

3/19/2015

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STATE OF MICHIGAN  
DETROIT BOARD OF POLICE COMMISSIONERS  
REGULAR MEETING

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Taken at 1301 Third Avenue, Media Room,  
Detroit Public Safety Headquarters,  
Detroit, Michigan, 48226,  
Commencing at 3:03 p.m.,  
Thursday, March 19th, 2015,  
Before Elizabeth Koller, CSR-7042.

1 APPEARANCES :  
2 CHAIRPERSON WILLIE BELL  
3 VICE CHAIRPERSON LISA CARTER  
4 COMMISSIONER RICARDO MOORE  
5 COMMISSIONER EVA DEWAELSCHE  
6 COMMISSIONER WILLIE BURTON  
7 COMMISSIONER REGINALD CRAWFORD  
8 COMMISSIONER CONRAD MALLET  
9 COMMISSIONER DONNELL WHITE  
10 COMMISSIONER RICHARD SHELBY  
11 ASSISTANT DEPUTY CHIEF HALL  
12 EXECUTIVE SECRETARY GEORGE ANTHONY

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1 Detroit, Michigan

2 March 19, 2015

3 About 3:03 p.m.

4 CHAIRPERSON BELL: Good afternoon.

5 AUDIENCE: Good afternoon.

6 CHAIRPERSON BELL: Thank you for your  
7 attendance at the weekly meeting of the Board of the  
8 Police Commission. As you well know, I don't see too  
9 many strangers out there. I am Willie Bell, the Chair,  
10 and sitting to my right is Lisa Carter, the Vice Chair.

11 And if I may, could I call on the Chief  
12 Investigator to bless us with our opening prayer and  
13 thank you for being so kind.

14 CHIEF INVESTIGATOR DAVIS-DRAKE: For the  
15 record, Pamela Davis-Drake, Chief Investigator.

16 (Prayer.)

17 CHAIRPERSON BELL: Thank you, Chief  
18 Investigator. Once again, I am Commissioner Willie  
19 Bell, your Chair. And I'm going to ask that our Board  
20 Secretary George Anthony introduce the rest of the  
21 Commissioners, please.

22 SECRETARY ANTHONY: Thank you, Mr. Chair.  
23 For the record, George Anthony, Secretary to the Board.  
24 You've already put on the record that Vice Chair Lisa  
25 Carter is here.

1 Commissioner Willie E. Burton.  
2 COMMISSIONER BURTON: Present.  
3 SECRETARY ANTHONY: Commissioner Reginald  
4 Crawford.  
5 COMMISSIONER CRAWFORD: Present.  
6 SECRETARY ANTHONY: Commissioner Eva  
7 Dewaelsche.  
8 COMMISSIONER DEWAELSCHE: Present.  
9 SECRETARY ANTHONY: Commissioner Conrad  
10 Mallett.  
11 COMMISSIONER MALLETT: Present.  
12 SECRETARY ANTHONY: Commissioner Ricardo R.  
13 Moore.  
14 COMMISSIONER MOORE: Present.  
15 SECRETARY ANTHONY: Commissioner Richard  
16 Shelby.  
17 COMMISSIONER SHELBY: Present.  
18 SECRETARY ANTHONY: Commissioner Jessica  
19 Taylor.  
20 COMMISSIONER TAYLOR: Present.  
21 SECRETARY ANTHONY: Commissioners Edgar Van  
22 has asked to be excused. Commissioner Donnell R.  
23 White.  
24 Mr. Chair, you have a quorum of nine members.  
25 CHAIRPERSON BELL: Thank you, sir. At this

1 time would you introduce the staff of the Board of  
2 Police Commissioners, please, Mr. Anthony.

3 SECRETARY ANTHONY: Thank you, sir. Seated  
4 in front we have our Chief Investigator Ms. Pamela  
5 Davis-Drake, and seated next to her is our Attorney to  
6 the Board, Ms. Linda Barnard. We have Sergeant Alan  
7 Quinn who is recording our proceedings, and  
8 Ms. Elizabeth Koller from Hanson Court Reporting  
9 Service taking the transcript. That completes the  
10 introductions, sir.

11 CHAIRPERSON BELL: Thank you. I'm going to  
12 ask Commissioner Burton to introduce a young man that I  
13 met briefly upstairs. He's a friend of Mr. Burton.  
14 But he's serving in I think a significant capacity.  
15 Would you introduce him, Commissioner Burton?

16 COMMISSIONER BURTON: Sure. I'd like to  
17 introduce everybody to Damian Mitchell. He's worked  
18 with Putting Youth First which is a youth group here in  
19 the City of Detroit.

20 MR. MITCHELL: Hello, everyone.

21 AUDIENCE: Hello.

22 MR. MITCHELL: As you said, I'm Damian  
23 Mitchell, Director of Putting Youth First Committee, a  
24 organization that was started in 2009. The  
25 organization is geared towards building young people to

1 be better citizens. Commissioner Burton before he was  
2 Commissioner was very active with helping create this  
3 program.

4 The program is geared towards building up  
5 young people to understand that they don't only compete  
6 with people in the City, but they compete with people  
7 around the world. The program is free. We have  
8 several other persons who are a part of the program  
9 such as Judge Wanda Evans and Commissioner -- City  
10 Councilman Scott Benson who are our board members.

11 The program is really awesome. We are funded  
12 through different grants we apply for and donations, so  
13 we've been able to sustain some of that over the last  
14 several years.

15 And it's 13 to 21 is the age that we serve  
16 from renting and leasing apartments, to helping them  
17 get scholarship, to helping them find employment is our  
18 primary goal.

19 CHAIRPERSON BELL: Thank you, sir.

20 MR. MITCHELL: Thank you.

21 CHAIRPERSON BELL: And joining us sitting in  
22 for Chief James Craig is Deputy Chief Renee Hall. Good  
23 to see you this afternoon.

24 D.C. HALL: Good afternoon and please forgive  
25 me for my tardiness. There was a mix up in my

1 schedule. I apologize.

2 CHAIRPERSON BELL: You're right on time.

3 Good to see you and thank you for your attendance.

4 D.C. HALL: Thank you.

5 CHAIRPERSON BELL: And the next item would  
6 be, Commissioners, would be the approval of the agenda  
7 for this afternoon's meeting. The Chair will entertain  
8 a motion to the effect.

9 COMMISSIONER MALLETT: So moved.

10 COMMISSIONER SHELBY: Support.

11 CHAIRPERSON BELL: It's been properly moved  
12 and seconded. Are we ready for the question, those in  
13 favor aye?

14 COMMISSIONERS: Aye.

15 CHAIRPERSON BELL: Those opposed? Motion  
16 carried. And the next item would be approval of the  
17 minutes from Thursday, March 12th, 2015. What is your  
18 pleasure in terms of a motion?

