

2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS MEETING
April 18, 2024 at 3:00 P.M.

1 CHAIRPERSON PRESSLEY: Good afternoon. It is now 3:00
 2 PM. I am going to call this meeting of the Detroit Board
 3 of Police Commissioners to order. Seeing that we don't
 4 yet have a quorum, we will begin as we do every week with
 5 a word of invocation, which we offered by our chaplain.
 6 CHAPLAIN FRANKLIN: Good afternoon, everyone. Let's
 7 bow our heads. Father, in the name of Jesus, we just want
 8 to thank you for this day. We thank you for this awesome
 9 team of the Board of Police Commissioners. Lord, we ask
 10 that you are just blessed, be in the midst of them,
 11 Father. We just thank you for the wisdom and knowledge
 12 that you have given them, Lord God. And we just want to
 13 thank you for everything that you're going to do. We give
 14 your name, glory, honor, and thanks, in Jesus' name,
 15 amen.
 16 CHAIRPERSON PRESSLEY: Amen. Thank you so much for
 17 your words of invocation. Noting that there isn't a
 18 quorum present, we will move forward with our amended
 19 agenda, having our acting secretary provide us with our
 20 announcements. And then, if we still don't have a quorum,
 21 Mr. Brown, you can move forward with your secretary's
 22 report.
 23 MR. BROWN: Yeah. Good afternoon, Mr. Chair. The
 24 announcement. The next BOPC meeting will be April 25th,
 25 2024, at 3:00 PM, here at Detroit Public Safety

1 Headquarters. That address is 1301 Third Street in the
 2 Skylar Herbert Room. The next BOPC community meeting
 3 would be Thursday, May 9th, at 6:30 PM, with the 8th
 4 Precinct hosting. And the location would be at the 8th
 5 Precinct auditorium. That address is 2155 5 West
 6 McNichols, 48219. The monthly committee meeting is
 7 scheduled for April, 2024. The Citizen Complaint
 8 Committee meeting will meet Tuesday, April 23rd, 2024, at
 9 5:00 PM. The Policy Committee will meet Tuesday, April
 10 30th, 2024, also at 5:00 PM. And all those can be
 11 attended at Detour Public Safety Headquarters, or you can
 12 view them on Zoom. And Mr. Chair, I go to my report.
 13 CHAIRPERSON PRESSLEY: Well, we do now have a quorum,
 14 and so we can move to our formal agenda, which will be
 15 the introduction of commissioners. Go right ahead.
 16 Secretary Brown.
 17 MR. BROWN: Yes. Chairperson Pressley - Here.
 18 MR. BROWN: Vice Chairperson Smith - Present.
 19 MR. BROWN: Commissioner Bernard - Attorney Linda
 20 Bernard, District 2 - Present.
 21 MR. BROWN: Commissioner Banks says he's on his way.
 22 MR. BROWN: Commissioner Bell - Present District 4.
 23 MR. BROWN: Commissioner Burton - Present District 5.
 24 MR. BROWN: Commissioner Carter -
 25 MR. BROWN: Commissioner Moore, got an excuse.

1 MR. BROWN: Commissioner Hernandez -
 2 MR. BROWN: Commissioner Gamble -
 3 MR. BROWN: Commissioner Woods - Present.
 4 CHAIRPERSON PRESSLEY: All right. And again, with
 5 that, we do indeed have a quorum. Before we move on to
 6 the approval of the April 18th, 2024 agenda, I would like
 7 to make an adjustment to this agenda, to move unfinished
 8 business, as well as new business directly after the
 9 Chief of Police report. And so now the Chair will move
 10 towards the... is there any objection to those changes?
 11 COMMISSIONER BURTON: Object. Mr. Chairman, I think
 12 we should keep everything in place according to the place
 13 of the agenda.
 14 CHAIRPERSON PRESSLEY: Okay. So noting that
 15 objection, that means that we need to vote on the
 16 approval of the agenda with those changes being made. And
 17 so the Chair entertains a motion for the approval of the
 18 agenda of April 18th, 2024, noting the change of
 19 unfinished business and new finished business being
 20 placed after the Chief of Police report.
 21 COMMISSIONER WOODS: So moved.
 22 CHAIRPERSON PRESSLEY: Is there a second?
 23 VICE CHAIRPERSON SMITH: Second.
 24 CHAIRPERSON PRESSLEY: All those in favor please
 25 signify by saying, aye.

1 COMMISSIONERS: Aye.
 2 CHAIRPERSON PRESSLEY: All those opposed? No. The
 3 ayes have it. That the agenda is approved as amended.
 4 Next, we'll move on to the approval of the minutes for
 5 April 11th, 2024. Is there any objection to the approval
 6 of these minutes? Hearing no objection, the minutes will
 7 be approved; the minutes are approved, rather. Now we'll
 8 move on to the introduction of BOPC Staff, Chief of
 9 Police, Elected Officials, Representatives, and Community
 10 Leaders by Acting Secretary Brown.
 11 MR. BROWN: Good afternoon, Mr. Chair. Currently we
 12 have Parliamentarian, Dr. Francis Jackson, Attorney
 13 Stephani LaBelle, Chief Investigator Jerome Warfield, Ms.
 14 Jonya Underwood, Ms. Teresa Blossom, Ms. Candice Hayes,
 15 Supervising Investigator, Ms. LiSonya Sloan, and VIPs in
 16 attendance, we have AC Fitzgerald sitting in for the
 17 Chief, Lieutenant Mark Young, LSA President, Mr. Ron
 18 Thomas, DOA Vice President, Ms. Freda of Butler,
 19 President of District 2 Community Relations, and Ms.
 20 LaDon Davis, Office of Fred Durhal III.
 21 CHAIRPERSON PRESSLEY: Alright. Thank you. And again,
 22 we are so grateful for everyone's attendance, whether in
 23 person or virtually, and it is our hope that we'll add to
 24 the productivity of today's meeting. At this time, we'll
 25 move forward to the Board of Police Commissioner's

1 Officers report where there is a resolution calling for a
 2 ceasefire in Gaza and the immediate release of all
 3 hostages. We'll have Vice Chair Tamara Liberty Smith to
 4 read that into the record.
 5 VICE CHAIRPERSON SMITH: By the Board of Police
 6 Commissioners Resolution.
 7 CHAIRPERSON PRESSLEY: Commissioner Smith, you can
 8 stall on that reading. We've just lost our quorum, which
 9 was to be anticipated. And so now we will again move to
 10 our amended agenda where Mr. Brown, you can go forward
 11 with your secretary's report.
 12 MR. BROWN: Yeah, Mr. Chair, currently there are
 13 three incoming correspondence under my report. You
 14 received today, a BOPC towing response from Corporation
 15 Council Conrad Mallett. Also, there was a policy memo
 16 from the Chief of Police Office regarding facial
 17 recognition and eyewitness policy. And the third, but
 18 last is OCI weekly inventory report. That's all for the
 19 secretary's report.
 20 CHAIRPERSON PRESSLEY: Okay. Thank you for that. And
 21 with that, there are no further items that we can handle
 22 under the amended agenda, and so we'll move forward with
 23 public comment.
 24 MS. UNDERWOOD: Mr. Chair, you have five speakers.
 25 I'll start with those in the room. Ms. Williams, Minister

1 Eric Blount and Lieutenant Mark Young.
 2 MS. WILLIAMS: Hi.
 3 CHAIRPERSON PRESSLEY: Hello.
 4 MS. WILLIAMS: How are you guys doing today?
 5 CHAIRPERSON PRESSLEY: Great.
 6 MS. WILLIAMS: Well, I haven't been here in a few
 7 weeks, and the last time I was here, I spoke to
 8 undercover officers working in the shelter where I reside
 9 at. And the assistant chief said, he does not have
 10 anybody in there. And I keep saying, okay, it is off the
 11 books, are they just in there? So I went down to Attorney
 12 Affairs and I made a complaint concerning officers in
 13 there going through my stuff without a search warrant,
 14 stalking me on my devices. And I don't even think I
 15 really spoke to Internal Affairs. They might have just
 16 been acting like they work with Internal Affairs on the
 17 third floor, because normally they give me a business
 18 card. The last Internal Affairs officer I spoke to, his
 19 name was LaMar Armstrong. So I asked them for their
 20 business cards.
 21 But the point is, I've been coming here for a whole
 22 year, and I'm very disappointed in a lot of people in
 23 this room. You all take these positions and you all like
 24 it's all about money, corruption, and who can do what and
 25 how you guys are going to do it, and who is going to call

1 in favors? And it's very unfortunate, all the stuff I
 2 learned since I've been out here homeless, and all the
 3 money that has been stolen, and the corruption in this
 4 State, not just the city. And I'm just frustrated with a
 5 whole lot of illegal corruption in the city, and I'm
 6 tired of people disrespecting my constitutional rights,
 7 going in there without a search warrant, illegal cameras
 8 in there they can pull up on their phones. These are
 9 undercover officers, and the staff are fully aware of
 10 this. So I don't know how you guys are going to address
 11 this issue, excuse me, the issue that I've been
 12 complaining about, about officers stalking me, following
 13 me in their civilian vehicles, all type of stuff. And at
 14 the end of the day, if I cannot trust the people who are
 15 supposed to protect and serve. Who can I trust?
 16 CHAIRPERSON PRESSLEY: Thank you.
 17 MINISTER BLOUNT: Good afternoon board.
 18 CHAIRPERSON PRESSLEY: Good afternoon.
 19 MINISTER BLOUNT: This week's investigative report by
 20 the Detroit Free Press, details some extremely disturbing
 21 facts of police officers shooting of citizens who are not
 22 killed, but also are not charged with any crime, and of
 23 course, the body-worn camera footage is nowhere to be
 24 found. This goes in line with so many other issues that
 25 are being investigated that this board could easily do

1 itself, but you refuse to. So we still have governmental
 2 agencies. The Auditor General is wrapping up their
 3 investigation later this year. The Inspector General has
 4 released some of its findings, but still, we play this
 5 game of avoiding police officer misconduct.
 6 And there's nothing wrong with the policies and
 7 procedures, it's the pattern and the practices of some of
 8 the bad police officers that make this whole city
 9 dangerous for young black men. Yes, Commissioner Bernard,
 10 I have been very critical of your behavior for your
 11 solicitation of police officers you just voted to
 12 promote. But along with that, it's the system that allows
 13 you to do this. No one ever called you out about that.
 14 Say, Hey, wait, stop. That's not right. Don't do that.
 15 Don't do it again. At least you haven't done it again.
 16 But it's the system that everybody keeps silent and lets
 17 you go ahead and do something so egregious. But no one
 18 says anything. It's the system that backs you up that
 19 bothers us the most.
 20 CHAIRPERSON PRESSLEY: Thank you. Let the record show
 21 that Commissioner Hernandez has joined us, and with that
 22 we do indeed have a quorum. And so we'll return to the
 23 Board of Police Commissioner's Officers Report where
 24 Vice-Chair Smith will be reading the board's resolution
 25 calling for a ceasefire in Gaza. And immediate release of

1 all hostages. Vice Chair Smith.
 2 VICE CHAIRPERSON SMITH: Thank you. By the Board of
 3 Police Commissioners Resolution calling for a ceasefire
 4 in Gaza, and immediate release of all hostages. WHEREAS
 5 on October 7th, 2023, Hamas launched an unprecedented
 6 attack against Israel, taking over 200 hostages and
 7 resulting in the deaths of 1200 Israelis; and WHEREAS the
 8 Cabinet of Israel subsequently formally declared war
 9 against Hamas, and the Israeli defense minister ordered a
 10 complete seize on Gaza; and
 11 WHEREAS since the war began, Gaza has endured
 12 punishment and been largely cut off from humanitarian
 13 aid, and thousands of people have been killed, and more
 14 than 1 million have been displaced; and
 15 WHEREAS due to the imminent threat of famine, the
 16 United Nations Security Council referring to the conflict
 17 as a catastrophic humanitarian situation, has called for
 18 the immediate lifting of all barriers to the delivery of
 19 humanitarian aid; and
 20 WHEREAS as of April 5th, 2024, the war against Hamas
 21 has destroyed much of the civilian infrastructure within
 22 Gaza, including hospitals, and resulted in the deaths of
 23 over 32,000 people, and more than 75,000 have been
 24 injured with at least two-thirds of the casualties being
 25 women and children; and

1 WHEREAS the current war between Israel and Hamas
 2 marks the most significant escalation in decades and
 3 continue escalation could result in a larger regional
 4 conflict with devastating consequences; and
 5 WHEREAS the Board of Police Commissioners believes
 6 that all surveying nations in pursuit of self-defense
 7 must comply with international humanitarian law
 8 regardless of the geographic context; and
 9 WHEREAS the Board of Police Commissioners agrees
 10 that no human should be deprived of water, food,
 11 healthcare, and medical supplies, energy, fuel, and
 12 electricity and other basic needs and decrees the
 13 deprivation of thereof; and
 14 WHEREAS the Board of Police Commissioner condemns
 15 all acts of violence aimed at Israeli and Palestinian
 16 civilians and mourns the loss of all civilian lives and
 17 hostages; and
 18 WHEREAS the Board of Police Commissioner is gravely
 19 concerned and recognizes that a lasting resolution can
 20 only be achieved by peaceful means and diplomacy.
 21 NOW THEREFORE BE IT RESOLVED
 22 That the Board of Police Commissioners calls for an
 23 immediate, durable and sustained ceasefire to protect and
 24 save human lives, which allows for humanitarian aid and
 25 the unhindered provision of goods to civilians throughout

1 Gaza, which are indispensable to the survival as required
 2 by international humanitarian law.
 3 Now be it finally resolved as part of the ceasefire,
 4 the Board of Police Commissioners calls for the
 5 unconditional release of all civilians who are being
 6 illegally held hostage, demanding their safety,
 7 wellbeing, and humane treatment in compliance with
 8 International Law
 9 CHAIRPERSON PRESSLEY: The Chair entertains a motion
 10 to adopt this Resolution into our archives.
 11 COMMISSIONER WOODS: So moved.
 12 CHAIRPERSON PRESSLEY: Is there a second?
 13 COMMISSIONER BERNARD: Second.
 14 CHAIRPERSON PRESSLEY: All those in favor signify by
 15 saying, aye.
 16 COMMISSIONERS: Aye.
 17 CHAIRPERSON PRESSLEY: All those opposed? No, the
 18 ayes have it. This motion is adopted.
 19 COMMISSIONER BERNARD: Mr. Chairman.
 20 CHAIRPERSON PRESSLEY: Commissioner Bernard
 21 COMMISSIONER BERNARD: I just want to make a point. I
 22 approve this Resolution entirely, and hopefully our
 23 weighing in on this subject will make a difference. But I
 24 think the intent of the speakers that we've had before us
 25 over the last four meetings, four weeks, has been to look

1 at how the department is spending its resources, and
 2 whether or not any of those resources are going to
 3 companies that are responsible for at least directly or
 4 indirectly for the carnage that's happening in Gaza.
 5 Specifically, one of the gentlemen said to us the drones
 6 are what are creating the targets. The drones don't pull
 7 the trigger. Of course, the Israeli soldiers pull the
 8 trigger or whoever's pulling the trigger. And I think it
 9 is important for us to, to look at who, who, the \$600
 10 million that we spend almost a billion a year to see if
 11 any of the companies that we're doing business with are
 12 involved in this conflict directly or indirectly, and in
 13 what manner?
 14 And the reason I say that is that you may not be old
 15 enough to remember this, but I remember when there was
 16 apartheid in South Africa, and it was the students at
 17 Harvard University that protested and protested before
 18 the Board of Regents of Harvard University and said, we
 19 have to disinvest, we can't support companies that are
 20 supporting apartheid. And I think this movement that
 21 people that have spoken to us about it, will come in and
 22 have that same sentiment. Dollars are what, you know,
 23 funds wars, and we should know if any of our dollars are
 24 being spent with any of those companies. So asking the
 25 department that question, I think is appropriate. And we

1 get the answer from the department or from your
 2 purchasing agent, whatever it is. We have a right to know
 3 whether we do anything with it or not, but we have a
 4 right to know if we're supporting any companies that are
 5 supporting this war effort. That's all
 6 CHAIRPERSON PRESSLEY: Duly noted. Commissioner
 7 Woods.
 8 COMMISSIONER WOODS: Yes. I think it's an
 9 unreasonable request to ask the department to search for
 10 a ghost. The fact of the matter is that if we have some
 11 information on any companies that's participating in
 12 this, then we could see if we are doing business with any
 13 of those folks. But I don't think that was even the
 14 request, I think the request was just to be able to deal
 15 with technology within the department, and such a blanket
 16 statement means that, you know, you can't use a cell. We
 17 want to get rid of our cell phone providers. Motorola,
 18 I'm sure that there's some communication, that type of
 19 technology is just so broad that if we approved such a
 20 motion that it would put us in one of the biggest trick
 21 bags ever. So folks need to be more specific as it
 22 relates to those types of things and not, you know,
 23 having an emotionally charged situation and playing
 24 politics with it.
 25 COMMISSIONER BERNARD: It is not...

