



**Detroit Board of Police Commissioners**

# **2015 ANNUAL REPORT**

*"Accountability through civilian oversight"*

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# GREETINGS FROM THE CHAIR



# MISSION STATEMENT, DUTIES & RESPONSIBILITIES

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

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

**Current Composition:** The 2012 City Charter provides for the Board to have **11 commissioners** – 4 members appointed by the Mayor, subject to City Council approval, and 7 elected members, one from each non at-large Police Commission District. The 2012 Charter gives the Board “supervisory control and oversight of the Police Department” as set forth in the Charter.

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

**Leadership:** The Board elects a chairperson annually. A member of the Board may not serve consecutive terms as chairperson, nor may an appointed person serve more than 5 years consecutively years as a member of the Board.

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

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

- Establish policies, rules and regulations for the Police Department in consultation with the Chief and approval of the Mayor;
- Review & approve the departmental budget;
- Receive and resolve citizen complaints except those alleging criminality;
- Act as final authority in imposing or reviewing discipline of employees of the Department;
- Make an annual report to the Mayor, the City Council, and the public of the Department’s activities during the previous year, including the handling of crime and complaints, and of future plans. Financial Statements
- The Board may subpoena witnesses, administer oaths, take testimony, and require the production of evidence.
- The Board approves all promotions made by the Chief, and consents to the appointment of necessary Deputy Chiefs.

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

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

## MEMBERS OF THE POLICE COMMISSION

**Lisa M. Carter** is committed to the safety of the residents of the City of Detroit and the County of Wayne. Commissioner Carter is a lifelong resident of the City of Detroit and graduated from Cass Technical High School. She is currently employed at the Wayne State University Center for Urban Studies. Her responsibilities include managing AmeriCorps members assigned to targeted areas in the City of Detroit. Prior to joining Wayne State University, Commissioner Carter worked for the Wayne County Sheriff's Office as a deputy sheriff. She retired at the rank of lieutenant following a 27-year career with that office. Commissioner Carter has a Bachelor's Degree in Criminal Justice from Concordia University. She is also a graduate of the Eastern Michigan School of Staff and Command and the Central Michigan Law Enforcement Executive Leadership Institute. She and her husband Tyrone have 2 sons. **Commissioner Carter represents District 6.**



**LISA CARTER**  
**Chairperson**



**WILLIE BELL**  
**Vice Chairperson**

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

**Jessica A. Taylor** was appointed to the Board in July 2011. She is the Executive Director of the Chance for Life Organization, which plays a significant role with Michigan's Prison population. Ms. Taylor sits on several state and local boards and holds a Bachelor's Degree in Business Administration as well an MBA from Cornerstone University. Commissioner Taylor served as Chairperson for the Board during the 2013-14 term. Her term of office as a police commissioner expired on June 30, 2015. **Commissioner Taylor was a Mayoral Appointee.**



**JESSICA TAYLOR**

**Donnell R. White** was appointed to the Board in 2010. He is the Executive Director of the Detroit Branch of the National Association for the Advancement of Colored People (NAACP), which is the largest NAACP branch office in the country. Commissioner White is the recipient of numerous awards and honors, and is considered one of Detroit's eminent emerging leaders for being civically engaged, culturally connected and spiritually led. Commissioner White holds a Bachelor's Degree in Finance from Michigan State University. He is also a former Chairman of the Board of Police Commissioners. His term of office as a police commissioner expired on June 30, 2015. **Commissioner White was a Mayoral Appointee.**



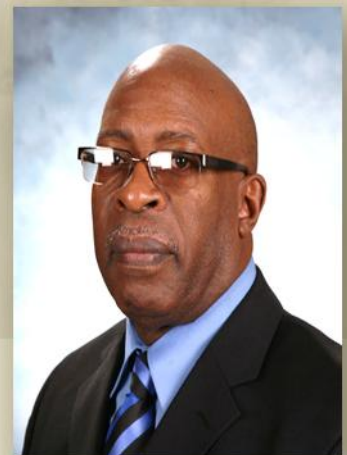
**DONNELL WHITE**



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

**BISHOP EDGAR VANN, II**

**Richard C. Shelby** brings a wealth of law enforcement knowledge and experience to his office as a retired Detroit Police Commander with 30 years of service. He also has vast experience in private security policing after serving in high managerial positions on college campuses in the Detroit metropolitan area. Commissioner Shelby is the product of the Detroit Public School System (Central High School in 1967), and holds a Bachelor of Science Degree from Wayne State University and a Master's Degree in Liberal Studies from Eastern Michigan University. He is also a graduate of the Northwestern School of Police Staff and Command. Commissioner Shelby has been married for 33 years, and is the father of six. He is a member of Mt. Zion Missionary Baptist Church, Ecorse, Michigan, where he serves on the Trustee Governing Board. **Commissioner Shelby represents District 1.**



**RICHARD SHELBY**



**Reginald Crawford** is a retired Detroit Police Officer, who also worked in Atlanta, Georgia as a Police Officer. He continues to serve law enforcement as a Deputy Sheriff for the Wayne County Sheriff's Department. Commissioner Crawford is a passionate advocate for community involvement and oversight of law enforcement practices. He brings a wealth of law enforcement experience and community sensitivity to his position as a Police Commissioner. Commissioner Crawford serves on several committees of the Board including Disciplinary Appeals, Legal Affairs, and Personnel and Training. **Commissioner Crawford represents District 3**

## REGINALD CRAWFORD

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



## RICARDO MOORE



## WILLIE E. BURTON

**Willie E. Burton**, the first elected Police Commissioner from District 5, was seated January 2014. He chairs the Promotions Appeals Committee of the Board and also serves on the Budget and Public Relations Committees. He is the youngest Commissioner in the U.S. and serves on the Finance and Newsletter Subcommittees of NACOLE, a national association for civilian oversight. Prior to serving on the BOPC, he served a two year appointment on the *Detroit Public Schools Police and Public Safety Oversight Committee*, and later as Director of Community Relations for Wayne County Commissioner Martha G. Scott (District 2). He is the Detroit and Wayne County Field Director for *the 2016 Bernie Sanders for President Campaign*. His team was largely responsible for Sanders winning MI. He attended Central State University and majored in Business Administration. As stated, **Commissioner Burton represents District 5**

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



**EVA GARZA DEWAELSCHÉ**



**JUSTICE CONRAD MALLETT, JR.**

**Justice Conrad L Mallett, Jr.** is the Chief Administrative Officer of the Detroit Medical Center (DMC). He was appointed to the position in January 2012, after having served as President/CEO of the DMC's Sinai Grace Hospital from August 2003 until December 2011. Prior to that, Justice Mallett served as the Chief Legal and Administrative Officer of the DMC beginning in March 2003. From April 2002 to March 2003, he served as President and General Counsel of the LaVan Hawkins Food Group and Chief Operating Officer for the City of Detroit from January 2002 to April 2002. From August 1999 to April 2002 Justice Mallett was the General Counsel and Chief Administrative Officer the DMC. Justice Mallett was also partner in the law firm of Miller, Canfield, Paddock & Stone and a partner in the law firm Jaffe Raitt & Heuer. Justice Mallett was a member of the Michigan Supreme Court from December 1990 until January 1999

and served a two-year term as Chief Justice beginning in 1997. Justice Mallett is a director of Kelly Services Incorporated and Lear Corporation. He holds a Bachelor's degree from the University of California at Los Angeles, Juris Doctorate and a Master's degrees from the University of Southern California, and an MBA from Oakland University. **Commissioner Mallett is a Mayoral appointee.**



Last year, Mayor Michael Duggan appointed **Derrick B. Sanders** to the BOPC. The Detroit City Council unanimously approved the appointment, paving the way for him to participate in his first meeting shortly thereafter. Commissioner Sanders takes the seat of former Commissioner Donnel R. White, whose term of office ended. Commissioner Sanders is a lifelong resident of the City of Detroit. He gives back to his community by serving on various Boards within the City, including the Detroit Economic Growth Board and his current service on the Wayne County Joint Authority Board. In recent years, **Commissioner Sanders** has held positions on the City of Detroit Water Board and the Detroit Public Schools Oversight Committee. He has been a member of the International Union of Operating Engineers Local 324 since 1993 and currently serves as a Business Representative and Trustee for the Local. BOPC Chair Lisa Carter welcomed Commissioner Sanders to the BOPC, stating that Sanders brings a wealth of knowledge and experience to the position. **Commissioner Sanders is a Mayoral appointee.**