19 COMMISSIONER CRAWFORD: So move.

20 VICE CHAIR CARTER: Second.

21 CHAIRPERSON BELL: It's been properly moved  
22 and seconded. Ready for the question, those in favor,  
23 aye?

24 COMMISSIONERS: Aye.

25 CHAIRPERSON BELL: Those apposed? The motion

1 carried. And the next item would be my report. I just  
2 want to say briefly that the Chair and the Vice Chair  
3 had an opportunity too meet with the big three of the  
4 Board of Commission, that would be the Board Secretary,  
5 the Chief Investigator, and our Attorney to the Board,  
6 Linda Bernard.

7 We had an extensive meeting in reference to  
8 concerns of the Board of Police Commission from that  
9 status, and we hope to report out this afternoon to the  
10 Board a little bit more in reference to some of our  
11 concerns and findings in a brief meeting after we  
12 adjourn the public session just to go over in-house  
13 matters. It was very productive in terms of that  
14 particular forum. So I'm looking forward to reporting  
15 out and further interactions.

16 So that's my brief report, too. I just want  
17 to say once again I think we have a fine staff in terms  
18 of working on behalf of the Board, and the Vice Chair  
19 was able to sit in and we had some good dialogs. And I  
20 think we are moving ahead in terms of some of the  
21 issues we have in terms of our budget and other issues  
22 that we want to weigh in on.

23 So on that note, it's good to see  
24 Commissioner Donnell White on my far right in terms of  
25 joining us as this time. Thank you for you attendance.



1 COMMISSIONER WHITE: Thank you, sir.

2 CHAIRPERSON BELL: And now we move to Item  
3 Number 10, the Deputy Chief on behalf of the Chief of  
4 Police.

5 D.C. HALL: Afternoon, again. I just wanted  
6 to say today we're going to be presented with our  
7 Personnel Bureau who will give us an overview of their  
8 organization, the structure and how it works. Director  
9 Gale Oxendine leads that. So can you introduce your  
10 staff, ma'am, please?

11 DIRECTOR OXENDINE: Sure. I'm here in charge  
12 of Police Personnel Unit with Sergeant Mark Henning,  
13 he's Commanding Officer, Officer Wright and Officer  
14 Dave Mabel.

15 DEPUTY CHIEF HALL: And I'm sorry, this is  
16 the Human Resources Bureau -- Police Personnel, okay,  
17 and they're going to give you brief presentation.

18 While they're getting set up, just an  
19 overview of what the Police Department is dealing with  
20 right now. As you know we've had a spike in our  
21 homicides. We had twelve homicides within a week. And  
22 right now we're switching gears, putting some  
23 strategies together.

24 We recognize that most of our homicides have  
25 a narcotics nexus directly reflective of them, so we're

1 gearing up our narcotics units to do some additional  
2 enforcement actions, doing just some additional work  
3 that we really can't talk about exactly what they're  
4 doing, but going after some of those individuals that  
5 we know now and are a part of it.

6 Cease Fire is great piece of that which we're  
7 working on that deals with a lot our gang nexus and  
8 some of those are jointly tied together. So we have a  
9 cease fire call-in next week that's going to be  
10 targeting a few of the Seven Mile Bloods -- Avenue  
11 gangs that are directly responsible for some this  
12 violence so some those individuals will be targeted.

13 We did lock up about two of them and still  
14 have more enforcement actions going on this weekend.  
15 So we recognize the we have a spike and we're  
16 readjusting our efforts to ensure that we're addressing  
17 those crimes. You'll see some different things going  
18 in the community in the area as a direct reflection of  
19 the spike that we're seeing.

20 So just to let you know, we do our Restore  
21 Order large scale operations monthly. We'll have a  
22 Quality of Life Focus going forward. This one  
23 specifically for the month of April coming near you  
24 we'll have a Quality of Life Focus because we recognize  
25 that a lot of the issue are focused around that quality

1 of life piece, so you'll see that for our next Restore  
2 Order Operation. Which that, Director, whenever your  
3 ready.

4 SERGEANT HENNING: Good afternoon, my name is  
5 Sergeant Mark Henning and I'm in charge of the Police  
6 Personnel Unit. You met some of my staff here. I have  
7 two Officers here, I have one Officer still on furlough  
8 Officer Christine Lashock.

9 Staffing is down quite a bit from -- I used  
10 to have four civilians and five POs working for me, but  
11 such is the job. As you can see part of HR Resources  
12 Bureau Police Personnel is part of that along with  
13 Medical, Police Recruiting, EEOC.

14 Next side. We're in this building at  
15 1301 Third, Suite 659. We're open Monday through  
16 Friday from 8:00 a.m. to 4:00.

17 Next slide, please. This is some of our  
18 responsibilities. We assist sworn members with their  
19 medical benefits, assist in hiring and separation of  
20 sworn members, maintain rosters, maintain and report  
21 human resources metrics, maintain the transfer lists of  
22 members both now, both the formal transfers and blue  
23 slip transfers lists, maintain their personnel files  
24 both active and retired, provide badge identification  
25 cards to sworn and civilian members. And we process

1 awards for our sworn members also.

2 Next slide, please. This is an example of  
3 some of our metrics. You can see the staffing levels  
4 here. Budgeted and actual numbers from 2012, 2013,  
5 2014, and 2015 these are as of February 28th of each  
6 year.

7 Next slide, please. This will give you an  
8 outline of sworn manpower of the Department. As you  
9 can see we also added here the police assistance.  
10 Right now we have nine of them. Our staffing is right  
11 now total sworn members 2,279. It changes daily as  
12 people separate. Most people come back or are rehired  
13 or are reinstated.

14 Next slide, please. Since the beginning of  
15 the 2014 fiscal year, 2014/15 fiscal year, the general  
16 attrition rate has been about twelve employees per  
17 month. For the calendar year of 2014 we lost 192 sworn  
18 members. New candidates are being recruited and hired  
19 to address this attrition.

20 Police assistance are also being hired to  
21 address it resulting in the redeployment of sworn  
22 Officers as I understand it on one-to-one basis; as a  
23 police assistant goes into a unit an Officer is free to  
24 be redeployed to perhaps a patrol unit?

25 COMMISSIONER MALLET: Mr. Chairman, can I

1 ask a question?

2 CHAIRPERSON BELL: Yes, sir.

3 COMMISSIONER MALLETT: So if we go back one  
4 slide, if that's possible? So the attrition rate in my  
5 industry the goal for hospital-based attrition  
6 employees would be 12 percent and the DMC is at ten, so  
7 we're do well on that metric.