1 CHAIRPERSON PRESSLEY: Are you wanting to be
 2 recognized?
 3 COMMISSIONER BERNARD: May I be recognized?
 4 CHAIRPERSON PRESSLEY: Commissioner Bernard.
 5 COMMISSIONER BERNARD: Okay. It is not an overbroad
 6 request. It's a simple request. HR, I mean, I'm sorry.
 7 Purchasing can give you a list of every single company in
 8 the world that we do business with. Then the question
 9 becomes whether any of those companies are engaged in
 10 terms of providing any support to this conflict. We can
 11 then decide whether we want to or not want to, you know,
 12 issue a resolution or prod the department to not do
 13 business. That's a whole separate issue. But we are
 14 entitled to the information. We're a \$3 billion municipal
 15 corporation. We have more than enough resources to answer
 16 any question, particularly one that's so easy to do. If
 17 it's Motorola, does Motorola do business? These are easy
 18 answers, and an easy questionnaire, if you will, to be
 19 responded to. And we're entitled to that information.
 20 CHAIRPERSON PRESSLEY: Commissioner Woods.
 21 COMMISSIONER WOODS: But that was not the resolution
 22 that was presented before us. The resolution that was
 23 presented before us was just absolutely too broad. And
 24 again, if there are some specifics from the writer of the
 25 resolution who's not here right now, I guess that...

1 COMMISSIONER BERNARD: He was defeated.
 2 CHAIRPERSON PRESSLEY: Excuse me, Commissioner
 3 Bernard, speak through the Chair, and also wait to be
 4 recognized. Commissioner Woods.
 5 COMMISSIONER WOODS: Yeah. The writer of that
 6 resolution has really derelicted his responsibility in
 7 his role as a police commissioner, not to be in this room
 8 and to continue to play games, and walk out on vitally
 9 important votes that impacts us moving this commission
 10 forward and this organization forward. So I don't even
 11 respect the resolution that he, or I am not going to
 12 speak on him, but the resolution in itself, excuse me,
 13 ma'am, you know, through the Chair. I think it's just
 14 wrong, and I think we need to move forward, and to play
 15 politics on something that is so emotionally charged in
 16 this nation, that's not the posture that we need to take
 17 as a commission.
 18 COMMISSIONER BERNARD: Mr. Chairman, I...
 19 CHAIRPERSON PRESSLEY: Commissioner Bernard, I want
 20 to remind you to speak through the Chair.
 21 COMMISSIONER BERNARD: Thank you. Through the Chair.
 22 I do not know what my colleague is speaking about.
 23 There's no politics here. This is a straight out question
 24 that universities and cities and communities answer all
 25 over the country. And the motion that my colleague is

1 referring to was defeated. So that is no longer an issue
 2 here. The issue is, very succinctly, whether or not the
 3 police department is doing business with companies that
 4 are involved in this conflict financially. That's the
 5 only question. And the resolution you're talking about
 6 was defeated, as I said. And furthermore, criticism of
 7 your colleague that way is inappropriate, particularly an
 8 elected member of this board. I don't care which member
 9 it is, but that is inappropriate.
 10 CHAIRPERSON PRESSLEY: Well, I would suggest that I
 11 think that the conversation has been thoroughly debated.
 12 And again, I think that what we have done by passing this
 13 resolution on this ceasefire was again, to make sure that
 14 the board's position on this humanitarian crisis was made
 15 clear. I do echo the sentiments of Commissioner Woods,
 16 that if and when any particular company has or could be
 17 identified as having any involvement with the crises over
 18 there, and we are somehow supporting them financially,
 19 then I think that they can be handled at that moment. But
 20 again, to just make a broad statement of suspicion, not
 21 being able to identify any such semblance that that is
 22 occurring, or is the case, even having had the department
 23 at times to share with us that they don't believe that
 24 any of that is already occurring, I think would be a
 25 distraction from the number of policies that your

1 committee even is leading the effort on that actually has
 2 an impact on the citizens and who we are called to serve.
 3 So, again, if by chance it comes out, and is made
 4 aware that there are companies, then I think that a
 5 Commissioner stands ready to make a statement in that
 6 regard. And above that, your request, Commissioner
 7 Bernard, does not require resolution. If it is your
 8 desire to make an inquiry of DPD around the matter in
 9 which you suggest that can be made, and it doesn't
 10 require the resolution. And so, again, I believe that the
 11 consensus of the board was to try to separate the matters
 12 so that there wouldn't be any confusion or conflation of
 13 the issues that would be stated very clearly with clarity
 14 how this board feels regardless, to this humanitarian
 15 crisis. And so with that, we have a very packed agenda.
 16 And so I do want to indeed move on. And so with that, we
 17 will now move to the Chief of Police Report which will be
 18 provided to us by AC Fitzgerald.
 19 AC FITZGERALD: Good afternoon, honorable board. And
 20 I will be brief. I just want to talk about the crime
 21 data. The crime data, the numbers, they truly are
 22 trending in the right direction. But what was unique this
 23 week is that in the 30 years I've been on, I have never
 24 seen green arrows for every single part one category.
 25 Everything is down across the board on the Eastside and

1 the Westside. And I'm telling you, it's my first time in
 2 30 years. So definitely not celebrating, but there is a
 3 little bit of excitement that we've continued to trend in
 4 the right direction in a good year in 2022, a better year
 5 in 2023, and we're continuing that trend. Listen, 49
 6 homicides is still way too many for any city/ State. But
 7 being down 30% in homicides alone is something that we're
 8 excited about that we continue to trend down to 23%.
 9 We're down in non-fatal shootings, 38%. So it's not
 10 even small numbers. These are big double digit numbers.
 11 So hopefully more to come with that. Our drifting and
 12 drag racing detail continues to run. Just a couple things
 13 of note, we've already impounded 22 cars since we started
 14 mid-March. And the scary thing is we've recovered 12 guns
 15 during our detail. So it's always good to get the guns
 16 off the street, the illegal ones. Our mental health
 17 related calls for service, up slightly this year but
 18 looks like it's starting to trend in the right direction.
 19 Again, it's starting to level off a little better. But
 20 the men and women of our mental health response, the CIT
 21 trained officers, are just doing an incredible job out
 22 there. Overdose related calls down this year, the first
 23 time in a few years too. So more good news.
 24 Unfortunately, there are still far too many that we'd
 25 like to get ahold of. Just a couple significant incidents

1 that go around. Thursday, April 11th, approximately 11:10
 2 AM at the corner of Phillips and Waveney in the 5th
 3 Precinct, there were two victims discovered, they had
 4 first appeared to be a drug overdose, later determined
 5 that one of the male victims was shot and the female
 6 victim was brutally beaten to death. At this point it's
 7 kind of in a little of a vacant area, so we really need
 8 the community's help and support on that. So if anyone
 9 saw anything leading up to that event prior to, if they
 10 know them from the area, they could please call Crime
 11 Stoppers at 1800 SpeakUp or Detroit Rewards TV.
 12 CHAIRPERSON PRESSLEY: And what was that area, AC
 13 Fitzgerald?
 14 AC FITZGERALD: Phillips and Waveney in the 5th
 15 Precinct.
 16 CHAIRPERSON PRESSLEY: Thank you.
 17 AC FITZGERALD: Yep. Down the Eastside. Last
 18 incident. Sunday, April, it's a drag racing issue. April
 19 14th, the officers went to Martin Luther King Rosa Parks
 20 to investigate drag racing. When they got there, a lot of
 21 cars were taken off in the area trying to flee. They did
 22 identify one car through a license plate, and tracked it
 23 back. They attempted to stop the car, the car took off at
 24 a very high rated speed. We will not chase for something
 25 like that, so you let it go. But the CAT's team just did

1 an amazing, our Commercial Auto Theft, did an amazing bit
 2 of work, tracked that out to a registered owner in
 3 Sterling Heights. So we made the trip out to Sterling
 4 Heights to take the vehicle at that time.
 5 We investigated the driver. He was found to be in
 6 possession of an illegal handgun. So that warrant was
 7 submitted to the Wayne County Prosecutor. So just a great
 8 follow up by our officers getting out there. And we're
 9 trying to be rid of this drifting drag racing nonsense
 10 that we see every day. On some positive notes, the NFL
 11 draft is one week away. So we hope to see you all come
 12 down at some point in time. I know the last number we
 13 received is over 300,000 one passes. So there's going to
 14 be a lot of excitement downtown. And we probably won't
 15 get a whole lot of sleep for those three days, but it
 16 should be fun nonetheless with spring. Citizens Police
 17 Academy started on Monday, April 15th. There is still
 18 availability, if you want to join up. You can call
 19 5962520 and ask for either Corporal Woods or Corporal
 20 Wilson. Be more than happy to try to get you into that
 21 class. We had a wonderful visit Tuesday from the Deputy
 22 US Attorney Lisa Monaco. She came and she toured the Real
 23 Time Crime Center. She stayed for quite a while. We did
 24 some Q&A. It was just a really nice visit. And she just
 25 wanted to look to see what we're doing with these

1 historic crime numbers and the decrease in crime. So it
2 was a wonderful meeting. We have Saturday, April 20th is
3 the DEA drug take back day. So you can go to any DPD
4 precinct and you can get rid of any of your unwanted or
5 expired medications from 10:00 AM to 2:00 PM. Again, it's
6 at any DPD precinct.

7 And lastly another positive. We had an unfortunate
8 five people shot at the Chicago Blues back on March 29th.
9 Just some amazing work by the detectives and the officers
10 and our members from our FAST. A lot of effort was put
11 into it. They were able to secure a multi count warrant.
12 We were able to track this young man from Tennessee
13 coming back here to come see the probation officer. And
14 he was taken into custody at Metro Airport. So just a lot
15 of really, really good work. And the officers just did an
16 amazing job to get someone who could just recklessly
17 shoot at a group of people, shoot five people over a
18 fight, over a parking spot. So, I just wanted to
19 highlight that. And other than that, I'd be more than
20 happy to take any questions you may have.

21 CHAIRPERSON PRESSLEY: Thank you. Let the record show
22 that Commissioner Banks has joined us. Are there any
23 questions for AC Fitzgerald?

24 COMMISSIONER BELL: Mr. Chairman.

25 CHAIRPERSON PRESSLEY: Commissioner Bell.

1 COMMISSIONER BELL: I just have a statement. I just
2 want to wish the men and women of DPD the best in terms
3 of this international event. I know it's going to be, not
4 24 hours is going to be 36 hours, you know, in terms of a
5 full day to get to sleep on Sunday, right afterwards.

6 AC FITZGERALD: That's right.

7 COMMISSIONER BELL: Okay. Thank you. Wish you the
8 best.

9 CHAIRPERSON PRESSLEY: Commissioner Bernard.

10 COMMISSIONER BERNARD: Just quickly. I want to, first
11 of all, acknowledge the awesome report that was part of
12 the mayor's State of the City address by our Chief
13 regarding the police department. And congratulations, of
14 course, goes to you, all of the deputy chiefs, the
15 assistant chiefs, every single member of the force. And
16 when I was walking in, there were two people that had
17 just been sworn in last month, and they were young and
18 excited. And, you know, they were at the thing, you know,
19 where you have to walk through the big thing that we have
20 now. And they were just so enthusiastic about the
21 department and about their assignment. The lady was
22 African American, the man was Arab-American, and it was
23 just wonderful. And then to go inside and watch what is
24 by far the best State of the City report in the history
25 of this city, particularly in the last, let's say 30/40

1 years. It was unbelievable. And again, I want to
2 recognize, obviously, Mother Bernice, who was also
3 recognized by the mayor last night in his remarks on
4 stage. So, please congratulate the entire department on
5 my behalf, and I'm sure on behalf of my colleagues. But
6 it was an exceptional report on crime, and everyone was
7 super excited by what the department is doing. Thank you.

8 AC FITZGERALD: I will. Thank you, miss.

9 CHAIRPERSON PRESSLEY: Any further questions or
10 comments for the Chief? Hearing none, thank you for your
11 report. At this time, noting that we did amend the
12 agenda, we will now move towards unfinished business,
13 where we'll begin with the special Personnel and Training
14 Committee Report, which will be read to us or offered to
15 us, presented to us, rather by the Chair of that
16 Committee, Commissioner Darryl Woods.

17 COMMISSIONER WOODS: Thank you very kindly. On behalf
18 of the Board of Police Commissioners, Special Personnel
19 and Training Committee, please see the key updates from
20 the committee meeting held on April 1st, 2024. Board
21 attendees were committee Chairperson Woods via Zoom,
22 Darryl Woods via Zoom and Vice Chair Tamara Liberty
23 Smith. And Commissioner Lisa Carter. The executive
24 administrative assistant, two interviews, seven
25 administrative assistants, two candidates were invited to

1 interview two candidates, Artemisia Johnson(sic), and
2 Sianneh Jensen arrived and were interviewed. The
3 interviews lasted approximately 15/20 minutes each, and
4 consisted of the following elements: introductions,
5 instructions, overview of position, interview questions.
6 Commissioner Smith and Commissioner Carter asked the
7 candidates the standard five questions. Commissioners
8 asked, clarifying and follow up questions as needed.

9 Writing sample. Ms. Joshua was the only candidate to
10 prove a legal writing sample. Each commissioner was
11 provided a copy of the writing sample. After scoring each
12 candidate, the Special Personnel and Training Committee
13 voted to move Artemisia Joshua to the full board for the
14 position of executive administrative assistant to legal.
15 The Special Personnel and Training Committee discussed,
16 and approved the recommended salary offer of \$65,000
17 pending the further negotiation and background check. And
18 so that concludes my report as it relates to that.
19 However, we are fully prepared to do interviews next week
20 on the investigator positions.

21 CHAIRPERSON PRESSLEY: Thank you. So, by
22 recommendation of the Special Personnel and Training
23 Committee, the Chair entertains a motion to offer to
24 Artemisia Joshua
25 the position of executive administrative assistant,

1 legal with the recommended salary of \$65,000, pending
2 further negotiation and background checks. It doesn't
3 require a second because it comes out of committee. Any
4 discussion? Commissioner Bernard.

5 COMMISSIONER BERNARD: My question is only to our
6 chief investigator. Do you concur in these
7 recommendations as these people will be working for you?

8 CHAIRPERSON PRESSLEY: Well, actually, this person
9 will be working directly with the board's attorney.

10 COMMISSIONER BERNARD: Oh, I know that. Well, yeah.
11 That and our person, I'm talking about the investigative
12 position.

13 CHAIRPERSON PRESSLEY: Yeah. We're not yet there at
14 the investigative position. Again, this motion is
15 relative to the executive administrative assistant,
16 legal. So is there any further discussion? Commissioner
17 Burton.

18 COMMISSIONER BURTON: The question is, you know, how
19 many people applied for that position in entirety? And
20 also you know, we want to be able to, to bring on someone
21 who wants to make this a career with the Board of Police
22 Commissioner's Office, instead of, you know, here for a
23 short stay, and then they may be gone later. So it's very
24 important to know how many people applied. Are we hiring,
25 you know, the best person that's in the pool? And it

1 would be nice if we could have three or four names
2 brought before the full board so the full board could
3 interview them. You know, that would be best practices in
4 this regard, because these individuals will be working
5 for the board.

6 CHAIRPERSON PRESSLEY: So to the first question,
7 Commissioner Woods, do we know how many people apply for
8 the position?

9 COMMISSIONER WOODS: Through the Chair? All the
10 applications were forward to all the commissioners.

11 CHAIRPERSON PRESSLEY: Attorney LaBelle, would you
12 like to share how many people applied for the position

13 ATTORNEY LABELLE: Through the Chair. This goes back
14 many months, but my recollection is about 70 people
15 applied for the position. Eight, I think were advanced to
16 the committee. And then given the passage of time, three
17 remained, and I think those are the three that
18 Commissioner Woods speaks of.

19 CHAIRPERSON PRESSLEY: Thank you.

20 COMMISSIONER WOODS: Yes. Also, through the Chair,
21 the information was, and they are often, well, all the
22 time, especially now, forward to every board member, the
23 applications for review. And I encourage all of our
24 commissioners to take a look at them, because if they
25 have any thoughts or suggestions that they can have a

1 voice in that situation.

2 CHAIRPERSON PRESSLEY: Thank you. And it should be
3 noted to your second point that this process is in line
4 with the customs and traditions of this board where we
5 entrust the committee to do their due diligence and
6 ensure that the commissioners who serve on that committee
7 share the same desire and interest as you, which is that
8 we get the very best person a possible for the position.

9 And so I just ask that you share confidence in your
10 colleagues that they have done their due diligence and
11 vetted the individual for this position appropriately.

12 But if not, you do have agency as commissioner in voting
13 no, on approving this recommendation.

14 COMMISSIONER BURTON: Through the Chair.

15 CHAIRPERSON PRESSLEY: Yes. Commissioner Burton.

16 COMMISSIONER BURTON: You know the question was just
17 raised here, how many applicants applied? There was not
18 one single commissioner sitting at this table that knew
19 the answer to that. How many people applied? It went down
20 from commissioners looking at one another, down to the
21 board secretary or the board secretary down to the chief
22 investigator, down to the person that's sitting in for us
23 as our attorney. And so therefore you know, no one knew
24 the answer to that, you know.