**DERRICK B. SANDERS**



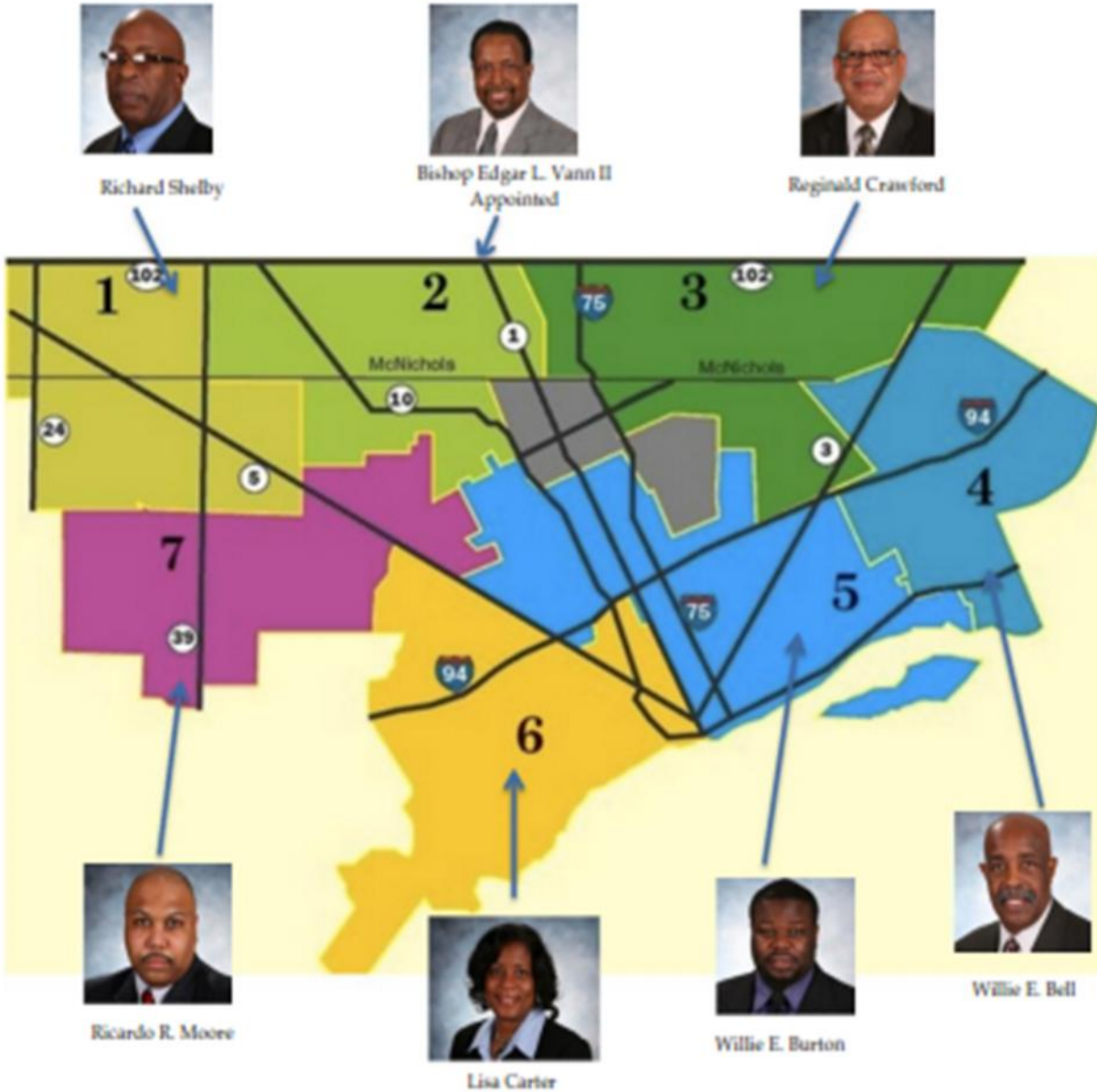
**ELIZABETH W. BROOKS**

**Elizabeth W. Brooks** has devoted her life to bettering her adopted community through volunteer work. Brooks, originally from North Carolina, has served on a multitude of boards since she and her husband settled in Michigan in 1998. She has served on many boards, including those of the Detroit Historical Museum, Motown Museum, Detroit Jazz Festival, Detroit Institute of Arts and on the Michigan State University College of Law Advisory Board.

She remains active in the volunteer community today, serving on boards including the Charles H. Wright Museum of African American History, the Michigan Opera Theatre, Reading Works, Neighborhood Legal Services Michigan and the advisory board of Josephine Ford Cancer Institute at Henry Ford Health System. She is

also chairing/co-chairing projects for organizations such as the 150th anniversary celebration for the Detroit Public Library and the second annual Eastern Market Harvest Celebration. Commissioner Brooks is also an appointed member of the Board of Police Commissioners for the city of Detroit. **Commissioner Brooks is a Mayoral appointee.**

# MAP OF DISTRICTS



## Police Commissioner Appointees



Elizabeth Brooks



Derrick Sanders



Eva Garza Dewaelsche



Conrad L. Mallett, Jr.

# 2015 BOPC COMMUNITY MEETINGS

**JANUARY 8, 2015**

**WESLEY COMMUNITY CENTER**

**FEBRUARY 12, 2015**

**MATRIX HUMAN SERVICES CENTER**

**MARCH 12, 2015**

**COBO HALL CONVENTION CENTER**

**APRIL 9, 2015**

**GALILEE MISSIONARY BAPTIST CHURCH**

**MAY 7, 2015**

**EAST ENGLISH VILLAGE PREPARATORY ACADEMY**

**May 14, 2015**

**WESTMINISTER CHURCH OF DETROIT**

**JUNE 11, 2015**

**GREATER APOSTOLIC FAITH TEMPLE**

**JULY 9, 2015**

**CITY TEMPLE SEVENTH-DAY ADVENTIST CHURCH**

**AUGUST 13, 2015**

**MT. PLEASANT MISSIONARY BAPTIST CHURCH**

**SEPTEMBER 10, 2015**

**DETROIT TOYOTA SCOUT SHOP**

**OCTOBER**

**NO COMMUNITY MEETING – NACOLE CONFERENCE ATTENDANCE**

**NOVEMBER 12, 2015**

**BOYS & GIRLS CLUB**

**DECEMBER 10, 2015**

**ADAM BUTZEL RECREATION CENTER**

## LEGAL UPDATES

During FY 2015 – 2016 the Commission has been progressive and increasingly dominant on the legal front.

**Restoration of the BOPC's Charter Mandated Powers** - Most significantly, after months of lobbying by **MI United's Citizen's Pastoral Alliance for Change (DPAC)**, an ecumenical religious group, and numerous other legal, business and community organizations, the Commission's full powers were restored after being stripped under Emergency Management.

- **The State of Michigan Detroit Caucus of the MI Senate and House of Representatives** voted unanimously on August 11, 2015 a *Resolution Supporting the Reinstatement of the Full Powers of the Commission*. Citing the importance of civilian oversight to the nearly 3000 person strong Police Department, the Caucus stated the restoration of the Commission's Charter Mandated Responsibilities was necessary "to ensure just, fair and unbiased law enforcement and the maintenance of civility, peace, and prosperity". The resolution was sponsored by Representative Wendell Byrd, a former BOPC Commissioner. *(See appendix A)*
- **The Detroit City Council**. On September 29, 2015 **Councilwoman Mary Sheffield**, the youngest member of the Detroit City Council, in a brilliant display of grace and community empowerment, proclaimed that "democracy should reign supreme" and introduced a City Council Resolution restoring the full Charter mandated powers of the Commission, effective December 11, 2015. *(See appendix B)* The Resolution passed unanimously and with the approbation of Mayor Duggan. Councilwoman Sheffield stated:

"The Police Commission, one of the Nation's earliest [1974], was created to address declining police community relations and the need for the department to be reflective of the community it serves. Considering what is happening in urban areas across the country, and DPD recently emerged from a federal consent decree, it is evident that civilian oversight is still critical to public safety".

*Linda D. Bernard J.D., LL.M.  
Attorney to the Board*

## 2015 BOPC ACCOMPLISHMENTS

- **BOPC 2015-2016 Strategic Action Plan:** In December of 2014, the Detroit Board of Police Commissioners held its first Strategic Planning Session. The purpose of session was to develop measurable goals, objectives and action steps, incorporating the Board’s mission statement and identifying its vision. The plan went into effect July 1, 2015. The following goals were established:
  - Goal 1:** Oversight – Provide transparency & accountability to the citizens of Detroit.
  - Goal 2:** Fiscal Responsibility – Ensure that the DPD is demonstrating fiscally responsible practices.
  - Goal 3:** Accountability – Increase public confidence in the Detroit Police Department.
  - Goal 4:** Transparency – Foster an environment which bolsters public confidence & trust.
- Additionally, the Board adopted its motto or tagline, setting its vision for the future: “Accountability through civilian oversight”.
- **DPD Became a “Constitutional Police Department”:** The Commission met with U.S. Attorney for the Eastern District, Barbara McQuade, and the Attorney for the U.S. Dept. of Justice Civil Rights Division for a debriefing re: *“The End of Unconstitutional Policing by DPD in the city of Detroit”*; as reflected in a *“Stipulated Settlement and Release”* of the 2003 Consent Decree, which over the past 13 years cost the city \$88 million dollars in administrative fees. The decree was officially dismissed in U.S. District Court (E.D.) March 31, 2016 by Judge Avern L. Cohen, also a former BOPC Commissioner under the Young Administration. (See appendix C) Numerous checks and balances have been put in place to ensure that citizen’s constitutional rights will be safeguarded to be free from unlawful detention, use of force, and other Fourth Amendment violations.
- **Body Cams:** In furtherance of its policy of “de-escalation” and “community policing”, the Commission endorsed a policy requiring the use of body cams in situations where there is citizen contact. The Commission was careful to include provisions which maintained personal privacy in sensitive situations, like domestic violence, requiring same.
- **Board Policies:** The Board adopted policies regarding its Board Officer Election Process; Board Conduct, etc. It requested and received several legal opinions from the Corporation Counsel, one concerning the individual Commissioner’s First Amendment Right to free speech at Board meetings.
- **Disqualification of Applicants to DPD and Disciplinary Appeals:** Sitting as an impartial body of 11, (7 elected by District and 4 appointed by the Mayor) the Commission created a new Committee structure and conducted numerous hearings for officers who were disciplined and persons who had been disqualified as applicants to DPD, and issued final decisions.

