

2/28/2013

Page 1

STATE OF MICHIGAN
DETROIT BOARD OF POLICE COMMISSIONERS
REGULAR MEETING

PAGE 1 TO 48

Taken at 1300 Beaubien, Room 328,
Police Headquarters,
Detroit, Michigan, 48226,
Commencing at 3:17 p.m.,
Thursday, February 28th, 2013,
Before Elizabeth Koller, CSR-7042.

1 APPEARANCES:
2 MS. CELIA BANKS WASHINGTON (P54338)
3 Attorney to the Board
4 Detroit Board of Police Commissioners
5 1300 Beaubien, Room 328
6 Detroit, Michigan 48226
7 (313) 596-1835
8 Appearing on behalf of the Board of Police
9 Commissioners.

10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

COMMISSIONERS:
JEROME WARFIELD, CHAIRMAN
TONEY STEWART, REGULAR MEMBER
JESSICA TAYLOR, VICE CHAIRPERSON

ALSO PRESENT:
GEORGE ANTHONY, SECRETARY
ASSISTANT CHIEF WELLES

1 Detroit, Michigan

2 February 28, 2013

3 About 3:17 p.m.

4 CHAIRMAN WARFIELD: Good afternoon, ladies
5 and gentlemen, and welcome to the Board of Police
6 Commissioners meeting. My name is Jerome Warfield
7 Chairman of the Board of Police Commissioners. Serving
8 me with today is the Vice Chairperson Commissioner
9 Taylor, representing the Chief's Office is Assistant
10 Chief Welles. Sir, good to have you.

11 A.C. WELLES: Good afternoon.

12 CHAIRMAN WARFIELD: Also sitting at the table
13 with us this afternoon is our Board Secretary
14 Mr. George Anthony. I'm going to ask if he can
15 introduce our staff that's here today.

16 MR. SECRETARY: Thank you, Mr. Chair. For
17 the record, George Anthony, Secretary to the Board. We
18 have present Ms. Pamela Davis Drake, who is our Chief
19 Investigator, Ms. Loletha Porter Coleman, who is our
20 Director of Police Personnel, Ms. Celia Banks
21 Washington, who is the Attorney to the Board.

22 We also have present Officer Dan Donakowski
23 who is recording our proceedings, Officer Kent Cooper
24 who is assisting, and Ms. Beth Koller from Hanson Court
25 Reporting Service. That completes the introductions.

1 CHAIRMAN WARFIELD: Thank you, Mr. Anthony.
2 We are expected to have quorum today, so when quorum
3 comes we'll do our necessary items that we must vote on
4 at that particular time. But at this time I'm going to
5 ask if Chaplain Penson, Pastor Penson, can come and
6 lead us for our invocation this afternoon. Good
7 afternoon, sir.

8 CHAPLAIN PENSON: May we all bow our heads in
9 a word of prayer. Gracious, kind, and wonderful
10 father, we come before you first and foremost to say
11 thank your for your goodness, your grace, and your
12 mercy.

13 Now, we ask your blessings upon this meeting,
14 God, and ask, God, that you give us glory. We also ask
15 that you wave your glory, God, to lift up the morale of
16 these Officers, God, and each department and each
17 district, in Jesus name. Amen.

18 AUDIENCE: Amen.

19 CHAIRMAN WARFIELD: Thank you, Pastor Penson.
20 And, again, we will wait until we get a quorum before
21 we vote on the approval of the agenda and other items.

22 At this time we're going to move around the
23 agenda as much as I can and get as much accomplished as
24 we can before we have our voting issues. I'm going to
25 go over to the Chief's Office, Assistant Chief Welles,

1 is there anything you want to report to us?

2 A.C. WELLES: Good afternoon, and through the
3 Chair, if you want we can go right into our
4 presentation?

5 CHAIRMAN WARFIELD: Absolutely.

6 A.C. WELLES: We have Director Scott Hayes
7 today to talk about Technical Services.

8 CHAIRMAN WARFIELD: Great.

9 DIRECTOR HAYES: Good afternoon.

10 CHAIRMAN WARFIELD: Good afternoon. Are we
11 going to need somebody to work the Power Point for you?

12 DIRECTOR HAYES: Yes, please.

13 CHAIRMAN WARFIELD: Okay. And could you come
14 to the mic just so that we can make sure we can get the
15 recording. If you can state your name and your rank
16 for the record, that would be great. Thank you.

17 DIRECTOR HAYES: Director Scott Hayes, over
18 Technical Services Detroit Police Department.

19 Technical Services is the direction or
20 responsibility of long range technology planning and
21 implementation for the Detroit Police Department. Some
22 of the commands that are underneath Technical Services
23 are records and identification, communication
24 operations, telephone crime reporting, and the
25 technical support unit, which supports desktops, in-car

1 systems, and technology for the Department.

2 The presentation today is going to be on our
3 new in-car video system which is Data 911. The system
4 records both a front and rear camera. The rear camera
5 is facing the rear seat in the vehicle. It records
6 audio on two body mics worn by both Officers and also
7 an in-car mic.

8 It stores 16 gigs of data within the car and
9 then it uploads to a central server once it's within an
10 access point area. The MDV3 is the model that we're
11 using. It turns on when the car starts on or when the
12 car is turned on and it actually stays on for awhile
13 after the car is turned off to finish uploading the
14 video.

15 The video is recording continuously which is
16 what we call auxiliary video. It records at seven
17 frames per second. And then when a trigger activates
18 it goes into full speed recording with audio. Once it
19 goes into the full speed recording it'll actually take
20 30 second before the event that triggered it and keeps
21 that 30 seconds but that video does not have audio.

22 What do the Officers have to do? They have
23 make sure that their mic is charged and that each mic,
24 we have microphones issued to each Patrol Officers, the
25 Officers assigned to patrol, and what they have to do

1 is just put the mic into the base station and
2 synchronize the mic by holding down the record button,
3 then they just leave the mic turned so it's really
4 taking a lot of the responsibility off the Officer to
5 turn the system on.

6 Things that are triggers. Triggers that turn
7 the recorder on to a full frame with audio. The white
8 bar activated will turn it on. Officers can push the
9 record button on the microphone itself. If the Officer
10 touches the screen the recording will turn on. Rear
11 door's open, excessive speed levels. It also has an
12 accelerometer which measures crashes so that the unit
13 will actually turn on.

14 How the video is uploaded? We have wireless
15 networking installed throughout the City, mostly by the
16 Precincts where the vehicle's, there's designated areas
17 for the patrol vehicles to pull into. We have a
18 central controller that reports on the access points so
19 we can monitor the health of the access points to see
20 if we are having any problems with the system.

21 Currently we have 96 MDV3 new ones installed.
22 Right now we have 14 of those vehicles tied up for
23 various reasons. And we have plans to install an
24 additional 100 units out into the fleet.

25 Any questions?

1 CHAIRMAN WARFIELD: Thank you, sir. Any
2 questions? Commission Taylor.

3 COMMISSIONER TAYLOR: Not a question, but if
4 you can just go back to the charging, the charger, you
5 say that they have to put it on the charger. Is it
6 already on the charger charging or it's up to them?

7 DIRECTOR HAYES: Well, they're issued a mic
8 and charger. It's like the prep radio. So when they
9 take it home they can go ahead and plug it in on a
10 charger at home, so they come in fully charged, and
11 then also once you get into the vehicle there's a
12 charger within there and that has a base station for it
13 and that's also what you use to sync.

14 So what they'll do is they'll take the
15 microphone place it into the cradle or the charger pull
16 the button down, it'll beep and the light will turn
17 green and they take the microphone back out and place
18 it on their body, and that's really the only
19 interaction they have for the shift other than the
20 activation.

21 COMMISSIONER TAYLOR: Thank you.

22 CHAIRMAN WARFIELD: Anything else?

23 COMMISSIONER TAYLOR: No, that's it.

24 CHAIRMAN WARFIELD: Commissioner? Okay. Not
25 a problem. First of all, and we were singing the

1 praises of Data 911 a couple weeks ago. The quality of
2 the video is outstanding. Excellent. The quality of
3 the sound is wonderful. So just kudos to you and for
4 your department. It helps a great deal with our Office
5 of Chief Investigation.

6 We've actually exonerated some Officers as a
7 result of having that system up and running. So we are
8 very thankful that it's up and running. Certainly the
9 opposite has also happened.

10 Let me ask you this, if in the course of a
11 conversation that an Officer is being recorded and then
12 the mic goes out and then it comes back on when the
13 other party is talking but it goes off when they're
14 talking theoretically if that happens what could be the
15 cause of that?

16 DIRECTOR HAYES: There's several variables in
17 there. What we first would look at is the distance
18 away the mic is from the vehicle because it would be
19 like a cellular -- not a cellular, but a wireless phone
20 at home. The farther you get away the quality you get
21 if there's some environmental issues, walls in a house,
22 there could be some effects that way.

23 CHAIRMAN WARFIELD: So if you and I are in
24 the same room and you're the complainant and I am the
25 Officer and I only hear your conversation on the

1 recording and not the Officer's conversation that could
2 be a cause of that?

3 DIRECTOR HAYES: Well, if it was specifically
4 just one side of the conversation we'd have to look at
5 the use of the microphone.

6 CHAIRMAN WARFIELD: Okay. Great. We have a
7 case and we can refer back to you so you can look at
8 the use of that particular microphone.

9 DIRECTOR HAYES: Okay. And that's what we're
10 training the staff to take a look at the videos to be
11 able to see if we need more retraining or if it's a
12 technical issue that we can service.

13 CHAIRMAN WARFIELD: Absolutely. But, again,
14 had chance to see the system in the actual car and just
15 wonderful, wonderful technology. You had mentioned the
16 triggers. Are there ways the system can be deactivated
17 by Troops?

18 DIRECTOR HAYES: No, no, on the video side
19 it's automatic, the triggers automatically turn it on.
20 Even on some triggers we have a timing five minutes on
21 some of them like the rear doors that it will stay on
22 and you cannot shut that. After that period of time or
23 if you manually turn it on you can hit the stop button
24 in the car and then it will stop the recording.

25 CHAIRMAN WARFIELD: Okay. Great. Anything

1 else? The capacity of the storage you said is
2 16 gigabytes?

3 DIRECTOR HAYES: Within the vehicle, correct.

4 CHAIRMAN WARFIELD: How long do you hold the
5 video on file?

6 DIRECTOR HAYES: We hold the event video for
7 90 days. The auxiliary which is seven which is just
8 the normal driving around we have a retention period of
9 24 hours at this point.

10 CHAIRMAN WARFIELD: Okay. Great. That's it.
11 Thank you, sir. Excellent. Again, I think the new
12 cars that are equipped are really, really great. I
13 think they help the Officers in a number of situations.