8 What's the benchmark for Police Officer  
9 attrition?

10 MR. HENNING: What can we lose each month?

11 COMMISSIONER MALLETT: No. In terms of the  
12 benchmark that we've set based on what other hospitals  
13 systems have done, we've determined that there's a high  
14 level of employees satisfaction evidenced by the fact  
15 that we are under twelve percent employee attrition on  
16 a yearly basis.

17 So I'm wondering, do we have a similar metric  
18 that we're looking at in terms of measuring our  
19 attrition rate against some benchmark that says we're  
20 doing good, we need to do better?

21 MR. HENNING: Interesting concept. No, I  
22 don't believe we do, but.

23 DIRECTOR OXENDINE: Let me take that  
24 question. We don't have a benchmark, and one of the  
25 reasons why we don't have a benchmark at this time is

1 because our attrition rate has always exceeded our  
2 ability to recruit.

3 COMMISSIONER MALLET: I see.

4 DIRECTOR OXENDINE: And so whatever that  
5 benchmark is, we'll never be able to meet it. And last  
6 year we've probably done more recruitment than we have  
7 done in several years. There was a time period where  
8 recruitment stopped.

9 And even though we're not -- we're trying to  
10 hire police assistance at this time as opposed to  
11 hiring sworn members as much right now, we still are  
12 going to be behind the eight ball again because of that  
13 reason.

14 So our attrition rate exceeds clearly and  
15 part of the problem with that is because we're not  
16 competitive, so we lose a lot of our Officers to other  
17 agencies. We also have a large group of employees  
18 city-wide really from the years of 2005 through 2020  
19 who are eligible for retirement. And we as a City I  
20 don't have planned very well for that in general.

21 In that 15-year time period probably  
22 50 percent of the staff city-wide would be eligible for  
23 retirement and that is really huge number. And that  
24 also happened at the time we were actually cutting back  
25 and declining so those employee that would have been

1 maybe on site that would have been newer employees that  
2 would not have been eligible to retire, those were the  
3 ones that we, in fact, actually ended up laying off  
4 because they had the least seniority.

5 So I think we're in a rebuilding standpoint  
6 and we don't really have a benchmark right now. The  
7 benchmark that I've set is for us to try to hire at the  
8 same rate that we do attrition to keep up with  
9 attrition. So that really is the benchmark for our  
10 unit right now.

11 COMMISSIONER MALLETT: That's a worthy cause.  
12 So I'm very interested in the comment you just made  
13 about the expected retirement cohort that's coming in  
14 the next four or five years.

15 Chairman, that would be something that we  
16 would want to keep a close eye on and be as aware of as  
17 we could and provide as much support for the Department  
18 as possible in terms of making sure that we don't get  
19 caught short.

20 And maybe at some point over the next eight  
21 or nine months, nothing immediate, we might begin to  
22 understand what the plan is and how we might help you  
23 cooperatively. I'm thinking about most particularly,  
24 Mr. Chairman, the corporate community, DMC, Henry Ford,  
25 Quicken Loan, all of us, you know, figuring out a way

1 to assist the Police Department in the attraction of  
2 new candidates, the management of the process.

3 I'm not in anyways intervening, but I'm  
4 saying, you know, supplementing it, helping with  
5 internships or whatever is that we could do because we  
6 don't want to get to a situation where we're  
7 overwhelmed by the retirements and we don't have a  
8 process that everybody's comfortable that's in place  
9 that's going to support the Department as they support  
10 the community.

11 DIRECTOR OXENDINE: If I could that point,  
12 last we're instituted, developed, implemented a college  
13 internship program that was very successful. We had 33  
14 summer interns. Of the 33, seven are somewhere in the  
15 process or either became Officers, that was higher than  
16 the benchmark that I set for that which was like ten  
17 percent. So we clearly exceeded that. It was  
18 22 percent or some number.

19 Last year we found a way to pay for that  
20 program. This year the program will be unpaid. And  
21 what I've noticed is that although we have, we do have  
22 people that are interested in the program, that the  
23 interest is much less of course because the opportunity  
24 is not a paid opportunity. But it was a successful  
25 program. We have made really good relationships with



1 15 to 20 local area colleges and universities.

2 And the program kind of sells itself because  
3 it really is a real internship program. We don't have  
4 students sitting around just filing papers or  
5 something. I mean, they're really out in the field.  
6 They're going to the morgue, they're learning about law  
7 enforcement reporting and such. And so the students  
8 have been helping us to sell the program because they  
9 go back and talk with other students.

10 But to your point, we were unable to find  
11 grant funding or any other kind of funding for that  
12 program and it would be wonderful if we could do a paid  
13 intern --

14 COMMISSIONER MALLETT: What is the cost of  
15 one intern?

16 DIRECTOR OXENDINE: The cost of one is -- let  
17 me see, the cost of thirty interns is approximately  
18 85,000. So I can't go do the math in my head that  
19 quickly, but.

20 COMMISSIONER MALLETT: Donnell can.

21 DIRECTOR OXENDINE: But thirty interns is the  
22 cost of the program full time ten-week summer program,  
23 okay, is \$85,000. Which is not a lot of money, but.

24 COMMISSIONER MALLETT: Has somebody done the  
25 math yet?

1 COMMISSIONER DEWAELESCHE: 2,800, maybe close  
2 to 3,000.

3 DIRECTOR OXENDINE: So that would be  
4 wonderful if we could have that kind of support.

5 COMMISSIONER MALLETT: Well, the DMC will  
6 cover two.

7 DIRECTOR OXENDINE: Oh, fantastic.

8 COMMISSIONER MALLETT: We'll cover two. And  
9 I think that if we did it in a more organized manner  
10 and Mr. Chairman, we contact the Police Foundation, not  
11 that they got the money but they got the phone calls,  
12 they have the ability to make the phone calls, we could  
13 probably get back to the number pretty quickly. So we  
14 should continue that conversation.

15 CHAIRPERSON BELL: Well, Commissioner  
16 Mallett, that's why you're here.

17 COMMISSIONER MALLETT: I'm on the budget  
18 committee -- these internship recruitment, I'm not on  
19 that committee.

20 CHAIRPERSON BELL: We're talking about money.  
21 Well, I welcome your question and your  
22 response. I think if we could market, you know, like  
23 you stepping up DMC. If Don Gilbert and others would  
24 step up to address a whole month in terms of PR, public  
25 relations in reference to, you know, years ago they did

1 a hiring process of, I can't remember the theme, the  
2 gig, you know how -- more than just a gig.

3 And I know we're competing against tremendous  
4 salary load and competitive to Atlanta or Texas and all  
5 that, so.