# THE COMMISSION STAFF

Per the City of Detroit Charter, Section 7-804, *Staff*:

**Secretary to the board.** The board shall appoint a **Board Secretary**, who serves at its pleasure. The secretary shall not have been an employee or elective or appointive officer of the city within three (3) years prior to appointment. The secretary shall attend board meetings.

**Investigative staff.** The board shall also appoint a **Chief Investigator** and such additional staff of investigators as it deems necessary. The chief investigator shall not have been an employee or elective or appointive officer of the city within three (3) years prior to appointment. Investigators serve at the board's pleasure. They must possess skills and experience necessary for investigative work.

**Other staff.** The board may hire, in accordance with article 6, chapter 5, such additional staff as is necessary to carry out its duties. All members of the staff are under the direction of the board, and the chief of police has no authority over any member of the staff.

## Section 7-811, *Division of Police Personnel*

The division of police personnel is headed by a **Director of Police Personnel** appointed by the board. The director of police personnel must be a civilian and serves at the pleasure of the board.



**GEORGE ANTHONY**  
Secretary to the Board



**LINDA BERNARD**  
Attorney to the Board



**ROBERT BROWN**  
Administrative Assistant

## OFFICE OF THE CHIEF INVESTIGATOR



**PAMELA DAVIS-DRAKE**  
Chief Investigator

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

The Detroit Board of Police Commissioners was created in 1974 by the Detroit City Charter, which was adopted by the vote of the people. The Charter vests broad supervisory authority over the Police Department in this civilian Board. The Board has plenary authority over citizen complaints and has the power to appoint fact finders, subpoena witnesses, administer oaths, take testimony, and require the production of evidence. Under the auspices of the Board, the Office of the Chief Investigator is charged with conducting investigations regarding allegations about the Police Department and its personnel.

The OCI operates independent of the Detroit Police Department's chain of command and is led by a civilian Chief Investigator appointed by the Board. In addition to the Chief Investigator, the OCI is comprised of Supervising Investigators, Senior Investigators, line staff Investigators and support staff. All employees of the office are civilian. The cases investigated are non-criminal in nature and the quality of the reports generated are essential to maintaining the office's integrity. During the course of the investigation, citizens are periodically notified regarding case status and receive findings letters upon case completion. All reports are forwarded to the Citizen Complaint Committee, a subset of the full Board charged with reviewing and approving all cases. After the Committee's review, copies of the reports are forwarded to the Chief of Police or his/her designee for review and disciplinary or corrective action, if appropriate.

In July 2003, the City of Detroit, Detroit Police Department and the United States Department of Justice entered into a Federal Court Consent Judgment. The Department was charged with maintaining 94% compliance for 2 consecutive years in order for the Judgment to be terminated. The OCI was named in the Judgment and at one time, was the focal point. After 11 years, the Consent Judgment was terminated in Federal Court on Monday, August 18, 2014. The City of Detroit was officially discharged from Federal Court supervision on Thursday, March 31, 2016 (see pages 16-17, Order to Dismiss). A sustainability plan was created to demonstrate the city's commitment to continued enforcement of the terms and conditions of the former Consent Judgment. To ensure continued compliance, the DPD and OCI have incorporated all areas of the Judgment into their respective policies and procedures. Both entities continue to be audited by the Civil Rights Integrity Bureau (CRIB), a division of the Professional Standards Unit, and regular reports have been forwarded to the Department of Justice.

# OFFICE OF THE CHIEF INVESTIGATOR STAFF

## **Chief Investigator**

Pamela L. Davis-Drake

## **Supervising Investigators**

Ainsley Cromwell

Lawrence Akbar

Abdullah Nelson (Interim)

## **Senior Investigators**

Charlotte Jones

Rosalia Madrigal (Systems Analyst)

Delvata Moses

Adela Rivera

Melanie White

## **Investigators**

Roslyn Banks

Yoniqa Coleman

Karen Hall

Hajnal Hiller

Jessica Hunter

Antonio Jones

Marquitta McConico

Elgin Murphy

LaShanda Neely

Carolyn Nichols

Samuel Quick

LiSonya Sloan

Tiffany Stewart

Gianna Turner

## **Support Staff**

Angela Cox, Office Management Assistant

Stephanie Phillips, Administrative Assistant



## OCI PROCESS & PROCEDURES

Citizen Complaints are defined as any complaint alleging inadequate police service or non-criminal misconduct against Detroit Police Department personnel. The following areas of concern/allegations are investigated by OCI:

**Arrest** - a seizure of greater scope or duration than an investigatory or Terry Stop. An arrest is lawful when supported by probable cause.

**Dememeanor** - a gesture, language or other action which can be interpreted as offensive or of doubtful social propriety or gives the appearance of conflict of interest, misuse of influence or lack of jurisdiction or authority.

**Entry** - the use of improper and/or excessive force to gain entry into a building or onto property.

**Harassment** - the method of police action was improperly selective and was predicated upon factors irrelevant, under the circumstances, to good law enforcement decision making, such as race, attire, sex, age, etc.

**Force** - the use or threatened use of force against an individual was improper and/or excessive and/or inconsistent with Department Directives. Force includes any of the following actions by an Officer: any physical strike or instrumental contact with a person; any intentional attempted physical strike or instrumental contact that does not take effect; or any significant physical contact that restricts the movement of a person. Use of force is lawful if it is objectively reasonable under the circumstances and the minimum amount of force necessary to affect an arrest or protect the member or other person.

**Procedure** - the actions taken were in violation of Department rules, regulations, procedures or policies, or the Law Enforcement Code of Ethics.

**Property** - personal property was lost or damaged while in police custody or confiscated through police action.

**Search** - the search of a person or his/her property was improper, unjustified or in violation of established police procedure.

**Service** - a complaint regarding the lack, tardiness or inadequacy of police service.

Complaints can and will be accepted from any source, including witnesses or other third parties, outside agencies and anonymous sources, within one year of the alleged incident. The acceptance process is as follows:

- Complaints filed at any police department precinct, unit, or section, shall be forwarded to the OCI within 48 hours. All complaints must be date-stamped and assigned a BPC (Board of Police Commissioners) control number and CCR (Citizen Complaint Report number) upon receipt.
- Complaints filed in person, by telephone or by mail/email shall be recorded as above and dated by the Investigator. If received by mail, the complaint must be date-stamped.
- Complaints filed on-line through the Board's website are retrieved daily and reduced to writing. The matter is then assigned BPC and CCR numbers, as described above.



**Case findings** are the disposition of each allegation after completion of the full investigation. This section of the report should include the member's name and badge number; a reiteration of the complainant's allegation(s), a reference to the applicable department policy or procedure indicating whether the involved member adhered to or violated said procedure, a summary of the statements from the complainant,

witnesses and members of DPD; any electronic evidence (i.e. scout car video, etc.) and finally, the Investigator's analysis based on his or her investigation, addressing whether there has been any violation of DPD rules and policies. The report will contain one or more of the following findings for each allegation:

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

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

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

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

In some exceptional instances, a full investigation is not possible, unnecessary, or may exclude steps in the investigative process. These alternate case closure dispositions are Administrative Closures, Informal Complaint Resolutions and Summary Investigations. They are defined as follows:

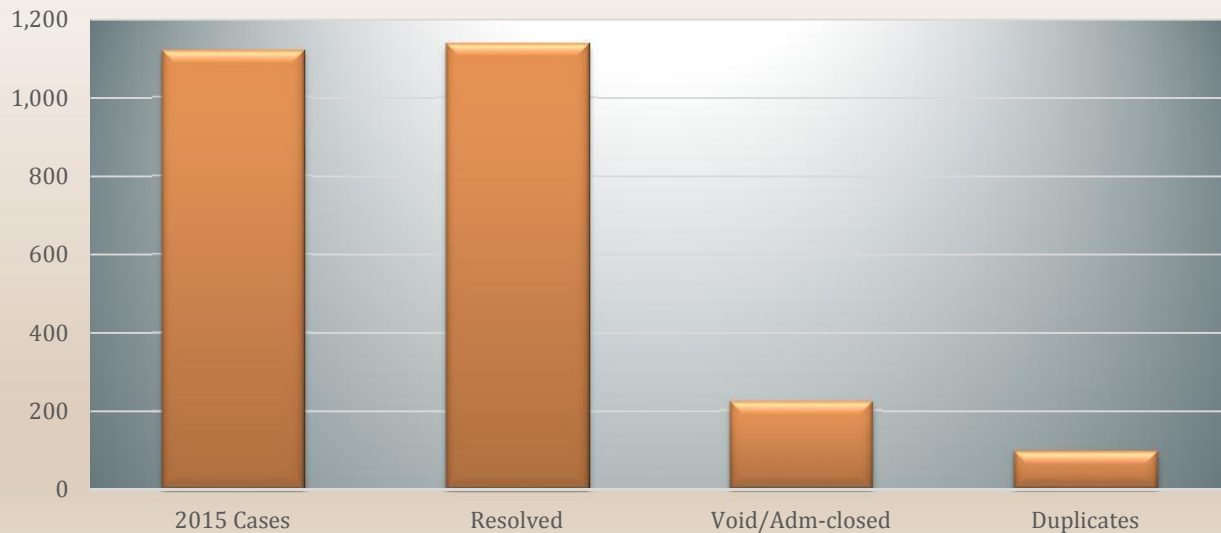
**Administrative Closure:** Citizens complaints which may be closed without a formal investigation and shall be limited to the following: (1) duplicates, (2) complaints transferred to the appropriate external agency, (3) complaints made against a member or employee who is no longer employed by DPD; (4) complaints where the alleged conduct does not violate law or policy, and/or (5) complaints which lack sufficient detail as to the members involved, lack sufficient detail as to the facts surrounding the incident or lack merit, AND where the complainant is unavailable and/or unwilling to contribute to the furtherance of the investigation. In this instance, the Investigator will detail the basis of his/her determination and refer the matter to the Supervising Investigator for administrative closure of the file. The Supervisor then refers the matter to the Chief Investigator for final review and approval.