25 CHAIRPERSON PRESSLEY: So as the young people would

1 say, Commissioner Burton, that's not the flex that you
2 think it is. So what you just admitted to, is that you
3 did not know, and you made the assumption that others did
4 not, which was not the case. The way that is, excuse me,
5 the Chair speaking, excuse me, the Chair speaking. This
6 is not how it works. You asked a question. That question
7 is directed to the Chair of the committee. You did not
8 ask for a poll of your fellow commissioners of who knew
9 how many people were interviewed. And as was also shared,
10 all of the resumes was sent to every commissioner
11 including you, which means that you should be aware of
12 how many resumes were filled. But what you just admitted
13 to, is that you do not know. So do not allow the work
14 that you did not do.

15 COMMISSIONER BURTON: What I'm asking...

16 CHAIRPERSON PRESSLEY: Excuse me, the Chair is
17 speaking. Excuse me. You have not been recognized, and
18 the Chair is speaking. I will be kind enough to
19 acknowledge you after I'm done. You just acknowledge that
20 you did not do your work. So please don't allow the work
21 that you did not do to keep this board from moving
22 forward with the work that has been done by your fellow
23 colleagues. Now, Commissioner Burton, you've been
24 recognized,

25 COMMISSIONER BURTON: You know for a point of

1 information it's very important that we hire the best
 2 applicant for this position. It's also best that we have
 3 a runoff where three of five individuals that applied
 4 come before the full board for their final interview. As
 5 well as we want someone who wants to make this a career
 6 opportunity other than just, I'm here now, but I'm gone
 7 later. I watched you know, so many of these positions
 8 over the years, over the past decade where people have
 9 come, they have gone for various reasons. This board has
 10 been sued you know, countless times, you know, by even
 11 board staff members have sued this board. You know, and
 12 so I don't want us to be in that situation again.

13 And there has been some cherry picking when it comes
 14 to selecting certain candidates. At one point in time,
 15 Chief Warfield applied for a position on this board, and
 16 there were two commissioners on this board that basically
 17 said, pull their resume, pull their information. And so
 18 they were pulled out of the portal, and they had to
 19 reapply later on and so forth. And so this board has a
 20 history of not doing what's always right.

21 CHAIRPERSON PRESSLEY: Thank you. I think we have
 22 thoroughly discussed, and I think that the votes might be
 23 there to move forward on this issue. And again, we do
 24 have a lot to handle today. And so again, I'm going to
 25 ask my colleagues, please allow the Chair that

1 discretion. And so again, by recommendation of this
 2 Special Personnel and Training Committee, it is
 3 recommended that we offer Artemisia Joshua, excuse me,
 4 Artemisia Joshua, the position of executive
 5 administrative assistant, legal with the recommended
 6 salary offer of \$65,000, pending further negotiation and
 7 background checks. All those in favor, please signify by
 8 saying, aye.

9 COMMISSIONERS: Aye.

10 CHAIRPERSON PRESSLEY: All those opposed, no?

11 COMMISSIONER BURTON: I mean, Mr. Chair, I did call
 12 the motion.

13 CHAIRPERSON PRESSLEY: And you were not acknowledged.
 14 Okay. So the ayes have it, and that motion passes.

15 COMMISSIONER BURTON: For point of information, Mr.
 16 Chairman, can we ask the parliamentarian at this time,
 17 was that amendment to the motion appropriate because I
 18 made a motion. And I believe, and members of our
 19 listening audience also believed that the amendment that
 20 I was making at the time was appropriate.

21 COMMISSIONER WOODS: It has to be acknowledged.

22 CHAIRPERSON PRESSLEY: It was not, you were not
 23 acknowledged. You did not have the floor. We were in the
 24 middle of a vote. Thank you.

25 COMMISSIONER BURTON: Point of board, Mr. Chairman,

1 if anything, it is abusive of chairman board powers.

2 Amendment was made.

3 CHAIRPERSON PRESSLEY: Amendment was not made.

4 COMMISSIONER BERNARD: Motion (unclear).

5 CHAIRPERSON PRESSLEY: Thank you. Next we will move
 6 on to our Personnel and Training Committee Report that
 7 was offered by Chair Hernandez.

8 COMMISSIONER HERNANDEZ: Thank you. Through the
 9 Chair, I'll provide the report and actually read the
 10 memorandum. On behalf of the Board of Police

11 Commissioners Personnel and Training Committee, please
 12 see the key updates from the committee meeting held on
 13 April 3rd, 2024. Board attendees were Committee

14 Chairperson, myself Commissioner Lisa Carter, and
 15 Commissioner Cedric Banks. That includes all members of
 16 the committee, just for reference. Community and

17 committee attendees were Acting Board Secretary Robert
 18 Brown, Administrative Assistant Jonya Underwood, DPD, HR
 19 Director, Katrina Patillo, and City HR, Chief of

20 Recruitment, Darrell Conrad. In particular, I want to

21 call out those individuals from HR who were represented

22 there. Again, to make sure that we uplift the integrity

23 of this process and ensure that we have a stable and

24 successful interview process and just hiring process

25 lifecycle holistically. Police HR director Katrina

1 Patillo provided the candidates resumes for the secretary
 2 to the Board of Police Commissioners. The Personnel and
 3 Training Committee reviewed each resume and rated all

4 seven candidates based on the qualification categories to
 5 determine the top three candidates. In very simple terms,
 6 we had a rating scale. Commissioners had time during
 7 recess to rate each of the seven individual candidates.

8 Based on those qualification categories, Commissioner
 9 Carter motioned to recommend to the full body that we

10 interviewed, the top three candidates. The motion passed,
 11 and therefore, the Personnel and Training Committee will
 12 make a recommendation to the board to interview the top

13 three candidates, which are to keep confidentiality and
 14 integrity of the process. We're not going to actually
 15 state names, to interview the top three candidates,

16 candidates, one, two, and seven publicly on Thursday, May
 17 2nd, 2024 at the board's 3:00 PM meeting at Detroit
 18 Public Safety Headquarters in the Skylar Room. That will

19 conclude my report, and that is the recommendation, which
 20 obviously doesn't need a second to preempt any premature
 21 questions. We had 65 candidates and touch points in

22 support, not only from our city HR team, but also from
 23 the firm that this body motioned to leverage, which was
 24 iAdvantage. So out of those 65 touch points, we ended up

25 narrowing down based on qualifications to seven. From

1 those seven, we narrowed to three. Those three are
 2 confirmed and will be in front of us during that May 2nd
 3 meeting if this recommendation is adopted, which I have
 4 full confidence in. Other than that I feel very happy
 5 with just the process and just the support that we've had
 6 from a variety of different stakeholders from across city
 7 government and BOPC staff. So that'll conclude the
 8 report, and then I'll leave it up to a motion.
 9 CHAIRPERSON PRESSLEY: Okay. So by recommendation of
 10 the Personnel and Training Committee, it has been moved
 11 that we move the top three candidates, candidates one,
 12 two, and seven to public interviews, which shall be held
 13 on May 2nd, at the Board of Police Commissioners meeting
 14 at 3:00 PM at the Detroit Public Safety Headquarters in
 15 the Skylar Room. Again, seeing that it is recommended by
 16 a committee, it does not require a second, but is there
 17 any discussion,
 18 COMMISSIONER BURTON: Discussion.
 19 CHAIRPERSON PRESSLEY: Commissioner Burton.
 20 COMMISSIONER BURTON: Mr. Chairman. You know, right
 21 now, we currently don't know how many people apply for
 22 the board secretary's position. And in addition to that,
 23 we have not seen all the resumes for everyone that
 24 applied for this position from this search firm. In
 25 addition to that, it's very important that the board sees

1 all the resumes from all the applicants that apply. So we
 2 know from a transparent standpoint that we are bringing
 3 on the best person for the job. We don't know that right
 4 now because we don't know who all apply. We just see a
 5 list here with a few names on it. But we know that that's
 6 not all the advocates that applied, you know, in this
 7 portal.
 8 So before we move forward today, we want to know how
 9 many people applied for this position and where are their
 10 resumes? And then we should table this until next week,
 11 just so we can do our due diligence when we look at all
 12 the resumes ourselves, and see, do we have the best
 13 that's being selected out of here, because commissioners
 14 may want to add a name or two, you know to come before
 15 the board as well for an interview. I just think that
 16 this is a very important task, but we should not rush
 17 this, and we should not allow someone to cherry pick
 18 names and bring them before the board, without us doing
 19 our due diligence from an oversight standpoint to look at
 20 every applicant that applied. We have not seen that, we
 21 have not seen their resumes. In past practices, we had
 22 received them, in past practices years ago. But today we
 23 have not seen the list of everyone that applied. And it's
 24 very important that this board get that list so we can
 25 cross reference and see who we are offering interviews

1 to, and who's still out there in the pool that can
 2 actually do the job.
 3 CHAIRPERSON PRESSLEY: Chair Hernandez.
 4 COMMISSIONER HERNANDEZ: Thank you so much. I won't
 5 elongate, through the Chair, to suggest, especially
 6 publicly, that an individual commissioner should have the
 7 right to quote, "Hand pick and add names to the pool,"
 8 completely counters the integrity of the process that I
 9 am ensuring. And to even suggest that is beyond
 10 ridiculous to me. And with that, I'll call it a question.
 11 So we stop this discussion.
 12 CHAIRPERSON PRESSLEY: Question of the call. Is there
 13 a second?
 14 COMMISSIONER BERNARD: Second.
 15 CHAIRPERSON PRESSLEY: It's been properly moved and
 16 second. All those in favor of the question. So this is
 17 just to intubate and move towards a vote. All those in
 18 favor, please signify by say, aye.
 19 COMMISSIONERS: Aye.
 20 CHAIRPERSON PRESSLEY: All those opposed, no?
 21 COMMISSIONER BURTON: No.
 22 CHAIRPERSON PRESSLEY: Alright. The ayes have it. The
 23 question is passed. And so now again, we will be now
 24 voting on the motion that comes by recommendation of the
 25 Personnel and Training Committee to move the top three

1 candidates: candidates, 1, 2, 7, for public interviews on
 2 May the second, 2024 at 3:00 PM before the full board
 3 here at the Detroit Public Safety Headquarters in the
 4 Skylar Room. All those in favor please signify by saying
 5 Aye.
 6 COMMISSIONERS: Aye.
 7 CHAIRPERSON PRESSLEY: All those opposed, no?
 8 COMMISSIONER BURTON: No.
 9 CHAIRPERSON PRESSLEY: The ayes have it. That motion
 10 passes.
 11 COMMISSIONER BURTON: And Mr. Chairman, I am
 12 requesting...
 13 CHAIRPERSON PRESSLEY: You have not been recognized,
 14 Commissioner Burton. You're out of order. You have not
 15 been recognized, Commissioner Burton.
 16 COMMISSIONER BURTON: a list of all the applicants
 17 that applied for the position, along with the resumes.
 18 CHAIRPERSON PRESSLEY: You have not been recognized.
 19 With that, we will now move on to our Policy Committee
 20 Report, which will be offered to us by Commissioner
 21 Bernard.
 22 COMMISSIONER BERNARD: Oh, thank you, Mr. Chairman. I
 23 just want to say that we have been busy at work this past
 24 week. We had canceled the Policy Committee meeting, and I
 25 wasn't sure that we were going to have a quorum. So I

1 canceled the meeting so I wouldn't waste the time on the
 2 public because we couldn't take any action. But instead,
 3 we had the most robust discussion by nine law students,
 4 two of whom are graduates now, of the Wayne State
 5 University Law School, about policies. And they gave us
 6 actual reports. They had been assigned various issues
 7 regarding the Detroit Police Department. Your office
 8 wasn't there Deputy Chief, because we had canceled the
 9 meeting, but I didn't know. If I had known ahead of time
 10 that I would've had you guys there because Ian, Commander
 11 Ian...

12 AC FITZGERALD Severy.

13 COMMISSIONER BERNARD: Yeah. He comes to the meetings
 14 and he's great, and I really enjoy working with him.

15 But the students looked at four things, which we are
 16 going to report to you on, and I'm going to have the
 17 students actually do the report to the community on these
 18 issues. The first presentation relates to general data.
 19 The second relates to ShotSpotter and, and the fact that
 20 we don't have any data on the efficiency of the program.
 21 And they have looked at all the data from other cities on
 22 ShotSpotter. We need to be informed of all the facts
 23 about all the things that we do. The third was on
 24 procedural justice. And the fourth is the use of force.
 25 And the most important thing that they presented on use

1 of force, which our community would love to see in
 2 Detroit, is the reporting mechanism that they use in
 3 Chicago, which reflects every single incident of use of
 4 force.
 5 Chicago has 26,000 police officers, I believe. I
 6 think that's what I found out. And if there's a use of
 7 force incident of any kind with or without a weapon, it's
 8 automatically uploaded on their system for COPA, the
 9 Chicago Office of Police Accountability. That's their
 10 commission. And you see it right there. You can see, you
 11 know, what the incidents were. Was it just, you know,
 12 fisticuffs or was it a gun, or was it a knife? Whatever
 13 it was. And that is how they are being accountable, and
 14 they're accountable that way, Mr. Chairman, because, like
 15 us, they are now the subject of a consent decree. And all
 16 of this transparency has resulted, and has become really
 17 a model for the country right now in terms of
 18 transparency regarding police activities. So they're
 19 great students. You guys are going to get a chance to
 20 meet them.
 21 And on, I think it's May 3rd, it's a Friday, I'll
 22 tell you later. I'm going to take them all to see the
 23 Real Time Crime Center, along with Professor Robichaud,
 24 who's in charge of this initiative. And finally, I want
 25 to give a shout out to Teresa who had... I initiated this

1 almost four years ago now when I contacted the Dean of
 2 the law school. But Teresa has followed up on it and has
 3 now decided and they have been interacting with her
 4 regarding our commission and what our officers are doing.
 5 So I'm looking forward to the real Time Crime center
 6 preview with them. Oh, they're so excited. I mean, it was
 7 like manna from heaven. You wouldn't believe it. But
 8 anyway, I want to thank Commissioner Burton. He did show
 9 up. He came in. I didn't know he was coming.

10 He got there and his remarks were just really,
 11 really exciting Mr. Chairman, because he related police
 12 activity over time. He talked about the songs and the
 13 things that the community had done in response to what
 14 was police brutality over the last, let's say, 25 years.
 15 And you know, like NWA and this and that. And he even
 16 knew the dates and the times and, you know, and the
 17 reactions of the community to police which in many
 18 instances was excessive force and police brutality. So
 19 they were ecstatic. And I also think that I want to
 20 congratulate you again to thank you for showing up,
 21 Commissioner Burton, because I think having the
 22 perspective of a black man made a difference to them, and
 23 I could see it in their faces, including the professor.
 24 So I want to thank you for coming, and thank you for
 25 sharing your experiences with the police department and

1 those of others in the movement and outside of the
 2 movement. That concludes my report, excuse me. Our next
 3 meeting is two weeks from whatever the date is here. I
 4 don't have that date right before me. I know you do. So I
 5 look forward to seeing everybody.
 6 CHAIRPERSON PRESSLEY: Okay. Well, thank you. I'm so
 7 grateful that there was such an eventful conversation.
 8 But I hope that we don't lose sight of some policies that
 9 DPD has provided to this board, particularly around the
 10 eyewitness identification lineups that we might be able
 11 to do our due diligence to ensure that that policy indeed
 12 protects the citizens of Detroit.
 13 COMMISSIONER BERNARD: It was fine, I assure you, Mr.
 14 Chairman, I've shared the policies with the students. We
 15 are actively working towards giving input to the end. And
 16 incidentally, we need him at the next, because he gives
 17 us the police perspective, at the next meeting.
 18 CHAIRPERSON PRESSLEY: Okay. Thank you.
 19 COMMISSIONER BERNARD: Thank you.
 20 CHAIRPERSON PRESSLEY: Is there any... Commissioner
 21 Hernandez.
 22 COMMISSIONER HERNANDEZ: Yeah. Through the Chair. I
 23 just want clarity on the report that was verbally
 24 provided or against, rather, the one that we have in
 25 writing. The one that I have in front of me in the packet

1 has three particular items that were postponed until
 2 April 16th.
 3 CHAIRPERSON PRESSLEY: Yeah, I think that was the
 4 communication that they were initially planning on having
 5 the meeting and then not being aware whether or not there
 6 was a quorum, it was canceled. So all the items that are
 7 in the committee report that are in your packet were the
 8 items they would have discussed. But because there wasn't
 9 a quorum it was postponed to the next meeting. But they
 10 did show up, so they had some sort of conversation, which
 11 is what she presented to us.
 12 COMMISSIONER HERNANDEZ: So, which report are we
 13 supposed to...
 14 CHAIRPERSON PRESSLEY: We're not adopting any report
 15 into our archive.
 16 COMMISSIONER HERNANDEZ: Thank you.
 17 COMMISSIONER WOODS: And this...
 18 CHAIRPERSON PRESSLEY: Commissioner Woods. I'm sorry.
 19 COMMISSIONER WOODS: I was in St. Louis during the
 20 time of the meeting. I was in communication with the
 21 chairperson. And, you know, I was going to attend vis-a-
 22 vis Zoom, but there was so much uncertainty in terms of,
 23 for any other committee member to be there. And that's
 24 why she was left to cancel the meeting because there was
 25 no response to the emails or the phone calls.

