



Andy Schor, Mayor

Lansing Police Department Board of Police Commissioners

120 West Michigan Avenue
Lansing, MI 48933
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Ellery Sosebee, Interim Chief

BOARD OF POLICE COMMISSIONERS MEETING MINUTES Tuesday, October 19, 2021

Location: Foster Community Center, 200 N. Foster Ave., Lansing, MI 48933

The Board of Police Commissioners met in regular session and meeting was called to order at 5:30 p.m. by Chairperson Patty Farhat.

Present: Commission Members Brewster, Carnegie, Farhat, Jones, Lopez, McDermitt and Milton.
Excused: None.

Also Present: Captain Robert Backus, Assistant City Attorney Mary Bowen, HR Director Linda Sanchez-Gazella, CI Delvata Moses, Officer Brian Rendon and K-9 Mack and Ruth Grant.

Roll call was taken and quorum was present.

Chairperson Farhat asked for a moment of silence for the recent passing of General Colin Powell.

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance led by Commissioner Brewster.

PUBLIC COMMENT ON AGENDA ITEMS: None.

ADDITIONS TO THE AGENDA: Vote to excuse Chairperson Farhat and Commissioner McDermitt from the September 21, 2021, meeting. Motion made by Commissioner Jones and seconded by Commissioner Carnegie.

Approved to Excuse: Commissioners Brewster, Carnegie, Lopez, Jones and Milton.
Disapprove: None

APPROVAL OF MINUTES:

Moved by Chair Farhat to approve and place on file the September 21, 2021, Board of Commissioners minutes of meeting. Motion carried by Commissioner Brewster with Commissioner McDermitt seconding the motion.

Yeas: Commission Members: Farhat, Brewster, Carnegie, Jones, Lopez, McDermitt and Milton
Nays: None

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EDUCATION PRESENTATION: K-9 Officer Brian Rendon and Mack

- The K-9 unit started in 1986 with 10 police dogs. Today, LPD has 7 K-9's and handlers. Three dogs are for narcotic searches, three for explosives, most are dual-purposely trained to handle various needs. Two new dogs were recently acquired from Pennsylvania after Ofc. Rendon and Lt. Mills personally "interviewed" approximately 100 dogs until these two were selected. The specifications of selecting a dog are health, longevity, and speed.
- Training is always ongoing. Federal law requires specific standards for the K-9 and handlers to train 20 hours per month. Currently, Grand Ledge PD, Eaton County Sheriff and Sparrow Hospital are training with LPD. Regional training sessions also take place. The National Association of Professional Canine Handler's set guidelines for training and certification in order work the roads. Ofc. Rendon and Lt. Mills are listed as Master Certified Trainers.
- Selection process for new handlers: Officers submit request, a background check is performed, an Internal Affairs check is performed, and the command's input is obtained. Oral interviews are conducted then the officers are put through a physical agility test: running, sit-ups/push-ups, jumping fences, lifting 85 pounds and then firing their weapon at a target. Prior to the agility test the applicants are given a description of the accused which has to be accurately reported back. Finally, a 1.5-mile run must be completed within 15 minutes. This is a 5-year commitment of the officers.
- In regard to the use of K-9's for apprehensions, there are strict guidelines for when canines can be used. The canines are only used for serious felony crimes, serious threats to the community, for acts of violence and they are also used for missing/endangered persons. Criteria must be met before the K-9's are deployed.
- The K-9's and handlers are present at many social events to allow socialization with people, especially children. The unit now has baseball cards for each K-9 to be handed out at these events.
- The dogs and handlers live together even after one or both have retired.
- Per Captain Backus, Officer Rendon has been with the department for 23 years, is a Canine master trainer, received the Lansing Police Department 2021 Office of the Year Award. At a recent national training in Alpena, he was presented with two awards from National Association of Professional Canine Handlers; one for lifesaving award and the other was for Officer Rendon and Mack for the Utility Award for Utility Team.

ADMINISTRATIVE REPORT: Captain Robert Backus

- The Faith and Blue events occurred earlier in October and this event was very well attended and very positive.
- Hiring: 7 Recruits are being sponsored and doing well. LPD is hoping to sponsor 10 recruits at next academy. Between the recent interviews conducted for police officers, upcoming recruits and new certified certifiable, the department will be close to full strength. Currently, working to fill the social worker supervisor position and once that position is filled then the social worker position can be posted.
- LPD business cards are being updated for all officers and some support staff. The cards will include officer contact information and the contact information for some units. Commissioner Carnegie requests to be part of the police officer training on interacting with the schools, students and families.
- Regarding training for new officers, Captain Backus explained there is a new hire or post academy class taught by the field training officers which covers the boundaries and various demographics of Lansing. They also are taken on museum trips around the state to understand history of Jim Crow Museum, the Holocaust, Arab-American museum, etc.

