



**CITY OF YPSILANTI
POLICE ADVISORY COMMISSION MEETING
July 23, 2020 @ 7:00 PM
Virtual**

<https://us02web.zoom.us/j/89738134047>

One South Huron, Ypsilanti, MI 48197

Page

I. CALL TO ORDER

II. ROLL CALL

COMMISSIONERS:

Andy Fanta
Heather Berkovitz
Kathleen McCormick
Herman Humes
Gail Wolkoff

STAFF LIASION:

Police Chief Tony DeGuisti

III. AGENDA APPROVAL

IV. APPROVAL OF MINUTES

3 - 4

- A. Approval of the minutes of July 2, 2020
[POLICE ADVISORY COMMISSION - 02 Jul 2020 - Minutes](#)

V. PUBLIC COMMENT (3 MINUTES)

VI. RESOLUTIONS/MOTIONS/DISCUSSIONS

- A. Spring and Summer report - Chief DeGiusti

5 - 15

- B. Community Policing Presentation - Chief DeGiusti
[Presentation](#)

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- C. Discussion regarding complaint
[Complaint](#)
- D. Commissioner Wolkoff items for Discussion
a-Community Action Team (CAT)
b-City Council liaison: Remove Chief of Police
c-Reschedule City Council & Y - PAC meeting
d-Y-PAC membership: National Association for Civilian Oversight of Law Enforcement (NACOLE).

e-Officers for Y-PAC. Ward 3 Representatives

17 - 19

- E. Discussion of "Re-fund the Police Smarter" - David Hughes
[New York Times Article - David Hughes](#)

VII. OLD BUSINESS

VIII. NEXT MEETING DATE

- A. August 27, 2020

IX. ADJOURNMENT



MINUTES POLICE ADVISORY COMMISSION Meeting

7:00 PM - Thursday, July 2, 2020
Council Chambers

The POLICE ADVISORY COMMISSION of the City of Ypsilanti was called to order on Thursday, July 2, 2020, at 7:00 PM, in the Council Chambers, with the following members present:

PRESENT:

ABSENT:

I CALL TO ORDER

II ROLL CALL

COMMISSIONERS:

PRESENT: Andy Fanta, Heather Berkovitz, Kathleen McCormick, Herman Humes, Gail Wolkoff

Commissioner Fanta left the meeting at 9:09 pm

III AGENDA APPROVAL

The agenda was approved as submitted

IV PUBLIC COMMENT (3 MINUTES)

Two members of the public addressed the commission

V RESOLUTIONS/MOTIONS/DISCUSSIONS

a) Approving the minutes of February 27, 2020

Commissioner McCormick moved, seconded by Commissioner Wolkoff to approve the minutes.

Approved: Yes - 5; No - 0; Absent - 0

b) Approving the Gun Buy Back Letter of Support

Commissioner Wolkoff moved, seconded by Commissioner Humes to approve the minutes.

Approved: Yes - 5; No - 0; Absent - 0

c) Memorial for Marilyn Horace-Moore

Commissioner Wolkoff moved, seconded by Commissioner Humes to approve the minutes.

Approved: Yes - 5; No - 0; Absent - 0

- d) Memorandum of appreciation and recognition of Ashley Kofahl.

Commissioner Humes moved, seconded by Commissioner McCormick to approve the minutes.

Approved: Yes - 5; No - 0; Absent - 0

- e) Discussion regarding #8 Can't Wait.
- f) Discussion regarding professional reviewing professionals (PRP)
- g) Discussion Items - Commissioner Wolkoff
- a. Pros and Cons of present construction of the Commission
 - b. Is the Commission generating positive police relationships?
 - c. What tools are available for the Commission to create positive police relationships?
 - d. How should the Commission be involved with the Appleridge incident?
- h) Resource allocation- Commissioner Berkovitz

VI NEXT MEETING DATE

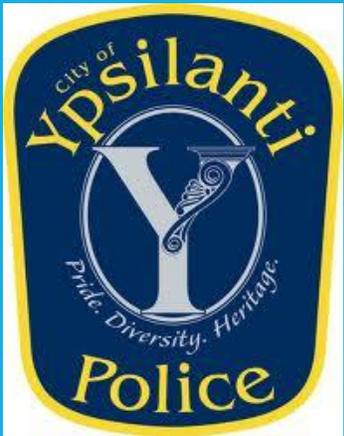
July 23, 2020

VII ADJOURNMENT

The meeting adjourned at 9:24 pm

YPD MOVING FORWARD

Community Policing Plan
2020 and Beyond



Current Model

- Traditional Reactive Policing:

Due to shortages in personnel over the years the Department has stuck to the basics.