6 DIRECTOR OXENDINE: Farmington Hills.

7 CHAIRPERSON BELL: But I think we can really  
8 market and -- yes, so you know, may be perhaps because  
9 sometimes the best and brightest don't entertain but  
10 they might be, you know, if we really aggressively  
11 recruit them because educational -- that's been cut  
12 back, too, isn't it?

13 DIRECTOR OXENDINE: Yes.

14 CHAIRPERSON BELL: But it's a tremendous  
15 challenge, so I welcome that type of dialogue.

16 COMMISSIONER MALLETT: Mr. Chairman, maybe  
17 we'll have the Board Secretary kind of coordinate --

18 CHAIRPERSON BELL: Okay.

19 COMMISSIONER MALLETT: -- conversations with  
20 the Police Foundations, George, and we get some  
21 conversations going and I'll be glad to participate in  
22 those conversations with you.

23 CHAIRPERSON BELL: Okay. Excellent.

24 COMMISSIONER DEWAELESCHE: Mr. Chair?

25 CHAIRPERSON BELL: Yes, ma'am.

1 COMMISSIONER DEWAELSCHE: I have a question  
2 or comment, as well. If there's anyway to tie that to  
3 Mayor's summer youth program because I know --

4 COMMISSIONER MALLETT: These are college  
5 kids.

6 COMMISSIONER DEWAELSCHE: Well, the age is up  
7 to 21 or 24, so they could be college --

8 COMMISSIONER MALLETT: That's true.

9 COMMISSIONER DEWAELSCHE: -- bound or  
10 whatever, one year in college. But I have a question  
11 with regard to the number, the total sworn officers is  
12 2,279 according to the chart.

13 DIRECTOR OXENDINE: Yes.

14 COMMISSIONER DEWAELSCHE: Are those budgeted  
15 positions or are they actually Officers?

16 DIRECTOR OXENDINE: The 2,279 is actual.

17 COMMISSIONER DEWAELSCHE: Actual, because  
18 there's another number right, the budgeted number?

19 DIRECTOR OXENDINE: Yes, yes, there's another  
20 number.

21 COMMISSIONER DEWAELSCHE: And that's the gap.

22 DIRECTOR OXENDINE: That's correct and the  
23 gap is 104 is the gap, this week, 104 is the gap.

24 COMMISSIONER DEWAELSCHE: Okay. Thank you.

25 COMMISSIONER MOORE: Through the Chair, you

1 received the memo that we asked you for on  
2 February 26th?

3 DIRECTOR OXENDINE: Yes.

4 COMMISSIONER MOORE: And on there it has  
5 2,647 Officers.

6 DIRECTOR OXENDINE: 2,647 --

7 COMMISSIONER MOORE: Sworn members.

8 DIRECTOR OXENDINE: I think we're probably  
9 including total.

10 COMMISSIONER MALLET: Yes, that is the  
11 total.

12 COMMISSIONER MOORE: Detroit residents,  
13 nonresidents is broken down that way.

14 DIRECTOR OXENDINE: That's the total, that  
15 includes civilians, because that was the question. I  
16 think Commissioner Crawford asked for sworn and first  
17 and then changed his mind and asked for the total for  
18 the Department, so you have the sworn and civilian  
19 together.

20 COMMISSIONER MOORE: Because there's another  
21 breakdown of civilians -- okay. Thank you.

22 CHAIRPERSON BELL: Sir, are you finished?  
23 Are you sure? Any other questions? Commissioner  
24 White?

25 COMMISSIONER WHITE: Thank you, Mr. Chair.

1 As it relates to the numbers of residents versus  
2 nonresidents it looks like we're still hovering around  
3 where we were a year ago when we raised it as a  
4 concern.

5 DIRECTOR OXENDINE: Yes.

6 COMMISSIONER WHITE: I just wanted to have  
7 you speak to where we are in terms of our efforts of  
8 recruiting in Detroit and incentivize or whatever we  
9 can do to encourage Detroiters to get into the process.

10 DIRECTOR OXENDINE: We have done quite a bit  
11 of outreach. I believe your office is in possession of  
12 an annual report that I also provided that will give  
13 you a lot more detail in terms of those particulars.

14 What I can tell you is that, you know,  
15 Detroiters are interested in applying, some of them are  
16 being disqualified in the process. But, you know,  
17 we're out at the churches, we're out in community  
18 meetings, we're at Mayor's meeting, we're at City  
19 Council meetings, we're at Tiger Stadium, we're at --

20 DEPUTY CHIEF HALL: Ford Field.

21 DIRECTOR OXENDINE: Yes, Ford Field when they  
22 open. We've been to about 80 job fairs in 2014. We've  
23 been at recreation centers. So we're in community. We  
24 are making people aware. We're on Facebook. We really  
25 have upped our efforts with respect to recruiting. But

1 the number kind of stays about the same.

2 COMMISSIONER DEWAELSCHE: And if I might add,  
3 we had a job fair last week and you were there. I was  
4 very please to see the Police Department there. We had  
5 hundreds, like five, 600 people that went through, so  
6 good luck with that. I hope some of them sign up.

7 DIRECTOR OXENDINE: Thank you, thank you,  
8 yes. We're out in the community. I think part of it  
9 is like I said some are disqualified for various  
10 reasons within the process. We do a lot of follow up  
11 with applicants and we're not always successful in that  
12 follow up, you know, phone numbers have changed,  
13 addresses were wrong, you know, so we can't follow up  
14 with applicants. But we're are -- we're out there, we  
15 really are out there.

16 At this point we're looking at a couple of  
17 additional things that we might do. We have some  
18 videos that we might be able to at local Secretary of  
19 States Office so that you see this video playing while  
20 the people are waiting in line. A couple of other  
21 places where they play videos like local stores and  
22 that kind of thing, so that is one idea we have.  
23 Continue to just be out there.

24 The internship program, I guess I keep  
25 pushing that because that has been really successful

1 for us. And we get a lot of calls about it and a lot  
2 of discussion about it. And it's nothing like having  
3 somebody come in the Department and then go back and  
4 talk about what they learned or what they experienced.  
5 So, you know, that helped us get a few Detroiters in,  
6 as well. So we're out there, we are, and we're going  
7 to keep pressing.

8 CHAIRPERSON BELL: Commissioner Crawford, I  
9 see you --

10 COMMISSIONER CRAWFORD: Yes. Through the  
11 Chair, on the issue of residency, two months ago or so  
12 Mayor Duggan offered housing from some of the  
13 housing -- in the City of Detroit at half off, low  
14 interest loans, grants, that one could apply for.

