badge number 174, Pension 242249 on
12 administrative leave, without pay but with the medical
13 benefits. It requires a two-thirds majority vote. And so,
14 Mr. Brown, roll call please.

15 MR. BROWN: Chairperson Pressley - Yes.

16 MR. BROWN: Vice chairperson Smith - Yes.

17 MR. BROWN: Commissioner Bernard - No.

18 MR. BROWN: Commissioner Bell - Yes.

19 MR. BROWN: Commissioner Burton - Yes.

20 MR. BROWN: Commissioner Moore - Yes.

21 MR. BROWN: Commissioner Hernandez - Yes.

22 MR. BROWN: Commissioner Woods - Yes.

23 CHAIRPERSON PRESSLEY: With 7 yes votes, and 1 no
24 vote, that motion passes. The Chair now entertains a
25 motion for adjournment.

1 COMMISSIONER WOODS: So moved.

2 CHAIRPERSON PRESSLEY: Is there a second?

3 VICE CHAIR SMITH: Second.

4 CHAIRPERSON PRESSLEY: It has been properly moved and
5 second. All those in favor, please signify by saying,
6 Aye.

7 COMMISSIONERS: Aye.

8 CHAIRPERSON PRESSLEY: All those opposed? No. The
9 ayes have it. That motion passes. Thank you to our audio
10 visual team for working all of our closed and open
11 sessions and to each of you for being here today.

12

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15 (Meeting Adjourned at 7:30pm)

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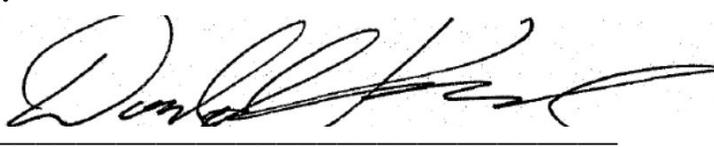
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STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

RECORDER'S CERTIFICATE AND NOTARIZATION

I, Donald Handyside, Court Recorder, do hereby certify that on May 2, 2024 at 3:00 P.M., I did record the Detroit BOPC meeting, the same being later reduced to typewriting and that the foregoing is a true and accurate transcription of said electronic recording taken at such time and place.

I further certify that I am not related to or employed by any party of this cause or their respective counsel.



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