**Informal Complaint Resolution:** The resolution of citizen complaints which allege only *inadequate service* and are not coupled with other allegations, or the complainant maintains his or her *innocence of a charge* (they deny violating any law).

**Summary Investigation:** In certain circumstances, the requirement for certain interviews may be waived when the existing evidence lends itself to a definitive conclusion. The justification and the approval must be documented within the body of the report.

# OCI 2015 STATISTICS

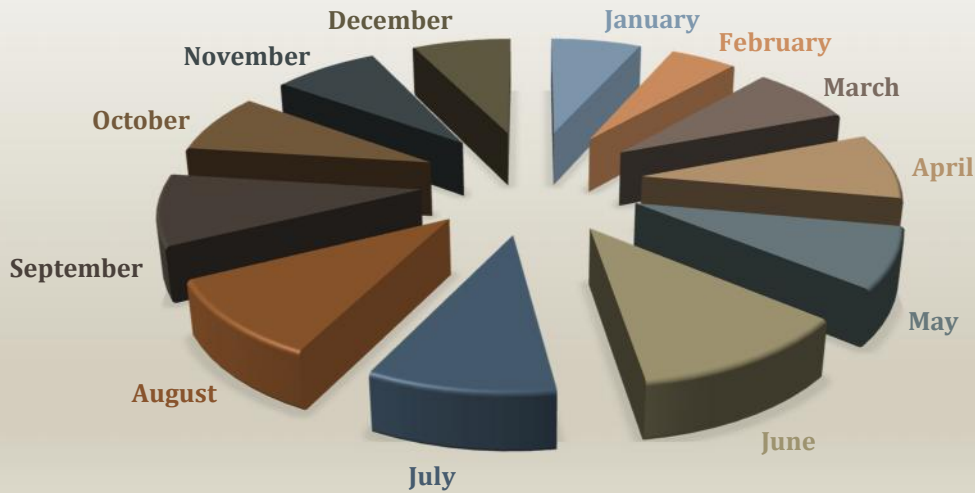
## 2015 SUMMARY OF COMPLAINTS



2015 Total Cases	1,290
Resolved Complaints	1,138
Void/Admin-Closed	223
Duplicate Cases	97

The Office of the Chief Investigator investigated and closed a total of 1,290 citizen complaints in 2015. Included in that number were several cases from the previous year. Additionally, some cases were closed administratively. Administrative Closures are citizen complaints that are closed without formal investigations and include **(1)** duplicates, **(2)** complaints transferred to the appropriate external agency, **(3)** complaints made against a member or employee who is no longer employed by DPD; **(4)** complaints where the alleged conduct does not violate law or policy, and/or **(5)** complaints which lack sufficient detail as to the members involved, lack sufficient detail as to the facts surrounding the incident or lack merit, AND where the complainant is unavailable and/or unwilling to contribute to the furtherance of the investigation. In this instance, the Investigator will detail the basis of his/her determination and refer the matter to the Supervising Investigator for administrative closure of the file. The Supervisor then refers the matter to the Chief Investigator for final review and approval. Informal complaint resolutions are also considered Administrative Closures and include complaints which allege only *inadequate service* and are not coupled with other allegations, *or* the complainant maintains his or her *innocence of a charge* (they deny violating any law).

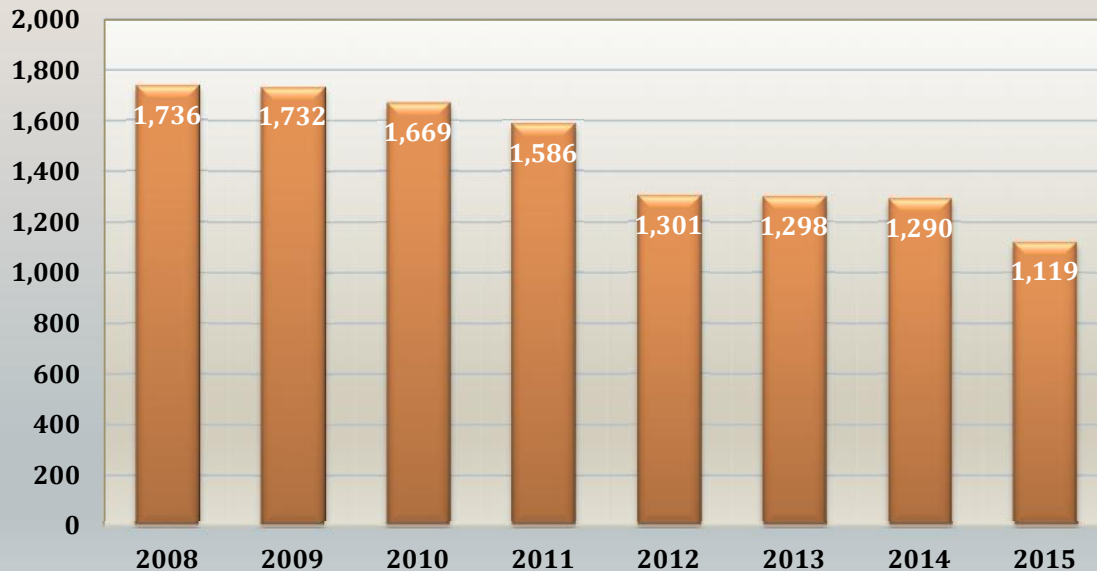
## CITIZEN COMPLAINTS RECEIVED MONTHLY 2015



	<b>Open 2015</b>	<b>Closed 2015</b>	<b>Open 2014</b>	<b>Closed 2014</b>
<b>January</b>	75	85	108	119
<b>February</b>	55	102	97	109
<b>March</b>	85	97	122	101
<b>April</b>	97	71	128	116
<b>May</b>	89	69	131	140
<b>June</b>	132	86	124	104
<b>July</b>	110	108	111	120
<b>August</b>	115	110	106	133
<b>September</b>	104	104	88	93
<b>October</b>	88	99	103	138
<b>November</b>	87	114	85	100
<b>December</b>	82	93	87	98
<b>Year Total</b>	<b>1,119</b>	<b>1,138</b>	<b>1,290</b>	<b>1,371</b>

The chart details the monthly breakdown of citizen complaints. As a general rule, citizen complaints increase during the warmer months. There is a variance between the number of 2015 open and closed cases. Though only 1,119 cases were opened in 2015, there were 1,138 cases that OCI closed during the same calendar year. This latter figure takes into account investigations that were carried over from 2014. The same variance is observed between 2014 open and closed cases.