14 I read some reports where citizens have made
15 complaints against the Officers that were absolutely
16 positively not true at all. And so kudos. Our men and
17 women in blue are doing an excellent job. And thank
18 you for your job. Certainly it's helping the consent
19 decree as well.

20 DIRECTOR HAYES: Absolutely. It's just a
21 great support staff. It's Technical Services that
22 keeps us up and running, the quality.

23 CHAIRMAN WARFIELD: Great.

24 DIRECTOR HAYES: Thank you.

25 CHAIRMAN WARFIELD: Thank you. Assistant

1 Chief, anything else?

2 A.C. WELLES: We have nothing further.

3 CHAIRMAN WARFIELD: Thank you, sir.

4 A.C. WELLES: You're welcome.

5 CHAIRMAN WARFIELD: For the record we want to
6 show that Commissioner Toney Stewart is here and we do
7 officially have a quorum. Seeing as though we do have
8 a quorum we want to approve or have a motion to approve
9 today's agenda, Thursday, February 28th, 2013.

10 COMMISSIONER TAYLOR: So move.

11 COMMISSIONER STEWART: Second.

12 CHAIRMAN WARFIELD: It's been properly moved
13 and supported. And I want also to see if we can flip
14 the agenda just for a moment. I want to take if I can
15 because we do have a closed door session, and it's
16 going to be, you know, maybe a truncated closed door
17 session, but I want to know if it's okay with the
18 person making the motion and the one who second's it if
19 we can move Oral Communication up to just before New
20 Business? Is that okay?

21 COMMISSIONER TAYLOR: That's okay.

22 CHAIRMAN WARFIELD: Without objection we'll
23 move Oral Communications up to just before New
24 Business. Anymore discussion? Hearing and seeing
25 none, all those in favor of approving today's agenda?

1 COMMISSIONERS: Aye.

2 CHAIRMAN WARFIELD: All those opposed?
3 Motion carries. Thank you. Chairperson's Report.
4 I'll save my report until after the actual oral
5 communications. At this time I will ask if there's a
6 Secretary's Report?

7 MR. SECRETARY: Thank you, Mr. Chair. Yes,
8 not a report but certainly an oral request from
9 Attorney John Goldpaugh. And if I can through the
10 Board ask Attorney Goldpaugh if he will come to the
11 mic?

12 ATTORNEY GOLDPAUGH: Members of the Board,
13 good afternoon.

14 CHAIRMAN WARFIELD: Good afternoon.

15 ATTORNEY GOLDPAUGH: John Goldpaugh, on
16 behalf of the petitioner. A petition has been filed
17 with respect to suspension without pay. I'm orally
18 requesting this be done in a closed door session. The
19 reasons are that I just got notice of it. I have no
20 objection to the Notice, but I wasn't able to get it in
21 writing to the Board in time.

22 CHAIRMAN WARFIELD: Not a problem.

23 ATTORNEY GOLDPAUGH: Thank you, very much.

24 CHAIRMAN WARFIELD: We'll handle it.

25 ATTORNEY GOLDPAUGH: Thank you.

1 MR. SECRETARY: Mr. Chair, just for the
2 record the suspension without pay is for Police Officer
3 Tiniki T-I-N-I-K-I, Gibbs, G-I-B-B-S, Badge 718.

4 CHAIRMAN WARFIELD: Thank you, sir. We'll
5 handle that a little later on.

6 ATTORNEY GOLDPAUGH: And she is aware that
7 I'm asking for this closed session.

8 CHAIRMAN WARFIELD: Great. Thank you, sir.
9 We do not of have the minutes ready from last week's
10 meeting so we will approve that at our next meeting.

11 At this time we have a report from OCI. I'm
12 going to ask if Chief Investigator Davis Drake will
13 come to the mic and give us our report from Office of
14 Chief Investigator. Good afternoon, ma'am.

15 CHIEF INV. DAVIS DRAKE: Our current
16 statistics as of today and this is a short report, we
17 don't have a whole lot to report out, but we have 217
18 open cases. As of today we have zero cases that are
19 over 90. We held our second session of the strategic
20 plan on Wednesday, February 27th and we have a final
21 draft of our 2013 Strategic Plan is currently being
22 circulated. Once that is circulated through staff then
23 we will provide it to the Board for you review and
24 approval.

25 We have a training scheduled for the month of

1 March, Data 911 training because you heard about the
2 Data 911 system. Wonderful system. We love it. We
3 will be trained on that as we have Insight on March 5th
4 and that, of course, will give the Investigators the
5 opportunity to upload and save to a CD their own audio
6 and video footage so that we don't have to continue to
7 bug Director Hayes and his staff. They have been
8 wonderful in helping us train, and they have been at
9 our disposal whenever we needed them. We certainly
10 appreciate their efforts.

11 Also conducting successful interviews that
12 are tentatively scheduled for March 15th and providing
13 testimony during trial board hearings and that is
14 tentatively scheduled for the end of March.

15 Also and finally, we are in the process of
16 making offers to our Investigators, the potential
17 candidates, and we hope that this HR process will be
18 completed within the next couple weeks. And that
19 concludes my report. Are there any questions?

20 CHAIRMAN WARFIELD: I want to make it quicker
21 than the next couple weeks. We need it --

22 CHIEF INV. DAVIS DRAKE: Fire.

23 CHAIRMAN WARFIELD: -- as soon as possible.
24 We need this done like yesterday because we do know
25 that the Department needs their manpower and we

1 promised the Department that we will work expeditiously
2 on our behalf to make sure that we supplement the
3 people that have to go back to the Departments, so we
4 want live up to our end of the bargain. And so,
5 please, ma'ams, if we can get that done like yesterday
6 that would be very helpful.

7 CHIEF INV. DAVIS DRAKE: And at this point I
8 say the next couple weeks, sir, because most of them
9 are working and they have to provide two weeks notice.

10 CHAIRMAN WARFIELD: Understand. That's not a
11 problem. That's understandable. Any questions for
12 Chief Investigator?

13 COMMISSIONER TAYLOR: I don't have any.

14 COMMISSIONER STEWART: None.

15 CHAIRMAN WARFIELD: Thank you, ma'am.

16 CHIEF INV. DAVIS DRAKE: Thank you.

17 CHAIRMAN WARFIELD: At this time --
18 Mr. Secretary, anything else?

19 MR. SECRETARY: No.

20 CHAIRMAN WARFIELD: At this time we will open
21 the floor for oral communications at this point. If
22 you wish to address the Board of Police Commissioners
23 on any issue you may come to the mic and do that at
24 this particular time. We ask that you would state your
25 name for the record, and we ask that you abide by out

1 two minute time limit. Officer Cooper, here in the
2 corner, will let you know when your time is approaching
3 it's expiration time.

4 You may come at this time if there are those
5 who are wishing to address the Board of Police
6 Commissioners, you may come at this time.

7 MR. HINES: Thank you. My name is Keith
8 Hines. Do you need my -- and phone number?

9 CHAIRMAN WARFIELD: No, sir, just your name.

10 MR. HINES: Okay. Great. I'm hear to talk
11 about excessive use of force by the Police Department
12 upon innocent citizens. And I'm one of those innocent
13 citizens. On February 12th, I was at a --

14 CHAIRMAN WARFIELD: I'm sorry, Mr. Hines, one
15 quick second. I'm going to let you continue. Did you
16 get an opportunity to file a complaint yet with our
17 Office of Chief Investigation?

18 MR. HINES: Well, that's what I'm getting
19 ready to do next. But I'm here to --

20 CHAIRMAN WARFIELD: So we do have your
21 complaint?

22 MR. HINES: No, not yet. You have one from
23 last year when it was a different. It was another --

24 CHAIRMAN WARFIELD: This is a new one?

25 MR. HINES: This is number two.

1 CHAIRMAN WARFIELD: Chief Investigator, could
2 you stand up. I just want to make sure we're going to
3 be thorough. I'm still going to let you talk, I
4 promise.

5 Do you have this one as well, ma'am?

6 CHIEF INV. DAVIS DRAKE: We do, we can
7 provided this, and actually your colleague provided for
8 us. Actually, we've given you a call.

9 MR. HINES: They told me you were trying to
10 reach me.

11 CHAIRMAN WARFIELD: You can proceed. I just
12 wanted to make sure we had your complaint, sir. That's
13 all. You can proceed.

14 MR. HINES: Okay. Well, what it is it's now
15 an assault case. I was forcibly removed from a City
16 Council meeting thrown on the floor dragged just like
17 in the days of the sixties is what it felt like.
18 Because I didn't move fast enough and I couldn't move
19 faster because I had a choice of either running over
20 the security guard that was saying hurry up, running
21 over a citizen that was standing next to me, climbing
22 over seats because I had another security guard on the
23 other side. So there was nowhere for me to go.

24 So the first security, well, actually he's
25 the second one that approached me he says, hurry up.

1 And I said, okay, let me finish putting my forms in my
2 folder. And next thing I know he's grabbing on me. I
3 said, please don't. And I'm being shoved down the
4 council chambers and thrown on the floor. Said, you
5 know, don't hurt my jacket. Next thing I know I'm
6 being dragged on the floor backwards.

7 There's two ladies laying on the floor trying
8 to distract the Officers so they would not harm me, but
9 it's clear that the force, the activity was directed
10 toward me. And once I was in the lobby -- I have
11 injuries from last year, there were, what, five to six
12 Police Officers in the lobby and just me.

13 And then of course, some of my friends came
14 out there. They're from Free Detroit and a few other
15 citizens came out there and it got a little bit more
16 complicated. No activity. There's no hostility
17 amongst the people. The only negativity is coming from
18 the Police Department.

19 So if you could play back the security video
20 on it because on the one that showed to the City though
21 the media it's missing seven minutes.

22 CHAIRMAN WARFIELD: I'm sorry, your time is
23 up. Mr. Hines, we will certainly investigate and get
24 all of the video. We will definitely order all the
25 video as relates to that incident and we will certainly

1 look into it. And certainly we thank you for coming
2 and sharing that with us.

3 We have heard from your colleagues and we
4 take your complaint very serious and I want you to know
5 that we take your complaint very seriously and will do
6 our due diligence and investigate this and then present
7 the findings to you. Thank you, sir, appreciate your
8 presence here today.

9 And if you have additional information that
10 you might want to give to Chief Investigator you can do
11 that, Mr. Hines, before you leave if you have
12 information you think she should have.

13 MR. HINES: Thank you.

14 CHAIRMAN WARFIELD: Thank you. Are there
15 others? Yes, ma'am.

16 MS. FELDER: Hi. My name Temii Felder. And
17 I was advised to come to this meeting today. Less than
18 a week ago on Friday I received a disturbing phone call
19 from my hysterical children that --

20 CHAIRMAN WARFIELD: Could you bring the mic a
21 little bit closer to you, ma'am, please? Thank you.

22 MS. FELDER: Less than a week ago on Friday,
23 I received a disturbing phone call from my children
24 hysterical that the Police had just stormed my home,
25 handcuffed them, guns to their face, put them on the

1 ground face down. It was five to eight officers that
2 proceeded to go through my home and search a gentleman,
3 and drugs.