This has caused work displacement and duties assigned to personnel that should be outside of their classification i.e. Patrol Officers required to carry a case load of investigations.

The common denominator is that everyone has been short on time and Community Policing is a labor intensive venture.

Community Policing Defined

This is not new!! Most of the principles of Community Policing are traced back to the Peelian Principles framed in 1829.

Community Policing is the focus on crime and social disorder through a balance of aspects from traditional law enforcement, problem solving, community engagement/partnerships which center on causes of crime and disorder.

Simply put, it requires police and citizens to join together as partners to both identify and effectively address issues.

Shift in Focus

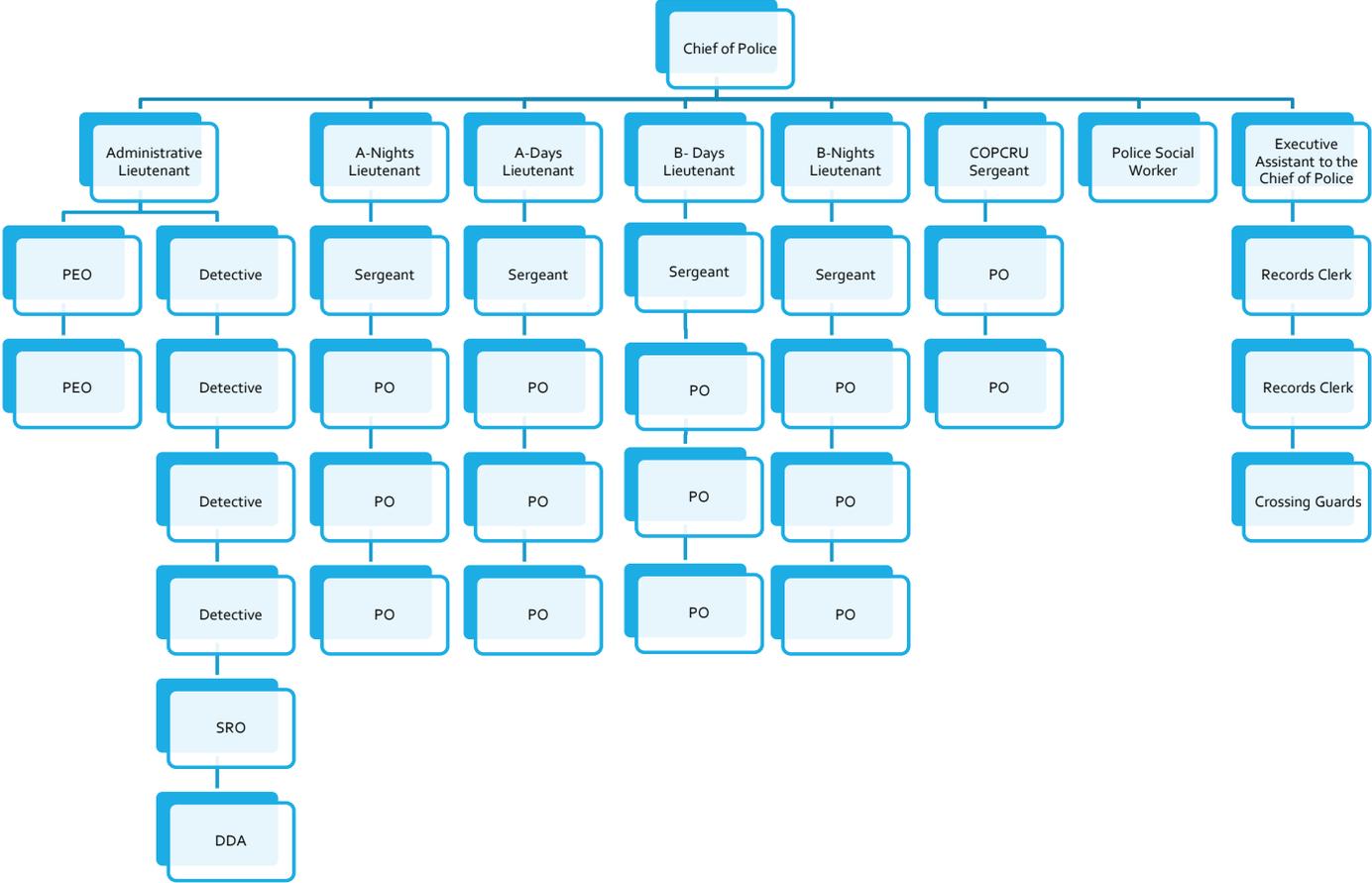
- Traditionally the following measures were used to evaluate the effectiveness of a Police Department:
- Number of arrests
- Number of tickets issued
- Number of cases cleared
- Response Times

These are still important markers, but there should be more.....