15 I was sort of hoping that some of the  
16 Officers would move back in the City and perhaps that's  
17 a conversation we may entertain with the leadership,  
18 some of the presidents of these unions, police unions.  
19 Or would one would think that they would -- maybe they  
20 did offer that information up to their membership in  
21 terms of trying to get more people to move back into  
22 the City, particularly this was offered to retired  
23 Police Officers retired City employee, current City  
24 employees, etcetera.

25 Do you have the percentage of sworn Police



1 Officers that --

2 DIRECTOR OXENDINE: No, I could provided that  
3 but I did not do the report in that manner.

4 COMMISSIONER CRAWFORD: Yes, ma'am, I'd like  
5 that. Also, too, just a point of historical note.  
6 When the residency was abolished some fourteen, I think  
7 it was fourteen years ago something, around that time  
8 the impact, the economic impact on the City of Detroit  
9 was \$200 million after several years. This is the  
10 findings so, from a think tank out in Lansing. So  
11 multiply that by well over a billion dollars in loss  
12 tax revenue in the City of Detroit.

13 And of course that wasn't only Police  
14 Officers but that was all City employees who were able  
15 to reside outside the City. And I can't think of a  
16 better message and what we want to talk about the crime  
17 rates going down in the City being much safer than, you  
18 know, some Police Officers, perhaps a few of them move  
19 back into the City with confidence that would send to  
20 Detroit and visitors alike to the City of Detroit.

21 DEPUTY CHIEF HALL: Through the Chair.

22 CHAIRPERSON BELL: Yes, ma'am.

23 D.C. HALL: The unions as well as the Police  
24 Department as a whole has made Officers aware of the  
25 fact that there are incentives for coming back to the

1 City of Detroit. As we all know they have the option.  
2 It's their legal right. So we're, you know,  
3 encouraging them, but at the end of the day they do  
4 have a right to chose where they live.

5 DIRECTOR OXENDINE: That's true.

6 COMMISSIONER CRAWFORD: Through the Chair.  
7 Yes, absolutely, they do have a right. Residency was  
8 abolished. I do know if you work for Ford, Chrysler,  
9 General Motors, it's in your best interest to by a Ford  
10 or Chrysler or General Motors vehicle because you're  
11 investing in --

12 COMMISSIONER MALLETT: Yes, but their kids  
13 don't have to go to Detroit Public Schools. So let's  
14 not kid ourselves, Commissioner. It ain't just not  
15 living in the City of Detroit. When you make the money  
16 that we pay these Officers and then you say and on top  
17 of that you got to send your kids to a private school,  
18 which private school are they going to go to? So it's  
19 not that simple.

20 And I think it's an unfair burden to thrust  
21 it onto the Officers and simply say move back in the  
22 City because it's in the interest of all of us. There  
23 is a leadership gap as it relates to the delivery of  
24 public education service in the City of Detroit. The  
25 sooner we recognize that and confront that as problem a

1 lot of the issues that we call upon the Police  
2 Department to manage will be diminished almost one to  
3 one.

4 So there's probably no more fierce proponent  
5 of residency than me on this Board. But on the flip  
6 side I recognize that these men and women are making  
7 decisions not just for themselves, but for the  
8 families, most particularly for their children. And we  
9 recognize these kids got to get educated.

10 And so it's not just that these Officers are  
11 looking for a way out of the City. It is also that  
12 they're looking for a quality of life as it relates to  
13 the education of their children, that we're not able to  
14 provided them right now. And I say that publically and  
15 for the record so that there's no confusion about it.  
16 And I've said it before and I'm going to say it again.

17 So it is -- the problem like everything else  
18 in the City of Detroit is multifactorial. It's not  
19 simply one thing or another. If this person would only  
20 do this, then this problem would be solved. If we  
21 could do one thing we would have done it. It's a whole  
22 bunch of things that remain unresolved that have to be  
23 confronted in a systematic way and the Police  
24 Department ought not bear the entire burden of the  
25 failure of Detroit Public Schools.

1           So, you know, I mean, let's just let move on.  
2    You know what I mean? Residency was something that was  
3    important. It's not here. We understand that.  
4    Decision were made, votes were taken, and promises were  
5    made that were not kept. But we can have that  
6    discussion for a thousand hours at the bar with more  
7    much productiveness than we're having here now.

8           COMMISSIONER CRAWFORD: Through the Chair --

9           CHAIRPERSON BELL: Through the Chair --

10          COMMISSIONER MALLET: What does that mean by  
11    the way, through the Chair? I don't even understand  
12    that. Can we just say this is Conrad Mallett, I want  
13    to talk? What does that mean, through the Chair? What  
14    if I don't want to go through the Chair? Can I go  
15    through the Vice Chair? Can I go through the Board  
16    Secretary. What does that mean? I don't understand.  
17    I've been meaning to get Chairman Bell in a private  
18    meeting and ask him what does it mean to go through the  
19    Chair? Because clearly I ain't doing it now. I'm  
20    trying to figure out what does it mean --

21          CHAIRPERSON BELL: Commissioner Mallard,  
22    Commissioner Mallard -- if you want to filibuster --

23   (Inaudible.)

24          COMMISSIONER MALLET: I can talk as much as  
25    I want. I get the same hundred dollars per meeting as

1 you do.

2 CHAIRPERSON BELL: Could you -- Mr. Crawford,  
3 Mr. Mallard, could you pause for a minute.

4 Mr. Mallard, I think you're out of order, I think  
5 you're out of order.

6 Let's respect the Commissioners in terms of  
7 how he wants to addressed the Chair. You're familiar  
8 with the format. I didn't create that format but they  
9 want it use that terminology, so be it.

10 But when you speak without recognizing --

11 COMMISSIONER MALLETT: That's true.

12 CHAIRPERSON BELL: -- then you're out of  
13 order, sir.

14 COMMISSIONER MALLETT: You're absolutely  
15 right.

16 CHAIRPERSON BELL: And I've been very  
17 patient, very patient with the dialog. But you're  
18 speaking lot of order. And I don't think we want to  
19 reprimand another Commissioner in a meeting in terms of  
20 speaking his mind on something, but we don't want to  
21 restrict it, but we want to have order. And the Chair  
22 is the order of the day. In any organization that we  
23 have as you well know, Justice Mallett you're well  
24 versed on that, so.

25 COMMISSIONER MALLETT: You're right,

1 Mr. Chairman, I apologize.

2 CHAIRPERSON BELL: Thank you, sir. So we  
3 want to close, if Commissioner Crawford has closing on  
4 that we can move on. We understand the pros and cons  
5 of the residents and the school systems. But I just  
6 want to say on the record, the first people who left  
7 the City of Detroit were the teachers in the City of  
8 Detroit.