4 They weren't allow to call me. There was no
5 adult there. It was just my children. And they were
6 pretty nasty to them. Once they finished their
7 business they left their search warrant on the dining
8 room table, told my children they did good and thank
9 God they didn't have to shoot their dog.

10 Once I got home and tried to find out what
11 was going on, gathering some things, put my kids
12 together. Couldn't get any kind of direction because
13 there's no phone number on the search warrant.

14 So I went to our closest precinct which
15 happens to be the Sixth Precinct. I made a formal
16 complaint. I was told that my home was on some form of
17 a list, and they'll make sure that it comes off the
18 list. I don't know nothing about a list. I don't
19 know. Clueless. And from that day to now I have not
20 heard of no one to say anything. So I still don't know
21 what's going on.

22 CHAIRMAN WARFIELD: First of all,
23 Ms. Felder, let me say thank you for coming down here.
24 You certainly came to the right place. Chief
25 Investigator just indicated to me that we do have your

1 complaint. We just recently received your complaint in
2 our shop, so we will definitely start the investigation
3 and get some answers back to you immediately.

4 Assistant Chief, is there anything you want
5 to address?

6 A.C. WELLES: Also before you leave today I'm
7 going to have you talk to our Deputy Chief Morris Wells
8 from Criminal Investigations and just find out exactly
9 what the circumstances were regarding that and try to
10 make a determination who was actually in your house
11 that day to see if we can't move in another direction
12 as well.

13 MS. FELDER: I have the information where
14 the -- talked to me. I have the team number and name,
15 and a million phone numbers. But everybody bounce me
16 around, too.

17 A.C. WELLES: Okay. We'll have you talk to
18 Deputy Chief Wells and we'll get to the bottom of it.

19 CHAIRMAN WARFIELD: Deputy Chief, would you
20 raise your hand please right here so you can know. And
21 then if you have additional information and you want to
22 give it to our Chief Investigator she's right there for
23 you.

24 Again, Ms. Felder, thank you. Certainly, you
25 know, I'm sure it was very frightening and devastating to

1 your children, and so certainly we send our apologies
2 to them for them being frightened in this incident. So
3 please let them know that we're looking into this as
4 well. Thank you. Come onto the mic.

5 MR. CRUMPTON: Good afternoon, my name is
6 George Crumpton and I'm here as a student in Criminal
7 Justice. I'm under Professor Warren Evans. He
8 requested that I come here and sit in and take notes on
9 the meeting.

10 But I do have a few questions that I'd like
11 to pose. It's like as students we look for placements,
12 you know, within the departments and things like that
13 to do as a practical for LA 235 a law enforcement
14 program. But I have a issue with a felony from 13
15 years ago. I have several references from the
16 prosecutor's office, the state police, and people who
17 would, you know, back up my record since that has
18 happened being a productive citizen.

19 I've done everything I can for my
20 neighborhood, and I would like to do more for the City
21 of Detroit. I should be graduating this summer from
22 the school. But, you know, it's like when you try to
23 turn your life around it's like no matter what you do
24 you still have a stigma.

25 CHAIRMAN WARFIELD: Yes, sir.

1 MR. CRUMPTON: And sometimes it's kind of
2 rough especially when you trying to do right. And it's
3 been so many years past it's like a generation. And
4 I'm just saying that myself I need to be placed in more
5 departments.

6 I was with the Fourth Precinct for one
7 ride-along and I was only there like two hours and when
8 they did my background they pulled me off. But I was
9 assigned. The school already has my background. I'm
10 in the program. But once I got to my assignment I
11 couldn't complete it because the precinct wouldn't let
12 me finish.

13 So I would like to know if there's anything
14 we can do about that, you know. Like I said, if it's
15 about references and stuff like that I'm sure I can
16 provide sufficient references to help me along my way
17 here.

18 CHAIRMAN WARFIELD: Was there another
19 question, you said you had a couple? Is that it?

20 MR. CRUMPTON: Well, the return to citizen
21 part how do we, you know, circumvent that especially
22 after you've done well for so long and being like I
23 said if you want to help the law enforcement how do we
24 avail ourself to that issue?

25 CHAIRMAN WARFIELD: Yes, sir. Well, first of

1 all, thank you -- please stay right there, please don't
2 go. First of all, thank you for coming and
3 congratulations.

4 MR. CRUMPTON: Thank you, sir.

5 CHAIRMAN WARFIELD: For what you're doing and
6 how you've gotten yourself back on track and we
7 appreciate that. Unfortunately, our hands as a law
8 enforcement agency is somewhat tied by federal and
9 state law as relates to who can and cannot serve within
10 the Department.

11 And unfortunately those decisions are made
12 not here within this Department, but they're state
13 agencies that license and there's laws that license who
14 can and cannot serve, and that's just the unfortunate
15 thing. However, as related to the whole returning
16 citizen topic I think you are right on target. I think
17 there are other things that can be done that maybe can
18 bridge some gaps.

19 And Commissioner Taylor does a great deal of
20 work with returning citizens. I don't know, ma'am, if
21 you have any advice you might want to give
22 Mr. Crumpton?

23 COMMISSIONER TAYLOR: If he could see Rodney
24 Edmunds.

25 MR. CRUMPTON: Thank you, ma'am.

1 COMMISSIONER TAYLOR: Thank you.

2 CHAIRMAN WARFIELD: Okay.

3 MR. CRUMPTON: One other issue. When you
4 were talking about the licensing I did do a little
5 research on that. And there are positions that don't
6 require like Article 303 powers of license within the
7 department that you can get certificates that don't
8 fall under licensing regulations.

9 CHAIRMAN WARFIELD: Sure.

10 MR. CRUMPTON: So what about those type of
11 programs where you don't have to be like a sworn
12 Officer or licensed. Like I said, you might have your
13 degree and want to serve in a civilian capacity or
14 something. How do we avail ourself to that?

15 CHAIRMAN WARFIELD: Here's what I want you to
16 do. I want you to talk to our Personnel Director
17 Ms. Porter and right next to her our Attorney Celia
18 Banks Washington, the two of them can give you, can
19 look into what you just said and give you a much
20 clearer answer, and that should be able to help.

21 MR. CRUMPTON: Yes, sir.

22 CHAIRMAN WARFIELD: And if it doesn't, come
23 back and see us because we want to make sure --

24 MR. CRUMPTON: I'll be back.

25 CHAIRMAN WARFIELD: Absolutely. Come back

1 and see us. Thank you, sir, appreciate you saying
2 that.

3 MS. SEMMA: Good afternoon. Julie Semma from
4 Detroit Authorized Towing Association. I was just
5 curious in the last two weeks if you guys know anything
6 about the towing issues changing or if the City of
7 Detroit is possibly getting into the tow business and
8 pushing us out?

9 CHAIRMAN WARFIELD: Yes -- no, no, let me be
10 very serious for a moment. We had a meeting in the
11 Mayor's office with the Mayor, Jack Martin, Andre
12 Duperry. At that meeting we very specifically
13 discussed towing rates and how we can raise the towing
14 rates. And we also had a meeting this past Monday,
15 just Jack Martin, myself, and someone from Gary Brown's
16 office, how we can effectively raise the towing rates
17 to make sure that we get you all the dollars first of
18 all that you deserve. And so there will be a
19 recommendation coming out hopefully next week in front
20 of the City Council as relates to the towing rates.

21 As relates to the aban tows, the Board has
22 not changed it's position on that at all. We're very
23 clear that it states in our rules that aban tows are to
24 be towed to the district and precinct where there are
25 authorized towers are located. We're very clear.

1 That's been signed off on by the Mayor and by the
2 former Chief of Police.

3 We do know that the City has this pilot
4 program. You all know that this Board has passed
5 resolutions. We've also asked for a meeting with the
6 Mayor. Which the Mayor said, no need to. So our
7 position has not changed.

8 We believe that you do have a great story to
9 tell in front of City Council as relates to that.
10 Again, because the rules are the rules, and so from
11 that standpoint, no.

12 Your other question, is the City trying to
13 force you all out? I don't think the City is trying to
14 force you all out. I think the City in this economic
15 situation it literally trying to look for revenue
16 streams.

17 I did indicate to the Mayor and showed him
18 that you all are offering a \$3.9 million revenue stream
19 to the City of Detroit that will cost them nothing.
20 And so he is aware of that. His staff has that. And
21 it would not cost the City any overhead whatsoever to
22 actualize and receive that revenue stream. So, you
23 know, that's all I know, and that's all the discussions
24 I've been in.

25 MS. SEMMA: I'm under the understanding right

1 now that municipal parking is going to train certain
2 Officers within the next week to go out and tow more
3 abandoned vehicles because the productivity of the
4 current abandon officers or are low so they want to tow
5 more vehicles.

6 CHAIRMAN WARFIELD: Are you talking about
7 more Police Officers, training more Police Officers?

8 MS. SEMMA: I would imagine it would have to
9 be Police Officers because if you're out towing a
10 vehicle and you have, I mean, if you have a vehicle
11 that you're towing as abandoned and who knows if
12 there's a dead body in the vehicle or if there's crime
13 scenes going on with certain vehicles you're
14 contaminating certain evidence right now if you're
15 going to have a civilian going out and towing cars.

16 CHAIRMAN WARFIELD: That's news to me.
17 Deputy Chief?

18 A.C. WELLES: Through the Chair, I have not
19 heard anything where municipal parking is going to come
20 in and train Abandon Vehicle Officers on anything.
21 I've not heard that.

22 CHAIRMAN WARFIELD: Vice versa.

23 A.C. WELLES: I've not heard that.

24 MS. SEMMA: Okay.

25 CHAIRMAN WARFIELD: If you all get some

1 evidence, please, bring it to us and we'll look into.
2 Because I think there's some laws that mandate there
3 are only certain people that can tag them, abandoned
4 vehicles, I think. So we probably need to look into
5 that, as well.

6 MS. SEMMA: Okay.

7 CHAIRMAN WARFIELD: Thank you, ma'am.

8 MR. BLAKE: I got my own timer.

9 CHAIRMAN WARFIELD: That's okay.

10 MR. BLAKE: Good afternoon, everybody.

11 CHAIRMAN WARFIELD: Good afternoon.

12 MR. BLAKE: My name is William Blake. I'm an
13 18-year-veteran of the Detroit Police Department. I
14 want to speak quickly on my unit, Tactical Mobile. I'm
15 not sure if this is a new issue. I know decisions have
16 been made.

17 But just briefly I didn't make it to the last
18 meeting. Tactical Mobile I would say we're the guinea
19 pigs of the Detroit Police Department. The willing
20 guinea pigs of the Detroit Police Department. And I
21 say this because there is nothing that from the Chief's
22 Office to the Rosedale Park Community to the Southwest
23 Detroit Community, there is nothing that's needed that
24 we don't do.