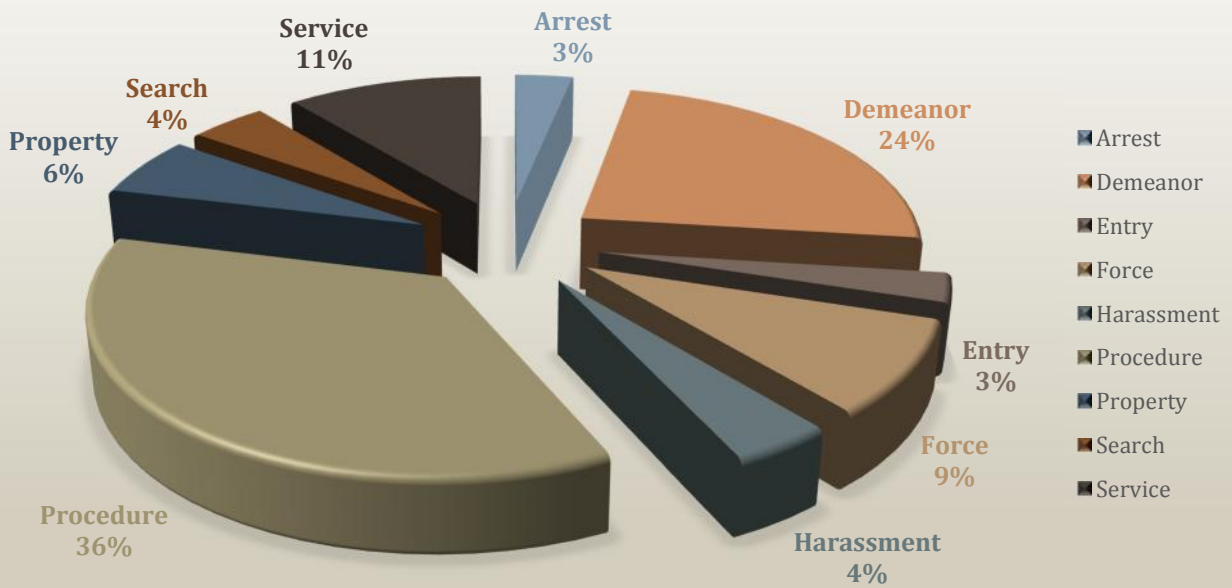
## 8 YEAR COMPARISON OF CITIZEN COMPLAINTS



The above chart is an 8-year comparison of the citizen complaints received from 2008 – 2015. After experiencing highs between 2008 and 2009, the numbers began to trend downward. Moreover, between 2008, which peaked at 1,736 cases received; and 2015, which peaked at 1,119 cases received, the OCI experienced a 35.5% decrease in the total number of complaints filed. This significant decrease could be attributed to a number of factors, including but not limited to police training and police/community initiatives; improved member adherence to policies and procedures set forth by the Department; OCI's attempts to educate the community, assisting them in fully comprehending the purpose of the office and its role in the community; or perhaps deterrence from misconduct through the accountability that OCI provides by completing thorough investigations more expeditiously. While the exact variables which directly impact a reduction in case filings may never be fully determined, the Department is certainly trending in the right direction.

Historically, the objective has been to reduce the number of citizen complaints filed, which in theory, would suggest a correlation between OCI caseloads and member performance. However, as we cannot specify causation and are clearly achieving the desired results without targeted effort, it would be more logical to examine other data trends. Since 2003, findings of "Not Sustained" have been as consistent as the leading allegations. To maximize our resources, efforts should focus on reducing the number of "Not Sustained" findings, which constitute an average of 45% of our findings. Simply stated, in almost half of our cases, we do not have enough evidence to make a conclusive determination. The OCI is currently partnering with the Department's Professional Standards unit to address this issue

## SUMMARY OF 2015 ALLEGATIONS

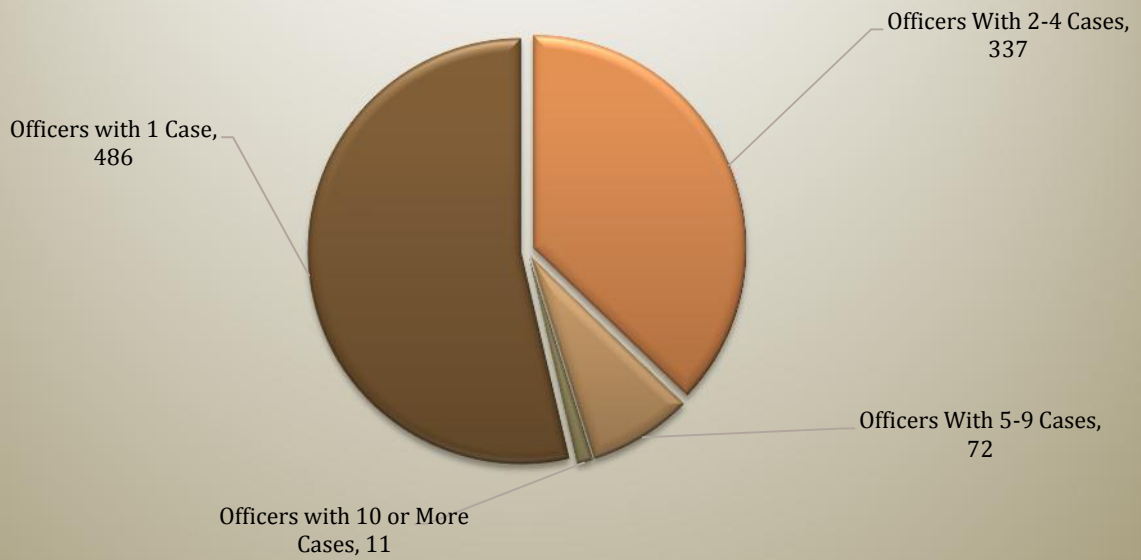


ALLEGATIONS	TOTALS
Arrest	173
Demeanor	<b>1277</b>
Entry	153
Force	491
Harassment	217
Procedure	<b>1920</b>
Property	323
Search	229
Service	584
<b>Total</b>	<b>5,367</b>

The above chart reflects **all** allegations for **all** officers associated with every case. As compared to 2014 (6,461), 2015 statistics indicate a 17% decrease in the number of total allegations received. As in prior years, demeanor and procedure allegations (3,197 combined) comprise the majority of all allegations, representing 59.5% of the total.

As earlier stated, complaint filings have decreased by over 35 percent. Reduced filings have resulted in more manageable caseloads. Additionally, Investigators are able to more readily identify cases for alternate case dispositions, thereby improving efficiency, better utilizing resources and affording them the opportunity to focus their attention on more complex cases.

## OFFICER COMPLAINTS (CASES)?



■ Officers With 2-4 Cases 
 ■ Officers With 5-9 Cases 
 ■ Officers with 10 or More Cases 
 ■ Officers with 1 Case

### OFFICER INVOLVED/WITNESSES IN COMPLAINTS?

<b>Officers Involved</b>	<b>906</b>	42.56%
<b>Officers With 2-4 Cases</b>	<b>337</b>	15.83%
<b>Officers With 5-9 Cases</b>	<b>72</b>	3.38%
<b>Officers with 10 or More Cases</b>	<b>11</b>	0.52%
<b>Officers with 1 Case</b>	<b>486</b>	22.83%
<b>Total# Officers in 2015</b>	<b>2,129</b>	

# POLICE HUMAN RESOURCES BUREAU

The mission of the Police Human Resources Bureau (PHRB) is to sustain policing excellence by ensuring uniform officers and civilian administrative staff are recruited, vetted, fit for duty and supported to provide exemplary, on time, crime reduction services to the citizens, business owners, visitors and other stakeholders of the city of Detroit. Human Resources is responsible for the recruitment and processing of new civilian staff and maintaining all employee records and files. In addition, the Human Resources Bureau is responsible for the coordination and facilitation of promotional ceremonies for sworn members. The unit is also responsible for any human resources special projects such as process improvement, system implementation and planning/facilitating sworn member promotional exams.



**GAIL OXENDINE**  
Director

## **Police Human Resources Bureau Staffing**

### **Director of PHRB - 1**

- Sergeant (EEO) - 1
- Executive Manager (EEO) - 1
- Human Resources Analyst - 3
- Business Analyst - 1
- Executive Secretary - 1
- Office Management Assistant - 1

### **Police Personnel**

- Sergeant - 1
- Police Officer - 3

### **Police Recruiting**

- Lieutenant - 1
- Sergeant - 1
- Investigator - 2
- Police Officer - 5
- Human Resources Analyst - 1
- Office Management Assistant - 1
- Administrative Assistant - 1
- Office Assistant - 1
- Police Assistants - 5

### **Police Medical**

- Executive Manager - 1
- Case Manager - 1
- Administrative Assistant - 1
- Office Management Assistant - 1
- Sergeant - 1
- Police Officer - 2

**Total HRB Staff -38**



**HUMAN RESOURCES** is responsible for the recruitment and processing of new civilian staff, civilian employee relations, and maintaining all employee records and files. In addition, the Human Resources Bureau is responsible for the coordination and facilitation of promotional ceremonies for sworn members. The unit is also responsible for any human resources special projects such as process improvement, system implementation and planning/facilitating sworn member promotional exams.

### **ACCOMPLISHMENTS**

- Hired approximately 300 civilian employees as a part of the Civilianization Project. The hire of these civilian employees assisted in the redeployment of sworn members to patrol positions.
- Hired Crime Analysts to assist in the “Green Light Project”. The analysts will review crime patterns, statistics, and monitor high crime areas in “real time” in an effort to reduce violent crimes.
- Additional Emergency Services Dispatch Operators were hired to assist with the high volume of emergency calls from citizens and visitors to the city.
- Over forty (40) Office Management Assistants were hired as Desk Operations Service Officers, allowing the department to redeploy sworn officers from working inside the precincts to patrol duties.
- A written promotional examination was facilitated for sergeants and lieutenants.
- Hired Police Assistants ; these individuals work on a part-time basis in a sworn capacity assisting in the following areas – Disciplinary Administration, Media Relations, Secondary Employment, Police medical, Police Personnel, Fiscal Operations, Crime Analysis, Records Management, Labor Relations, Police Law, Resources Management Bureau, Facilities Management, Property Control, Firearms Inventory, Technology Bureau, Forfeiture, Liquor License, Crime Scene Services, Traffic (Downtown), Recruiting, Training, Prisoner Transport and Court Officer.
- Participated as subject matter experts in the implementation of the city’s new human resources and payroll system.
- Developed an intern program in collaboration with Police Recruiting to attract highly qualified talent to become members of DPD. The intern program has yielded several recruits.

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

In 2015 the EEO Office received a total of 38 claims filed by department employees at one of the following agencies – the Detroit Police Department’s EEO Office (21), Michigan Department of Civil Rights/ United States Equal Employment Opportunity Commission (17). This is a thirty-seven (37%) percent reduction in the number of cases received in 2014.