9 SPEAKER: Amen.

10 CHAIRPERSON BELL: So I fought long and hard  
11 for residency in terms of that, that is in the past.  
12 We have to deal with the present and future. So let us  
13 concentrate on that. I think that would be the order  
14 of the day in terms of this City's come along way and  
15 we are committed in terms of Metropolitan Detroit.  
16 This is not the old Detroit we know.

17 So on that note, let us move forward. Can we  
18 do that in the next order of business? I think enough  
19 has been said in reference to this particular issue.  
20 So if the Body will support the Chair, we can move the  
21 agenda, so we can close that portion out.

22 COMMISSIONER CRAWFORD: I just didn't want to  
23 have a conversation at the bar, that's all.

24 CHAIRPERSON BELL: Thank you, sir, thank you  
25 for respecting the Chair.

1 COMMISSIONER CRAWFORD: The time here.

2 CHAIRPERSON BELL: Yes. Thank you.

3 COMMISSIONER CRAWFORD: I'll respect it.

4 CHAIRPERSON BELL: So any other questions or  
5 concerns in reference to this particular report?

6 COMMISSIONER SHELBY: Through the Chair.

7 CHAIRPERSON BELL: Yes, sir.

8 COMMISSIONER SHELBY: How many applications  
9 do we normally get on a monthly basis? What's the  
10 average?

11 DIRECTOR OXENDINE: I'm trying to recall what  
12 the annual report said for the year. I think it 1,464  
13 was the number for the year. So if you do the math  
14 monthly.

15 COMMISSIONER MOORE: One other question, most  
16 applicants are they walk-in or is it online  
17 applications?

18 DIRECTOR OXENDINE: Currently it's a walk-in  
19 process. We're also working right now to put the  
20 applications process online or at least in the initial  
21 stages of that. We do have the police assistant  
22 process is an online application process currently and  
23 we'll probably go live no later than May 1st for the  
24 sworn process.

25 COMMISSIONER SHELBY: I say that because if

1 we have online application probably reach out to a  
2 large audience, maybe even nation-wide audience?

3 DIRECTOR OXENDINE: Well, our information is  
4 online. They can't apply online but the information is  
5 online. And that is true, that's one of the objectives  
6 putting it online as well as of course streamlining the  
7 process.

8 COMMISSIONER DEWAELSCHE: Mr. Chair, if I  
9 may?

10 CHAIRPERSON BELL: Yes, ma'am.

11 COMMISSIONER DEWAELSCHE: In terms of people  
12 coming in, do you have extended hours for people that  
13 are working who want to make a career change and can  
14 come in the evening to apply?

15 DIRECTOR OXENDINE: No, we don't have  
16 extended hours. And I've not heard of any issues with  
17 people making arrangements to come in because we are  
18 open from eight to four. When I first came to the  
19 department we were only open I think two days a week so  
20 we have stretch that to five days a week.

21 Of course, you know, we could try that and  
22 see if that would garner some additional traffic, if  
23 you will, but I've not heard that as a concern from the  
24 Commanding Officer of the unit that we need to be open  
25 off hours to order to accept applicants.



1           And I don't know if that's because we accept  
2 applications while we're out in the field so when we're  
3 set up at a job fair or some community meeting we do  
4 the application process right there. So I don't know  
5 if that's supplementing the need for the extended  
6 hours.

7           COMMISSIONER DEWAELSCHE: And I just make  
8 that point because as someone who works for a work  
9 force development organization, we've over the years  
10 have found that we get more traffic when we offer  
11 evening and weekend hours.

12           DIRECTOR OXENDINE: Well, we can definitely  
13 try that.

14           COMMISSIONER DEWAELSCHE: Because people who  
15 want to apply generally have a job, you know,  
16 especially that have the requirements that you might  
17 want for Police Officers.

18           DIRECTOR OXENDINE: That's a point well  
19 taken, and maybe well try a one day a week and see what  
20 happens and then we'll extent that.

21           COMMISSIONER DEWAELSCHE: Thank you.

22           DIRECTOR OXENDINE: Thank you for that  
23 suggestion.

24           CHAIRPERSON BELL: Any more questions,  
25 concerns from the Commissioners? I just want to thank

1 you for, you know, in terms of responding to the Q and  
2 A and the process of reporting out and we have two  
3 Commissioners who are definitely working in that  
4 particular area of personnel and hiring and recruiting  
5 so hopefully they can offer their expertise in terms of  
6 helping us address this issues because it's been an  
7 issue quite sometime.

8 It was an issue when I hired in. And that  
9 hasn't changed across this country especially impacting  
10 people of color, that's a issue from even in Atlanta or  
11 Memphis, Tennessee, in terms of getting quality  
12 applicants from people of color, I would say it like  
13 that in terms that whole recruitment process. So it's  
14 something we just have to continue working and we  
15 appreciate your effort.

16 DIRECTOR OXENDINE: Thank you, sir.

17 CHAIRPERSON BELL: Thank you, ma'am. The  
18 next item would be Committee Reports and I don't see  
19 any. But we're regrouping in terms of addressing our  
20 subcommittees and that's something we're going to  
21 discuss at a later time in terms of that section.

22 New Business. We have a Resolution to  
23 present to Retired Sergeant Teresa Burch and she's not  
24 here. But briefly, and the Resolution concerning  
25 Sergeant Burch. She began her career in the Police

1 Department on July the 18th, 1978 and graduated from  
2 the Detroit Academy of Police Academy and she was  
3 assigned to the Fourth Precinct.

4 And I just want to say that Sergeant Burch  
5 served this Department for 35 years in different  
6 capacities and it's an honor and privilege for me to  
7 address this Resolution because I'm familiar with this  
8 young lady. She resided in an area of Mack and  
9 Gratiot, the Seventh Precinct when she was in high  
10 school and I think we were able to recruit her and part  
11 of the whole DPD family and she went onto a  
12 distinguished career in terms of outlining this.

13 But that's getting back to recruitment that  
14 interaction with Police Officers. I knew her mom and  
15 dad and the family and I did not follow her career but  
16 I was at her retirement for 35 years later. And I just  
17 want to say that be it resolved that the Detroit Board  
18 of Police Commissioners speaking on behalf of the  
19 Detroit Police Department and the citizens of the City  
20 of Detroit recognize Teresa Burch's lifelong commitment  
21 to public safety. Her pride and dedication have been  
22 an asset to the Department and merit our highest  
23 regard. We thank and congratulate you Retired Sergeant  
24 Teresa Burch on behalf of the Board of Police  
25 Commission.

1           And I just want to that say she had a great  
2 career. A young person right out of high school. I  
3 think -- I want to say Kettering, but I'm not sure, but  
4 I know she was part of the young know people that we  
5 had opportunities to interact with Mack and Gratiot.  
6 Some of us are well familiar with Sergeant Burch in  
7 terms of her career and what she offered to the  
8 Department.