25 I can't recall a presidential or high

1 dignitary visit that we didn't change our hours, back
2 up Secret Service to help support perimeter security.
3 I can't tell you a day that, you know, Occupy Detroit
4 trying to take over a park in Downtown that we didn't
5 baby sit them and make sure they stayed in order.

6 I can't tell you a crime spree -- when they
7 had the RA man on the loose Downtown Detroit robbing all
8 the parking structures who did they call? Tactical
9 Mobile. And he got caught.

10 There are precincts that when they hear we're
11 coming to their precinct they clap. They're happy.
12 They're elated, you know. It's just dumbfounding to me
13 in regard to the move of the Administration to have a
14 unit that's so versatile to just throw us in a precinct
15 and therefore you're saying, you're basically saying,
16 well, we're going to tied up answering needed calls and
17 doing reports while all these problem areas, you know,
18 other issues.

19 Who's going to do it? I just cannot
20 understand it, you know. Like I said, and speaking
21 upon our unit I would say and I would find it hard for
22 anybody in this Department to disagree with me that we
23 are the most used unit within this Department. And
24 it's a loss. Two-minutes, twenty-two seconds.

25 CHAIRMAN WARFIELD: Thank you, sir. Are

1 there others? Any there others for Oral Comments?
2 Hearing or seeing none, we will close this section of
3 our meeting. So no more oral comments from the
4 audience. Thank you very much, ladies and gentlemen.
5 We appreciate that.

6 At this time there are a couple Resolutions
7 that we want to read into the record, discuss and vote.

8 Mr. Secretary, I'm go ask that if you could
9 read the Board's Resolution, Board of Police
10 Commissioners Resolution regarding the Detroit Police
11 Department Personnel Transfers, please.

12 MR. SECRETARY: For the record, George
13 Anthony, Secretary to the Board. This is a Resolution:
14 Department Police Department Personnel Transfer.
15 Whereas, the 2012 Charter for the City of Detroit (the
16 Charter) in section 7-802, gives the Board of Police
17 Commissioners supervisory control and authority of the
18 Detroit Police Department.

19 And, whereas, Section 7-805 of the Charter
20 provides that the Chief of Police is responsible for
21 the day-to-day operations and administration of the
22 Department. The Charter Commission noted in it's
23 commentary in section 7-805 that quote, Chief of Police
24 directs the day-to-day operations of the Police
25 Department subject to the oversight and supervisory

1 control given to the Board of Police Commissioner under
2 Section 7-802. This section clarifies the appropriate
3 role and responsibilities of Chief of Police in his
4 official capacity as leader of the Police Department
5 which involves the day-to-day operation and
6 administration of the Department, unquote.

7 And, whereas, Section 7-806 of the Charter
8 also gives the Chief of Police the authority to
9 organize the Department with the approval of the Board.

10 And, whereas, section 7-806 of the Charter is
11 restated in Directive 101.2-5 of the Detroit Police
12 Manual which contains the policy, rules, regulations,
13 and procedures for the Department.

14 And, whereas, the term "organize" is
15 synonymous with the term "arrange" and means among
16 other things to put together into an orderly functional
17 structured whole or to arraign systemically for united
18 action. In addition the term "organization" implies
19 the act of organizing or process of being organized.

20 And, whereas, the Interim Chief of Police has
21 publicly announced plans to reorganize the Department
22 through personal transfers, reassignments, and command
23 realignments.

24 And, whereas, the proposed transfers which
25 take effect March 4th, 2013 will eliminate specific

1 commands within the Department and has been advertised
2 as a way to move more Officers out on the street on
3 patrol or in other words "put more boots on the
4 ground."

5 And, whereas, the transfers will eliminate
6 commands such as the Gang Squad and Tactical Mobile
7 Units which are already boots on the ground and as
8 currently organized can deployed anywhere within the
9 City within minutes.

10 And, whereas, the elimination, addition,
11 and/or realignment of commands within the Department
12 that is units, sections, divisions, bureaus, operations
13 or portfolios constitute a change in organizational
14 structure of the Department requiring Board approval.

15 And, whereas, the Interim Chief of Police and
16 Department failed to present a formal reorganization
17 plan to the Board for consideration and approval.

18 And, whereas, there is considerable concern
19 that at proposal personnel transfers will not
20 accomplish the goal of putting "more boots on the
21 ground" but will, in fact, have the opposite effect
22 with fewer Officers available for patrol than are
23 currently available this date.

24 And, whereas, there's considerable concern
25 that eliminating commands like the Gang Squad and

1 Tactical Mobile Units will create a more dangerous
2 environment for our citizens, more especially our
3 children and young adults.

4 And, whereas, the Board has a vital interest
5 in preserving public safety and the delivery of
6 effective public service.

7 Now therefore be it resolved, that the Board
8 speaking on behalf of the citizens of the City of
9 Detroit oppose the proposed personnel transfers that
10 take effect March 4th, 2013, and urge the Interim Chief
11 to rescind his order to transfer these Officers to
12 other commands.

13 Be it further resolved that the Board
14 requires the Department to present a formal
15 reorganization plan to the Board for approval before
16 proceeding with the elimination, addition, and
17 realignment of commands within the Department.

18 That concludes the Resolution, sir.

19 COMMISSIONER TAYLOR: I'd like to move to
20 adopt.

21 COMMISSIONER STEWART: Second.

22 CHAIRMAN WARFIELD: It's been properly moved
23 and support to adopt the said Resolution. Any
24 discussion, ma'am?

25 COMMISSIONER TAYLOR: None.

1 CHAIRMAN WARFIELD: Sir?

2 COMMISSIONER STEWART: None with me.

3 CHAIRMAN WARFIELD: Let me jut weigh in on
4 this a little bit for those of you who have listened to
5 the Resolution. I want to be very clear and I want it
6 to be very clearly understood that the Interim Chief of
7 Police, Chester Logan, the Mayor of this City, Mayor
8 Dave Bing, the Board of Police Commissioners had one
9 goal in mind and that is to protect the citizens of the
10 City of the Detroit.

11 In no way does this Resolution means that
12 we're locked in some type of fight. Absolutely not.
13 We're here to make sure that all of our citizens are
14 protected and that our resources are allocated and
15 distributed in a way that's consistent with the goals
16 of the Department, and that means that we want to make
17 sure that every corner of our City is appropriately
18 covered with the limited resources that we have.

19 To that end, we want to make sure that our
20 young people, our elderly people, our business people,
21 we've had over 40 letters of support coming in asking
22 us to rethink these particular transfers.

23 It would be irresponsible of this Board to
24 turn a deaf ear to those who have written us, for those
25 who've come out without at least looking to see how can

1 we make sure that we cover all of those who have these
2 concerns.

3 And so in the future not only will we vote on
4 this today. We don't know if it's going to go up and
5 down, but we'll vote on this today, but we also feel a
6 responsibility to come back to you the public and to
7 the Department with recommendations on how we believe
8 we can work together and make sure that we get the
9 coverage that our citizens deserve.

10 Any other discussion?

11 COMMISSIONER TAYLOR: I'd like to make a
12 motion.

13 CHAIRMAN WARFIELD: Any other discussion? At
14 this point those in favor of adopting the Resolution?

15 COMMISSIONERS: Aye.

16 CHAIRMAN WARFIELD: Those opposed?
17 Resolution is adopted. Thank you.

18 Ma'am, if you have something?

19 COMMISSIONER TAYLOR: Yes, I'd like to make a
20 motion. I'd like to move for the Board to approve
21 giving the Chairman of the Detroit Board of Police
22 Commissioners the authority to act on behalf of the
23 Board to pursue every available legal, equitable,
24 and/or administrative remedy in enforcing the 2012 City
25 of Detroit Charter which gives the Board supervisory

1 control and oversight of the Detroit Police Department.

2 This deligation of authority is sought to
3 enforce the Board's authority to enjoin the Detroit
4 Police Department's reorganization before gaining the
5 approval of the Board of Police Commissioners. Move to
6 adopt.

7 COMMISSIONER STEWART: I move to second it.

8 CHAIRMAN WARFIELD: It's been properly moved
9 and supported, the motion. Any discussion?

10 Mr. Secretary, what is that term executive --
11 if basically you keep it on paper but yet --
12 constructive elimination.

13 Here's what the Board is concerned about.
14 The Board is concerned about a technical term called
15 "Constructive Elimination." What is that?

16 That is saying we'll keep the Department on
17 paper, but we won't fill it with anybody, which is
18 essentially the same thing. And if that happens the
19 Board wants the opportunity to go and file and work out
20 by way of administrative means, legal means, any means
21 that we have to to make sure that the Detroit City
22 Charter is upheld as relates to our authority to
23 supervisor and to approve any organizational changes
24 within the Department, and any organizing changes
25 within the Department as it is outlined by the section

1 of the Detroit City Charter that has already been
2 referenced in our meeting, and that's what that
3 particular motion is about. Anymore questions or
4 debate a that?

5 COMMISSIONERS: No.

6 CHAIRMAN WARFIELD: All those in favor of
7 said motion?

8 COMMISSIONERS: Aye.

9 CHAIRMAN WARFIELD: All those opposed?
10 Motion carries. Thank you, ladies and gentlemen.
11 Appreciate that. At this time we will move onto a
12 Resolution honoring Lieutenant Terry Herbert who is
13 retiring for his years of service. Is Lieutenant
14 Herbert here? No, he's not.

15 I'm going to ask if Commissioner Taylor will
16 read the Resolution for us, please.

17 COMMISSIONER TAYLOR: Resolution honoring
18 Lieutenant Terry L. Herbert. Whereas, Lieutenant
19 Herbert has proved to be selfless and giving to the
20 call of public safety. He will retire from the
21 Department on February 22nd, 2013 with over 25 years of
22 dedicated service to the citizens of the Detroit.

23 Now, therefore, be it resolved that the
24 Detroit Board of Police Commissioners speaking on
25 behalf of the citizens of the City of Detroit and the

1 Detroit Police Department recognize and honor the
2 lifelong commitment of Lieutenant Terry Herbert.

3 He served the Detroit Police Department and
4 the City of Detroit with loyalty, professionalism,
5 integrity, and dedication. He is widely respected
6 throughout the law enforcement community as the
7 consummate professional.

8 We thank and congratulate Lieutenant Terry L.
9 Herbert. Detroit Board of Police Commissioner. Move
10 to adopt.

11 CHAIRMAN WARFIELD: Support.

12 COMMISSIONER STEWART: Support.

13 CHAIRMAN WARFIELD: All those in favor of the
14 Resolution honoring Lieutenant Herbert?

15 COMMISSIONERS: Aye.

16 CHAIRMAN WARFIELD: Motion carries. We
17 certainly want to say congratulations to Lieutenant
18 Herbert who just exemplifies community policing
19 throughout this Department among other things that he's
20 done in his very distinguished career and we will
21 certainly keep this Resolution as a part of our
22 permanent archives to commensurate his outstanding
23 service to the Department.