The New Outlook

- Measure effectiveness not by number of arrests, but rather the lack of crime
- Public perception of safety in the community
- Number of partnerships – mental health, community groups, substance abuse agencies etc.
- Number of non-law enforcement contacts
- Concentrate on areas specifically outlined in Pillar 4 of the President's Task Force on 21st Century Policing.

2020 Organizational Structure



So how do we get there...

- This plan calls for a phased in approach.
- The plan will revolve around a change in basic philosophy of how to do the work i.e. arrest may not always be the best solution to the problem.
- Training in COP and other areas of specialty will be required.
- How does the Social Worker function fit into the larger framework of the Department.
- Gaining cooperation from labor groups (this would be optimum, but not necessarily vital to the plan).

Phase One: Gaining Time

- Phase one will be the reallocation of personnel from the Patrol Division and placing them into the Detective Bureau.
- By taking the lengthy investigations away from Patrol Officers they will be available to do other COP type activities and spend more time on each call for service. This will help with familiarity between citizens and officers and the development of relationships.
- Currently there are only two detectives. The plan requires four be assigned. The challenge is in gaining the training and experience for the newly assigned personnel.

Phase Two: Geographic Assignment and Accountability

- The City will be divided into three patrol areas and each Patrol Team will assign a specific officer to each one of the areas. We believe that once the officer becomes known to those in their area they will be more likely to communicate crime issues or other problems to an officer that they are familiar and have gotten to know over time.
- As much as practical cases from these three areas will be assigned to a specific Detective. The Detective will be able to see crime trends or developing issues within their area.
- Periodic Meetings between the Detective and the four Officers assigned that area of the City will take place to develop strategies for solving problems and sharing information.

Phase Three: COPCRU

- Initially this will be a three person unit led by a Sergeant and acting under the direction of the Chief of Police.
- This unit will take an all resources approach to serving the community and reducing crime. Duties will include community engagement, event attendance, attendance at community meetings, street enforcement, traffic details, surveillance, assistance to Detective Bureau and any other assignment deemed as a COP function by the Chief.
- The personnel for this unit will also be taken from the current Patrol Division.

Challenges and Opportunities

- Young Department: We have many newer officers that will be given assignments that would normally be given to more seasoned officers. This will be challenging for those charged with supervision of these functions.
- However, this is also an opportunity. These newer officers will be more receptive to new ideas and methods of operation. COP will become a cultural foundation for the Department rather than a program change.
- Taking personnel from the Patrol Division may cause some overtime issues/expenditures. The extent of this issue is unknown at this time, but considered minor compared to the benefits of this change. I will be meeting with the Unions soon to discuss some possible changes that can help in this area.

Agenda Item
Police Complaint

[REDACTED]

[REDACTED] visited KFC on Michigan Ave in Ypsilanti on the afternoon of July 9, 2020. While attempting to order through the drive through clerk #1 stated "Sir, I can't hear you"; words were exchanged as clerk #1 began "popping off" in a what [REDACTED] termed a disrespectful manner. Clerk #2 attempted to diffuse the situation and [REDACTED] then decided to go into the establishment to show that she indeed was a woman.

Took her child in with her to speak with the manager and obtain contact information for the corporate office at which time clerk #2 apologised for the encounter.

[REDACTED] would have left at this point but considered it to be an inconvenience for her at the time, meanwhile she stated clerk #1 was beginning to become verbally aggressive. She decided to wait for her order inside of her vehicle.

[REDACTED] stated as she was waiting she was approached by an Ofc., [REDACTED] not wearing a mask and requesting identification; she denied the request for ID as she felt they were assuming she had a warrant because of her race. Though she did not provide ID [REDACTED] did give the Ofc. her name.

[REDACTED] feels YPD was used in a retaliatory manner against her by KFC.

She was trespassed from the property for one year.

The patrol cars had her blocked in and she was unable to leave.

None of the responding officers were wearing masks.

In order to be made whole, [REDACTED] is requesting her name be removed from all police reports relating to this incident.

Requesting additional training for officers or something put in place requiring the use of masks.

Officers consider both sides of the story before "jumping to conclusions".

Ban racial profiling.