1 CHAIRPERSON PRESSLEY: Yeah, and I mean, it seems to
 2 be that some of our commissioners are really having some
 3 challenges either receiving or reading their emails. And
 4 so I just encourage you that again, if you're not getting
 5 the emails that are being provided for the business of
 6 this board that you indeed communicate that so that
 7 again, we might be accountable to the work that needs to
 8 be done. Alright, with that we will now move on to new
 9 business and under new business, we have a report from
 10 our Citizen Complaint Committee, which will be offered to
 11 us by the Chair of that committee, Commissioner Banks,
 12 COMMISSIONER BANKS: Through the Chair. Thank you.
 13 Mr. Chair. To the Board of Police Commissioners from
 14 Cedric Banks, Chairperson, Citizens Complaint Committee.
 15 Oh, I'm sorry. Dear colleagues, on the behalf of the
 16 Board of Police Commissioners Citizens Complaint
 17 Committee, please see key updates from the committee
 18 meeting held on March 26th, 2024. Board members,
 19 Committee Chairperson, Cedric Banks, Commissioner Woods,
 20 Commissioner Tamara Smith, attendees Chief of Police,
 21 Eric Ewing, Chief Investigator Jerome Warfield, Acting
 22 Board Secretary Robert Brown, Police Community Relations
 23 Coordinator, Teresa Blossom, Administrator Assistant
 24 Candace Hayes, Lieutenant Star Gonzalez, Sergeant Kerry
 25 Moore. Guest speakers, public guest speaker, public

1 commenters, Wayne State Law Fellow Molly Moening, Wayne
 2 State Law Professor Rebecca Robichaud. Andy O'Brien,
 3 report from Chief Investigator Jerome Warfield provided
 4 the following updates. WingSwept Case Management System.
 5 Chief Investigator stated that OCI is in the process of
 6 purchasing WingSwept software. An additional cost of
 7 \$18,000 for certain software capabilities was approved by
 8 the City Council. Purchase is pending City Council
 9 approved at this time as it pertains to open cases with
 10 OCI. As of Friday, March 22nd, 2024, OCI has 1,753 open
 11 cases. The Office of the Inspector General returned 30
 12 boxes to OCI con containing approximately 1,152 cases.
 13 Out of those cases, 705 of them need to be
 14 reinvestigated. The three new investigators are currently
 15 working on the backlog of the cases, utilizing the new
 16 automotive form that was recently approved by the board.
 17 The total number of closed cases for 2023 was 910, with
 18 160 of those being sustained, which is about 17.5% in
 19 2023. There were approximately 288 allegations with 11.3%
 20 of those allegations being sustained.
 21 Presentation on the DPD Procedural Justice Workshop
 22 and Q&A with Committee and Wayne Law, ABA Fellows. Teresa
 23 Blossom presented on DPD's Procedural Justice Workshop
 24 and history and current state. The following key points
 25 were made. In 2018, DPD requested from OCI to use data as

1 it pertains to complaints against officers. As a result,
 2 some citizens were invited to attend workshops to garner
 3 feedback on their interaction with officers. In 2022, OCI
 4 and the board were interested in how procedural justice
 5 or restorative practices could be a benefit to
 6 dissatisfied citizens. Open forums were held via Zoom
 7 with citizens who had filed complaints and had questions
 8 regarding the findings in those investigations. The goal
 9 behind having an open discussion with this demographic
 10 was to be sure that they were not only aware of the
 11 board's role, but to also continue finding ways to
 12 improve satisfaction along with community and police
 13 interaction.
 14 In 2023, Wayne Law and ABA Fellows were looking at
 15 research on procedural justice. This collaboration
 16 between the board and Wayne Law and DPD with the
 17 assistance of Assistant Chief Ewing, allowed Wayne Law to
 18 attend workshops, as well as community summits to get
 19 information on what was occurring in the program.
 20 Attending these summits have allowed Wayne Law to get a
 21 wealth of information for their research. The new phase
 22 of the project is to take a deeper look into the database
 23 and evaluate the data contained therein. Questions raised
 24 by commissioners. Commissioner Banks asked AC Ewing, what
 25 kind of impact the procedural justice workshop is making

1 on the citizens in the City of Detroit. AC Ewing stated
 2 that there was no hard percentage, but the workshop seems
 3 to be helping, based on what they are hearing from the
 4 residents and officers who had attended.
 5 Commissioner Banks asked AC Ewing if the department
 6 officer's relationship building to its members, to which
 7 AC Ewing responded that relationship building is part of
 8 training. Commissioner Banks asked AC Ewing, what happens
 9 if it is discovered that an officer failed to use de-
 10 escalation techniques, to which AC Ewing stated that the
 11 matter is handled according to policy. And in the event
 12 that that becomes an ongoing issue, the officer is then
 13 put into pairs where they are monitored. Commissioner
 14 Woods, asks Ms. Blossom, what are some of the best
 15 practices to restorative justice that she has seen
 16 throughout the project, and requested a document that
 17 outlines those best practices? Ms. Blossom stated that
 18 Wayne Law will be providing a white paper that includes
 19 all their research and it will contain best practices to
 20 restorative justice. The next Citizen's Complaint
 21 Committee meeting will be Tuesday, April the 23rd, 2024
 22 at 5:00 PM. Sincerely, Cedric Banks, Chairperson of the
 23 Citizens Complaint Committee.
 24 CHAIRPERSON PRESSLEY: Thank you. And seeing that
 25 there are no action items from that committee, there's no

1 need for any adoption. We thank you for that report. And
 2 so now the Chair entertains a motion to move into close
 3 session pursuant to Section 8(a) of the Open Meetings Act
 4 MCL 15.268(a) to consider a request for the board to
 5 consider personnel matters.
 6 COMMISSIONER WOODS: So moved.
 7 COMMISSIONER HERNANDEZ: Second.
 8 CHAIRPERSON PRESSLEY: It's been properly moved and
 9 seconded. All those in favor please signify by saying,
 10 aye.
 11 COMMISSIONERS: Aye.
 12 CHAIRPERSON PRESSLEY: All those opposed, no? The
 13 ayes have it. We ask that everyone will exit the room and
 14 we will take a five minute recess, so we might prepare
 15 for a closed session. We'll call our meeting back to
 16 order. We'll again begin with the introduction of
 17 Commissioners by Secretary Brown.
 18 MR. BROWN: Chairperson Pressley - Here.
 19 MR. BROWN: Vice Chairperson Smith - Present.
 20 MR. BROWN: Give a note here. Commissioner Bernard
 21 has an excuse.
 22 MR. BROWN: Commissioner Banks -
 23 MR. BROWN: Commissioner Bell - Present.
 24 MR. BROWN: Commissioner Burton - Present. And do you
 25 have that document?

1 MR. BROWN: Commissioner Carter - Present.
 2 MR. BROWN: Commissioner Hernandez - Present.
 3 MR. BROWN: Commissioner Woods - Present.
 4 CHAIRPERSON PRESSLEY: Alright, we do indeed have a
 5 quorum. And yes, the document has been received. Thank
 6 you so very much, Commissioner Burton. Alright, now we
 7 will move to a vote. And this vote again is to authorize
 8 human resources to negotiate a reasonable salary, pending
 9 final approval from the board considering personnel
 10 matters.
 11 COMMISSIONER CARTER: So moved.
 12 COMMISSIONER HERNANDEZ: Second.
 13 CHAIRPERSON PRESSLEY: It's been properly moved and
 14 seconded. All those in favor? Excuse me. Is there any
 15 discussion? Hearing no discussion, all those in favor,
 16 please signify by saying, aye.
 17 COMMISSIONERS: Aye.
 18 CHAIRPERSON PRESSLEY: All those opposed, no? The
 19 ayes have, and that motion passes. Is there any further
 20 new business? It has been discussed again, because next
 21 week will be the draft and that may cause some difficulty
 22 in not only the commissioners making it to the meeting,
 23 but also the public as well, noting how crowded downtown
 24 would be. That we look at an alternative meeting date so
 25 that we might, again, meet our charter mandated duties

1 while also being mindful of the inconvenience that next
 2 Thursday might provide. And so I'll open up the floor for
 3 my colleagues to state their will or desire.
 4 Unfortunately, I'll be out of town next Thursday, so I
 5 won't be here. But if it is the board's position, maybe
 6 we can look at a Tuesday meeting depending upon your
 7 availability, or if you sense that we might be able to
 8 just move forward on Thursday we can do that. So is there
 9 any feedback from my colleagues regarding this matter?
 10 COMMISSIONER CARTER: Mr. Chair, could we get a sense
 11 from the Assistant Chief of what activities? I know that
 12 there are activities throughout the week, so will
 13 downtown be basically shut off all week, or...?
 14 AC EWING: Well, you look at it, I'm sorry, through
 15 the Chair. It goes into stage five of the shutdown. So
 16 you'll have all of Woodward be shut down, straight down
 17 to Jefferson.
 18 COMMISSIONER CARTER: Starting when?
 19 AC EWING: I'm sorry, starting Monday. So it does
 20 have an impact. There is a flag football event that'll be
 21 held at DePAL, the corner stadium or corner ballpark
 22 starting Tuesday as well, that says from 76 teams from
 23 across the country. So a lot of friends and family are
 24 coming down for that as well. So yeah, have definitely
 25 pack your patience, coming downtown next week.

1 CHAIRPERSON PRESSLEY: Okay. So noting that, yes.
 2 Vice Chair Smith.
 3 VICE CHAIRPERSON SMITH: What about Zoom? Would that
 4 be...?
 5 CHAIRPERSON PRESSLEY: Yeah, I'm not aware of the
 6 policies that predict Zoom, I think is, that's only in
 7 emergency cases that we are allowed to do that. And I
 8 think that was under Covid. I don't know if the traffic
 9 will be considered a reasonable emergency, but I mean, we
 10 may get a legal opinion on that if that's the only
 11 decision we might have. Commissioner Woods.
 12 COMMISSIONER WOODS: I'm thinking maybe we can do it
 13 offsite in the community, you know, at a community
 14 location, maybe at Northwest Activity Center or some type
 15 of place that's not downtown.
 16 CHAIRPERSON PRESSLEY: Right. Mr. Brown, I'll ask you
 17 to respond to that about the feasibility of moving off
 18 site within a few days from now.
 19 MR. BROWN: Yeah, Mr. Chair, we'll have to check
 20 around to see if they have available space for us to
 21 come. That's the problem we may have at short notice.
 22 CHAIRPERSON PRESSLEY: And we are mandated to inform
 23 the community in how much time?
 24 MR. BROWN: 24 to 48 hours.
 25 CHAIRPERSON PRESSLEY: Okay. Attorney LaBelle.

1 ATTORNEY LABELLE: Through the Chair. I can also
 2 check with the Butzel Family Center on Kercheval. They'd
 3 hardly have any evening event and they have a big space
 4 there that would accommodate it if it's allowed for IT.
 5 Well, my team works there and the Wi-Fi works for us, so
 6 I'm not sure.
 7 CHAIRPERSON PRESSLEY: Alright. We'll at this time, I
 8 don't know how to handle that because I mean, I can say
 9 we can explore other meeting options, but that will
 10 require a vote from us, about changing that meeting. So
 11 we would need to do that today, not knowing for certain
 12 whether or not another facility may be available.
 13 VICE CHAIRPERSON SMITH: Oh, through the Chair.
 14 CHAIRPERSON PRESSLEY: Yes, Vice Chair Smith.
 15 VICE CHAIRPERSON SMITH: What about moving the date
 16 up instead of Thursday to maybe Monday?
 17 CHAIRPERSON PRESSLEY: Yeah, but moving it up and
 18 moving the facility actually puts more onus on the staff
 19 to be able to move out here. But he was saying that the
 20 street's going to be shut down by Monday. So I mean,
 21 basically whatever we're dealing with on Thursday is
 22 still going to be a case on Monday.
 23 COMMISSIONER WOODS: Through the Chair.
 24 CHAIRPERSON PRESSLEY: Commissioner Woods.
 25 COMMISSIONER WOODS: I think Kercheval would be a

1 great location in a sense of if it's feasible.
 2 CHAIRPERSON PRESSLEY: Okay. So let the Chair
 3 entertain a motion to move next Thursday Board of Police
 4 Commissioners meeting off site with that information
 5 being communicated to the community as soon as possible.
 6 COMMISSIONER CARTER: So moved.
 7 CHAIRPERSON PRESSLEY: Is there a second?
 8 COMMISSIONER WOODS: Second.
 9 CHAIRPERSON PRESSLEY: It's been properly moved, and
 10 seconded. Any discussion? Hearing no... Yes. Commissioner
 11 Banks.
 12 COMMISSIONER BANKS: Where's the meeting going to be
 13 moved to?
 14 CHAIRPERSON PRESSLEY: We will have to do that, and
 15 as soon as it is made aware, commissioners and the
 16 community will be informed.
 17 COMMISSIONER BANKS: Okay.
 18 COMMISSIONER WOODS: And I think, through the Chair,
 19 I think Attorney LaBelle is going to check what Butzel
 20 Rec Center on Kercheval, which is in the downtown area.
 21 VICE CHAIRPERSON SMITH: Ms. Blossom has something to
 22 say about,
 23 CHAIRPERSON PRESSLEY: Yeah, again, the technical
 24 capacity, I think is what Ms. Blossom is referring to,
 25 which again, we want to take into account, but again,

1 we'll view Kercheval and others. I think there's been
 2 some others that have been named, and we'll do our due
 3 diligence and at the point that that is made aware we'll
 4 communicate it. Any further discussions? Hearing no
 5 discussion. All those in favor please signify by saying,
 6 aye.
 7 COMMISSIONERS: Aye.
 8 CHAIRPERSON PRESSLEY: All those opposed, no?
 9 Alright, the ayes have it. Thank you so very much for
 10 your accommodation. I know it's somewhat inconvenient,
 11 but I do appreciate you making the effort to meet our
 12 charter mandated responsibilities. Is there any further
 13 new business? Alright, here. No further new business. We
 14 now will move back to oral communication. Ms. Underwood,
 15 who do we have?
 16 MS. UNDERWOOD: Chair? We have seven, but some people
 17 have left Zoom.
 18 CHAIRPERSON PRESSLEY: Okay.
 19 MS. UNDERWOOD: So here we're going to start with
 20 Lieutenant Mark Young. Then we're going to go to Ms.
 21 Smith. And after Ms. Smith, Mr. Ronald Foster.
 22 CHAIRPERSON PRESSLEY: Okay.
 23 LT. YOUNG: Good evening.
 24 CHAIRPERSON PRESSLEY: Good evening.
 25 LT. YOUNG: We got this. DPD, we got this. The world

1 is watching us and you're going to do what you always do
 2 your best. There's a lot of talk. It was a discussion
 3 about use of force and a story that was in the paper.
 4 That story was old. But here's the story that I'm going
 5 to share with you today. Years ago, there were some anti-
 6 police people talking about use of force and in some kind
 7 of way, the leadership of DPD offered them to go through
 8 the use of force, a fatal force simulator. For those
 9 people that failed, they were devastated civilians. For
 10 them it was virtual death. Use of force for us, if we
 11 fail to act, is reality death. When you talk about use of
 12 force, don't talk about it. If you've never been in the
 13 shoes, I faced it. My colleagues face it. There's a few
 14 stories that's facing the news right now that make no
 15 mistake.
 16 I'm Detroit Police proud of our Detroit police.
 17 Greatness. It's tough out here. They're doing a great
 18 job. They don't get the credit, but they're doing a great
 19 job. This weekend they locked up six files and I stepped
 20 out there and I saw Detroit police officers acting with
 21 such empathy, humility, compassion, and grace and
 22 elegance following policy. That story was not told. Next
 23 week we have company coming. Your messaging should not be
 24 about something 4,000 miles away. You should be passing a
 25 motion to say, with a resolution to say it's unacceptable

1 here for crime. Here to talk about things that's so far
 2 away. All our hearts bleed for Gaza, Israel, Ukraine, and
 3 whoever. But my blood is on the line here. Thank you.
 4 CHAIRPERSON PRESSLEY: Thank you.
 5 MS. SMITH: Good afternoon. I'm going to be very
 6 brief because I know the time is going to be catching up
 7 with me. Number one, as you all know, that was present. I
 8 was accused of misusing people with my cane. Also, it
 9 hurt me so bad because I feel as though I got a good
 10 reputation. My mother taught me to be decent and
 11 respectful. And I taught the same to my children. I have
 12 five and I'm very proud of them. Alright, let me explain
 13 something to you. So I went to my attorney and he said,
 14 forget it, it's not worth it. Then I still, I talk with
 15 the good Lord. And then one of our police, I'm not going
 16 to tell you who it is, I talked with him just like you.
 17 Anyway, and he said, Mother Bernice, let me tell you
 18 something.
 19 This is going on all the time, whenever he's
 20 present, all right? He's always complained about
 21 something. And then one of your board members told me to
 22 forget it. But then again, I prayed again on this. And
 23 then after I talked with my police, because I was willing
 24 to take a lie detector and pay for it. He said, forget
 25 it. Then he hung the phone up. And then I said, Lord,