9           So the Chair would entertain a motion to  
10 receive the Resolution?

11           COMMISSIONER MOORE: So move.

12           COMMISSIONER CRAWFORD: Support.

13           CHAIRPERSON BELL: It's been properly moved  
14 and second. Are we ready for the question, those in  
15 favor, aye?

16           COMMISSIONERS: Aye.

17           CHAIRPERSON BELL: Those opposed? Motion  
18 carried. Thank you.

19           Any Old Business? If not, Announcement. Our  
20 next meeting will be Thursday, March 26th, right here  
21 at Public Safety Headquarters at 3:00 p.m.

22           And our next Community Meeting is going to be  
23 in the Eleventh Precinct and that's April 9th, 2015 at  
24 Galilee Missionary Baptist Church at 5251 East Outer  
25 Drive. And the question came up, what is the cross

1 street? Anyone know?

2 COMMISSIONER CRAWFORD: It's north of East  
3 Seven Mile.

4 CHAIRPERSON BELL: East Seven Mile, that's  
5 what I conveyed Seven Mile and Outer Drive.

6 COMMISSIONER CRAWFORD: Yeah, it's about two  
7 blocks north.

8 CHAIRPERSON BELL: Okay. We have it. Okay.  
9 That's in the Seven Mile East Outer Drive, that's in  
10 the high school area --

11 COMMISSIONER CRAWFORD: A few blocks away.

12 CHAIRPERSON BELL: Right, a few blocks away.  
13 Okay. Thank you.

14 Oral Communication from the audience. You  
15 have two minutes. Please state your name and be  
16 respectful for we are respectful of you, and this is  
17 your opportunity.

18 MR. RHODES: Good afternoon, my name is Peter  
19 Rhodes. I am a resident of Detroit. I want to thank  
20 you for listening to me in the past. And the last  
21 matter I had before this Board only took 15 months to  
22 get resolved. Now, I don't have a new matter before  
23 the Board today.

24 You see, someone else has that matter.  
25 Detroit Police Department is issuing criminal

1 misdemeanor tickets to citizens trying to sell their  
2 extra tickets outside of Comerica Park, Ford Field.

3 In 2006 a federal court struck down the City  
4 of Detroit's scalping ordinance. So we don't have a  
5 scalping ordinance in Detroit as far as I know. There  
6 is a state statute against scalping but it has to be proof  
7 that they're selling the tickets outside for more than  
8 face value and yet there's a couple bills up in Lansing  
9 right now to even do away with that.

10 Now, the City of the Detroit gives tickets to  
11 the vender under a vendor ordinance. How a person  
12 standing on the sidewalk trying to get rid of two extra  
13 tickets becomes a vendor, I don't know. And apparently  
14 there's somebody up in Oakland County who happens to be  
15 an attorney who doesn't know either because he's filed  
16 a federal case in U.S. District Court asking for  
17 class-action certification. That's not my problem.  
18 It's not my case.

19 But what I'm trying to convey to the  
20 residents of Detroit, to my elected representatives, is  
21 that somebody should be taking a look at the City of  
22 Detroit Police Department policy that uses a vendors  
23 ordinance as an anti-scalping ordinance. That don't  
24 quite make a lot of sense to me. But that's why this  
25 one's not my problem.

1           But I hope that it doesn't take 15 months to  
2 solve the problem. Should take more like fifteen days  
3 because opening day at Comerica Park is April 6th. I  
4 want to thank you very much for your attention.

5           CHAIRPERSON BELL: Thank you, sir. I assume  
6 that the Deputy Chief wants to respond?

7           D.C. HALL: The only response that I have is  
8 a lawsuit that is pending. We've done an internal  
9 investigation and we don't find that the tickets that  
10 were written were written for scalping. The Detroit  
11 Police Department works in conjunction with the  
12 Building Safety and Engineering which is the general  
13 assignment unit through the City of Detroit and they  
14 issue the vendor's license and we work in conjunction  
15 with them.

16           So if there's any vendor issue it usually  
17 goes through the City of Detroit. And I'm not going to  
18 debate the issue because it's in court as this time.  
19 But what we understand is that we're not issuing  
20 tickets for scalping. That's all we have.

21           CHAIRPERSON BELL: Thank you, Deputy Chief.  
22 Thank you, sir. Appreciate it.

23           MR. MACALLISTER: Good evening, Board. My  
24 name is Roy Macallister, Junior, I'm the president of  
25 Greenwich Park Association and I hate that I missed

1 this meeting, but I'm hear and I want share this  
2 information. This past weekend, the 14th Congressional  
3 District had their meeting and I want to thank  
4 Commissioner Mallett for his information regarding  
5 healthcare in communities.

6 But one of the other things is that  
7 Congresswoman Brenda Lawrence talked about putting in,  
8 proposing a bill where police officers would have  
9 community policing. After that meeting, I spoke with  
10 her and I told her about the situation that this  
11 Honorable Board is in as far as not having full  
12 authority.

13 And she was very much in agreement with that  
14 and one of the things that I stated was when you an  
15 oversight committee as this fine Board here, then you  
16 won't have the issues of Stanton Island and the issues  
17 in Wisconsin and all the other areas.

18 So she is on board with that. She expressed  
19 to me she would be looking into that and would be  
20 assisting this Board as well as putting something in  
21 her bill as far as making Commissioners of this Board  
22 whole. Thank you.

23 CHAIRPERSON BELL: Thank you, sir. And I  
24 would hope that she would interact with our Board  
25 Secretary in terms of following up on that type of



1 dialog. We appreciate you having that dialog with the  
2 person and also with bringing it to our attention.  
3 Commissioners, any questions, concern?

4 MR. MACALLISTER: Thank you so much.

5 CHAIRPERSON BELL: Thank you, sir. Any  
6 others?

7 MS. PANNELL: Good afternoon, Sharon Pannell.  
8 I just have a question.

9 CHAIRPERSON BELL: Yes, ma'am.

10 MS. PANNELL: Is there a law against burning  
11 wood in the ally? I mean, this young man on my street  
12 he burns wood. And I told him last year, I said, you  
13 know, you can't burn that wood. Well, Monday night he  
14 did it again.

15 So I texted my captain. She's going to  
16 handle it. But I want to know is it a law?

17 DEPUTY CHIEF HALL: Well, there's no law that  
18 says you can't burn wood in your backyard. I mean, if  
19 you have a firepit or something like you can surely  
20 burn wood in your backyard. What Captain Rayshawn is  
21 going to look into is how he's actually burning the  
22 wood, because if he's using a fire pit or something  
23 like that, he's well within his rights.