NEWPORT NEWS, Va. — When I entered the police force in Virginia in 1987, I was one of the few Black officers in my department. On my first day on patrol, I was paired with an experienced white officer. As we prepared to hit the streets, he went over what he expected from me as a rookie. Then he pulled away from the curb and added, offhandedly: “Oh, if I call someone a nigger tonight, don’t get upset. It’s not directed at you, it’s directed at them.”

I was taken aback, but I didn’t say anything. It was only my second week on the job. I was young. I remember thinking to myself, “I probably won’t have this job long.”

That first night set the tone for what was to come. I kept my job and climbed the ranks over three decades in part because I learned how to navigate a racist system.

I have personally heard some of my white colleagues mock Black people, make crude jokes or ridicule the way they speak. White officers crudely disparage high-ranking Black officers behind their backs. A sergeant once asked me if I could read or write. He also told me he didn’t think Blacks should be policemen — he said it was like “letting a fox guard the hen house.”

When I was made detective, my transfer was mysteriously held up for months. I found out later that this was because I was being investigated for corruption. An officer had falsely accused me of selling drugs, despite my immaculate record in uniform. I wasn’t surprised.

Having witnessed a racist police system from the inside, I understand why people are desperate for change. Some are calling for the dissolution of policing altogether. As a Black person, I understand. As a cop, I think that’s the wrong answer.

I have seen firsthand how the right kind of policing can serve our communities and make people’s lives better. I have seen police officers use their own money to buy food and diapers for domestic violence victims, clean up a needle-filled vacant lot and build a playground on it, or take young people under their wing to give them a stable adult figure in their life.

I have also, of course, seen how police can harm people’s lives. The answer to racist policing is not in taking away all the good that policing can do, but rather in changing what it means to police, and who is doing it.

The first part of that change starts with hiring. The majority of police officers do not have four-year college degrees. They don’t start their career with a foundational education that will broaden their worldview, make them empathetic to other cultures or understand human psychology.

Editors’ Picks

Police academies must change, too. Police are taught that the enemy is “out there.” When they arrive at work with that mind-set, they don’t know who wants them in the

community, and who wants to kill them. It's no different than troops in Afghanistan or Iraq. We are patrolling the streets of our own cities as an occupying force.

Our training also focuses on worst-case scenarios: how to arrest someone, how to fight, how to use a weapon. Instead, it should emphasize *preventing* escalation. Once you get to the point where you are having to fight, you've already lost. The question after a shooting by the police should not be "Was it legal?" but rather "Was it necessary?"

The length of police academy varies, but here in Virginia, it's about six months, then around three months with a training officer on the job. Nine months is not sufficient preparation to give you the authority to take someone's life or deprive them of their liberty.

The probationary period for police officers should also be increased to a minimum of three years. Currently, once an officer has completed his probationary period, it is almost impossible to fire him. Performance evaluations must focus on more than the number of arrests made or traffic tickets written. They should include the officer's conviction rate, a thorough review of the types of arrests made and the number of complaints received.

We must also address the racism of police departments from the inside. I don't mean through "cultural diversity training." When my department did that training, most showed up because they had to and cracked jokes through the whole thing. Instead, we should hire officers who reflect the communities they serve, by race and gender. About 15 percent of the police officers on my force are Black in a city that is about 43 percent Black. This imbalance is reflective of most police departments in America.

Localities should also have the right to enact police residency requirements and give people a say in who polices their community. The officers involved in George Floyd's death did not have a connection to the community they served. Don't confuse being familiar with the people in the community with having a connection. All officers become acquainted with people on their beats — it's a business relationship. An officer must be able to understand, empathize and feel they are part of the community.

I've worked with hundreds of people as a trainer and patrol officer, investigator, administrator and assessor. When I hear calls to defund the police, I cringe. Not because I am a cop, but because the adage is true: You get what you pay for.

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Police salaries are low, making it hard to consistently attract the kind of folks we need on the force. This is not said to demean my fellow police officers. But when you make the job attractive to people who have a college degree and aspire for something more — to create social change, to understand human psychology, to make a difference in people's lives for the better — you get the kind of police force any community would welcome.

So yes, defund the police. But then re-fund them, better. Hire people with a college degree. Pay them more. Reform police academies to include *education* on psychology, cultural sensitivity, communication skills and de-escalation of conflict. Hold people to account.

It's not up to the officers to bring about change. We have to take drastic action to create that change for them. Those who want things to stay the same will have no choice but to go elsewhere, because the world has changed. Policing needs to catch up.