**ACCOMPLISHMENTS**

- Designed and implemented new EEO training program to educate department members on sexual harassment and discrimination awareness.
- Implemented tracking database to monitor case load and report metrics.
- Provided a training in-service to staff on updates to the American with Disabilities Act (ADA) inclusive of the interactive process. This training will assist the Department in addressing members in a restricted duty status.

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

In 2015 Police Personnel processed the following transactions for members:

<b>TRANSACTION TYPE</b>	<b>2015</b>
Separations*	171
New Hires	121
Transfers	654
Transfer Requests	605
Employment Verifications	1,225

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

**ACCOMPLISHMENTS**

- The department held four (4) promotional ceremonies and promoted a total of 58 members to the positions of: Detective (35), Sergeant (15) and Lieutenant (8).
- Organized and centralized employee personnel documents into one (1) departmental file; purged all outdated files.
- Assisted in administration of the promotional examinations for the rank of Sergeant and Lieutenant.

**POLICE RECRUITING** is responsible for the recruitment of new sworn members. Current staff members attend career fairs and graduation ceremonies to engage the public by advertising the benefits of employment with the Detroit Police Department. In 2015, the department identified 100 new recruits out of approximately 2,500 applicants.

### ACCOMPLISHMENTS

- Coordinated, with Police Medical, psychological and medical evaluations for final candidates, enabling completion of evaluations in three (3) days or less.
- Reduced time to hire from six (6) months to 2-3 months by reviewing and improving the process with participation of the entire recruiting staff.
- Improved communication and customer service to current and potential applicants through follow up calls and emails.
- Developed a more efficient process to organize and track applicants by establishing a new database and developing metrics and reports.
- Ensured compliance with state laws, federal laws and MCOLES.

# DETROIT POLICE DEPARTMENT

The Detroit Police Department is a model of sustained policing excellence that places our neighborhoods and people first. The Detroit Police Department and its members are firmly committed to providing professional police services to Detroit citizens and visitors.

According to initial year-end 2015 data generated by the Detroit Police Department, crime continued to decline in Detroit in 2015. Overall, violent crime fell in Detroit by 7% in 2015, in comparison to 2014, and is down 11% since 2013.

Meanwhile, reported property crimes overall dropped by 25% in the past year. The only category of crime to see an increase in 2015 was larceny. Below is a series of tables and data sets that show the trends among the various categories of crime over the past 12 months and over several years.



**JAMES E. CRAIG**  
Chief of Police

## REPORTED CRIMES THROUGH DECEMBER 31, 2015

VIOLENT OFFENSES		YTD COMPS			
OFFENSE TYPE	2013 YTD	2014 YTD	2015 YTD	% CHANGE V. 2014	% CHANGE V. 2013
<b>Homicide*</b>	332	299	295	-1%	-11%
<b>Rape</b>	650	599	497	-17%	-24%
<b>Robbery</b>	4,774	3,806	3,103	-18%	-35%
<b>Carjacking*</b>	782	540	532	-1%	-32%
<b>Aggravated Assault</b>	8,797	9,215	9,106	-1%	-4%
<b>Non-Fatal Shootings*</b>	1,161	1,052	1,035	-2%	-11%
<b>TOTAL VIOLENT OFFENSES</b>	<b>14,553</b>	<b>13,919</b>	<b>13,001</b>	<b>-7%</b>	<b>-11%</b>

PROPERTY OFFENSES		YTD COMPS			
OFFENSE TYPE	2013 YTD	2014 YTD	2015 YTD	% CHANGE V. 2014	% CHANGE V. 2013
<b>Burglary</b>	12,844	10,600	9,027	-15%	-30%
<b>Larceny</b>	18,622	15,270	15,920	4%	-15%
<b>Stolen Vehicle</b>	12,229	10,356	7,938	-23%	-35%
<b>TOTAL PROPERTY OFFENSES</b>	<b>43,695</b>	<b>36,226</b>	<b>32,885</b>	<b>-9%</b>	<b>-25%</b>

<b>TOTAL PART I OFFENSES</b>	<b>58,248</b>	<b>50,145</b>	<b>45,886</b>	<b>-8%</b>	<b>-21%</b>
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\*Victim based data. This PRELIMINARY INFORMATION is used on an ongoing basis by the Detroit Police Department for strategic planning and crime analysis. This data is not final and thus is not the crime data that is reported to the FBI Uniform Crime Reporting Program. Report generated: 01/01/2016 02:14PM

# DETROIT POLICE DEPARTMENT CRIME STATISTICS

## HOMICIDES & NON-FATAL SHOOTINGS 6-MONTH COMPARISON 2014-2015

CATEGORY	JANUARY 1 – JUNE 30, 2014	JANUARY 1 – JUNE 30, 2015	CHANGE	% CHANGE
Criminal Homicides	126	142	16	11%
Non-Fatal Shooting	473	472	-1	0%

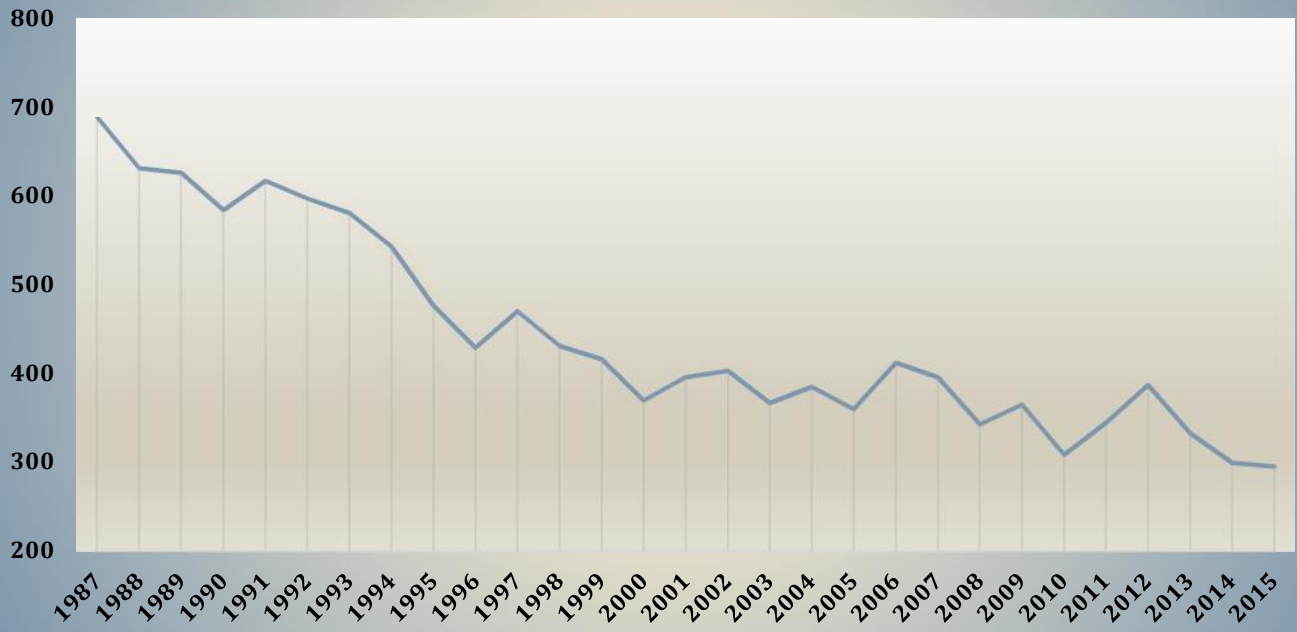
CATEGORY	JULY 1 – DECEMBER 31, 2014	JULY 1 – DECEMBER 31, 2015	CHANGE	% CHANGE
Criminal Homicides	173	153	-20	-13%
Non-Fatal Shooting	579	563	-16	-3%

CATEGORY	TOTAL 2014	TOTAL 2015	CHANGE	% CHANGE
Criminal Homicides	299	295	-4	-1%
Non-Fatal Shooting	1052	1035	-17	-2%

### 2015 MONTHLY HOMICIDE STATS

January	24
February	18
March	27
April	17
May	27
June	29
July	20
August	29
September	29
October	20
November	17
December	38
<b>TOTAL</b>	<b>295</b>

## DETROIT HOMICIDES TREND SINCE 1987



### YEARLY HOMICIDE TOTALS

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

# DPD 2015 ACCOMPLISHMENTS



STATE OF MICHIGAN



THE DETROIT CAUCUS  
OF THE MICHIGAN SENATE AND HOUSE OF REPRESENTATIVES

RESOLUTION SUPPORTING THE REINSTATEMENT OF THE FULL  
POWERS OF THE DETROIT BOARD OF POLICE COMMISSIONERS

WHEREAS, The Detroit City Charter (the "Charter") was amended in 1974 to create the City of Detroit Board of Police Commissioners (the "Commission"), as one of the first civilian oversight bodies of a large municipal police department in the nation, and

WHEREAS, The Charter was amended in 2012, expanding the oversight role of the Commission, and increasing the number of Commissioners from 5 to 11, seven are elected by District, and 4 are appointed by the Mayor

WHEREAS, The Charter mandated powers of the Commission were circumscribed by Emergency Manager Order No. 42 during the pendency of Detroit's bankruptcy which ended in fall 2014.