24 We have a matter before us right now from the
25 Chief of Police that's dated February, 13th 2013. It's

1 says, as Interim Chief of Police it's my responsibility
2 to ensure that the highest level of service is
3 delivered to the citizens of the City of Detroit and
4 all aspects of operations.

5 Ensuring that leadership is maintained
6 particularly at the senior management level is crucial
7 to the ability to ensure the concerns of the community
8 remain at the forefront of our endeavors and are
9 addressed accordingly and most importantly promptly.

10 Additionally, the roles of Commanders and
11 Inspectors are important in terms of ensuring quality
12 and qualitative productivity of both the Supervisor and
13 of the Police Officer. The core of their role in terms
14 of meeting compliance with the two consent judgements
15 I'm respectfully recommending the appointment of the
16 two outstanding members to the ranks of Assistant Chief
17 and Deputy Chief. Deputy Chief James White to the rank
18 of the Assistant Chief, and Commander Eric Ewing to the
19 rank of the Deputy Chief.

20 At this time I would ask the Board to adopt
21 these two names for those particular promotions?

22 COMMISSIONER TAYLOR: Move to adopt.

23 COMMISSIONER STEWART: Second. Support.

24 CHAIRMAN WARFIELD: It's been properly moved
25 and supported. Any discussion on these two? Assistant

1 Chief, do you have anything you'd like to say?

2 A.C. WELLES: Speaking on behalf of Chester
3 L. Logan, through the Chair, these appointments are not
4 only, these people are not only worthy of the
5 appointments, but these people are people that are
6 really going to drive our process. And you mentioned
7 in there about the consent judgments. I've had the
8 pleasure and opportunity to work with both James and
9 Eric over the years.

10 They are the epitome of professionalism and
11 they are the epitome of competence. These two
12 gentlemen are going to make such a difference handling
13 the administration wing of the Police Department that I
14 am very proud to know them as friends and have them as
15 colleagues, but they're going to do a tremendous job in
16 their new roles for us. So, thank you.

17 CHAIRMAN WARFIELD: Thank you, Assistant
18 Chief. And certainly this Board has viewed the
19 outstanding work that Deputy Chief White and Commander
20 Ewing have done over the years. And certainly we want
21 to congratulate you just on the outstanding job and
22 superior career and those things that have been in your
23 hands that you had overseen. And certainly you are
24 deserving of this.

25 We look at especially Commander White the

1 outstanding job you've done with the consent decree.
2 It's like one of those unsung hero awards. We know
3 that a lot of that was really pushed by you and another
4 individual, but we thank you so very much for the
5 outstanding work that you've done. Any other
6 discussion?

7 COMMISSIONER TAYLOR: None.

8 CHAIRMAN WARFIELD: All those in favor of the
9 motion that is on the table?

10 COMMISSIONERS: Aye.

11 CHAIRMAN WARFIELD: All those opposed?
12 Motion carried. Can we have them come up now and take
13 pictures with them and congratulation them now? Can we
14 do that? Give them a hand as they come up.

15 (Applause. Pictures were taken.)

16 CHAIRMAN WARFIELD: Again, congratulations to
17 both of you.

18 At this time we just want to announce our
19 next meeting. Our next meeting will be held here at
20 1300 Beaubien at 3:00 p.m., right here in room 328A,
21 Thursday, March 7th, 2013.

22 At this time we will not adjourn our meeting.
23 But I'm going to ask if our Board Secretary can take us
24 into closed door session so we can deal with the
25 personnel matter that will be before us.

1 MR. SECRETARY: Thank you, Mr. Chair. For
2 the record, George Anthony, Secretary to the Board.
3 These are the proposed procedures for convening a
4 closed session under the Open Meetings Act.

5 As a public body your meetings are subject to
6 the Open Meetings Act or the OMA. The OMA defines a
7 meeting as the convening of a public body at which a
8 quorum is present for the purpose of deliberating
9 toward or rendering a decision on a public policy MCL
10 15.262B. The OMA, however, does allow a public body to
11 call a closed session one limited to the public body
12 and it's invitees for specific purposes.

13 Only deliberations may be conducted in closed
14 session. All decisions must be made at a meeting open
15 to the public. While in the closed session the Board
16 makes no decisions, that must be done on the record.

17 On Thursday, February 28th, 2013, you will be
18 presented with a suspension without pay recommendation
19 for Police Officer Tiniki, T-I-N-I-K-I, Gibbs,
20 G-I-B-B-S, Badge 718.

21 Through her representative DPOA Attorney John
22 Goldpaugh, Police Officer Tiniki Gibbs has requested a
23 closed session for the purpose of contesting the
24 suspension without pay recommendation. The closed
25 session will be called pursuant to MCL15.268A of the

1 Open Meetings Act which states in part, a public body
2 may meet in a closed session to consider the suspension
3 of or hear charges brought against an employee. A
4 simple majority vote that is a quorum of three is
5 required to close a session for this purpose.

6 At this point a motion is order for a close
7 session, sir.

8 COMMISSIONER TAYLOR: So move.

9 COMMISSIONER STEWART: Second.

10 CHAIRMAN WARFIELD: It's been properly moved
11 and second that we move into closed session. Without
12 objection, all those in favor?

13 COMMISSIONERS: Aye.

14 CHAIRMAN WARFIELD: All right. We'll go into
15 close session.

16 (An off-the-record
17 discussion was held.)

18 CHAIRMAN WARFIELD: Mr. Secretary, can you
19 bring us back into open session, please?

20 MR. SECRETARY: Yes, sir. Mr. Chair, it is
21 appropriate for a motion to come back in open session.

22 COMMISSIONER TAYLOR: So moved.

23 COMMISSIONER STEWART: Second.

24 CHAIRMAN WARFIELD: It's been properly moved
25 and supported that we move back in open session.

1 Without objection, all those in favor?

2 COMMISSIONERS: Aye.

3 CHAIRMAN WARFIELD: All those opposed?

4 Motion carries. Mr. Secretary.

5 MR. SECRETARY: Mr. Chair, the Board has met
6 in closed session to hear the arguments regarding the
7 suspension without pay for Police Officer Tiniki Gibbs,
8 Badge 718. And unless the Board contravenes the
9 Chief's recommendation the suspension without pay will
10 stand.

11 CHAIRMAN WARFIELD: Sir, hearing and seeing
12 no contravention, the suspension without pay will
13 stand.

14 Sir, also for the record we want to
15 acknowledge the fact that today is Celia Washington's
16 birthday. We want to say congratulations. Happy
17 Birthday.

18 ATTORNEY WASHINGTON: Thank you.

19 CHAIRMAN WARFIELD: Absolutely.

20 MR. SECRETARY: Sir, that will be in the
21 archives of the Board.

22 CHAIRMAN WARFIELD: Motion to adjoin -- I'm
23 sorry.

24 MR. SECRETARY: One thing. I don't know,
25 through the Chair, if the A.C. would like to announce

1 the Honor Awards Ceremony.

2 CHAIRMAN WARFIELD: Absolutely.

3 A.C. WELLES: Through the Chair, we do have
4 our Honors Award Ceremony tonight at 6:00 at Second
5 Ebenezer with Bishop Van, so please, I wish more people
6 were in attendance, but please anyone that can, please
7 attend. It should be a great award ceremony.

8 CHAIRMAN WARFIELD: Thank you, sir. All
9 right. Move to adjourn.

10 COMMISSIONER TAYLOR: Second.

11 CHAIRMAN WARFIELD: All those favor?

12 COMMISSIONERS: Aye.

13 (The hearing concluded at 4:21 p.m.)

14

15

16

17

18

19

20

21

22

23

24

25

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
) SS
COUNTY OF WAYNE)

I, Elizabeth Koller, hereby certify that I reported stenographically the foregoing proceedings at the time and place hereinbefore set forth; that thereafter the same was reduced to computer transcription under my supervision; and that this is a full, true, complete and correct transcription of said proceedings.



Elizabeth Koller

Elizabeth Koller, CSR 7042,
Notary Public,
Wayne County, Michigan

My Commission expires: June 1, 2018

A
aban 27:21, 23
abandon 29:4, 20
abandoned 29:3
 29:11 30:3
abide 16:25
ability 41:7
able 10:11 13:20
 26:20
absolutely 5:5
 10:13 11:15, 20
 26:25 36:12
 46:19 47:2
accelerometer
 7:12
access 6:10 7:18
 7:19
accomplish 34:20
accomplished
 4:23
acknowledge
 46:15
act 33:19 37:22
 44:4, 6 45:1
action 33:18
activated 7:8
activates 6:17
activation 8:20
activity 19:9, 16
actual 10:14
 13:4
actualize 28:22
addition 33:18
 34:10 35:16
additional 7:24
 20:9 22:21
Additionally
 41:10
address 16:22
 17:5 22:5
addressed 41:9
adjoin 46:22
adjourn 43:22
 47:9
administration
 31:13 32:21
 33:6 42:13
administrative
 37:24 38:20
adopt 35:20, 23
 38:6 40:10

41:20, 22
adopted 37:17
adopting 37:14
adult 21:5
adults 35:3
advertised 34:1
advice 25:21
advised 20:17
afternoon 3:4, 11
 3:13 4:6, 7 5:2
 5:9, 10 13:13
 13:14 14:14
 23:5 27:3
 30:10, 11
agencies 25:13
agency 25:8
agenda 4:21, 23
 12:9, 14, 25
ago 9:1 20:18, 22
 23:15
ahead 8:9
allocated 36:14
allow 21:4 44:10
Amen 4:17, 18
Andre 27:11
and/or 34:11
 37:24
announce 43:18
 46:25
announced 33:21
answer 26:20
answering 31:16
answers 22:3
Anthony 2:17
 3:14, 17 4:1
 32:13 44:2
anybody 31:22
 38:17
Anymore 12:24
 39:3
apologies 23:1
APPEARANCES 2:1
Appearing 2:8
Applause 43:15
appointment
 41:15
appointments
 42:3, 5
appreciate 15:10
 20:7 25:7 27:1
 32:5 39:11
approached 18:25

approaching 17:2
appropriate 33:2
 45:21
appropriately
 36:17
approval 4:21
 14:24 33:9
 34:14, 17 35:15
 38:5
approve 12:8, 8
 14:10 37:20
 38:23
approving 12:25
archives 40:22
 46:21
area 6:10
areas 7:16 31:17
arguments 46:6
arraign 33:17
arrange 33:15
Article 26:6
asked 28:5
asking 14:7
 36:21
aspects 41:4
assault 18:15
assigned 6:25
 24:9
assignment 24:10
Assistant 2:18
 3:9 4:25 11:25
 22:4 41:16, 18
 41:25 42:17
assisting 3:24
Association 27:4
attend 47:7
attendance 47:6
Attorney 2:3
 3:21 13:9, 10
 13:12, 15, 23, 25
 14:6 26:17
 44:21 46:18
audience 4:18
 32:4
audio 6:6, 18, 21
 7:7 15:5
authority 32:17
 33:8 37:22
 38:2, 3, 22
authorized 27:4
 27:25
automatic 10:19

automatically
 10:19
auxiliary 6:16
 11:7
avail 24:24
 26:14
available 34:22
 34:23 37:23
award 47:4, 7
awards 43:2 47:1
aware 14:6 28:20
awhile 6:12
Aye 13:1 37:15
 39:8 40:15
 43:10 45:13
 46:2 47:12
A. C 3:11 5:2, 6
 12:2, 4 22:6, 17
 29:18, 23 42:2
 46:25 47:3

