



Mike Yankowski, Chief

Lansing Police Department
Board of Police Commissioners
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Virg Bernero, Mayor

BOARD OF POLICE COMMISSIONERS MEETING OF TUESDAY, December 20th, 2016

MEMBERS PRESENT

Commissioner Drew Macon, Chairperson
Commissioner Robert Noordhoek, Member
Secretary
Commissioner Clyde Carnegie, Member
Resources
Commissioner Patty Farhat, Member

Specialist

Commissioner Sandra Kowalk-Thompson, Vice-Chairperson
Attorney's Office

OTHERS PRESENT

Mike Yankowski, Chief of Police
Michelle Reddish, Recording

Mary Riley, Director of Human

Kesha McKitty, Human Resources

Mark Dotson, City

PUBLIC/GUESTS PRESENT - No public present.

CALL TO ORDER - After establishing a quorum, Chairperson Macon welcomed everyone and called the meeting to order at 5:40 p.m.

Chairperson Carnegie led the Pledge of Allegiance.

PUBLIC COMMENT ON AGENDA ITEMS - None.

ADDITIONS TO THE AGENDA - Commissioner Farhat thanked everyone who voted for the Keeping Lansing Safe millage and provided \$100 to Chief Yankowski for next year's Shop with a Cop event. She stated there was \$500 left over in donations that were distributed evenly between five charities.

Kesha McKitty, HR Specialist stated two individuals passed all phases of the interview process. Steven Brooks accepted an offer of employment and the other candidate withdrew from the process because they accepted an offer from another agency. Mr. Brooks graduated from the 98th Police Academy.

Sixteen (16) viable candidates interviewed for Police Recruit Trainee, resulting in five (5) candidates passing all phases of the evaluation process, including being selected for sponsorship. The recruit trainees will begin work on January 3rd, 2016 and will graduate on January 9th, 2016. She stated that there are a limited number of sponsorships open. No board members had questions.

Chairperson Macon read two resolutions approving the new hires drafted by the City Attorney's Office.

Commissioner Carnegie stated the presence of Director Riley has helped the board see the relationship between the board and Chief Yankowski to the Human Resources Department. He asked if there is a format being developed to address vacancies? Director Riley stated their department will be trying to fill vacancies relatively quickly and LPD will never have as many vacancies as it has had in the past.

Vice-Chairperson Kowalk-Thompson made a motion to approve the hiring of the above-referenced individuals; supported by Commissioner Carnegie; approved unanimously. Michelle Reddish will forward the resolutions to Mayor Bernero.

SPECIAL PRESENTATION - None.

APPROVAL OF MINUTES - The Board reviewed the November Meeting Minutes, the November 10th, 2016 Special Meeting Minutes, and the December 7th, 2016 Special Meeting Minutes. A motion was made to approve the minutes by Vice-Chairperson Kowalk-Thompson; supported by Commissioner Farhat; approved unanimously.

EDUCATION PRESENTATION - None.

ADMINISTRATIVE REPORT from Chief Mike Yankowski

- Ten (10) individuals were hired and began work on December 9th, 2016, and were sworn in.
- An ALPACT meeting was held and thirty (30) individuals were in attendance.
- The Crisis Intervention Team held a five-day course with forty-one (41) participants. Thanks to Captain Darin Southworth for all his hard work.
- PERF - IKAT Training was attended in New Orleans. Captain Darin Southworth and Sergeant Paul Beasinger attended along with himself.
- Racial Healing and Conciliation Conference was attended by Captain Cherie Ballor and Mayor Bernero.
- Attended the Violent Crime Symposium
- New Hire Reception was held with twenty-five (25) individuals being recognized
- New Hire Diversity Training began. New hires attended the Jim Crowe Museum and the Arab American Museum.
- During Silver Bells in the City, there was a strong storm but no one was injured. The tree was lit on December 22, 2016.
- Shop with a Cop
- Old News Boys
- The Youth Leadership Academy delivered gifts to the pediatric floor at Sparrow Hospital on Thanksgiving Day.
- On Thanksgiving Day an incident occurred where there was domestic situation with a family. The Thanksgiving meal was destroyed. Officers bought a turkey and fixings and delivered it to the family.
- No Senior Without Christmas
- Interim Captain, Cherie Ballor will be promoted to a full-time Captain. The Promotional Ceremony will be held on January 6th, 2017, at 11:00 a.m., at the Operations Center.
- Captain Daryl Green will return to work on February 14th, 2017.

LEGAL UPDATE—City Attorney's Office - No legal update.

HUMAN RELATIONS & COMMUNITY SERVICES - Dr. Joan Jackson Johnson - No comment, not present.

