



Andy Schor, Mayor

BOARD OF POLICE COMMISSIONERS

120 WEST MICHIGAN AVENUE
LANSING, MI 48933
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Daryl Green, Chief

BOARD OF POLICE COMMISSIONERS MEETING MINUTES TUESDAY, February 18th, 2020

MEMBERS PRESENT	MEMBERS ABESENT	PUBLIC and GUESTS PRESENT
Vice-Chair Sandra Kowalk-Thompson	Chairperson Drew Macon	Daryl Green, Chief of Police
Commissioner Robert Noordhoek		Ruth Grant, Administrative Specialist
Commissioner Clyde Carnegie		HR Hiring Specialist, Kesha McKitty
Commissioner Patty Farhat		Mary Bowen, City Attorney's Office
Commissioner Aaron I. Milton		
Commissioner William Renfrew		
Commissioner Julee Rodocker		Daniel Arnold

CALL TO ORDER After establishing a quorum, Vice-Chairperson Kowalk-Thompson welcomed everyone and called the meeting to order at 5:30 p.m.

PLEDGE OF ALLEGIANCE The Pledge of Allegiance was led by Commissioner Clyde Carnegie.

A motion was made by Commissioner Kowalk-Thompson to move HR Hiring Specialist, Kesha McKitty to the top of the Agenda to give her report; supported by Commissioner Renfrew; motion approved unanimously; (7-0).

HUMAN RESOURCES REPORT - Hiring Specialist Kesha McKitty

- Three of the new cadets have passed the background check stage and are entering into the psychological testing stage.
- Recruit – Six recruits are attending the LCC Academy and two are attending Ferris State Academy.
- Detention: One male detention officer was hired and in process to hire one female officer.
- Lead Detention Officer Reclassification – The position was reclassified from 32 to 34 and after appeal to a 37.
- Evidence Technician – Working on hiring for this unit, currently in testing phase.
- Police Technician Reclassification – This position was reclassified from 26 to 27 and after an appeal to a 31.
- There are two pending hires from the academy for police officers: 8 were interviewed, 6 went to background check, 2 came back unfavorable, 6 will continue on. As of 2/18/2020, HR is recommending 3 for hire.
- HR Investigator Position – There were 5 very good applicants. The position has been offered to one candidate and he is currently in salary negotiations. Investigator Bernard Brantley will temporarily extend his retirement in order to train the new person.

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PUBLIC COMMENT ON AGENDA ITEMS None.

ADDITIONS TO THE AGENDA – None

APPROVAL OF MINUTES Board members reviewed the Meeting of Minutes from October 2019, November 2019, as well as, January 2020. A motion was made by Commissioner Kowalk-Thompson to approve all minutes; supported by Commissioners Noordhoek and Carnegie; motion approved unanimously; (7-0).

EDUCATION PRESENTATION – Sergeant Sean Mills conducted a presentation of proposed new uniforms. The uniforms have not been updated since the 1950's and the new look will take into consideration practicality, technology and officer health and wellness. The new carrier vests are made to position above the hips which will re-distribute the 20 pounds of equipment officers wear daily. A police uniform study from the Mayo Clinic was presented and found injuries to knees, hips, back and sciatic area were alleviated or decreased upon wearing the new carrier style vests. The new material used for vests, shirts, and pants will have the ability to cool the body temperature during the warmer months. Options for replacing metal badges to a more flexible Velcro type for detention and officer safety is being researched. Uniforms have been ordered for seven officers to test and gauge community feedback. The cost of the new uniforms will be grant-funded.

ADMINISTRATIVE REPORT - CHIEF DARYL GREEN

- FOIA Coordinator Laura Dixon has fully resigned. Laura stayed to assist in training the new FOIA Coordinator Tamara Underwood.
- The six police recruits at the LCC Academy and two at Ferris State University Academy are performing very well.
- The Citizens Police Academy will be meeting on 2/20/2020 with various presentations from investigations, crime analysis, CSI and traffic divisions.
- Budget – After speaking to the Chief Financial Officer, there is no Budget Presentation date established as of yet.
- Walnut Park Substation – New substation is about 98% completed with access key, restrooms, blackened windows and cameras. CPO Bacigal has been working hard in the Walnut/Willow area and is doing a great job.
- Records Management System – The current records system (SRMS) is owned by Michigan State Police. The system has been slow and not advantageous for our department. A new system TIMS (Talon Integration Management System) is owned and operated by local company Core Technology. The brief introduction to this system appears impressive to many of the staff. This system will link to LEIN, the jail management system, property/evidence management system, and the Ingham Co Prosecutors Office for conducting e-submissions of police reports and warrant authorizations.