B

baby 31:5
back 8:4, 17 9:12
 10:7 16:3
 19:19 22:3
 23:17 25:6
 26:23, 24, 25
 31:1 37:6
 45:19, 21, 25
background 24:8
 24:9
backwards 19:6
Badge 14:3 44:20
 46:8
Banks 2:2 3:20
 26:18
bar 7:8
bargain 16:4
base 7:1 8:12
basically 31:15
 38:11
Beaubien 1:16
 2:5 43:20
beep 8:16
behalf 2:8 13:16
 16:2 35:8
 37:22 39:25
 42:2
believe 28:8
 37:7
Beth 3:24

Bing 36:8
birthday 46:16
 46:17
Bishop 47:5
bit 19:15 20:21
 36:4
Blake 30:8,10,12
 30:12
blessings 4:13
blue 11:17
board 1:2 2:3,4
 2:8 3:5,7,13
 3:17,21 13:10
 13:12,21 14:23
 15:13 16:22
 17:5 27:21
 28:4 32:9,13
 32:16 33:1,9
 34:14,17 35:4
 35:7,13,15
 36:8,23 37:20
 37:21,23,25
 38:5,13,14,19
 39:24 40:9
 41:20 42:18
 43:23 44:2,15
 46:5,8,21
Board's 32:9
 38:3
body 6:6 8:18
 29:12 44:5,7
 44:10,11 45:1
boots 34:3,7,20
bottom 22:18
bounce 22:15
bow 4:8
bridge 25:18
briefly 30:17
bring 20:20 30:1
 45:19
brought 45:3
Brown's 27:15
bug 15:7
bureaus 34:12
business 12:20
 12:24 21:7
 27:7 36:20
button 7:2,9
 8:16 10:23

C

call 6:16 18:8

20:18,23 21:4
 31:8 39:20
 44:11
called 38:14
 44:25
calls 31:16
camera 6:4,4
candidates 15:17
capacity 11:1
 26:13 33:4
car 6:8,11,12,13
 10:14,24
career 40:20
 42:22
carried 43:12
carries 13:3
 39:10 40:16
 46:4
cars 11:12 29:15
case 10:7 18:15
cases 14:18,18
caught 31:9
cause 9:15 10:2
CD 15:5
Celia 2:2 3:20
 26:17 46:15
cellular 9:19,19
central 6:9 7:18
ceremony 47:1,4
 47:7
certain 29:1,13
 29:14 30:3
certainly 9:8
 11:18 13:8
 15:9 19:23,25
 20:1 21:24
 22:24 23:1
 40:17,21 42:18
 42:20,23
CERTIFICATE 48:1
certificates
 26:7
certify 48:8
Chair 3:16 5:3
 13:7 14:1
 29:18 42:3
 44:1 45:20
 46:5,25 47:3
Chairman 2:12
 3:4,7,12 4:1
 4:19 5:5,8,10
 5:13 8:1,22,24

9:23 10:6,13
 10:25 11:4,10
 11:23,25 12:3
 12:5,12,22
 13:2,14,22,24
 14:4,8 15:20
 15:23 16:10,15
 16:17,20 17:9
 17:14,20,24
 18:1,11 19:22
 20:14,20 21:22
 22:19 23:25
 24:18,25 25:5
 26:2,9,15,22
 26:25 27:9
 29:6,16,22,25
 30:7,9,11
 31:25 35:22
 36:1,3 37:13
 37:16,21 38:8
 39:6,9 40:11
 40:13,16 41:24
 42:17 43:8,11
 43:16 45:10,14
 45:18,24 46:3
 46:11,19,22
 47:2,8,11
Chairperson 2:14
 3:8
Chairperson's
 13:3
chambers 19:4
chance 10:14
change 31:1
 34:13
changed 27:22
 28:7
changes 38:23,24
changing 27:6
Chaplain 4:5,8
charged 6:23
 8:10
charger 8:4,5,6
 8:8,10,12,15
charges 45:3
charging 8:4,6
Charter 32:15,16
 32:19,22 33:7
 33:10 37:25
 38:22 39:1
Chester 36:7
 42:2

Chief 2:18 3:10
 3:18 4:25 9:5
 12:1 14:12,14
 14:15 15:22
 16:7,12,16
 17:17 18:1,6
 20:10 21:24
 22:4,7,18,19
 22:22 28:2
 29:17 32:20,23
 33:3,8,20
 34:15 35:10
 36:6 40:25
 41:1,16,17,17
 41:18,19 42:1
 42:18,19
Chief's 3:9 4:25
 30:21 46:9
children 20:19
 20:23 21:5,8
 23:1 35:3
choice 18:19
circulated 14:22
 14:22
circumstances
 22:9
circumvent 24:21
citizen 18:21
 23:18 24:20
 25:16
citizens 11:14
 17:12,13 19:15
 25:20 35:2,8
 36:9,13 37:9
 39:22,25 41:3
City 7:15 18:15
 19:20 23:20
 27:6,20 28:3,9
 28:12,13,14,19
 28:21 32:15
 34:9 35:8 36:7
 36:10,17 37:24
 38:21 39:1,25
 40:4 41:3
civilian 26:13
 29:15
clap 31:11
clarifies 33:2
clear 19:9 27:23
 27:25 36:5
clearer 26:20
clearly 36:6

climbing 18:21
close 32:2 45:5
 45:6, 15
closed 12:15, 16
 13:18 14:7
 43:24 44:4, 11
 44:13, 15, 23, 24
 45:2, 11 46:6
closer 20:21
closest 21:14
Clueless 21:19
Coleman 3:19
colleague 18:7
colleagues 20:3
 42:15
come 4:5, 10 5:13
 8:10 13:10
 14:13 16:23
 17:4, 6 20:17
 23:4, 8 26:22
 26:25 29:19
 36:25 37:6
 43:12, 14 45:21
comes 4:3 9:12
 21:17
coming 19:17
 20:1 21:23
 25:2 27:19
 31:11 36:21
command 33:22
Commander 41:18
 42:19, 25
Commanders 41:10
commands 5:22
 34:1, 6, 11, 25
 35:12, 17
Commencing 1:19
commensurate
 40:22
commentary 32:23
comments 32:1, 3
Commission 8:2
 32:22 48:21
Commissioner 3:8
 8:3, 21, 23, 24
 12:6, 10, 11, 21
 16:13, 14 25:19
 25:23 26:1
 33:1 35:19, 21
 35:25 36:2
 37:11, 19 38:7
 39:15, 17 40:9

40:12 41:22, 23
 43:7 45:8, 9, 22
 45:23 47:10
Commissioners
 1:2 2:4, 9, 11
 3:6, 7 13:1
 16:22 17:6
 32:10, 17 36:8
 37:15, 22 38:5
 39:5, 8, 24
 40:15 43:10
 45:13 46:2
 47:12
commitment 40:2
communication
 5:23 12:19
communications
 12:23 13:5
 16:21
community 30:22
 30:23 40:6, 18
 41:7
competence 42:11
complainant 9:24
complaint 17:16
 17:21 18:12
 20:4, 5 21:16
 22:1, 1
complaints 11:15
complete 24:11
 48:13
completed 15:18
completes 3:25
compliance 41:14
complicated
 19:16
computer 48:11
concern 34:18, 24
concerned 38:13
 38:14
concerns 37:2
 41:7
concluded 47:13
concludes 15:19
 35:18
conducted 44:13
conducting 15:11
congratulate
 40:8 42:21
congratulation
 43:13
congratulations

25:3 40:17
 43:16 46:16
consent 11:18
 41:14 42:7
 43:1
consider 45:2
considerable
 34:18, 24
consideration
 34:17
consistent 36:15
constitute 34:13
constructive
 38:12, 15
consummate 40:7
contains 33:12
contaminating
 29:14
contesting 44:23
continue 15:6
 17:15
continuously
 6:15
contravenes 46:8
contravention
 46:12
control 32:17
 33:1 38:1
controller 7:18
convening 44:3, 7
conversation
 9:11, 25 10:1, 4
Cooper 3:23 17:1
core 41:13
corner 17:2
 36:17
correct 11:3
 48:13
cost 28:19, 21
council 18:16
 19:4 27:20
 28:9
County 48:6, 20
couple 9:1 15:18
 15:21 16:8
 24:19 32:6
course 9:10 15:4
 19:13
Court 3:24
cover 37:1
coverage 37:9
covered 36:18

cradle 8:15
crashes 7:12
create 35:1
crime 5:24 29:12
 31:6
Criminal 22:8
 23:6
crucial 41:6
Crumpton 23:5, 6
 24:1, 20 25:4
 25:22, 25 26:3
 26:10, 21, 24
CSR 48:18
CSR-7042 1:21
curious 27:5
current 14:15
 29:4
currently 7:21
 14:21 34:8, 23

D

Dan 3:22
dangerous 35:1
data 6:3, 8 9:1
 15:1, 2
date 34:23
dated 40:25
Dave 36:8
Davis 3:18 14:12
 14:15 15:22
 16:7, 16 18:6
day 21:19 22:11
 31:3
days 11:7 18:17
day-to-day 32:21
 32:24 33:5
deactivated
 10:16
dead 29:12
deaf 36:24
deal 9:4 25:19
 43:24
debate 39:4
decision 44:9
decisions 25:11
 30:15 44:14, 16
decree 11:19
 43:1
dedicated 39:22
dedication 40:5
defines 44:6
definitely 19:24

22:2
degree 26:13
deliberating
 44:8
deliberations
 44:13
deligation 38:2
delivered 41:3
delivery 35:5
department 4:16
 5:18,21 6:1
 9:4 15:25 16:1
 17:11 19:18
 25:10,12 26:7
 30:13,19,20
 31:22,23 32:11
 32:14,14,18,22
 32:25 33:4,6,9
 33:13,21 34:1
 34:11,14,16
 35:14,17 36:16
 37:7 38:1,16
 38:24,25 39:21
 40:1,3,19,23
 42:13
departments 16:3
 23:12 24:5
Department's
 38:4
deployed 34:8
Deputy 22:7,18
 22:19 29:17
 41:17,17,19
 42:19
deserve 27:18
 37:9
deserving 42:24
designated 7:16
desktops 5:25
determination
 22:10
Detroit 1:2,18
 2:4,6 3:1 5:18
 5:21 19:14
 23:21 27:4,7
 28:19 30:13,19
 30:20,23 31:3
 31:7 32:10,15
 32:18 33:11
 35:9 36:10
 37:21,25 38:1
 38:3,21 39:1

