



# LANSING POLICE DEPARTMENT

120 W. MICHIGAN AVENUE, LANSING MI 48933

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Andy Schor, Mayor

## Board of Police Commissioners Meeting Minutes

Tuesday, March 17, 2026, at 5:30 p.m.

Lansing Police Department HQ 2<sup>nd</sup> FL Conference Room  
120 W Michigan Ave, Lansing, MI 48933

The Board of Police Commissioners met in regular session and the meeting was called to order at 5:30 p.m. by Chair Jones.

**Present at Rollcall:** Commission Members: Bitely, Brewster, Cotton, Farhat, Hernandez, Jones, Milton, Wilton  
Also present: Chief Backus, Elizabeth O'Leary, Julie Browne, Kesha McKitty, Matthew Staples and Jacqueline Lutz

Public Attendees: 2

Rollcall was taken and quorum was present.

New Commissioner: Hernandez

**Pledge of Allegiance:** Lead by Commissioner Jones

**Correspondence Sent and Received:** Commissioner Jones received correspondence from Ali Peeler.

**Public Comment on Agenda Items:** None

**Additions To the Agenda:** None

**Approval Of Agenda:** Chair Jones moved to approve the agenda. Commissioner Bitely made the motion to approve with Commissioner Farhat seconding the motion.

By Vote: Yeas: 8  
Nays: 0

**Consent Agenda:** Chair Jones moved for approval of agenda items:

- a) Approval of Meeting Minutes: February 17, 2026.
- b) Approval of February Departmental Reports.

Chair Jones moved to approve the minutes and department reports. Commissioners Bitely made the motion. Commissioner Farhat seconding the motion.

By Vote: Yeas: 8  
Nays: 0

**EDUCATIONAL PRESENTATION:** Kesha McKitty, Human Resource Specialist

- Hiring processes of police officer-lateral and police officer-recruits:
  - Documentation requirements, screening of applicants, virtual interviews with potentially doing in-person interviews, personal history, conditional offers, background investigations, psychological evaluations, pre-employment physical (includes physical, drug-test, and respiratory fitness test), onboarding and final offer letter, start date/uniforms/fingerprinting, and orientation (first day of employment).
  - Lateral job posting is ongoing

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- Recruit job posting happens twice a year
- Police recruits earn \$20/hr while in the academy
- Laterals earn anywhere from \$56,629.24 to \$80,933.42
- Other departments can be faster in the hiring process of a recruit; however, we take our time to ensure that we are putting our best people in the community

**ADMINISTRATIVE REPORT – Chief Backus**

- Tomorrow is the State of the City at 6:00 at Dart, promotional testing is complete, Safe Summer Plan (extra officers out in the community during high volume call times; awarded a grant; incorporating river patrols with our officers on bikes on the trails), interviews for recruits ended today, May 20<sup>th</sup> is the annual award ceremony, annual lecture for all employees (what took place last year, and what is expected for this year; public safety building update), brand new composite pictures. Cesar Chavez (possibly postponed). Terrorist event in West Bloomfield last week, we put on a training for all houses of worship after what happened in Grand Blanc, if you hear any house of worship that is looking for resources, please send our way.

**LEGAL UPDATE – Assistant City Attorney Matthew Staples**

- No specific update.

**HUMAN RESOURCES – Director Elizabeth O’Leary**

- Interviews finished today, list for background possibly coming tomorrow
- One lateral began on March 9

**COMMISSION INVESTIGATOR REPORT:**

- Julie Browne, Commission Investigator
  - 0 opened, 5 closed, and 0 to the Chief
- Commissioner Watkins drafted document to try to come up with something that is a little more informative as to the types of complaints

**UNFINISHED BUSINESS:** None as of today.

**OTHER BUSINESS:**

**BOARD COMMITTEE REPORTS:**

- Budget – On track, Chief goes before City Council April 6<sup>th</sup> for the next fiscal year budget
- Government/Community Liaison Committee – nothing today
- Awards and Incentives Committee – Awards Ceremony is May 20<sup>th</sup>, more information to come, invite from Awards committee
- Ad Hoc Committee –
- Citizen Complaint Oversight Committee – Well Covered
- Recruitment and Hiring – Nothing

**COMMISSIONER COMMENTS – (Informational)**

- Farhat – Welcome to Commissioner Hernandez
- Watkins – Florensis forgot to mention that he was on the city’s DEI board, son in-law is selling coffee at our local Meijers over the next month (Fresh Grindz)
- Cotton – Car wash on Cedar St possibly a homeless encampment, would appreciate police officer looking into it. Thank you, Chief
- Hernandez – Nothing, just thank you for welcoming and excited to be working with you all.
- Milton – Welcome to the new commissioner
- Brewster – Welcome to the commissioner, open for questions any time
- Jones – Welcome to the Board, Commissioner Hernandez. It’s good to put a face to the name. Happy St. Patrick’s day
- Bitely – Thank you, Chief, on the update on what Lansing is doing to combat any terrorist issues. Welcome to our new commissioner

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**PUBLIC COMMENT:** 0

**ADJOURNMENT:** Chair Jones adjourned the meeting by unanimous consent at 6:44 pm.

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