1 just help me forget all of this, because the devil is
 2 busy. I get a telephone call. And who was it? I'm not
 3 going to tell you exactly, but it was from the mayor's
 4 office. They said, Mother Bernice, don't worry about a
 5 thing. We have your back. It's all over with you guys. I
 6 don't worry about a thing because you know why, with me
 7 talking with certain people and they confided in me and
 8 told me what I should do and what I should ignore about.
 9 And then I talk with the Lord. As you all know, I'm 91
 10 years old and will soon be 92, May 31st. Yes, the good
 11 Lord bets me. So, you know, I love my city. I love my
 12 police department and I love this committee. You're doing
 13 a hell of a good job. So keep up the good work and don't
 14 let the devil invade your property like we have with some
 15 people. Even in the audience. Woods last night, I had the
 16 pleasure of sitting behind.
 17 CHAIRPERSON PRESSLEY: That's your time, Mother
 18 Bernice. I'm so sorry.
 19 MS. SMITH: Yes. Anyway, I met your minister last
 20 night. We had a nice talk about you.
 21 CHAIRPERSON PRESSLEY: Thank you.
 22 COMMISSIONER WOODS: Amen.
 23 MR. FOSTER: Good afternoon.
 24 CHAIRPERSON PRESSLEY: Good afternoon. Through the
 25 Chair. First thing, as a combat veteran we have faced use

1 of force. We've been shot eight times. I support these
 2 resolutions. I support peace wherever it comes from. And
 3 so I would say that, and I was shot as a citizen here. So
 4 I went to the union guy..
 5 CHAIRPERSON PRESSLEY: Make sure you speak to the
 6 Chair.
 7 MR. FOSTER: Through the Chair, I was shot eight
 8 times as a citizen in this city. Didn't have anything to
 9 do with use of force. And so I want to make that very
 10 clear. Secondly, the only bad question is the one not to
 11 ask. I think that our commissioner to some, may be a
 12 little obnoxious, but the reality of it is he's still
 13 elected. And we are going to have to have some respect
 14 for our elected officials regardless if we like the
 15 decisions that they make.
 16 He has a responsibility to do what his constituents
 17 ask them. We don't know what his constituents are asking
 18 him to represent. And so we have to leave it at that.
 19 This body is divided between appointed and elected. And
 20 so we have to weigh that balance at all times. Every
 21 elected person speaks for the community or is supposed to
 22 represent the community. And so equally, I'm asking that
 23 our commissioner hold himself to a standard of
 24 respectability so that the community can support whatever
 25 it is that he's bringing here. It's important that we

1 have law and order here if we are going to be practicing
2 law and order out in the streets. Thirdly, I applied for
3 your secretary position, but didn't get a response form a
4 federal law enforcement. I speak very well and articulate
5 and so I don't bicker about that. I understand there may
6 be some agendas there. And lastly, you have a lot of
7 beautiful female officers here. It makes it a lot easier
8 for enforcement. Keep that up a little concerned about
9 domestic violence. But I do appreciate the beautiful
10 young ladies that you all have on the force.

11 CHAIRPERSON PRESSLEY: Thank you.

12 MR. FOSTER: So thank you.

13 MS. UNDERWOOD: Mr. Chair, we're going to go into
14 Zoom. Our first speaker will be Marguerite Maddox, then
15 we'll have former commissioner William Davis and then
16 Professor Baker.

17 CHAIRPERSON PRESSLEY: Ms. Maddox, are you there?

18 MS. MADDUX: Hello? Good afternoon.

19 CHAIRPERSON PRESSLEY: Good afternoon.

20 MS. MADDUX: Good afternoon. Because there was
21 another meeting that I missed trying to wait for you guys
22 to get off and come back. My [unclear] is Monday at Cass
23 and West Grand Boulevard, and I did not stop to find out
24 what was going on, because I had to meet somebody for
25 lunch. So my question is, at any time when you have the

1 courage and ability, and I did let the people know the
2 area, not to go near that area. My number two issue is
3 secondly, postpone next week because if [unclear] is
4 about 48 hours when you guys need at least 72 hours to
5 get an ASL [unclear, the amount of time is 72 hours. And
6 I do understand the issues and I am making a commitment
7 to the community to make sure that the meeting is here
8 every Thursday, but why not postpone until the
9 [unclear01:25:28]. Anyway, thank you. I'm done.

10 CHAIRPERSON PRESSLEY: Thank you. And again, just to
11 respond, we were only trying to do and vote, which is to
12 meet our charter mandated responsibilities that the Board
13 of Police Commissioners meet each week, while still
14 trying to be accommodating to the traffic that may happen
15 downtown. And again, your point is well taken, relative
16 to securing our ASL interpreters. But again, because the
17 meeting is happening at the same time and they are able
18 to attend virtually, although the commissioners are not,
19 it should not be much of an issue to ensure that they are
20 present, to ensure communication is accessible to all.
21 Next speaker.

22 MS. UNDERWOOD: Former Commissioner Davis.

23 CHAIRPERSON PRESSLEY: Former Commissioner Davis, are
24 you there?

25 MR. DAVIS: I am now. Can you hear me?

1 CHAIRPERSON PRESSLEY: Yes, go right ahead.

2 MR. DAVIS: Okay. I'd like to start off by saying
3 that your meetings are too long. It should be a little
4 bit better structured. I think the structure has improved
5 over the past few years, but it needs to be a little bit
6 more about the structure. I think that everybody that was
7 elected or appointed should make a commitment to be there
8 and be there on time. I never missed a meeting. I think
9 that you all should probably get more of a stipend than
10 what you all get, but I also think for those who do not
11 show up or do not have an excused absence, they shouldn't
12 get that stipend for that week.

13 Also, I was pleased to hear that you all passed a
14 resolution about a ceasefire, you know, in Gaza, because
15 I'm a strong supporter of that. I think it could have
16 been a little bit stronger. I personally liked the one
17 that Commissioner Burton had. Also, I witnessed
18 Commissioner Burton being attacked by Mother Bernice, and
19 there were a lot of people in that Rec Center, the
20 witness also. I know she may not remember, as well as she
21 once did. But a lot of people remembered the scene. Also,
22 I think that you all made your emphasis should be making
23 sure that you all have enough investigators and getting
24 the investigators in there. Of course, you all need a
25 board secretary. And also I see that your former acting

1 board secretary mentioned to you all, this board is in
2 the newspaper again. You know, you all have had more bad
3 press in the last couple years than I can imagine since
4 I've been gone. You know, there's a whole lot of bad
5 stuff associated with elements of this board, mostly from
6 the previous administrations. But you all have a nice
7 day. Be safe.

8 CHAIRPERSON PRESSLEY: Thank you. And I don't think
9 that anybody sympathizes more with the length of these
10 meetings than the sitting commissioners do. And so we
11 take that comment to heart.

12 MS. UNDERWOOD: The last speaker is Professor Baker.

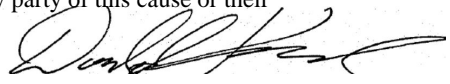
13 PROFESSOR BAKER: Hi. Thank you. Good afternoon.

14 CHAIRPERSON PRESSLEY: Good afternoon.

15 PROFESSOR BAKER: On Monday, April the 15th, the
16 Public Health and Safety Committee was presented with a
17 new procurement proposal prepared by DPD to purchase
18 digital radiography software and hardware from a vendor
19 known as NOVO, DR. Inc. This is a system that enables
20 sensory imaging of the interior of buildings and it's
21 often used to detect bombs or weapons that are buried
22 underground, such as landmines or enclosed in the
23 interior of buildings or located on the undercarriage of
24 a vehicle. During the procurement request, DPD was asked
25 by members of the Public Health and Safety Committee and

1 the specification report, which is required within the
 2 terms of the community input over government surveillance
 3 ordinance was completed to accompany the procurement
 4 request. DPD indicated one was not. There was no spec
 5 report due to DBT having radiology equipment that's now
 6 nearing 20 years in age. In our science ordinance, it
 7 indicates that similar technology to existing technology
 8 DPD does not require a spec report. This allows DPD to
 9 bypass specification report submission. However, when DPD
 10 does request procurement of new technology regardless of
 11 having had past technology that's similar, if the
 12 capacities or use of that tech have expanded, a spec
 13 report is required. NOVO, DR tests their procurement in
 14 the occupied Palestinian territories. They have
 15 significantly updated their radiography systems over the
 16 last 20 years when DPD last acquired this technology. And
 17 I'm asking that this committee contact members of City
 18 Council, as well as Public Health and Safety to request
 19 that this procurement contract be pulled back into
 20 committee and that all agencies in the city that are
 21 impacted by the science ordinance received necessary
 22 training to make sure that they are aware of their
 23 responsibilities to observe and uphold this ordinance.
 24 CHAIRPERSON PRESSLEY: Thank you. Alright. I believe
 25 that was all of our public commenters. Again, we thank

1
 2
 3
 4
 5 STATE OF MICHIGAN)
 6)
 7 COUNTY OF WAYNE)
 8
 9 RECORDER'S CERTIFICATE AND NOTARIZATION
 10
 11 I, Donald Handyside, Court Recorder, do hereby
 12 certify that on April 18, 2024 at 3:00 P.M., I did
 13 record the Detroit BOPC meeting, the same being
 14 later reduced to typewriting and that the foregoing
 15 is a true and accurate transcription of said
 16 electronic recording taken at such time and place.
 17 I further certify that I am not related to
 18 or employed by any party of this cause or their
 19 respective counsel.
 20
 21
 22 DONALD HANDYSIDE (CER 1464)
 23 Notary Public
 24 My Commission Expires: 5/6/2027
 25



1 everyone for their contribution to today's meeting. And
 2 that does indeed conclude our agenda. And so the Chair
 3 now entertains a motion for adjournment.
 4 COMMISSIONER BANKS: So move. Is there a second?
 5 COMMISSIONER HERNANDEZ: Second.
 6 CHAIRPERSON PRESSLEY: It's been properly moved and
 7 seconded. All those in favor please signify by saying,
 8 aye.
 9 COMMISSIONERS: Aye.
 10 CHAIRPERSON PRESSLEY: All those opposed, no? The
 11 ayes have it. This meeting is adjourned.
 12
 13
 14 (Meeting Adjourned at 5:10pm)
 15
 16
 17
 18
 19
 20
 21
 22
 23
 24
 25

DBOPC
04/18/2024

\$

\$18,000 44:7
\$3 15:14
\$600 13:9
\$65,000 25:16 26:1 31:6

1

1 10:14 37:1
1,152 44:12
10:00 22:5
11.3% 44:19
11:10 20:1
11th 5:5 20:1
12 19:14
1200 10:7
1301 3:1
14th 20:19
15.268(a) 47:4
15/20 25:3
15th 21:17 61:15
160 44:18
16th 42:2
17.5% 44:18
1800 20:11
18th 4:6,18
1st 24:20

2

2 3:20 5:19 37:1
20 62:6,16
200 10:6
2018 44:25
2022 19:4 45:3

2023 10:5 19:5 44:17,19 45:14
2024 2:25 3:7,8,10 4:6,18 5:5
10:20 24:20 32:13 33:17 37:2
43:18 44:10 46:21
20th 22:2
2155 3:5
22 19:13
22nd 44:10
23% 19:8
23rd 3:8 46:21
24 23:4 50:24
25 40:14
25th 2:24
26,000 39:5
26th 43:18
288 44:19
29th 22:8
2:00 22:5
2nd 33:17 34:2,13

3

30 18:23 19:2 44:11
30% 19:7
30/40 23:25
300,000 21:13
30th 3:10
31st 56:10
32,000 10:23
36 23:4
38% 19:9
3:00 2:1,25 33:17 34:14 37:2
3rd 32:13 39:21

4

4 3:22

4,000 54:24
48 50:24 59:4
48219 3:6
49 19:5

5

5 3:5,23
5962520 21:19
5:00 3:9,10 46:22
5:10pm 63:14
5th 10:20 20:2,14

6

65 33:21,24
6:30 3:3

7

7 37:1
70 27:14
705 44:13
72 59:4,5
75,000 10:23
76 49:22
7th 10:5

8

8(a) 47:3
8th 3:3,4

9

91 56:9
910 44:17
92 56:10
9th 3:3

A

ABA 44:22 45:14
ability 59:1
absence 60:11
absolutely 15:23
abusive 32:1
AC 5:16 18:18,19 20:12,14,17
22:23 23:6 24:8 38:12 45:24
46:1,5,7,8,10 49:14,19
Academy 21:17
accessible 59:20
accommodate 51:4
accommodating 59:14
accommodation 53:10
accompany 62:3
account 52:25
Accountability 39:9
accountable 39:13,14 43:7
accused 55:8
achieved 11:20
acknowledge 23:11 29:19
acknowledged 31:13,21,23
acquired 62:16
act 47:3 54:11
acting 2:19 5:10 7:16 32:17
43:21 54:20 60:25
action 38:2 46:25
actively 41:15
activities 39:18 49:11,12
activity 40:12 50:14
acts 11:15
actual 38:6
add 5:23 35:14 36:7
addition 34:22,25

additional 44:6
address 3:1,5 8:10 23:12
adjourned 63:11,14
adjournment 63:3
adjustment 4:7
administrations 61:6
administrative 24:24,25 25:14,
25 26:15 31:5 32:18
Administrator 43:23
admitted 29:2,12
adopt 12:10
adopted 12:18 34:3
adopting 42:14
adoption 47:1
advanced 27:15
advocates 35:6
Affair 7:18
Affairs 7:12,15,16
Africa 13:16
African 23:22
afternoon 2:1,6,23 5:11 8:17,18
18:19 55:5 56:23,24 58:18,19,20
61:13,14
age 62:6
agencies 9:2 62:20
agency 28:12
agenda 2:19 3:14 4:6,7,13,16,18
5:3 6:10,22 18:15 24:12 63:2
agendas 58:6
agent 14:2
agrees 11:9
ahead 3:15 9:17 38:9 60:1
ahold 19:25
aid 10:13,19 11:24
aimed 11:15

Airport 22:14
allegations 44:19,20
allowed 45:17,20 50:7 51:4
Alright 5:21 36:22 43:8 48:4,6
51:7 53:9,13 55:12 62:24
alternative 48:24
amazing 21:1 22:9,16
amen 2:15,16 56:22
amend 24:11
amended 2:18 5:3 6:10,22
amendment 31:17,19 32:2,3
American 23:22
amount 59:5
Andy 44:2
announcement 2:24
announcements 2:20
answers 15:18
anti- 54:5
anticipated 6:9
any... 41:20
apartheid 13:16,20
appeared 20:4
applicant 30:2 35:20
applicants 28:17 35:1 37:16
applications 27:10,23
applied 26:19,24 27:12,15 28:17,
19 30:3,15 34:24 35:6,9,20,23
37:17 58:2
apply 27:7 34:21 35:1,4
appointed 57:19 60:7
appropriately 28:11
approval 4:6,16,17 5:4,5 48:9
approve 12:22
approved 5:3,7 14:19 25:16 44:7,
9,16

approving 28:13
approximately 20:1 25:3 44:12, 19
April 2:24 3:7,8,9 4:6,18 5:5 10:20 20:1,18 21:17 22:2 24:20 32:13 42:2 46:21 61:15
Arab-american 23:22
archive 42:15
archives 12:10
area 20:7,10,12,21 52:20 59:2
Armstrong 7:19
arrived 25:2
arrows 18:24
Artemisia 25:1,13,24 31:3,4
articulate 58:4
asking... 29:15
asks 46:14
ASL 59:5,16
assigned 38:6
assignment 23:21
assistance 45:17
assistant 7:9 23:15 24:24 25:14, 25 26:15 31:5 32:18 43:23 45:17 49:11
assistants 24:25
assumption 29:3
assure 41:13
attack 10:6
attacked 60:18
attempted 20:23
attend 42:21 45:2,18 59:18
attendance 5:16,22
attended 3:11 46:4
attendees 24:21 32:13,17 43:20
Attending 45:20
attorney 3:19 5:12 7:11 21:22

26:9 27:11,13 28:23 50:25 51:1 52:19 55:13
audience 31:19 56:15
Auditor 9:2
auditorium 3:5
authorize 48:7
Auto 21:1
automatically 39:8
automotive 44:16
availability 21:18 49:7
avoiding 9:5
aware 8:9 18:4 29:11 42:5 45:10 50:5 52:15 53:3 62:22
awesome 2:8 23:11
aye 4:25 5:1 12:15,16 31:8,9 36:18,19 37:5,6 47:10,11 48:16, 17 53:6,7 63:8,9
eyes 5:3 12:18 31:14 36:22 37:9 47:13 48:19 53:9 63:11