39:22,24,25
 40:1,3,4,9
 41:3
devastating
 22:25
difference 42:12
different 17:23
dignitary 31:1
diligence 20:6
dining 21:7
directed 19:9
direction 5:19
 21:12 22:11
Directive 33:11
Director 3:20
 5:6,9,12,17,17
 8:7 9:16 10:3
 10:9,18 11:3,6
 11:20,24 15:7
 26:16
directs 32:24
disagree 31:22
discuss 32:7
discussed 27:13
discussion 12:24
 35:24 37:10,13
 38:9 41:25
 43:6 45:17
discussions
 28:23
disposal 15:9
distance 9:17
distinguished
 40:20
distract 19:8
distributed
 36:15
district 4:17
 27:24
disturbing 20:18
 20:23
divisions 34:12
dog 21:9
doing 11:17 25:5
 31:17
dollars 27:17
Donakowski 3:22
door 12:15,16
 13:18 43:24
doors 10:21
door's 7:11
Downtown 31:4,7

DPOA 44:21
draft 14:21
dragged 18:16
 19:6
Drake 3:18 14:12
 14:15 15:22
 16:7,16 18:6
drive 42:6
driving 11:8
drugs 21:3
due 20:6
dumbfounding
 31:12
Duperry 27:12

E

ear 36:24
Ebenezer 47:5
economic 28:14
Edmunds 25:24
effect 33:25
 34:21 35:10
effective 35:6
effectively
 27:16
effects 9:22
efforts 15:10
eight 21:1
either 18:19
elated 31:12
elderly 36:20
eliminate 33:25
 34:5
eliminating
 34:25
elimination
 34:10 35:16
 38:12,15
Elizabeth 1:21
 48:8,18
employee 45:3
endeavors 41:8
enforce 38:3
enforcement
 23:13 24:23
 25:8 40:6
enforcing 37:24
enjoin 38:3
ensure 41:2,7
ensuring 41:5,11
environment 35:2
environmental

9:21
epitome 42:10,11
equipped 11:12
equitable 37:23
Eric 41:18 42:9
especially 24:2
 24:21 35:2
 42:25
essentially
 38:18
Evans 23:7
event 6:20 11:6
everybody 22:15
 30:10
evidence 29:14
 30:1
Ewing 41:18
 42:20
exactly 22:8
excellent 9:2
 11:11,17
excessive 7:11
 17:11
executive 38:10
exemplifies
 40:18
exonerated 9:6
expected 4:2
expeditiously
 16:1
expiration 17:3
expires 48:21

F

face 20:25 21:1
facing 6:5
fact 34:21 46:15
failed 34:16
fall 26:8
farther 9:20
fast 18:18
faster 18:19
father 4:10
favor 12:25
 37:14 39:6
 40:13 43:8
 45:12 46:1
 47:11
February 1:20
 3:2 12:9 14:20
 17:13 39:21
 40:25 44:17

federal 25:8
feel 37:5
Felder 20:16, 16
 20:22 22:24
Feldman 21:23
 22:13
felony 23:14
felt 18:17
fewer 34:22
fight 36:12
file 11:5 17:16
 38:19
filed 13:16
fill 38:17
final 14:20
finally 15:15
find 21:10 22:8
 31:21
findings 20:7
finish 6:13 19:1
 24:12
finished 21:6
Fire 15:22
first 4:10 8:25
 9:17 18:24
 21:22 24:25
 25:2 27:17
five 10:20 19:11
 21:1
fleet 7:24
flip 12:13
floor 16:21 19:4
 19:6, 7
flown 18:16
folder 19:2
footage 15:6
force 17:11 19:9
 28:13, 14
forcibly 18:15
forefront 41:8
foregoing 48:9
foremost 4:10
form 21:16
formal 21:15
 34:16 35:14
former 28:2
forms 19:1
forth 48:11
Fourth 24:6
frame 7:7
frames 6:17
Free 19:14

Friday 20:18, 22
friends 19:13
 42:14
frightened 23:2
frighting 22:25
front 6:4 27:19
 28:9
full 6:18, 19 7:7
 48:13
fully 8:10
functional 33:16
further 12:2
 35:13
future 37:3

G

gaining 38:4
Gang 34:6, 25
gaps 25:18
Gary 27:15
gathering 21:11
generation 24:3
gentleman 21:2
gentlemen 3:5
 32:4 39:10
 42:12
George 2:17 3:14
 3:17 23:6
 32:12 44:2
getting 17:18
 27:7
Gibbs 14:3 44:19
 44:22 46:7
gigabytes 11:2
gigs 6:8
give 4:14 14:13
 15:4 20:10
 22:22 25:21
 26:18, 19 43:14
given 18:8 33:1
gives 32:16 33:8
 37:25
giving 37:21
 39:19
glory 4:14, 15
go 4:25 5:3 8:4
 8:9 16:3 18:23
 21:2 25:2 29:2
 32:8 37:4
 38:19 45:14
goal 34:20 36:9
goals 36:15

God 4:14, 14, 15
 4:16 21:9
goes 6:18, 19
 9:12, 13
going 3:14 4:4
 4:22, 24 5:11
 6:2 12:16
 14:12 17:15
 18:2, 3 21:11
 21:21 22:7
 29:1, 13, 15, 15
 29:19 31:16, 19
 37:4 39:15
 42:6, 12, 15
 43:23

Goldpaugh 13:9
 13:10, 12, 15, 15
 13:23, 25 14:6
 44:22
good 3:4, 10, 11
 4:6 5:2, 9, 10
 13:13, 14 14:14
 21:8 23:5 27:3
 30:10, 11
goodness 4:11
gotten 25:6
grabbing 19:2
grace 4:11
Gracious 4:9
graduating 23:21
great 5:8, 16 9:4
 10:6, 25 11:10
 11:12, 21, 23
 14:8 17:10
 25:19 28:8
 47:7

green 8:17
ground 21:1 34:4
 34:7, 21
guard 18:20, 22
guinea 30:18, 20
guns 20:25
guys 27:5
G-I-B-B-S 14:3
 44:20

H

hand 22:20 43:14
handcuffed 20:25
handle 13:24
 14:5
handling 42:12

hands 25:7 42:23
Hanson 3:24
happened 9:9
 23:18
happens 9:14
 21:15 38:18
happy 31:11
 46:16
hard 31:21
harm 19:8
Hayes 5:6, 9, 12
 5:17, 17 8:7
 9:16 10:3, 9, 18
 11:3, 6, 20, 24
 15:7
Headquarters
 1:17
heads 4:8
health 7:19
hear 9:25 17:10
 31:10 45:3
 46:6
heard 15:1 20:3
 21:20 29:19, 21
 29:23
hearing 12:24
 32:2 46:11
 47:13
hearings 15:13
held 14:19 43:19
 45:17
help 11:13 24:16
 24:23 26:20
 31:2
helpful 16:6
helping 11:18
 15:8
helps 9:4
Herbert 39:12, 14
 39:18, 19 40:2
 40:9, 14, 18
hereinbefore
 48:10
hero 43:2
Hi 20:16
high 30:25
highest 41:2
Hines 17:7, 8, 10
 17:14, 18, 22, 25
 18:9, 14 19:23
 20:11, 13
hit 10:23

hold 11:4, 6
 holding 7:2
 home 8:9, 10 9:20
 20:24 21:2, 10
 21:16
 honor 40:1 47:1
 honoring 39:12
 39:17 40:14
 Honors 47:4
 hope 15:17
 hopefully 27:19
 hostility 19:16
 hours 11:9 24:7
 31:1
 house 9:21 22:10
 HR 15:17
 hurry 18:20, 25
 hurt 19:5
 hysterical 20:19
 20:24

I

identification
 5:23
 imagine 29:8
 immediately 22:3
 implementation
 5:21
 implies 33:18
 important 41:11
 importantly 41:9
 incident 19:25
 23:2
 indicate 28:17
 indicated 21:25
 individual 43:4
 information 20:9
 20:12 22:13, 21
 injuries 19:11
 innocent 17:12
 17:12
 Insight 15:3
 Inspectors 41:11
 install 7:23
 installed 7:15
 7:21
 integrity 40:5
 interaction 8:19
 interest 35:4
 Interim 33:20
 34:15 35:10
 36:6 41:1

interviews 15:11
 introduce 3:15
 introductions
 3:25
 INV 14:15 15:22
 16:7, 16 18:6
 investigate
 19:23 20:6
 investigation
 9:5 17:17 22:2
 Investigations
 22:8
 Investigator
 3:19 14:12, 14
 16:12 18:1
 20:10 21:25
 22:22
 Investigators
 15:4, 16
 invitees 44:12
 invocation 4:6
 involves 33:5
 in-car 5:25 6:3
 6:7
 irresponsible
 36:23
 issue 10:12
 16:23 23:14
 24:24 26:3
 30:15
 issued 6:24 8:7
 issues 4:24 9:21
 27:6 31:18
 items 4:3, 21
 it'll 6:19 8:16

J

Jack 27:11, 15
 jacket 19:5
 James 41:17 42:8
 Jerome 2:12 3:6
 JESSICA 2:14
 Jesus 4:17
 job 11:17, 18
 42:15, 21 43:1
 John 13:9, 15
 44:21
 judgements 41:14
 judgments 42:7
 Julie 27:3
 June 48:21
 Justice 23:7

jut 36:3

K

keep 38:11, 16
 40:21
 keeps 6:20 11:22
 Keith 17:7
 Kent 3:23
 kids 21:11
 kind 4:9 21:12
 24:1
 know 12:16, 17
 15:24 17:2
 19:2, 5, 5 20:4
 21:18, 19, 20
 22:20, 25 23:3
 23:12, 17, 22
 24:13, 14, 21
 25:20 27:5
 28:3, 4, 23, 23
 30:15 31:3, 12
 31:17, 20 37:4
 42:14 43:2
 46:24
 knows 29:11
 Koller 1:21 3:24
 48:8, 18
 kudos 9:3 11:16