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NEW BUSINESS: None.

LEGAL AND ADVISOR REPORT: Assistant City Attorney Mary Bowen

- The Expungement Clinic put on by the city and other non-profit agencies was very successful. Over 325 community members met with the 54A and 55A district courts, and 54B District, lawyers, notaries and the city clerk's office staff. Hope to have another clinic in the future.

HUMAN RESOURCES REPORT: Director Linda Sanchez-Gazella

- Met with the Commissioners Recruitment Task Force sub-committee and plan to meet regularly each month. The HR specialist was able to explain the hiring process from beginning to end. The hiring report will be presented by the sub-committee in the future.
- Regarding, the social worker position, LPD has been budgeted for two social workers. One of the positions has been reclassified as a supervisor and will be posted internally and externally.
- Working with department for Diversity, Equity and Inclusion training.

UNFINISHED BUSINESS: None.

CORRESPONDANCE SENT AND RECEIVED: None.

DEPARTMENT REPORTS: Moved by Chair Farhat to accept and place on file. Motion carried by Commissioner Brewster and 2nd by Commissioner McDermitt.

Yeas: Commission Members: Brewster, Carnegie, Farhat, Jones, Lopez, Milton, McDermitt

Nays: None

BOARD COMMITTEE REPORTS:

- **Budget Committee:** Commissioner Carnegie – Had a budget meeting with the purpose to understand the budget schedule in preparing for the FY23. Budget supervisor McClure started the process in September. The budget changes were due to Mr. McClure on October 15th. The board will receive the budget binders at least 10 days prior to the December 21st Board Meeting. At the December 21st Board Meeting the budget will be presented for approval before going to the city.
- **Government/Community Liaison Committee:** Commissioner Lopez – (See meeting notes attached). Also is asking for presence of the commissioners in labor negotiations.
- **Awards & Incentives Committee:** Commissioner Brewster – The LPD Virtual Awards Ceremony taping has been posted to the LPD YouTube and looks very good.
- **Ad Hoc Committee on Board Policies and Rules:** Commissioner McDermitt – One policy is currently being reviewed.
- **Complaint Committee:** The committee met with Internal Affairs on September 30th and reviewed 2 months of cases. There were no outstanding issues on the cases of those reviewed.
- **Recruitment and Hiring Committee:** The committee appreciated meeting with HR. The committee suggested ways to talk to the community, colleges, criminal justice programs. The committee will follow-up with the Chief and HR. Per Captain Backus, LPD does take part in the Careers Fairs that are

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held at numerous colleges for recruiting and hiring and this week took part at Ferris Community College Career Fair.

- 20 Candidates were interviewed for recruit sponsorships and 6 candidates were interviewed for Certified Certifiable. Two of the 6 will be starting with LPD officers on October 25th. For Detention, one male vacancy, interviews were on October 8th and the top candidate is in background check; one FOIA analyst has been hired and starts October 25th. For payroll technician, one vacancy and the posting has closed, 7 applied and after screening will move into testing. Radio technician, one vacancy and the recommended candidate has cleared background with pre-employment physical soon.

Commission Investigator Delvata Moses:

- For September, 15 complaints were received, 6 were formal and 9 were informational. 15 complaints were investigated and closed by Internal Affairs. Four were formal and 11 informational.

COMMISSIONERS COMMENTS:

- Commissioner Lopez: No comment.
- Commissioner Brewster: No comment
- Commissioner Carnegie: Thanked Vice-Chair Jones for heading the September meeting in Chairperson Farhat's absence. He also thanked Ms. Grant for all her work on the Board and Ms. Moses for her investigative work.
- Commissioner Jones: No comment.
- Commissioner Milton: No comment.
- Chairperson Farhat: Attended the coordinator's meeting on September 29th Neighborhood Watch Advisory Board at the SWOC. About 40 people attended. The presentation was from the Code Enforcement Unit. NWAB is getting ready for the upcoming Silver Bells with their float.
- Investigator Moses: She attends many events and introduces herself to the public and provides her contact information.

OTHER BUSINESS: None.

PUBLIC COMMENT: None.

ADJOURNMENT: Chairperson Farhat concluded by thanking everyone. Farhat moved that the board meeting be adjourned.

Yeas: Commission Members: Farhat, Brewster, Carnegie, Jones, Lopez, Milton and McDermitt.

Nays: None.

The meeting was adjourned at 6:39 p.m.

Submitted by Ruth Grant, Recording Secretary, Lansing Board of Police Commissioners

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