B

back 20:23 22:3,8,13 27:13 47:15 53:14 56:5 58:22 62:19
background 25:17 26:2 31:7
backlog 44:15
backs 9:18
bad 9:8 55:9 57:10 61:2,4
bags 14:21
Baker 58:16 61:12,13,15
balance 57:20
ballpark 49:21
Banks 3:21 22:22 32:15 43:11, 12,14,19 45:24 46:5,8,22 47:22 52:11,12,17 63:4
barriers 10:18
based 33:4,8,25 46:3

basic 11:12
basically 30:16 49:13 51:21
beaten 20:6
beautiful 58:7,9
began 10:11
begin 2:4 24:13 47:16
behalf 24:5,17 32:10 43:15
behavior 9:10
believed 31:19
believes 11:5
Bell 3:22 22:24,25 23:1,7 47:23
benefit 45:5
Bernard 3:19,20 9:9 12:13,19,20, 21 14:25 15:3,4,5 16:1,3,18,19, 21 18:7 23:9,10 26:4,5,10 32:4 36:14 37:21,22 38:13 41:13,19 47:20
Bernice 24:2 55:17 56:4,18 60:18
bets 56:11
be... 50:4
bicker 58:5
big 19:10 23:19 51:3
biggest 14:20
billion 13:10 15:14
bit 19:3 21:1 60:4,5,16
black 9:9 40:22
blanket 14:15
bleed 55:2
blessed 2:10
blood 55:3
Blossom 5:14 43:23 44:23 46:14, 17 52:21,24
Blount 7:1 8:17,19
Blues 22:8
board 2:2,9 5:25 6:5 8:17,25 9:23 10:2 11:5,9,14,18,22 12:4 13:18

17:8 18:11,14,19,25 24:18,20
25:13 26:21 27:2,5,22 28:4,21
29:21 30:4,9,11,15,16,19 31:25
32:1,10,13,17 33:2,12 34:13,22,
25 35:15,18,24 37:2 41:9 43:6,
13,16,18,22 44:16 45:4,16 47:4
48:9 52:3 55:21 59:12 60:25
61:1,5

board's 9:24 17:14 26:9 33:17
45:11 49:5

body 33:9,23 57:19

body-worn 8:23

bombs 61:21

books 7:11

BOPC 2:24 3:2 5:8 6:14 34:7

bothers 9:19

Boulevard 58:23

bow 2:7

boxes 44:12

bring 26:20 35:18

bringing 35:2 57:25

broad 14:19 15:23 17:20

brought 27:2

Brown 2:21,23 3:16,17,18,19,21,
22,23,24,25 4:1,2,3 5:10,11
6:10,12 32:18 43:22 47:17,18,
19,20,22,23,24 48:1,2,3 50:16,
19,24

brutality 40:14,18

brutally 20:6

building 46:6,7

buildings 61:20,23

buried 61:21

Burton 3:23 4:11 26:17,18 28:14,
15,16 29:1,15,23,25 31:11,15,25
34:18,19,20 36:21 37:8,11,14,
15,16 40:8,21 47:24 48:6 60:17,
18

business 4:8,19 7:17,20 13:11
14:12 15:8,13,17 17:3 24:12

43:5,9 48:20 53:13

busy 37:23 56:2

Butler 5:18

Butzel 51:2 52:19

bypass 62:9

C

Cabinet 10:8

call 2:2 7:25 20:10 21:18 31:11
32:21 36:10,12 47:15 56:2

called 9:13 10:17 18:2

calling 6:1 9:25 10:3

calls 11:22 12:4 19:17,22 42:25

camera 8:23

cameras 8:7

cancel 42:24

canceled 37:24 38:1,8 42:6

Candace 43:24

Candice 5:14

candidate 25:9,12

candidates 24:25 25:1,7 30:14
33:1,4,5,7,10,13,15,16,21 34:11
37:1

cane 55:8

capabilities 44:7

capacities 62:12

capacity 52:24

car 20:22,23

card 7:18

cards 7:20

care 17:8

career 26:21 30:5

carnage 13:4

cars 19:13 20:21

Carter 3:24 24:23 25:6 32:14

33:9 48:1,11 49:10,18 52:6

case 17:22 29:4 44:4 51:22

cases 44:9,11,12,13,15,17 50:7

Cass 58:22

casualties 10:24

CAT's 20:25

catastrophic 10:17

catching 55:6

categories 33:4,8

category 18:24

ceasefire 6:2 9:25 10:3 11:23
12:3 17:13 60:14

Cedric 32:15 43:14,19 46:22

celebrating 19:2

cell 14:16,17

center 21:23 39:23 40:5 50:14
51:2 52:20 60:19

Chair 2:23 3:12 4:9,17 5:11 6:3,
12,24 10:1 12:9 16:3,13,20,21
24:15,22 25:23 27:9,13,20 28:14
29:5,7,16,18 30:25 31:11 32:7,9
36:3,5 41:22 43:11,12,13 47:2
49:10,15 50:2,19 51:1,13,14,23
52:2,18 53:16 56:25 57:6,7
58:13 63:2

chairman 4:11 12:19 16:18 22:24
31:16,25 32:1 34:20 37:11,22
39:14 40:11 41:14

chairperson 2:1,16 3:13,17,18
4:4,14,22,23,24 5:2,21 6:5,7,20
7:3,5 8:16,18 9:20 10:2 12:9,12,
14,17,20 14:6 15:1,4,20 16:2,19
17:10 20:12,16 22:21,25 23:9
24:9,21 25:21 26:8,13 27:6,11,
19 28:2,15,25 29:16 30:21
31:10,13,22 32:3,5,14 34:9,19
36:3,12,15,20,22 37:7,9,13,18
41:6,18,20 42:3,14,18,21 43:1,
14,19 46:22,24 47:8,12,18,19
48:4,13,18 50:1,3,5,16,22,25
51:7,13,14,15,17,24 52:2,7,9,14,
21,23 53:8,18,22,24 55:4 56:17,

21,24 57:5 58:11,17,19 59:10,23
60:1 61:8,14 62:24 63:6,10

challenges 43:3

chance 18:3 39:19

change 4:18

changing 51:10

chaplain 2:5,6

charge 39:24

charged 8:22 14:23 16:15

charter 48:25 53:12 59:12

chase 20:24

check 25:17 50:19 51:2 52:19

checks 26:2 31:7

cherry 30:13 35:17

Chicago 22:8 39:3,5,9

chief 4:9,20 5:8,13,17 6:16 7:9
18:17 23:12 24:10 26:6 28:21
30:15 32:19 38:8 43:20,21 44:3,
5 45:17 49:11

chiefs 23:14,15

children 10:25 55:11

CIT 19:20

cities 16:24 38:21

citizen 3:7 43:10 57:3,8

Citizen's 46:20

citizens 8:21 18:2 21:16 41:12
43:14,16 45:2,6,7 46:1,23

city 8:4,5 9:8 19:6 23:12,24,25
32:19 33:22 34:6 44:8 46:1
56:11 57:8 62:17,20

civilian 8:13 10:21 11:16

civilians 11:16,25 12:5 54:9

clarifying 25:8

clarity 18:13 41:23

class 21:21

clear 17:15 57:10

close 47:2

closed 44:17 47:15

collaboration 45:15

colleague 16:22,25 17:7

colleagues 24:5 28:10 29:23
30:25 43:15 49:3,9 54:13

combat 56:25

Commander 38:10

comment 6:23 61:11

commenters 44:1 62:25

comments 24:10

Commercial 21:1

commission 16:9,17 39:10 40:4

commissioner 3:19,21,22,23,24,
25 4:1,2,3,11,21 6:7 9:9,21
11:14,18 12:11,13,19,20,21
14:6,8,25 15:3,4,5,20,21 16:1,2,
4,5,7,18,19,21 17:15 18:5,6
22:22,24,25 23:1,7,9,10 24:16,
17,23 25:6,10 26:4,5,10,16,18
27:7,9,18,20 28:12,14,15,16,18
29:1,10,15,23,25 31:11,15,21,25
32:4,8,14,15 33:8 34:18,19,20
36:4,6,14,21 37:8,11,14,15,16,
20,22 38:13 40:8,21 41:13,19,
20,22 42:12,16,17,18,19 43:11,
12,19,20 45:24 46:5,8,13 47:6,7,
20,22,23,24 48:1,2,3,6,11,12
49:10,18 50:11,12 51:23,24,25
52:6,8,10,12,17,18 56:22 57:11,
23 58:15 59:22,23 60:17,18
63:4,5

Commissioner's 5:25 9:23 26:22

commissioners 2:3,9 3:15 5:1
6:6 10:3 11:5,9,22 12:4,16 24:18
25:7 27:10,24 28:6,20 29:8
30:16 31:9 32:11 33:2,6 34:13
35:13 36:19 37:6 43:2,13,16
45:24 47:11,17 48:17,22 52:4,15
53:7 59:13,18 61:10 63:9

commitment 59:6 60:7

committee 3:6,8,9 18:1 24:14,16,
19,20,21 25:12,15,23 26:3 27:16

28:5,6 29:7 31:2 32:6,11,12,13,
16,17 33:3,11 34:10,16 36:25
37:19,24 42:7,23 43:10,11,14,
17,19 44:22 46:21,23,25 56:12
61:16,25 62:17,20

communicate 43:6 53:4

communicated 52:5

communication 14:18 42:4,20
53:14 59:20

communities 16:24

community 3:2 5:9,19 32:16
38:17 39:1 40:13,17 43:22
45:12,18 50:13,23 52:5,16
57:21,22,24 59:7 62:2

community's 20:8

companies 13:3,11,19,24 14:4,
11 15:9 17:3 18:4

company 15:7 17:16 54:23

compassion 54:21

complained 55:20

complaining 8:12

complaint 3:7 7:12 43:10,14,16
46:20,23

complaints 45:1,7

complete 10:10

completed 62:3

completely 36:8

compliance 12:7

comply 11:7

con 44:12

concerned 11:19 58:8

conclude 33:19 34:7 63:2

concludes 25:18 41:2

concur 26:6

condemns 11:14

confided 56:7

confidence 28:9 34:4

confidentiality 33:13
confirmed 34:2
conflation 18:12
conflict 10:16 11:4 13:12 15:10
17:4
confusion 18:12
congratulate 24:4 40:20
congratulations 23:13
Conrad 6:15 32:20
consensus 18:11
consent 39:15
consequences 11:4
considered 50:9
consisted 25:4
constituents 57:16,17
constitutional 8:6
contact 62:17
contacted 40:1
contained 45:23
context 11:8
continue 11:3 16:8 19:8 45:11
continued 19:3
continues 19:12
continuing 19:5
contract 62:19
contribution 63:1
conversation 17:11 41:7 42:10
Coordinator 43:23
COPA 39:8
copy 25:11
corner 20:2 49:21
Corporal 21:19
corporation 6:14 15:15
correspondence 6:13

corruption 7:24 8:3,5
cost 44:6
Council 6:15 10:16 44:8 62:18
count 22:11
counters 36:8
countless 30:10
country 16:25 39:17 49:23
County 21:7
couple 19:12,25 61:3
courage 59:1
Covid 50:8
creating 13:6
credit 54:18
crime 8:22 18:20,21 20:10 21:23
22:1 24:6 39:23 40:5 55:1
crises 17:17
crisis 17:14 18:15
critical 9:10
criticism 17:6
cross 35:25
crowded 48:23
current 11:1 44:24
custody 22:14
customs 28:4
cut 10:12

D

dangerous 9:9
Darrell 32:20
Darryl 24:16,22
data 18:21 38:18,20,21 44:25
45:23
database 45:22
date 41:3,4 48:24 51:15
dates 40:16

Davis 5:20 58:15 59:22,23,25
60:2
day 2:8 8:14 21:10 22:3 23:5 61:7
days 21:15 50:18
DBT 62:5
de- 46:9
DEA 22:3
deal 14:14
dealing 51:21
Dean 40:1
Dear 43:15
death 20:6 54:10,11
deaths 10:7,22
debated 17:11
decade 30:8
decades 11:2
decent 55:10
decide 15:11
decided 40:3
decision 50:11
decisions 57:15
declared 10:8
decrease 22:1
decree 39:15
decrees 11:12
deeper 45:22
defeated 16:1 17:1,6
defense 10:9
delivery 10:18
demanding 12:6
demographic 45:9
Depal 49:21
department 13:1,25 14:1,9,15
15:12 17:3,22 23:13,21 24:4,7
38:7 40:25 46:5 56:12

depending 49:6
deprivation 11:13
deprived 11:10
deputy 21:21 23:14 38:8
derelicted 16:6
desire 18:8 28:7 49:3
destroyed 10:21
detail 19:12,15
details 8:20
detect 61:21
detectives 22:9
detector 55:24
determine 33:5
determined 20:4
Detour 3:11
Detroit 2:2,25 8:20 20:11 33:17
34:14 37:3 38:7 39:2 41:12 46:1
54:16,20
devastated 54:9
devastating 11:4
devices 7:14
devil 56:1,14
difference 12:23 40:22
difficulty 48:21
digit 19:10
digital 61:18
diligence 28:5,10 35:11,19 41:11
53:3
diplomacy 11:20
directed 29:7
direction 18:22 19:4,18
directly 4:8 13:3,12 26:9
director 32:19,25
disappointed 7:22
discovered 20:3 46:9

discretion 31:1
discussed 25:15 30:22 42:8
48:20
discussion 26:4,16 34:17,18
36:11 38:3 45:9 48:15 52:10
53:5 54:2
discussions 53:4
disinvest 13:19
displaced 10:14
disrespecting 8:6
dissatisfied 45:6
distraction 17:25
District 3:20,22,23 5:19
disturbing 8:20
divided 57:19
DOA 5:18
document 46:16 47:25 48:5
dollars 13:22,23
domestic 58:9
double 19:10
downtown 21:14 48:23 49:13,25
50:15 52:20 59:15
DPD 18:8 22:3,6 23:2 32:18 41:9
44:21,25 45:16 53:25 54:7
61:17,24 62:4,8,9,16
DPD'S 44:23
draft 21:11 48:21
drag 19:12 20:18,20 21:9
drifting 19:11 21:9
driver 21:5
drones 13:5,6
drug 20:4 22:3
due 10:15 28:5,10 35:11,19
41:11 53:2 62:5
Duly 14:6
durable 11:23

Durhal 5:20
duties 48:25

E

easier 58:7
easily 8:25
Eastside 18:25 20:17
easy 15:16,17,18
echo 17:15
ecstatic 40:19
efficiency 38:20
effort 14:5 18:1 22:10 53:11
egregious 9:17
elected 5:9 17:8 57:13,14,19,21
60:7
electricity 11:12
elegance 54:22
elements 25:4 61:5
elongate 36:5
emails 42:25 43:3,5
emergency 50:7,9
emotionally 14:23 16:15
empathy 54:21
emphasis 60:22
enables 61:19
enclosed 61:22
encourage 27:23 43:4
end 8:14 41:15
ended 33:24
endured 10:11
energy 11:11
enforcement 58:4,8
engaged 15:9
enjoy 38:14

ensure 28:6 32:23 41:11 59:19, 20
ensuring 36:9
entertain 52:3
entertains 4:17 12:9 25:23 47:2 63:3
enthusiastic 23:20
entire 24:4
entitled 15:14,19
entrust 28:5
equally 57:22
equipment 62:5
Eric 7:1 43:21
escalation 11:2,3 46:10
evaluate 45:23
evening 51:3 53:23,24
event 20:9 23:3 46:11 49:20 51:3
eventful 41:7
everyone's 5:22
Ewing 43:21 45:17,24 46:1,5,7,8, 10 49:14,19
exceptional 24:6
excessive 40:18
excited 19:8 23:18 24:7 40:6
excitement 19:3 21:14
exciting 40:11
excuse 3:25 8:11 16:2,12 29:4,5, 16,17 31:3 41:2 47:21 48:14
excused 60:11
executive 24:23 25:14,25 26:15 31:4
existing 62:7
exit 47:13
expanded 62:12
experiences 40:25
expired 22:5

explain 55:12
explore 51:9
extremely 8:20
eyewitness 6:17 41:10

F

face 54:13
faced 54:13 56:25
faces 40:23
facial 6:16
facility 51:12,18
facing 54:14
fact 14:10 38:19
facts 8:21 38:22
fail 54:11
failed 46:9 54:9
family 49:23 51:2
famine 10:15
FAST 22:10
fatal 54:8
Father 2:7,11
favor 4:24 12:14 31:7 36:16,18 37:4 47:9 48:14,15 53:5 63:7
favors 8:1
feasibility 50:17
feasible 52:1
federal 58:4
feedback 45:3 49:9
feel 34:4 55:9
feels 18:14
fellow 29:8,22 44:1
Fellows 44:22 45:14
female 20:5 58:7
fight 22:18

filed 45:7
files 54:19
filled 29:12
final 30:4 48:9
finally 12:3 39:24
financially 17:4,18
find 58:23
finding 45:11
findings 9:4 45:8
fine 41:13
finished 4:19
firm 33:23 34:24
fisticuffs 39:12
Fitzgerald 5:16 18:18,19 20:13, 14,17 22:23 23:6 24:8 38:12
flag 49:20
flee 20:21
flex 29:1
floor 7:17 31:23 49:2
folks 14:13,21
follow 21:8 25:8
food 11:10
footage 8:23
football 49:20
force 23:15 38:24 39:1,4,7 40:18 54:3,6,8,10,12 57:1,9 58:10
forget 55:14,22,24
forget all 56:1
form 44:16 58:3
formal 3:14
formally 10:8
forums 45:6
forward 2:18,21 5:25 6:10,22 16:10,14 27:10,22 29:22 30:23 35:8 40:5 41:5 49:8