WHEREAS, The Charter mandated powers and authority of all other elected bodies and officials in Detroit, (the Mayor, City Council, and the City Clerk) were fully restored when the city's bankruptcy concluded.

WHEREAS, The Charter mandated powers of the Commission were ~~not~~ restored, and have been "delayed" until December 15, 2015, or later.

WHEREAS, Civilian oversight and input into the policies, procedures and practices of municipal police departments is critical to the safety and well-being of officers and the community alike.

WHEREAS, The Detroit Police Department, a nearly 3,000 person strong, para military presence in the city, benefits from the fusion that exists between the Commissioners and SPD.

WHEREAS, The weekly meetings of the Commission allow for citizen and business complaints and concerns to be aired and addressed, and also provide the community valuable, "real time" information on crime, police actions, and other public safety matters.

WHEREAS, The city of Detroit is rebuilding its infrastructure and image, and is mindful of the importance of good police community relations and the significance of civilian oversight, so as to ensure fair, just and unbiased law enforcement and the maintenance of civility, peace, and prosperity.

NOW THEREFORE, The Detroit Caucus of the State of Michigan Senate and House of Representatives hereby recommends the full restoration of the Charter mandated power of the Detroit Board of Police Commissioners.

SIGNED THIS \_\_\_\_\_ DAY OF AUGUST 2015

*Brian Banks*  
Brian Banks, State Representative  
Chair, The First District

*Wendell E. Byrd*  
Wendell E. Byrd, State Representative  
The Third District

*Fred Dharfal, III*  
Fred Dharfal, III, State Representative  
The Fifth District

*LeTanya Harris*  
LeTanya Harris, State Representative  
The Seventh District

*Harvey Ransome*  
Harvey Ransome, State Representative  
The Ninth District

*Alberta Tafari*  
Alberta Tafari, State Representative  
The Second District

*Mary C. Robinson*  
Mary C. Robinson, State Representative  
The Fourth District

*Stephen Chang*  
Stephen Chang, State Representative  
The Sixth District

*Sherry Gay-Dugois*  
Sherry Gay-Dugois, State Representative  
The Eighth District

*Jodie Love*  
Jodie Love, State Representative  
The Tenth District

The Ninety-Eighth Legislature  
At Lansing  
Thursday, August 11, 2015





BY DETROIT CITY COUNCIL MEMBER MARY SHEFFIELD

RESOLUTION IN SUPPORT OF FULL RESTORATION  
OF POWERS OF DETROIT POLICE COMMISSION

- WHEREAS** The citizens of the City of Detroit mandated the creation of the Detroit Police Commissioners (“the Police Commission”) with the adoption of the 1974 Charter; and
- WHEREAS** The motivation for the establishment of the Police Commission, one of the nation’s early civilian oversight bodies of a municipal police department, decades of declining police-community relations, rapidly changing demographics that were not reflected in the makeup of the police department after the 1967 uprising in the city, as well as the damage to the city inflicted by the department’s S.T.R.E.S.S. (“Stop the Robberies, Empty Streets”) operations in the early 1970s; and
- WHEREAS** The City’s Charter was revised by vote of the People in 1997 and again in 2012. Not only was the important role of the Police Commission preserved in the 2012 revision, the 2012 Charter actually strengthened the Police Commission by requiring that seven of its eleven members be elected from the newly defined city districts rather than the earlier five-member mayorally-appointed commission; and
- WHEREAS** In July 2013, Detroit’s Emergency Manager, Kevyn Orr, issued Emergency Order No. 11 assuming the power of the Police Commission and Mayor and appointing James Craig as Chief of Police and empowered him to bypass the Charter authority of the Police Commission to make significant personnel decisions;
- WHEREAS** In September 2014, as the Emergency Manager prepared to transition to his position as the City’s bankruptcy proceedings were drawing to a close, Emergency Manager Order No. 42 restoring much of the power to the executive and legislative branches of city government, but only the most skeletal powers to the Board of Police Commissioners – excluding restoration of the most significant authority including effective civilian oversight and input with respect to department procedures and practices of the department; and
- WHEREAS** As the community moves to rebuild itself, openness and responsiveness to term citizens as well as healthy relationships between the police and the residential and business communities demands a fully functioning Police Commission to ensure that justice, peace and civility are the first business; and

**WHEREAS** Recognizing that Detroit has thus far been spared the turmoil, despair, and devastation experienced by other communities nationwide in the past few years as a result of police encounters resulting in questionable civilian deaths, it is imperative that we also recognize the important role that the Police Commission has historically played in addressing such incidents and understand that civil unrest can happen anywhere including here; and

**WHEREAS** As the City nears the one year mark since its exit from bankruptcy and emergency management, and Chief Craig has completed two years of effective service to the community and has, in fact, entered into an extended contract with the City, it is time to restore the full Charter-mandated powers to the Board of Police Commissioners; and

**WHEREAS** The City of Detroit's receivership status was terminated upon the completion of the City's bankruptcy case on effective date of the Plan of Adjustment, December 10, 2014. Pursuant to the Public Act 436 of 2012, City Council may amend orders implemented by the emergency manager one (1) year after the termination of receivership. **NOW THEREFORE BE IT**

**RESOLVED** Notwithstanding the Emergency Manager's Orders #11 and 42 the powers the Board of Police Commissioners as contemplated by the 2012 Detroit City Charter are fully restored effective December 11, 2015, which shall provide sufficient time for all organizational and budgetary changes necessitated by the restoration of power to the Board to be implemented. **BE IT FINALLY**

**RESOLVED** That a copy of this resolution shall be transmitted to the Board of Police Commissioners, the Detroit Police Department and the Mayor's Office.



UNITED STATES DISTRICT COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION

UNITED STATES OF AMERICA,

Plaintiff,

v.

Case No. 03-72258

CITY OF DETROIT, MICHIGAN,

Hon: AVERN COHN

Defendant .

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**ORDER TO DISMISS<sup>1</sup>**

On August 24, 2014, the Court terminated the only remaining injunctive relief in this case,<sup>2</sup> the Use of Force and Witness Arrest and Detention Consent Judgment (ECF No. 22), and approved the parties' entry into a Transition Agreement (ECF No. 732), which provided for continued oversight of the Detroit Police Department ("DPD") by the United States Department of Justice ("DOJ"). The parties represent to the Court as follows:

During the 18-month term of the Transition Agreement, DPD has provided DOJ with copies of its quarterly compliance audits for review and comment. DOJ has completed its review of all audits, including the sixth quarterly audit, which was

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<sup>1</sup> This is a revision of the order the parties have stipulated the Court enter. It has been modified to make clear that the dismissal is based on the parties' representations to the Court.

<sup>2</sup> On January 24, 2014, the Court terminated the Conditions of Confinement Consent Judgment upon the parties' request. (ECF No. 679).

submitted on February 12, 2016, and has concluded that DPD has met its obligations under the Transition Agreement by maintaining and working to improve on the Consent Judgment's reforms. Further, the parties have discussed the City's and DPD's plans to ensure that the people of Detroit continue to receive constitutional and effective policing after federal oversight ends.

For the foregoing reasons, the Plaintiff, United States of America, and Defendant, City of Detroit, have stipulated that Defendant, City of Detroit has successfully completed all terms of the Transition Agreement approved by this Court on August 24, 2014, and that this action be dismissed.

Based on the representations of the parties as stated above, this case is  
**DISMISSED.**

**SO ORDERED.**

S/Avern Cohn  
AVERN L. COHN  
UNITED STATES DISTRICT JUDGE

Dated: March 31, 2016

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## DETROIT BOARD OF POLICE COMMISSIONERS

### 2015-2016 STRATEGIC ACTION PLAN



## DETROIT BOARD OF POLICE COMMISSIONERS

*"Accountability through civilian oversight"*

### MISSION

To increase public confidence in the Detroit Police Department by providing accountability through competent, objective and effective civilian oversight.

### OBJECTIVE

The Board of Police Commissioner (BOPC) was created in 1974 by City Charter, which was adopted by the vote of the people. The Charter vests broad supervisory authority over the Police Department in its 11-member Board. The Board has plenary authority over citizen complaints and has the power to appoint fact finders, subpoena witnesses, administer oaths, take testimony, and require the production of evidence. In 1984, the Detroit Police Department's Professional Standards Section was merged with the Board's Office of the Chief Investigator to jointly provide effective and meaningful investigations of complaints about the Police Department and its personnel in accordance with the Charter mandate. The Office of the Chief Investigator operates independent of the Detroit Police Department's chain of command.