24 MS. PANNELL: No, he had remodel his house.  
25 They dumped out the wood off his top window. Well,

1 he's got a colonial. I'm in a bungalow so I can see  
2 his house from my house. And they dropped all the wood  
3 out of there, now, he's burning that wood in the ally,  
4 and it smelt like a forest fire.

5 DEPUTY CHIEF HALL: Captain Rayshawn is going  
6 to handle that. We're very well aware of that.

7 MS. PANNELL: I thought we had a law against  
8 burning?

9 DEPUTY CHIEF HALL: Leaves and trash.

10 MS. PANNELL: You can burn wood?

11 DEPUTY CHIEF HALL: And that's that vagueness  
12 that we have to talk about. So he has to go over and  
13 actually assess it and see what's going on and then we  
14 can make a decision from there. Okay?

15 MS. PANNELL: Thank you.

16 CHAIRPERSON BELL: Thank you. Any others?  
17 Deputy Chief, you have some other officers and Command  
18 Officers join us. Would you introduce us?

19 DEPUTY CHIEF HALL: Yes, sir. Commander  
20 Charles Mahon is there, he with the Eastside Patrol.  
21 You met Officer Wright and you have Commander Bettison  
22 Neighborhood -- Chief Neighborhood Liaison, and then  
23 Lieutenant Miles in the back, also from the from Chief  
24 Neighborhood Liaison.

25 CHAIRPERSON BELL: Okay. I just want to say

1 to the Commander that Captain Bliss reported out at  
2 East English Village yesterday, last night, and he  
3 always does an excellent job. And the big issue is,  
4 you know, about the Fifth Precinct. They chuckle a  
5 little bit, but we know it's coming in the spring, so.

6 But every time we report out people chuckle.  
7 I say it's going to be a reality because I drive by  
8 every opportunity and want to say Captain Cox and  
9 Captain Bliss are doing a good job on the eastside.  
10 I'm pretty sure all the Captains on the other side.  
11 But seems like the eastside been get hit pretty hard.

12 DEPUTY CHIEF HALL: We have. It's just  
13 gearing up for our enforcement efforts a little. We  
14 got a good Commander on the Eastside.

15 And just for the Board, I moved back to the  
16 City. I live in number seven.

17 (Applause.)

18 CHAIRPERSON BELL: All right.

19 DEPUTY CHIEF HALL: I've been back for about  
20 two years and it's important. But I have no children  
21 and I'm single so it's easier for me to move back. So  
22 you do have one of your top brass. Yeah, I'm in a  
23 gated community so that makes it --

24 CHAIRPERSON BELL: A bit of a difference,  
25 don't it?

1           DEPUTY CHIEF HALL: It makes a difference,  
2 but I just want you to know that you have two of your  
3 top brass who live and breathe, work and eat, play in  
4 the City and we're committed. We don't believe that  
5 you have to live in the City to care about the City,  
6 but we care, they care. We're making a difference,  
7 that's what we're doing. So I appreciate all the  
8 comments.

9           CHAIRPERSON BELL: And I wanted to commend  
10 you on moving back and that type of dedication. But  
11 like you say, we have to extend our hearts and our  
12 feelings in the spirit of Detroit. It's beyond Eight  
13 Mile Road.

14           DEPUTY CHIEF HALL: Yes.

15           CHAIRPERSON BELL: And I just hope that  
16 perhaps in that call to action against crime that the  
17 Eastside is on that list in the near, near future.

18           DEPUTY CHIEF HALL: It's coming up and it  
19 will be in number seven.

20           CHAIRPERSON BELL: Okay. And you mentioned  
21 Cease Fire, they were scheduled one time to come before  
22 this body but Mr. Green sort of canceled that out. But  
23 perhaps down the line before school is out. What I'd  
24 like to do and hopefully this Board, we're going to  
25 talk about it afterwards, that we have opportunity to

1 have a community meeting at three o'clock perhaps in  
2 one of the high schools maybe Denby High School, East  
3 English Prep -- maybe Denby since it's one of the  
4 oldest schools, you know, even though -- I mean, I  
5 don't know if EAE or whatever, I know Pershing is.

6 But basically I think that would help us in  
7 terms of interaction with younger people and if we  
8 targeted it. So I'd like to try to work that up before  
9 the school year is over with in hopefully with  
10 cooperation of your office and other Cease Fire  
11 community groups that we go into one of the high  
12 schools and have one of our quorums there and that  
13 would also help us in terms of recruiting efforts and  
14 interaction.

15 DEPUTY CHIEF HALL: Absolutely.

16 CHAIRPERSON BELL: And I look at the kids  
17 that are in sports as another avenue, the ROTC, and  
18 other programs. But like you say, it's really a tough  
19 sell and Commissioner Mallett is correct. We all  
20 understand the pros and cons because at every meeting  
21 when we get new neighbors moving in we try to wrap  
22 ourself around them to make sure, you know, there's  
23 support. Something we always have, but we just have to  
24 reassure them.

25 No different than five-hundred plus people to

1 show up at the golf club, it's no different on the  
2 eastside or southwest Detroit or any area, that we all  
3 understand the issues of Detroit but we all are on  
4 rebound, that I heard that in Memphis, Tennessee when I  
5 was there. So people -- the fire department, police  
6 officers are leaving the City and they got issues with  
7 the pension.

8 But we can go on and on. But I want to thank  
9 you for coming out. If there's no other public  
10 announcements? Commissioners, do you have any  
11 announcements to make at this time? I would hope you  
12 can entertain at least meeting thirty, forty minutes  
13 briefly in terms of in-house issues. We want to  
14 convene in the conference room, if not we can go  
15 upstairs.

16 So the Chair would entertain a motion?

17 COMMISSIONER MOORE: So move.

18 COMMISSIONER WHITE: Support.

19 CHAIRPERSON BELL: It's been properly moved.

20 Ready for the question, those in favor?

21 COMMISSIONERS: Aye.

22 CHAIRPERSON BELL: Those opposed? Motion  
23 carried. We are adjourned. Thank you.

24 (The Hearing concluded at 3:57 p.m.)

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CERTIFICATE OF REPORTER

STATE OF MICHIGAN )  
 ) SS  
COUNTY OF WAYNE )

I, Elizabeth Koller, hereby certify that I reported stenographically the foregoing proceedings at the time and place hereinbefore set forth; that thereafter the same was reduced to computer transcription under my supervision; and that this is a full, true, complete and correct transcription of said proceedings.



*Elizabeth Koller*

Elizabeth Koller, CSR 7042,  
Notary Public,  
Wayne County, Michigan

My Commission expires: June 1, 2018

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