

MINUTES
CITY OF FARMINGTON HILLS
FARMINGTON HILLS CITY COUNCIL
CITY HALL – COMMUNITY ROOM
MARCH 25, 2024 – 5:30PM

The study session meeting of the Farmington Hills City Council was called to order by Mayor Rich at 5:34pm.

Council Members Present: Aldred, Boleware, Bridges (arrived 5:35pm), Bruce, Dwyer, Knol, and Rich

Council Members Absent: None

Others Present: City Manager Mekjian, City Clerk Lindahl, Assistant City Manager Mondora, Police Chief King, and City Attorney Joppich

CLOSED SESSION

CONSIDERATION OF APPROVAL TO ENTER INTO A CLOSED SESSION TO DISCUSS AN EMPLOYEE REQUESTED REVIEW FOR GARY MEKJIAN, CITY MANAGER. (NOTE: COUNCIL WILL RETURN TO OPEN SESSION IMMEDIATELY FOLLOWING THE CLOSED SESSION).

MOTION by Knol, support by Aldred, that the City Council of Farmington Hills hereby approves entering into a closed session to discuss an employee requested review for Gary Mekjian, City Manager.

Roll Call Vote:

Yeas: ALDRED, BOLEWARE, BRIDGES, BRUCE, DWYER, KNOL AND RICH
Nays: NONE
Absent: NONE
Abstentions: NONE

MOTION CARRIED 7-0.

Council entered into open session immediately following the closed session at 6:00pm.

STUDY SESSION

WINBOURNE PHASE 3 PRESENTATION

The purpose of tonight’s study session was to review the Winbourne Phase 3 *Arrest Data Analysis Report* FHPD analysis. Tom Maureau, Winbourne Consulting, was present to provide an overview.

Council also heard from Police Chief King, who overviewed the report *Accountability & Culture of the Farmington Hills Police Department, March 25, 2024*.

Winbourne representative Maureau, Police Chief King and Council spoke to the shared goal of excellent, non-biased policing in the City.

Discussion included a review of Winbourne’s Phase 3 findings. The focus of the Phase 3 study was an analysis of the system of criminal arrest by FHPD, specifically but not exclusively during traffic stops. As previously noted during previous Phase 1 and Phase 2 discussions, there is a deficiency in arrest data due

to the limitations of the CLEMIS reporting system. One outcome of the overall study is that the Police Department is working with CLEMIS to find ways to provide necessary and accurate data. Reliable data ensures that choices are well-founded and effective. Accurate data can help inform training regarding bias, thus helping to ensure fair policing for all.

Certain members of the community can be disadvantaged when accurate data is not available, and actions and conclusions are based on assumptions, particularly when the assumptions include bias, whether implicit or explicit. Right now the data is so deficient that it does not allow anyone to say they are or they are not biased. CLEMIS acknowledges they have significant issues and improvements to make.

Winbourne considers it critical for FHPD to hire a new full-time employee that does data analysis.

Council discussed Winbourne's 12 consolidated recommendations, in terms of whether and how those recommendations are specific to FHPD, and whether they might be more generic in nature. Council asked Winbourne which police departments/agencies are doing the recommended items very well.

Mr. Maureau emphasized that the study was specific to Farmington Hills, and provided a clear road map for a good department to become better. He noted that the Department had already enacted changes based on what was found in the study.

Chief King presented the document *Accountability & Culture of the Farmington Hills Police Department*. The report detailed the Department's internal and external accountability practices. He emphasized that the Police Department practices are constitutional and are without prejudice or bias to the best of their ability. At the same time, the Department has been and is willing to be open to any and all reviews, audits, and investigations from either internal processes or external processes. Chief King pointed out that Farmington Hills is routinely recognized as one of the safest communities in Michigan, and that based on numerous interior and exterior evaluations, there was no evidence of unaddressed misconduct or biased/unconstitutional policing.

City Manager Mekjian said that working through human resources and the City's DEI group, the City was modeling some of its employee evaluations, where applicable, on processes being used by the Police Department.

Mayor Rich noted that CLEMIS representatives would be at a study session in April, and there would also be a future meeting for additional discussion regarding the issues involved.

ADJOURNMENT

The study session meeting adjourned at 7:23pm.

Respectfully submitted,

Carly Lindahl, City Clerk