Foster 53:21 56:23 57:7 58:12
found 8:24 21:5 39:6
fourth 38:24
Francis 5:12
FRANKLIN 2:6
Fred 5:20
Freda 5:18
Free 8:20
Friday 39:21 44:10
friends 49:23
front 34:2 41:25
frustrated 8:4
fuel 11:11
full 23:5 25:13 27:2 30:4 33:9
34:4 37:2
fully 8:9 25:19
fun 21:16
funds 13:23

G

Gamble 4:2
game 9:5
games 16:8
garner 45:2
gave 38:5
Gaza 6:2 9:25 10:4,10,11,22 12:1
13:4 55:2 60:14
general 9:2,3 38:18 44:11
gentlemen 13:5
geographic 11:8
ghost 14:10
give 2:13 7:17 15:7 39:25 47:20
giving 41:15
glory 2:14
goal 45:8

God 2:12
Gonzalez 43:24
good 2:1,6,23 5:11 8:17,18 18:19
19:4,15,23 22:15 53:23,24 55:5,
9,15 56:10,13,23,24 58:18,19,20
61:13,14
goods 11:25
government 34:7 62:2
governmental 9:1
grace 54:21
graduates 38:4
Grand 58:23
grateful 5:22 41:7
gravely 11:18
great 7:5 21:7 38:14 39:19 52:1
54:17,18
Greatness 54:17
green 18:24
group 22:17
guess 15:25
guest 43:25
gun 39:12
guns 19:14,15
guy 57:4
guys 7:4,25 8:10 38:10 39:19
56:5 58:21 59:4

H

had... 39:25
Hamas 10:5,9,20 11:1
Hand 36:7
handgun 21:6
handle 6:21 30:24 51:8
handled 17:19 46:11
happen 59:14
happening 13:4 59:17

happy 21:20 22:20 34:4
hard 46:2
hardware 61:18
Harvard 13:17,18
has1,753 44:10
Hayes 5:14 43:24
Headquarters 3:1,11 33:18 34:14
37:3
heads 2:7
health 19:16,20 61:16,25 62:18
healthcare 11:11
hear 59:25 60:13
hearing 5:6 24:10 46:3 48:15
52:10 53:4
heart 61:11
hearts 55:2
heaven 40:7
Heights 21:3,4
held 12:6 24:20 32:12 34:12
43:18 45:6 49:21
hell 56:13
helping 46:3
Herbert 3:2
Hernandez 4:1 9:21 32:7,8 36:3,
4 41:21,22 42:12,16 47:7 48:2,
12 63:5
Hey 9:14
high 20:24
highlight 22:19
hire 30:1
hiring 26:24 32:24
historic 22:1
history 23:24 30:20 44:24
hold 57:23
holistically 32:25
homeless 8:2

homicides 19:6,7
honor 2:14
honorable 18:19
hope 5:23 21:11 41:8
hospitals 10:22
hostage 12:6
hostages 6:3 10:1,4,6 11:17
hosting 3:4
hours 23:4 50:24 59:4,5
HR 32:18,19,21,25 33:22
human 11:10,24 48:8
humane 12:7
humanitarian 10:12,17,19 11:7,
24 12:2 17:14 18:14
humility 54:21
hung 55:25
hurt 55:9

I

iadvantage 33:24
lan 38:10
lan... 38:11
identification 41:10
identified 17:17
identify 17:21 20:22
ignore 56:8
III 5:20
illegal 8:5,7 19:16 21:6
illegally 12:6
imagine 61:3
imaging 61:20
imminent 10:15
impact 18:2 45:25 49:20
impacted 62:21

impacts 16:9
important 13:9 16:9 26:24 30:1
34:25 35:16,24 38:25 57:25
impounded 19:13
improve 45:12
improved 60:4
inappropriate 17:7,9
incident 20:18 39:3,7
incidentally 41:16
incidents 19:25 39:11
includes 32:15 46:18
including 10:22 29:11 40:23
incoming 6:13
inconvenience 49:1
inconvenient 53:10
incredible 19:21
indirectly 13:4,12
indispensable 12:1
individual 28:11 33:7 36:6
individuals 27:4 30:3 32:21
inform 50:22
information 14:11 15:14,19
27:21 30:1,17 31:15 45:19,21
52:4
informed 38:22 52:16
infrastructure 10:21
initially 42:4
initiated 39:25
initiative 39:24
injured 10:24
input 41:15 62:2
inquiry 18:8
inside 23:23
Inspector 9:3 44:11
instances 40:18

instructions 25:5
integrity 32:22 33:14 36:8
intent 12:24
interacting 40:3
interaction 45:3,13
interest 28:7
interested 45:4
interior 61:20,23
Internal 7:15,16,18
international 11:7 12:2,8 23:3
interpreters 59:16
interview 25:1,5 27:3 30:4 32:24
33:12,15 35:15
interviewed 25:2 29:9 33:10
interviews 24:24 25:3,19 34:12
35:25 37:1
introduction 3:15 5:8 47:16
introductions 25:4
intubate 36:17
invade 56:14
inventory 6:18
investigate 20:20
investigated 8:25 21:5
investigation 9:3
investigations 45:8
investigative 8:19 26:11,14
investigator 5:13,15 25:20 26:6
28:22 43:21 44:3,5
investigators 44:14 60:23,24
invited 24:25 45:2
invocation 2:5,17
involved 13:12 17:4
involvement 17:17
Israel 10:6,8 11:1 55:2
Israeli 10:9 11:15 13:7

Israelis 10:7
issue 8:11 15:12,13 17:1,2 20:18
30:23 46:12 59:2,19
issues 8:24 18:13 38:6,18 59:6
items 6:21 42:1,6,8 46:25
it's 36:15 51:4 52:9 63:6
I... 16:18

J

Jackson 5:12
Jefferson 49:17
Jensen 25:2
Jerome 5:13 43:21 44:3
Jesus 2:7,14
job 19:21 22:16 35:3 36:2 54:18,
19 56:13
Johnson(sic) 25:1
join 21:18
joined 9:21 22:22
Jonya 5:14 32:18
Joshua 25:9,13,24 31:3,4
justice 38:24 44:21,23 45:4,15,
25 46:15,20

K

Katrina 32:19,25
Kercheval 51:2,25 52:20 53:1
Kerry 43:24
key 24:19 32:12 43:17 44:24
killed 8:22 10:13
kind 20:7 29:18 39:7 45:25 54:6
kindly 24:17
King 20:19
knew 28:18,23 29:8 40:16
knife 39:12

knowing 51:11
knowledge 2:11

L

Labelle 5:13 27:11,13 50:25 51:1
52:19
ladies 58:10
Ladon 5:20
lady 23:21
Lamar 7:19
landmines 61:22
largely 10:12
larger 11:3
lasted 25:3
lasting 11:19
lastly 22:7 58:6
launched 10:5
law 11:7 12:2,8 38:3,5 40:2 44:1,
2,22 45:14,16,17,20 46:18 58:1,
2,4
Leaders 5:10
leadership 54:7
leading 18:1 20:9
learned 8:2
leave 34:8 57:18
left 42:24 53:17
legal 25:10,14 26:1,16 31:5 50:10
length 61:9
lets 9:16
Let's 2:6
level 19:19
leverage 33:23
Liberty 6:3 24:22
license 20:22
lie 55:24

Lieutenant 5:17 7:1 43:24 53:20
lifecycle 32:25
lifting 10:18
Linda 3:19
lineups 41:10
Lisa 21:22 24:23 32:14
Lisonya 5:15
list 15:7 35:5,23,24 37:16
Listen 19:5
listening 31:19
lives 11:16,24
located 61:23
location 3:4 50:14 52:1
locked 54:19
long 60:3
longer 17:1
looked 38:15,21
Lord 2:9,12 55:15,25 56:9,11
lose 41:8
loss 11:16
lost 6:8
lot 7:22 8:5 20:20 21:14,15
22:10,14 30:24 49:23 54:2 58:6,
7 60:19,21 61:4
Louis 42:19
love 39:1 56:11,12
LSA 5:17
LT 53:23,25
lunch 58:25
Luther 20:19

M

Maddox 58:14,17,18,20
made 4:16 7:12 17:14 18:3,9
21:3 29:3 31:18 32:2,3 40:22

44:25 52:15 53:3 60:22
make 4:7 9:8 12:21,23 17:13,20
18:5,8 26:21 30:5 32:22 33:12
54:14 57:5,9,15 59:7 60:7 62:22
makes 58:7
making 31:20 45:25 48:22 53:11
59:6 60:22
male 20:5
Mallett 6:15
man 22:12 23:22 40:22
Management 44:4
mandated 48:25 50:22 53:12
59:12
manna 40:7
manner 13:13
March 22:8 43:18 44:10
Marguerite 58:14
Mark 5:17 7:1 53:20
marks 11:2
Martin 20:19
matter 14:10 18:8 46:11 49:9
matters 18:11 47:5 48:10
mayor 24:3
mayor's 23:12 56:3
MCL 47:4
McNichols 3:6
means 4:15 11:20 14:16 29:11
mechanism 39:2
medical 11:11
medications 22:5
meet 3:8,9 39:20 48:25 53:11
58:24 59:12,13
meeting 2:2,24 3:2,6,8 5:24 22:2
24:20 32:12 33:17 34:3,13 37:24
38:1,9 41:3,17 42:5,9,20,24
43:18 46:21 47:15 48:22,24 49:6
51:9,10 52:4,12 58:21 59:7,17

60:8 63:1,11,14
meetings 12:25 38:13 47:3 60:3
61:10
member 17:8 23:15 27:22 42:23
members 22:10 30:11 31:18
32:15 43:18 46:6 55:21 61:25
62:17
memo 6:15
memorandum 32:10
men 9:9 19:20 23:2
mental 19:16,20
mentioned 61:1
messaging 54:23
met 56:19
Metro 22:14
mid-march 19:14
middle 31:24
midst 2:10
miles 54:24
million 10:14 13:10
mindful 49:1
minister 6:25 8:17,19 10:9 56:19
minute 47:14
minutes 5:4,6,7 25:3
misconduct 9:5
missed 58:21 60:8
mistake 54:15
misusing 55:8
model 39:17
Moening 44:1
Molly 44:1
moment 17:19
Monaco 21:22
Monday 21:17 49:19 51:16,20,22
58:22 61:15

money 7:24 8:3
monitored 46:13
month 23:17
monthly 3:6
months 27:14
Moore 3:25 43:25
mother 24:2 55:10,17 56:4,17
60:18
motion 4:17 12:9,18 14:20 16:25
25:23 26:14 31:12,14,17,18 32:4
33:10 34:8 36:24 37:9 47:2
48:19 52:3 54:25 63:3
motioned 33:9,23
Motorola 14:17 15:17
mourns 11:16
move 2:18,21 3:14 4:5,7,9 5:4,8,
25 6:9,22 16:14 18:16,17 24:12
25:13 30:23 32:5 34:11 35:8
36:17,25 37:19 43:8 47:2 48:7
49:8 51:19 52:3 53:14 63:4
moved 4:21 12:11 34:10 36:15
47:6,8 48:11,13 52:6,9,13 63:6
movement 13:20 41:1,2
moving 16:9 29:21 50:17 51:15,
17,18
multi 22:11
municipal 15:14

N

named 53:2
names 27:1 33:15 35:5,18 36:7
narrowed 34:1
narrowing 33:25
nation 16:16
nations 10:16 11:6
nearing 62:6
needed 25:8

negotiate 48:8
negotiation 25:17 26:2 31:6
news 19:23 54:14
newspaper 61:2
NFL 21:10
nice 21:24 27:1 56:20 61:6
night 24:3 56:15,20
non-fatal 19:9
nonetheless 21:16
nonsense 21:9
Northwest 50:14
note 19:13 47:20
noted 14:6 28:3
notes 21:10
notice 50:21
noting 2:17 4:14,18 24:11 48:23
50:1
not... 14:25
NOVO 61:19 62:13
no...yes 52:10
number 17:25 21:12 44:17 55:7
59:2
numbers 18:21 19:10 22:1
NWA 40:15

O

O'BREEN 44:2
Object 4:11
objection 4:10,15 5:5,6
obnoxious 57:12
observe 62:23
occupied 62:14
occurring 17:22,24 45:19
OCI 6:18 44:5,10,12,25 45:3
October 10:5

offer 25:16,23 31:3,6
offered 2:5 24:14 32:7 37:20
43:10 54:7
offering 35:25
office 5:20 6:16 26:22 38:7 39:9
44:11 56:4
officer 7:18 9:5 22:13 46:9,12
officer's 46:6
officers 6:1 7:8,12 8:9,12,21 9:8,
11,23 19:21 20:19 21:8 22:9,15
39:5 40:4 45:1,3 46:4 54:20 58:7
officials 5:9 57:14
offsite 50:13
ongoing 46:12
onus 51:18
open 44:9,10 45:6,9 47:3 49:2
opinion 50:10
opportunity 30:6
opposed 5:2 12:17 31:10 36:20
37:7 47:12 48:18 53:8 63:10
options 51:9
oral 53:14
order 2:3 37:14 47:16 58:1,2
ordered 10:9
ordinance 62:3,6,21,23
organization 16:10
or... 49:13
outlines 46:17
overbroad 15:5
overdose 19:22 20:4
oversight 35:19
overview 25:5
owner 21:2

P

pack 49:25

packed 18:15
packet 41:25 42:7
pairs 46:13
Palestinian 11:15 62:14
paper 46:18 54:3
parking 22:18
Parks 20:19
parliamentarian 5:12 31:16
part 12:3 18:24 23:11 46:7
participating 14:11
passage 27:16
passed 33:10 36:23 60:13
passes 21:13 31:14 37:10 48:19
passing 17:12 54:24
past 30:8 35:21,22 37:23 60:5
62:11
patience 49:25
Patillo 32:19 33:1
pattern 9:7
pay 55:24
peace 57:2
peaceful 11:20
pending 25:17 26:1 31:6 44:8
48:8
people 7:22 8:6,14 10:13,23
13:21 22:8,17 23:16 26:7,19,24
27:7,12,14 28:19,25 29:9 30:8
34:21 35:9 53:16 54:6,9 55:8
56:7,15 59:1 60:19,21
percentage 46:2
person 5:23 26:8,11,25 28:8,22
35:3 57:21
personally 60:16
personnel 24:13,18 25:12,15,22
31:2 32:6,11 33:2,11 34:10
36:25 47:5 48:9
perspective 40:22 41:17

pertains 44:9 45:1
phase 45:21
Phillips 20:2,14
phone 14:17 42:25 55:25
phones 8:8
pick 35:17 36:7
picking 30:13
place 4:12 50:15
planning 42:4
plate 20:22
play 9:4 16:8,14
playing 14:23
pleased 60:13
pleasure 56:16
PM 2:2,25 3:3,9,10 22:5 33:17
34:14 37:2 46:22
point 7:21 12:21 20:6 21:12 28:3
29:25 30:14 31:15,25 53:3 59:15
points 33:21,24 44:24
police 2:3,9 4:9,20 5:9,25 6:5,16
8:21 9:5,8,11,23 10:3 11:5,9,14,
18,22 12:4 16:7 17:3 18:17
21:16 23:13 24:18 26:21 32:10,
25 33:2 34:13 38:7 39:5,9,18
40:11,14,17,18,25 41:17 43:13,
16,20,22 45:12 52:3 54:6,16,20
55:15,23 56:12 59:13
policies 9:6 17:25 38:5 41:8,14
50:6
policy 3:9 6:15,17 37:19,24
41:11 46:11 54:22
politics 14:24 16:15,23
poll 29:8
pool 26:25 36:1,7
portal 30:18 35:7
position 17:14 25:5,14,25 26:12,
14,19 27:8,12,15 28:8,11 30:2,
15 31:4 34:22,24 35:9 37:17
49:5 58:3

positions 7:23 25:20 30:7
positive 21:10 22:7
possession 21:6
postpone 59:3,8
postponed 42:1,9
posture 16:16
powers 32:1
practices 9:7 27:3 35:21,22 45:5
46:15,17,19
practicing 58:1
prayed 55:22
precinct 3:4,5 20:3,15 22:4,6
predict 50:6
preempt 33:20
premature 33:20
prepare 47:14
prepared 25:19 61:17
present 2:18 3:18,20,22,23 4:3
47:19,23,24 48:1,2,3 55:7,20
59:20
presentation 38:18 44:21
presented 15:22,23 24:15 38:25
42:11 44:23 61:16
President 5:17,18,19
press 8:20 61:3
Pressley 2:1,16 3:13,17 4:4,14,
22,24 5:2,21 6:7,20 7:3,5 8:16,
18 9:20 12:9,12,14,17,20 14:6
15:1,4,20 16:2,19 17:10 20:12,
16 22:21,25 23:9 24:9 25:21
26:8,13 27:6,11,19 28:2,15,25
29:16 30:21 31:10,13,22 32:3,5
34:9,19 36:3,12,15,20,22 37:7,9,
13,18 41:6,18,20 42:3,14,18
43:1 46:24 47:8,12,18 48:4,13,
18 50:1,5,16,22,25 51:7,14,17,
24 52:2,7,9,14,23 53:8,18,22,24
55:4 56:17,21,24 57:5 58:11,17,
19 59:10,23 60:1 61:8,14 62:24
63:6,10

preview 40:6
previous 61:6
prior 20:9
probation 22:13
problem 50:21
procedural 38:24 44:21,23 45:4,
15,25
procedures 9:7
process 28:3 32:23,24 33:14
34:5 36:8 44:5
procurement 61:17,24 62:3,10,
13,19
prod 15:12
productivity 5:24
professor 39:23 40:23 44:2
58:16 61:12,13,15
program 38:20 45:19
project 45:22 46:16
promote 9:12
properly 36:15 47:8 48:13 52:9
63:6
property 56:14
proposal 61:17
Prosecutor 21:7
protect 8:15 11:23
protects 41:12
protested 13:17
proud 54:16 55:12
prove 25:10
provide 2:19 32:9 49:2
provided 18:18 25:11 33:1 41:9,
24 43:5 44:3
providers 14:17
providing 15:10 46:18
provision 11:25
public 2:25 3:11 6:23 33:18