### FOUR STRATEGIC GOALS

**Goal 1: Oversight** – Provide transparency & accountability to the citizens of Detroit.

**Goal 2: Fiscal Responsibility** – Ensure that the DPD is demonstrating fiscally responsible practices.

**Goal 3: Accountability** – Increase public confidence in the Detroit Police Department.

**Goal 4: Transparency** – Foster an environment which bolsters public confidence & trust.

# DETROIT BOARD OF POLICE COMMISSIONERS

*Strategic Action Plan: 7/1/2015 – 6/30/2015*

<b>Goal 1: Oversight</b>		<i>Provide transparency &amp; accountability to the citizens of Detroit</i>		
Objectives	Action Steps	Assignments	Time Frame	Status
To review, evaluate and establish Police Department policies, rules & regulations.	<ol style="list-style-type: none"> <li>1. Review &amp; approve Department policies</li> <li>2. Make policy recommendations</li> </ol>	<ol style="list-style-type: none"> <li>1. BOPC Policy Committee, Full Board &amp; Board Attorney</li> <li>1. BOPC Policy Committee</li> </ol>	<ol style="list-style-type: none"> <li>1. As needed</li> <li>2. As needed</li> </ol>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>
To effectively and objectively receive, investigate and make recommendations regarding complaints.	<ol style="list-style-type: none"> <li>1. Review &amp; approve citizen complaint reports from the OCI</li> <li>2. Execute subpoena power when necessary during investigations</li> </ol>	<ol style="list-style-type: none"> <li>1. BOPC Citizen Complaints Committee &amp; Chief Investigator</li> <li>2. Board Attorney &amp; Chief Investigator</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing</li> <li>2. As needed</li> </ol>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>
To ensure the sustainability of the Board of Police Commissioners	<ol style="list-style-type: none"> <li>1. Monitor political shifts</li> <li>2. Lobby political &amp; public support</li> <li>3. Collaborate w/ precincts, community organizations &amp; leaders</li> <li>4. Ensure appropriate staffing levels of BOPC staff</li> <li>5. Develop a Succession Plan for the incoming BOPC leadership</li> </ol>	<ol style="list-style-type: none"> <li>1. BOPC Legal Affairs &amp; Policy Committees &amp; Board Attorney</li> <li>2. Full Board &amp; Board Secretary</li> <li>3. Board Secretary</li> <li>4. Board Personnel &amp; Training and Labor Relations Committees</li> <li>5. Board Chair, Board Secretary</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing</li> <li>2. Ongoing</li> <li>3. Ongoing</li> <li>4. Ongoing</li> <li>5. Annually (2<sup>nd</sup> week of June)</li> </ol>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> <li>4.</li> <li>5.</li> </ol>
To create a forum in which citizens can be informed of and address relevant social & political issues pertaining to policing	<ol style="list-style-type: none"> <li>1. Schedule &amp; conduct special forums to address relevant local &amp; national issues</li> <li>2. Increase the number of BOPC meetings held in the community</li> </ol>	<ol style="list-style-type: none"> <li>1. Board Chair &amp; Board Secretary</li> <li>2. Board Chair &amp; Board Secretary</li> </ol>	<ol style="list-style-type: none"> <li>1. As needed</li> <li>2. As needed</li> </ol>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>

# DETROIT BOARD OF POLICE COMMISSIONERS

*Strategic Action Plan: 7/1/2015 – 6/30/2015*

<b>Goal 2: Fiscal Responsibility</b>		<i>Ensure that the DPD is demonstrating fiscally responsible practices</i>		
Objectives	Action Steps	Assignments	Time Frame	Status
To review and approve Police Department budget.	<ol style="list-style-type: none"> <li>1. Request Department's annual budget from the Department's Budget Operations Unit</li> </ol>	<ol style="list-style-type: none"> <li>1. BOPC Budget Committee &amp; BOPC</li> </ol>	<ol style="list-style-type: none"> <li>1. Annually (April-May)</li> </ol>	<ol style="list-style-type: none"> <li>1.</li> </ol>
To review and monitor the BOPC budget to ensure that dollars are being utilized and spent responsibly	<ol style="list-style-type: none"> <li>1. Establish a written budget procedure which addresses cooperation w/ the Department in creating the BOPC budget and the monitoring of budget line items</li> <li>2. Monitor budget line items to ensure responsible spending</li> <li>3. Request budget status reports from the Department's Budget Operations Unit</li> </ol>	<ol style="list-style-type: none"> <li>1. BOPC Budget Committee, Board Staff &amp; Full Board</li> <li>2. Board Chair, BOPC Budget Committee, Board Staff</li> <li>3. Board Chair, BOPC Budget Committee, Board Staff</li> </ol>	<ol style="list-style-type: none"> <li>1. June 2015</li> <li>2. Monthly</li> <li>3. Quarterly</li> </ol>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>
To ensure that the BOPC has adequate funding for its operating, staffing & training needs	<ol style="list-style-type: none"> <li>1. Monitor staffing of the BOPC and OCI staff</li> <li>2. Monitor training needs of the BOPC &amp; OCI staff</li> </ol>	<ol style="list-style-type: none"> <li>1. Board Secretary &amp; Chief Investigator</li> <li>2. Board Secretary &amp; Chief Investigator</li> </ol>	<ol style="list-style-type: none"> <li>1. Ongoing</li> <li>2. Ongoing</li> </ol>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>

## DETROIT BOARD OF POLICE COMMISSIONERS

**Strategic Action Plan: 7/1/2015 – 6/30/2015**

### Goal 3: Accountability Increase public confidence in the Detroit Police Department

Objectives	Action Steps	Assignments	Time Frame	
To act as final authority in imposing and reviewing discipline & promotions of employees of the Department.	<ol style="list-style-type: none"> <li>Review and approve Police Department promotions</li> <li>Receive &amp; resolve promotional appeals from members</li> <li>Make recommendations regarding disciplinary action taken against Department members &amp; staff</li> </ol>	<ol style="list-style-type: none"> <li>BOPC Personnel &amp; Training Committee, Promotional Appeals Committee &amp; Full Board</li> <li>BOPC Promotional Appeals Committee &amp; Full Board</li> <li>BOPC Disciplinary Appeals Committee &amp; Full Board</li> </ol>	<ol style="list-style-type: none"> <li>As needed</li> <li>As needed</li> <li>As needed</li> </ol>	<ol style="list-style-type: none"> <li></li> <li></li> <li></li> </ol>
To foster a positive working relationship with the Chief of Police and Department staff	<ol style="list-style-type: none"> <li>Provide clarity regarding the Board's expectations from DPD regarding submission of policies &amp; procedures and other requested documentation.</li> <li>Provide Board presence at Department activities &amp; functions.</li> </ol>	<ol style="list-style-type: none"> <li>Board Staff &amp; Board Chair</li> <li>Full Board &amp; Board Staff</li> </ol>	<ol style="list-style-type: none"> <li>June 2015</li> <li>Ongoing</li> </ol>	<ol style="list-style-type: none"> <li></li> <li></li> </ol>
To develop and monitor a comprehensive Strategic Plan	<ol style="list-style-type: none"> <li>Conduct Strategic Planning Sessions w/ the BOPC to review progress regarding goals and to develop future goals &amp; objectives.</li> <li>Review the Strategic Plan to ensure that action steps are being conducted &amp; progress is being made toward each goal.</li> </ol>	<ol style="list-style-type: none"> <li>BOPC Secretary</li> <li>Full Board</li> </ol>	<ol style="list-style-type: none"> <li>Annually (1<sup>st</sup> week in June)</li> <li>Monthly or Quarterly</li> </ol>	<ol style="list-style-type: none"> <li></li> <li></li> </ol>

## DETROIT BOARD OF POLICE COMMISSIONERS

**Strategic Action Plan: 7/1/2015 – 6/30/2015**

### Goal 4: Transparency Foster an environment which bolsters public confidence & trust

Objectives	Action Steps	Assignments	Time Frame	Status
To increase public support and community awareness of the BOPC	<ol style="list-style-type: none"> <li>Regularly attend community and DPD meetings, events and report to the community the ongoing activities of the BOPC</li> <li>Prepare a comprehensive Annual Report summarizing the BOPC &amp; DPD activities, including the handling of crime, complaints &amp; of future plans.</li> <li>Utilize funding for public relations</li> </ol>	<ol style="list-style-type: none"> <li>Full Board &amp; Board Staff</li> <li>Board Secretary, Chief Investigator &amp; OCI Staff</li> <li>BOPC Budget Committee &amp; Board Staff</li> </ol>	<ol style="list-style-type: none"> <li>Ongoing</li> <li>Annually (in March)</li> <li>As needed</li> </ol>	<ol style="list-style-type: none"> <li></li> <li></li> <li></li> </ol>
To develop a robust social media platform	<ol style="list-style-type: none"> <li>Ensure that the BOPC website is operational</li> <li>Post vital BOPC stats and other information on website</li> <li>Create &amp; maintain social media presence on Facebook, Twitter, etc.</li> <li>Create a master list of contacts, including businesses, civic &amp; government leaders, faith-based &amp; neighborhood organizations, etc.</li> <li>Create radio &amp; television PSAs</li> </ol>	<ol style="list-style-type: none"> <li>Board Secretary &amp; Administrative Assistant</li> <li>Board Secretary &amp; Administrative Assistant</li> <li>Board Secretary &amp; Administrative Assistant</li> <li>Board Secretary &amp; Administrative Assistant</li> <li>Board Secretary &amp; Board Chair</li> </ol>	<ol style="list-style-type: none"> <li>May 2015</li> <li>Ongoing</li> <li>Ongoing</li> <li>Ongoing</li> <li>June 2015</li> </ol>	<ol style="list-style-type: none"> <li></li> <li></li> <li></li> <li></li> <li></li> </ol>

An aerial night view of the Detroit skyline, showing numerous illuminated skyscrapers and buildings against a dark sky. The city lights create a warm, golden glow.

# **THE DETROIT BOARD OF POLICE COMMISSIONERS**

## **DETROIT PUBLIC SAFETY HEADQUARTERS**

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