



**DETROIT  
BOARD OF POLICE COMMISSIONERS**

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February 24, 2022

Honorable Mayor Mike E. Duggan  
City of Detroit  
Coleman A. Young Municipal Center  
2 Woodward Ave #1126  
Detroit, Michigan 48226

**RE: BOARD OF POLICE COMMISSIONERS' RECOMMENDATIONS FOR 2022  
POLICE UNION CONTRACT NEGOTIATIONS**

Dear Honorable Mayor Duggan:

On behalf of the Board of Police Commissioners ('Board' or 'BOPC'), please accept this letter requesting your consideration regarding BOPC recommendations for the current police union collective bargaining negotiations. During our recent new Board Orientation, Board Members engaged in a healthy discussion regarding the Board's goals for 2022. One of our main oversight objectives is to enhance our collaborative efforts with the Detroit Police Officers Association (DPOA), Detroit Police Lieutenants and Sergeants Association (DPLSA), and Commanding Officers Association (COA) police unions toward ensuring the success of the City and the Detroit Police Department.

As the oversight Board of the Police Department, we play a vital role in a vast number of areas outlined in the City Charter including but not limited to: policy, discipline, promotions and complaints to name a few. To that end, it is important that we actively engage with the police unions to ensure that collective bargaining agreements and charter mandates are consistent. Moreover, these governing documents help safeguard all stakeholders' interests, and we would like to ensure that all agreements accomplish this goal.

In summary, we respectfully ask for your consideration regarding the following recommendations:

- (A) Summary Recommendations that Detroit Police Union Contract Provisions mirror City Charter mandates – Six (6) Recommendations.
- (B) Summary Recommendation that the DPOA Union Contract align with 21<sup>st</sup> Century Policing and Oversight National Best Practices. – Two (2) Recommendations.

**A. Recommendations that Detroit Police Union Contract Provisions mirror City Charter mandates:**

1. DPOA Union Contract Section 4 Union Responsibilities:  
Request to modify Sec. 4A- 1 to reflect that the BOPC should approve the arbitrator's panel, together with the Union and the Chief.
2. All disciplinary action, including an arbitrator's award should be subject to review and approval by the Board.

See Sec. 7-803 of the City Charter which specifically states disciplinary matters fall in the purview of the BOPC. The BOPC has final disciplinary authority in all grievances.

2. DPOA Union Contract Section 6 Management Rights:  
Request to modify Sec 6.12 - to establish and enforce policies regarding drug testing, provided such policies are approved by the BOPC. Sec 6 F. - The Department shall notify the Union and the BOPC of any anticipated policy changes regarding working conditions.
3. DPOA Union Contract Section 7 Grievance Procedure:  
Request to modify Sec. D - Medical Grievance procedure to reflect that the BOPC approve the Medical Arbitrators/ Mediators also.
4. DPOA Union Contract Section 8 Arbitration:  
Request to modify Sec A. 2. B. The BOPC should also be advised of the intent to terminate an arbitrator and the reason. Additionally, modify Sec. 8 to allow the Board to participate in the selection of arbitrators for police discipline, grievances, and other related matters given the Board's charter-mandate as the "final authority in imposing or reviewing discipline of employees of the department."  
Request to modify Section 8 Arbitration Sec. A. 7 .D. to reflect that the arbitrator's decision is not final until affirmed by the BOPC. Arbitrator awards must be approved by the BOPC. See Section 7-803 of the Detroit City Charter, which specifically states disciplinary matters fall in the purview of the BOPC. The BOPC has final disciplinary authority in all grievances.
5. DPOA Union Contract Sec. 9 Discipline:  
Request to modify to amend the number of years for removing written reprimands based on the impact and implications it has on the eligibility for police promotions and the Board's charter-mandated authority over discipline.

**B. Recommendation to align with 21<sup>st</sup> Century Policing and Oversight Best Practices:**

1. DPOA Union Contract Sec. 16 Employee's Rights involving OCI Investigative Responsibilities:  
Request to modify to reflect that DPD provide immediate access to all "relevant material" pertaining to any police complaint investigation or "citizen encounter" upon notification of an Administrative Interview for adequate preparation.
2. DPOA Union Contract Section 5 - Union Responsibilities:  
Request to modify Sec. 5A to state a formula for damages in the event of blue flu or a walkout.

As one of the oldest civilian oversight boards in the country with a rich history of monumental advances in law enforcement and oversight evolution, we have a unique opportunity to impact these key areas under your leadership and direction. Civilian Oversight and Law Enforcement Agencies look to the City as the model example for oversight and law enforcement. We hope that we are able to continue this standard by establishing and maintaining a collaborative relationship with the police unions toward the Department's and the Board's advancement.



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Thank you for the opportunity to submit recommendations for your consideration. We look forward to helping the Department, the Detroit Police Unions, and the City succeed in its endeavors.

Should you have any questions, please do not hesitate to contact me.

Thank you.

Sincerely,

**REV. JIM HOLLEY, PHD.**

Chairperson

Detroit Board of Police Commissioners

cc: Honorable Board of Police Commissioners

Chief of Police James E. White, Detroit Police Department, City of Detroit

Chief of Staff Trisha Stein, Honorable Mayor Mike Duggan's Office Administration, City of Detroit

DPOA Union Officials – President Craig Miller, Detroit Police Officers Association

Vice-President Ronald Thomas, Detroit Police Officers Association

Secretary / Treasurer Donna A. Latouf, Detroit Police Officers Association

Sergeant-at-Arms Linda Broden, Detroit Police Officers Association

DPLSA Union Officials – President Mark Young, Detroit Police Lieutenants and Sergeants Association

Vice-President Rodney Sizemore, Detroit Police Lieutenants and Sergeants Association

Erika Lee, Secretary / Treasurer, Detroit Police Lieutenants and Sergeants Association

Glenda Heath-Fisher, Sergeant-At-Arms, Detroit Police Lieutenants and Sergeants Association