34:12,14 37:1,3 38:2 43:25
48:23 61:16,25 62:18,25

publicly 33:16 36:6

pull 8:8 13:6,7 30:17

pulled 30:18 62:19

pulling 13:8

punishment 10:12

purchase 44:8 61:17

purchasing 14:2 15:7 44:6

pursuant 47:3

pursuit 11:6

put 14:20 22:10 46:13

puts 51:18

Q

Q&a 21:24 44:22

qualification 33:4,8

qualifications 33:25

question 13:25 15:8,16 16:23
17:5 26:5,18 27:6 28:16 29:6
36:10,12,16,23 57:10 58:25

questionnaire 15:18

questions 22:20,23 24:9 25:5,7,8
33:21 45:7,23

quickly 23:10

quorum 2:4,18,20 3:13 4:5 6:8
9:22 37:25 42:6,9 48:5

quote 36:7

R

racing 19:12 20:18,20 21:9

radiography 61:18 62:15

radiology 62:5

raised 28:17 45:23

rate 33:7

rated 20:24 33:3

rating 33:6

reactions 40:17

read 6:4 24:14 32:9

reading 6:8 9:24 43:3

ready 18:5

real 21:22 39:23 40:5

reality 54:11 57:12

reapply 30:19

reason 13:14

reasonable 48:8 50:9

reasons 30:9

Rebecca 44:2

Rec 52:20 60:19

received 6:14 21:13 35:22 48:5
62:21

receiving 43:3

recently 44:16

recess 33:7 47:14

recklessly 22:16

recognition 6:17

recognize 24:2

recognized 15:2,3 16:4 24:3
29:17,24 37:13,15,18

recognizes 11:19

recollection 27:14

recommend 33:9

recommendation 25:22 28:13
31:1 33:12,19 34:3,9 36:24

recommendations 26:7

recommended 25:16 26:1 31:3,5
34:15

record 6:4 9:20 22:21

recovered 19:14

Recruitment 32:20

reference 32:16 35:25

referring 10:16 17:1 52:24

reflects 39:3

refuse 9:1

regard 18:6 27:4

Regents 13:18

regional 11:3

registered 21:2

reinvestigated 44:14

related 19:17,22 40:11

relates 14:22 25:18 38:18,19

Relations 5:19 43:22

relationship 46:6,7

relative 26:15 59:15

release 6:2 9:25 10:4 12:5

released 9:4

remained 27:17

remarks 24:3 40:10

remember 13:15 60:20

remembered 60:21

remind 16:20

report 2:22 3:12 4:9,20 6:1,11,
13,18,19 8:19 9:23 18:17 23:11,
24 24:6,11,14 25:18 32:6,9
33:19 34:8 37:20 38:16,17 41:2,
23 42:7,12,14 43:9 44:3 47:1
62:1,5,8,9,13

reporting 39:2

reports 38:6

represent 57:18,22

Representatives 5:9

represented 32:21

reputation 55:10

request 14:9,14 15:6 18:6 47:4
61:24 62:4,10,18

request.hr 15:6

requested 44:25 46:16

requesting 37:12
require 18:7,10 26:3 34:16 51:10
62:8
required 12:1 62:1,13
research 45:15,21 46:19
reside 7:8
residents 46:4
resolution 6:1,6 9:24 10:3 11:19
12:10,22 15:12,21,22,25 16:6,
11,12 17:5,13 18:7,10 54:25
60:14
resolutions 57:2
resolved 11:21 12:3
resources 13:1,2 15:15 48:8
respect 16:11 57:13
respectability 57:24
respectful 55:11
respond 50:17 59:11
responded 15:19 46:7
response 6:14 19:20 40:13 42:25
58:3
responsibilities 53:12 59:12
62:23
responsibility 16:6 57:16
responsible 13:3
restorative 45:5 46:15,20
result 11:3 45:1
resulted 10:22 39:16
resulting 10:7
resume 30:17 33:3
resumes 29:10,12 33:1 34:23
35:1,10,12,21 37:17
return 9:22
returned 44:11
review 27:23
reviewed 33:3

Rewards 20:11
rid 14:17 21:9 22:4
ridiculous 36:10
rights 8:6
Robert 32:17 43:22
Robichaud 39:23 44:2
robust 38:3
role 16:7 45:11
Ron 5:17
Ronald 53:21
room 3:2 6:25 7:23 16:7 33:18
34:15 37:4 47:13
Rosa 20:19
run 19:12
runoff 30:3
rush 35:16

S

safe 61:7
safety 2:25 3:11 12:6 33:18
34:14 37:3 61:16,25 62:18
salary 25:16 26:1 31:6 48:8
sample 25:9,10,11
satisfaction 45:12
Saturday 22:2
save 11:24
scale 33:6
scary 19:14
scene 60:21
scheduled 3:7
school 38:5 40:2
science 62:6,21
scoring 25:11
search 7:13 8:7 14:9 34:24
seconded 47:9 48:14 52:10 63:7

secretary 2:19 3:16 5:10 28:21
32:17 33:1 43:22 47:17 58:3
60:25 61:1
secretary's 2:21 6:11,19 34:22
Section 47:3
secure 22:11
securing 59:16
Security 10:16
sees 34:25
seize 10:10
selected 35:13
selecting 30:14
self-defense 11:6
semblance 17:21
sense 49:7,10 52:1
sensory 61:20
sentiment 13:22
sentiments 17:15
separate 15:13 18:11
Sergeant 43:24
serve 8:15 18:2 28:6
service 19:17
session 47:3,15
Severy 38:12
share 17:23 27:12 28:7,9 54:5
shared 29:9 41:14
sharing 40:25
shelter 7:8
shoes 54:13
shoot 22:17
shooting 8:21
shootings 19:9
short 26:23 50:21
shot 20:5 22:8 57:1,3,7
Shotspotter 38:19,22

shout 39:25
show 9:20 22:21 40:8 42:10
60:11
showing 40:20
shut 49:13,16 51:20
shutdown 49:15
Sianneh 25:2
sight 41:8
significant 11:2 19:25
significantly 62:15
signify 4:25 12:14 31:7 36:18
37:4 47:9 48:16 53:5 63:7
silent 9:16
similar 62:7,11
simple 15:6 33:5
simulator 54:8
Sincerely 46:22
single 15:7 18:24 23:15 28:18
39:3
site 50:18 52:4
sitting 5:16 28:18,22 56:16 61:10
situation 10:17 14:23 28:1 30:12
Skylar 3:2 33:18 34:15 37:4
sleep 21:15 23:5
slightly 19:17
Sloan 5:15
small 19:10
Smith 3:18 4:23 6:3,5,7 9:24
10:1,2 24:23 25:6 43:20 47:19
50:2,3 51:13,14,15 52:21 53:21
55:5 56:19
software 44:6,7 61:18
soldiers 13:7
solicitation 9:11
songs 40:12
sort 42:10

South 13:16
space 50:20 51:3
speak 16:3,12,20 57:5 58:4
speaker 43:25 58:14 59:21 61:12
speakers 6:24 12:24 43:25
speaking 16:22 29:5,17,18
speaks 27:18 57:21
Speakup 20:11
spec 62:4,8,12
special 24:13,18 25:12,15,22
31:2
specific 14:21
Specifically 13:5
specification 62:1,9
specifics 15:24
speed 20:24
spend 13:10
spending 13:1
spent 13:24
spoke 7:7,15,18
spoken 13:21
spot 22:18
spring 21:16
St 42:19
stable 32:23
stadium 49:21
staff 5:8 8:9 30:11 34:7 51:18
stage 24:4 49:15
stakeholders 34:6
stalking 7:14 8:12
stall 6:8
standard 25:7 57:23
standpoint 35:2,19
stands 18:5

Star 43:24
start 6:25 53:19 60:2
started 19:13 21:17
starting 19:18,19 49:18,19,22
state 8:4 19:6 23:12,24 33:15
38:4 44:1,2,24 49:3
stated 18:13 44:5 46:1,10,17
statement 14:16 17:20 18:5 23:1
stay 26:23
stayed 21:23
Stephani 5:13
stepped 54:19
Sterling 21:3
stipend 60:9,12
stolen 8:3
stop 9:14 20:23 36:11 58:23
Stoppers 20:11
stories 54:14
story 54:3,4,22
straight 16:23 49:16
street 3:1 19:16
street's 51:20
streets 58:2
strong 60:15
stronger 60:16
structure 60:4,6
structured 60:4
students 13:16 38:3,15,17 39:19
41:14
stuff 7:13 8:1,13 61:5
subject 12:23 39:15
submission 62:9
submitted 21:7
subsequently 10:8
successful 32:24

succinctly 17:2
sued 30:10,11
suggest 17:10 18:9 36:5,9
suggestions 27:25
summits 45:18,20
Sunday 20:18 23:5
super 24:7
Supervising 5:15
supplies 11:11
support 13:19 15:10 20:8 33:22
34:5 57:1,2,24
supporter 60:15
supporting 13:20 14:4,5 17:18
supposed 8:15 42:13 57:21
surveillance 62:2
surveying 11:6
survival 12:1
suspicion 17:20
sustained 11:23 44:18,20
sworn 23:17
sympathizes 61:9
system 9:12,16,18 39:8 44:4
61:19
systems 62:15

T

table 28:18 35:10
taking 10:6
talk 18:20 54:2,11,12 55:1,14
56:9,20
talked 40:12 55:16,23
talking 17:5 26:11 54:6 56:7
Tamara 6:3 24:22 43:20
targets 13:6
task 35:16

taught 55:10,11
team 2:9 20:25 33:22 51:5
teams 49:22
tech 62:12
technical 52:23
techniques 46:10
technology 14:15,19 62:7,10,11,
16
telephone 56:2
telling 19:1
Tennessee 22:12
Teresa 5:14 39:25 40:2 43:23
44:22
terms 15:10 23:2,4 33:5 39:17
42:22 62:2
territories 62:14
tests 62:13
that'll 34:7 49:20
that... 15:25
Theft 21:1
thereof 11:13
thing 19:14 23:18,19 38:25 56:5,
6,25
things 14:22 19:12 38:15,23
40:13 55:1
thinking 50:12
Thirdly 58:2
this... 42:17
Thomas 5:18
thoughts 27:25
thousands 10:13
threat 10:15
Thursday 3:3 20:1 33:16 49:2,4,8
51:16,21 52:3 59:8
time 5:24 7:7 19:1,23 21:4,12,23
24:11 27:16,22 30:14 31:16,20
33:6 38:1,9 39:23 40:5,12 42:20

44:9 50:23 51:7 55:6,19 56:17
58:25 59:5,17 60:8
times 17:23 30:10 40:16 57:1,8,
20
tired 8:6
today 6:14 7:4 30:24 35:8,22
51:11 54:5
today's 5:24 63:1
told 54:22 55:21 56:8
top 33:5,10,12,15 34:11 36:25
total 44:17
touch 33:21,24
tough 54:17
toured 21:22
towing 6:14
town 49:4
to... 42:13
track 22:12
tracked 20:22 21:2
traditions 28:4
traffic 50:8 59:14
trained 19:21
training 24:13,19 25:12,15,22
31:2 32:6,11 33:3,11 34:10
36:25 46:8 62:22
transparency 39:16,18
transparent 35:2
treatment 12:7
trend 19:3,5,8,18
trending 18:22
trick 14:20
trigger 13:7,8
trip 21:3
trust 8:14,15
Tuesday 3:8,9 21:21 46:21 49:6,
22

TV 20:11
two-thirds 10:24
type 8:13 14:18 50:14
types 14:22

U

Ukraine 55:2
unacceptable 54:25
unbelievable 24:1
uncertainty 42:22
unclear 32:4 58:22 59:3,5
unclear01:25:28 59:9
unconditional 12:5
undercarriage 61:23
undercover 7:8 8:9
underground 61:22
understand 58:5 59:6
Underwood 5:14 6:24 32:18
53:14,16,19 58:13 59:22 61:12
unfinished 4:7,19 24:12
unfortunate 8:1 22:7
unhindered 11:25
union 57:4
unique 18:22
United 10:16
universities 16:24
University 13:17,18 38:5
unprecedented 10:5
unreasonable 14:9
unwanted 22:4
updated 62:15
updates 24:19 32:12 43:17 44:4
uphold 62:23
uplift 32:22

uploaded 39:8
utilizing 44:15

V

vacant 20:7
variety 34:6
vehicle 21:4 61:24
vehicles 8:13
vendor 61:18
verbally 41:23
veteran 56:25
vetted 28:11
Vice 3:18 4:23 5:18 6:3,5 10:1,2
24:22 47:19 50:2,3 51:13,14,15
52:21
Vice-chair 9:24
victim 20:6
victims 20:3,5
view 3:12 53:1
violence 11:15 58:9
VIPS 5:15
virtual 54:10
virtually 5:23 59:18
vis 42:22
vis-a- 42:21
visit 21:21,24
vitality 16:8
voice 28:1
vote 4:15 31:24 36:17 48:7 51:10
59:11
voted 9:11 25:13
votes 16:9 30:22
voting 28:12 36:24

W

wait 9:14 16:3 58:21
walk 16:8 23:19
walking 23:16
wanted 21:25 22:18
wanting 15:1
war 10:8,11,20 11:1 14:5
Warfield 5:13 30:15 43:21 44:3
warrant 7:13 8:7 21:6 22:11
wars 13:23
waste 38:1
watch 23:23
watched 30:7
watching 54:1
water 11:10
Waveney 20:2,14
Wayne 21:7 38:4 44:1,22 45:14,
16,17,20 46:18
ways 45:11
wealth 45:21
weapon 39:7
weapons 61:21
week 2:4 18:23 21:11 25:19
35:10 37:24 48:21 49:12,13,25
54:23 59:3,13 60:12
week's 8:19
weekend 54:19
weekly 6:18
weeks 7:7 12:25 41:3
weigh 57:20
weighing 12:23
wellbeing 12:7
West 3:5 58:23
Westside 19:1

white 46:18
whoever's 13:8
Wi-fi 51:5
William 58:15
Williams 6:25 7:2,4,6
Wilson 21:20
Wingswept 44:4,6
wisdom 2:11
witnessed 60:17
women 10:25 19:20 23:2
wonderful 21:21 22:2 23:23
Woods 4:3,21 12:11 14:7,8
15:20,21 16:4,5 17:15 21:19
24:16,17,21,22 27:7,9,18,20
31:21 42:17,18,19 43:19 46:14
47:6 48:3 50:11,12 51:23,24,25
52:8,18 56:15,22
Woodward 49:16
word 2:5
words 2:17
work 7:16 21:2 22:9,15 29:13,20,
22 37:23 43:7 56:13
working 7:8 26:7,9 27:4 38:14
41:15 44:15
works 29:6 51:5
workshop 44:21,23 45:25 46:2
workshops 45:2,18
world 15:8 53:25
worry 56:4,6
worth 55:14
would've 38:10
wrapping 9:2
writer 15:24 16:5
writing 25:9,10,11 41:25
wrong 9:6 16:14

Y

year 7:22 9:3 13:10 19:4,17,22
years 18:23 19:2,23 24:1 30:8
35:22 40:1,14 54:5 56:10 60:5
61:3 62:6,16
young 5:17 7:1 9:9 22:12 23:17
28:25 53:20,23,25 58:10

Z

Zoom 3:12 24:21,22 42:22 45:6
50:3,6 53:17 58:14