HUMAN RESOURCES - DIRECTOR MARY RILEY

- The Crime Research Analyst position is closed and in the final approval stage.
- The Detention Officer process will be scheduled and she will be directly involved. There will be a recruitment kick-off for this process.
- The Police Technician process took place last week.
- The process for two Clerk positions will begin soon
- The Radio Technician process is being worked on.

Commissioner Noordhoek asked how the civilian positions are coming along. Director Riley states they are getting good candidates. Chief Yankowski stated two (2) to four (4) spots will possibly open up and they are trying to establish a list. Director Riley stated a cost to hire metric is being formulated

Interviews will be taking place on December 27th, 2016, from 9:00 a.m. to 5:00 p.m. and Commissioner Coats will serve on the interview panel.

FRATERNAL ORDER OF POLICE - No comment, no representative was present.

UNFINISHED BUSINESS - Commissioner Noordhoek stated it was determined that the following Procedures: 200.1, 200.3, 200.4, 200.5, 200.6, 200.7, 300.13, 300.28 and 600.30 are before the board for review because these procedures, specifically, relate to the board. Commissioner Noordhoek made a motion to adopt the procedures "as is". Chairperson Macon stated he asked board members to review the procedures prior to the meeting and if they had questions to have them ready so they could be addressed at the meeting. No Commissioners had questions. The motion was seconded by Chairperson Macon; approved unanimously.

CORRESPONDENCE SENT AND RECEIVED - Vice-Chairperson Kowalk-Thompson made a motion to receive and place on file correspondence for the month of November; supported by Commissioner Carnegie; carried unanimously.

DEPARTMENT REPORTS - Vice-Chairperson Kowalk-Thompson made a motion to receive and place on file department reports for the month of November; supported by Commissioner Noordhoek; carried unanimously.

BOARD COMMITTEE REPORTS

- Gov't/Community Liaison Committee - Vice-Chairperson Kowalk-Thompson stated she is working to schedule the December, 2017, meeting at the Alfreda Schmidt Community Center and the August, 2017, meeting will be held at the Boys and Girls Club of Lansing. Four meetings will be outside of the Headquarters Building. Chairperson Macon made a motion to adopt the 2017 Board Schedule with the above-referenced changes; supported by Commissioner Noordhoek; unanimously carried.
- Awards & Incentives Committee - No Report.
- Budget Committee - Commissioner Carnegie stated the budget process is beginning.
- Recruitment / Hiring Task Force: - Chairperson Macon thanked Director Riley, Chief Yankowski and Kesha McKitty for their hard work during the hiring processes.
- Ad Hoc Committee on Policies and Board Rules - (See Unfinished Business).
- Complaint Committee - Chairperson Farhat stated the Committee will be meeting on January 5th, 2017, in the Internal Affairs office.
- Commission Investigator Report - No Report (Not Present).

COMMISSIONER'S COMMENTS

Vice-Chairperson Kowalk-Thompson stated she appreciates Director Riley and Chief Yankowski's relationship as they are working together on the hiring process. She congratulated Dr. Joan Jackson-Johnson for being selected to receive the Athena Award. She stated Chief Yankowski did a great job with retirements and promotions and she believes the Chief brought the morale of the department up to its highest level since she has served on the board.

Commissioner Farhat stated she was glad Dr. Joan Jackson-Johnson received the Athena Award. She thanked Officer Cory Campbell for working on the Committee to pass the millage. She wished everyone Happy Holidays and thanked everyone for their work on the recruitment process.

Commissioner Noordhoek wished everyone Happy Holidays. He commended Mary Riley for her willingness to create a more open and inclusive process regarding hiring practices for the department and for her commitment to continuing to hire the "best and the brightest". He also thanked Chief Yankowski for his continued vision and ability to create positive morale within the department, even during challenging times.

Commissioner Carnegie thanked the board for their integrity. He wants to maintain that integrity as issues come before the board. He believes Chairperson Macon has done an outstanding job which helped maintain a strong board. He stated he will support Chief Yankowski because he likes that he has maintained his position and is non-wavering in the way that he speaks about the department and serves the citizens of the City of Lansing. He thanked Michelle Reddish and Attorney Dotson for their work. He believes it is an honor to serve on the board. Best wishes to everyone during the holidays and he prays the officers and asks God for his blessings in 2017.

Chairperson Macon thanked Chief Yankowski for all his work for the department and the board. He also thanked Director Riley for all her work. He thanked board members for appointing him as Chairperson. He stated it is a pleasure to serve on the board and wished everyone a Happy Holiday Season.

Director Riley thanked board members for supporting her in her new role as Director and everyone has been wonderful to work with.

PUBLIC COMMENT - No comment. No public present.

ADJOURNMENT - The meeting was adjourned at 7:45 p.m.