Commissioner Kowalk-Thompson asked how cost effective this system would be. Chief Green explained it is very cost effective to our budget and would not demonstrate an increase in associated technology budgeting.

- LPD Victim Advocates were awarded the 2019 Victim Services Unit of the Year by the Michigan Sheriffs' Association. Chief Green recognized Sergeant Shawn McNamara for his hard work and dedication with this unit.
- A new neighborhood coordinator officer will be selected for the southeast corridor. This will be a large area to cover and hoping this will be up and running by March 14th once an officer is selected.
- CATA CPO – LPD is in the final stages of obtaining a CATA-funded position for one officer to be stationed at downtown CATA. CATA will provide salary, fringe benefits, etc. and will cover overtime too.

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Commissioner Farhat complemented LPD Social Worker Bidwell for the hard work she does with the homeless at the CATA station.

LEGAL ADVISOR REPORT - Mary Bowen, Assistant City Attorney

- Ms. Bowen complimented Officer Rendon for making himself available for court which resulted in a guilty verdict on a serious assault case. Ms. Bowen stated how important it is for officers to attend court and properly testify.
- OCA had the opportunity to participate in the Use of Force Training.
- OCA will provide annual training for officers reviewing such topics as: ticket writing versus warning, warrants and other legal updates. Ingham CO Prosecutors office will also attend the annual training.
- OCA has been asked to conduct a similar training session for all new hires to understand the responsibilities and relationship of the OCA and law enforcement.

HUMAN RELATIONS AND COMMUNITY SERVICES LIAISON REPORT - HRCS Interim Director Willard Walker

- HRCS was not present at meeting; however, Mary Bowen reported Kim Coleman has been named the new director for Human Resources Community Services.

UNFINISHED BUSINESS None.

CORRESPONDENCE SENT AND RECEIVED None.

DEPARTMENT REPORTS Commissioner Noordhoek made a motion to receive and place on file department reports for the months October 2019, November 2019, December 2019, and January 2020; supported by Commissioner Renfrew; motion carried unanimously; (7-0).

BOARD COMMITTEE REPORTS

- Government/Community Liaison Committee Vice-Chairperson Kowalk-Thompson stated she would like to have attended the training.
- Awards & Incentives Committee Commissioner Farhat reported the committee had a good meeting will meet again in the next 3 weeks.
- Budget Committee Commissioner Carnegie reported budget was delivered on time to Mayor Schor's office and it is in standing until scheduled.
- Recruitment/Hiring Task Force Chairperson Macon was not present to report.
- Ad Hoc Committee on Board Policies and Rules Commissioner Noordhoek presented policy 200.4 Board of Police Commissioners Meeting with recommended changes from OCA. Mr. Noordhoek thanked Commissioner Chair Macon and Vice-Chair Kowalk-Thompson for their contributions on revising policy. Motion was made to accept changes, Commissioner Farhat and Carnegie seconded; changes approved (7-0).
- Complaint Committee Commissioner Farhat stated they recently met and will be meeting again.

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COMMISSIONER'S COMMENTS

- Commissioner Carnegie congratulated the LPD Victim Advocates on their award on the significant role they play in the community helping families in crisis situations. The recognition to this group will encourage the community to join the group.
- Commissioner Milton stated he recently met with Council member Carol Wood, some pastors in the community and discussed he senior companion and fostering care in the community of the elderly. This group will need volunteers to work I homes, schools and nursing homes.
- Commissioner Renfrew is pleased with the new uniforms with officers being more comfortable.
- Commissioner Farhat – No comments.
- Commissioner Rodocker agreed the uniforms are a great idea especially for the female officers.
- Commissioner Noordhoek – No comments.
- Commissioner Kowalk-Thompson – No comment other than she is excited over the new records management system.

OTHER BUSINESS None.

PUBLIC COMMENT Mr. Daniel Arnold appreciated a new notice posted in the LPD lobby for Human Trafficking. He suggested a need for LPD to embrace a Culture of Gentleness training for officers when dealing with calls involving the homeless. He stated he currently attends the Citizens Police Academy which is very positive,

ADJOURNMENT A motion was made by Commissioner Kowalk-Thompson to adjourn the meeting at 6:40 p.m.; motion supported by Commissioners Noordhoek and Carnegie; motion carried unanimously; 7-0.

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