L

L 39:18 40:8
 42:3
 LA 23:13
 ladies 3:4 19:7
 32:4 39:10
 law 23:13 24:23
 25:7, 9 40:6
 laws 25:13 30:2
 laying 19:7
 lead 4:6
 leader 33:4
 leadership 41:5
 leave 7:3 20:11
 22:6
 left 21:7
 legal 37:23
 38:20
 letters 36:21
 level 41:2, 6
 levels 7:11
 license 25:13, 13
 26:6

licensed 26:12
 licensing 26:4, 8
 Lieutenant 39:12
 39:13, 18, 18
 40:2, 8, 14, 17
 life 23:23
 lifelong 40:2
 lift 4:15
 light 8:16
 limit 17:1
 limited 36:18
 44:11
 list 21:17, 18, 18
 listened 36:4
 literally 28:15
 little 14:5
 19:15 20:21
 26:4 36:4
 live 16:4
 lobby 19:10, 12
 located 27:25
 locked 36:12
 Logan 36:7 42:3
 Loletha 3:19
 long 5:20 11:4
 24:22
 look 9:17 10:4, 7
 10:10 20:1
 23:11 26:19
 28:15 30:1, 4
 42:25
 looking 23:3
 36:25
 lose 31:7
 loss 31:24
 lot 7:4 14:17
 43:3
 love 15:2
 low 29:4
 loyalty 40:4

M

maintained 41:5
 majority 45:4
 making 12:18
 15:16
 man 31:7
 management 41:6
 mandate 30:2
 manpower 15:25
 Manual 33:12
 manually 10:23

March 15:1, 3, 12
 15:14 33:25
 35:10 43:21
Martin 27:11, 15
matter 23:23
 40:24 43:25
Mayor 27:11 28:1
 28:6, 6, 17 36:7
 36:7
Mayor's 27:11
ma'am 14:14
 16:15 18:5
 20:15, 21 25:20
 25:25 30:7
 35:24 37:18
ma'ams 16:5
MCL 44:9
MCL15.268A 44:25
MDV3 6:10 7:21
mean 29:10
means 33:15
 36:11, 16 38:20
 38:20, 20
measures 7:12
media 19:21
meet 45:2
meeting 1:3 3:6
 4:13 14:10, 10
 18:16 20:17
 23:9 27:10, 12
 27:14 28:5
 30:18 32:3
 39:2 41:14
 43:19, 19, 22
 44:7, 14
meetings 44:4, 5
 44:6 45:1
MEMBER 2:13
members 13:12
 41:16
men 11:16
mentioned 10:15
 42:6
mercy 4:12
met 46:5
mic 5:14 6:7, 23
 6:23 7:1, 2, 3
 8:7 9:12, 18
 13:11 14:13
 16:23 20:20
 23:4
Michigan 1:1, 18

2:6 3:1 48:4
 48:20
microphone 7:9
 8:15, 17 10:5, 8
microphones 6:24
mics 6:6
million 22:15
 28:18
mind 36:9
minute 17:1
minutes 10:20
 14:9 19:21
 34:9
missing 19:21
Mobile 30:14, 18
 31:9 34:6 35:1
model 6:10
moment 12:14
 27:10
Monday 27:14
monitor 7:19
month 14:25
morale 4:15
Morris 22:7
motion 12:8, 18
 13:3 37:12, 20
 38:9 39:3, 7, 10
 40:16 43:9, 12
 45:6, 21 46:4
 46:22
move 4:22 12:10
 12:19, 23 18:18
 18:18 22:11
 31:13 34:2
 35:19 37:20
 38:5, 7 39:11
 40:9 41:22
 45:8, 11, 25
 47:9
moved 12:12
 35:22 38:8
 41:24 45:10, 22
 45:24
municipal 29:1
 29:19

N

name 3:6 4:17
 5:15 16:25
 17:7, 9 20:16
 22:14 23:5
 30:12

names 41:21
nasty 21:6
necessary 4:3
need 5:11 10:11
 15:21, 24 17:8
 24:4 28:6 30:4
needed 15:9
 30:23 31:16
needs 15:25
negativity 19:17
neighborhood
 23:20
networking 7:15
new 6:3 7:21
 11:11 12:19, 23
 17:24 30:15
 42:16
news 29:16
normal 11:8
Notary 48:19
noted 32:22
notes 23:8
notice 13:19, 20
 16:9
number 11:13
 17:8, 25 21:13
 22:14
numbers 22:15

O

objection 12:22
 13:20 45:12
 46:1
Occupy 31:3
OCI 14:11
offering 28:18
offers 15:16
office 3:9 4:25
 9:4 14:13
 17:17 23:16
 27:11, 16 30:22
Officer 3:22, 23
 7:4, 9 9:11, 25
 14:2 17:1
 26:12 41:13
 44:19, 22 46:7
officers 4:16
 6:6, 22, 24, 25
 7:8 9:6 11:13
 11:15 19:8, 12
 21:1 29:2, 4, 7
 29:7, 9, 20 34:2

34:22 35:11
Officer's 10:1
official 33:4
officially 12:7
off-the-record
 45:16
okay 5:13 8:24
 10:6, 9, 25
 11:10 12:17, 20
 12:21 17:10
 18:14 19:1
 22:17 26:2
 29:24 30:6, 9
OMA 44:6, 6, 10
once 6:9, 18 8:11
 14:22 19:10
 21:6, 10 24:10
ones 7:21
open 7:11 14:18
 16:20 44:4, 6
 44:14 45:1, 19
 45:21, 25
operation 33:5
operations 5:24
 32:21, 24 34:12
 41:4
opportunity 15:5
 17:16 38:19
 42:8
oppose 35:9
opposed 13:2
 37:16 39:9
 43:11 46:3
opposite 9:9
 34:21
oral 12:19, 23
 13:4, 8 16:21
 32:1, 3
orally 13:17
order 19:24 31:5
 35:11 45:6
orderly 33:16
organization
 33:18
organizational
 34:13 38:23
organize 33:9, 14
organized 33:19
 34:8
organizing 33:19
 38:24
ourselves 24:24

26:14
outlined 38:25
outstanding 9:2
 40:22 41:16
 42:19,21 43:1
 43:5
overhead 28:21
overseen 42:23
oversight 32:25
 38:1

P

PAGE 1:14
Pamela 3:18
paper 38:11,17
park 30:22 31:4
parking 29:1,19
 31:8
part 24:21 40:21
 45:1
particular 4:4
 10:8 16:24
 36:22 39:3
 41:21
particularly
 41:6
party 9:13
passed 28:4
Pastor 4:5,19
patrol 6:24,25
 7:17 34:3,22
pay 13:17 14:2
 44:18,24 46:7
 46:9,12
Penon 4:5,5,8
 4:19
people 16:3
 19:17 23:16
 30:3 36:20,20
 36:20 42:4,5,5
 47:5
perimeter 31:2
period 10:22
 11:8
permanent 40:22
person 12:18
personal 33:22
personnel 3:20
 26:16 32:11,14
 34:19 35:9
 43:25
petition 13:16

petitioner 13:16
phone 9:19 17:8
 20:18,23 21:13
 22:15
pictures 43:13
 43:15
pigs 30:19,20
pilot 28:3
place 8:15,17
 21:24 48:10
placed 24:4
placements 23:11
plan 14:20,21
 34:17 35:15
planning 5:20
plans 7:23 33:21
play 19:19
please 5:12 16:5
 19:3 20:21
 22:20 23:3
 25:1,1 30:1
 32:11 39:16
 45:19 47:5,6,6
pleasure 42:8
plug 8:9
point 5:11 6:10
 11:9 16:7,21
 37:14 45:6
points 7:18,19
police 1:2,17
 2:4,8 3:5,7,20
 5:18,21 14:2
 16:22 17:5,11
 19:12,18 20:24
 23:16 28:2
 29:7,7,9 30:13
 30:19,20 32:9
 32:10,14,16,18
 32:20,23,24
 33:1,3,4,8,11
 33:20 34:15
 36:7,8 37:21
 38:1,4,5 39:24
 40:1,3,9,25
 41:1,13 42:13
 44:19,22 46:7
policing 40:18
policy 33:12
 44:9
Porter 3:19
 26:17
portfolios 34:13

pose 23:11
position 27:22
 28:7
positions 26:5
positively 11:16
possible 15:23
possibly 27:7
potential 15:16
Power 5:11
powers 26:6
practical 23:13
praises 9:1
prayer 4:9
precinct 21:14
 21:15 24:6,11
 27:24 31:11,14
precincts 7:16
 31:10
prep 8:8
presence 20:8
present 2:16
 3:18,22 20:6
 34:16 35:14
 44:8
presentation 5:4
 6:2
presented 44:18
preserving 35:5
presidential
 30:25
pretty 21:6
probably 30:4
problem 8:25
 13:22 16:11
 31:17
problems 7:20
procedures 33:13
 44:3
proceed 18:11,13
proceeded 21:2
proceeding 35:16
proceedings 3:23
 48:10,14
process 15:15,17
 33:19 42:6
productive 23:18
productivity
 29:3 41:12
professional
 40:7
professionalism
 40:4 42:10

Professor 23:7
program 23:14
 24:10 28:4
programs 26:11
promise 18:4
promised 16:1
promotions 41:21
promptly 41:9
properly 12:12
 35:22 38:8
 41:24 45:10,24
proposal 34:19
proposed 33:24
 35:9 44:3
prosecutor's
 23:16
protect 36:9
protected 36:14
proud 42:14
proved 39:19
provide 14:23
 16:9 24:16
provided 18:7,7
provides 32:20
providing 15:12
public 39:20
public 35:5,6
 37:6 44:5,7,9
 44:10,11,15
 45:1 48:19
publicly 33:21
pull 7:17 8:15
pulled 24:8
purpose 44:8,23
 45:5
purposes 44:12
pursuant 44:25
pursue 37:23
push 7:8
pushed 43:3
pushing 27:8
put 7:1 8:5
 20:25 21:11
 33:16 34:3
putting 19:1
 34:20
p.m 1:19 3:3
 43:20 47:13
P54338 2:2

Q

qualitative

41:12
quality 9:1, 2, 20
 11:22 41:11
question 8:3
 24:19 28:12
questions 7:25
 8:2 15:19
 16:11 23:10
 39:3
quick 17:15
quicker 15:20
quickly 30:14
quorum 4:2, 2, 20
 12:7, 8 44:8
 45:4
quote 32:23

R

RA 31:7
radio 8:8
raise 22:20
 27:13, 16
range 5:20
rank 5:15 41:17
 41:19
ranks 41:16
rates 27:13, 14
 27:16, 20
reach 18:10
read 11:14 32:7
 32:9 39:16
ready 14:9 17:19
realignment
 34:11 35:17
realignments
 33:23
really 7:3 8:18
 11:12, 12 42:6
 43:3
rear 6:4, 4, 5
 7:10 10:21
reasons 7:23
 13:19
reassignments
 33:22
recall 30:25
receive 28:22
received 20:18
 20:23 22:1
recognize 40:1
recommendation
 27:19 44:18, 24

46:9
recommendations
 37:7
recommending
 41:15
record 3:17 5:16
 7:2, 9 12:5
 14:2 16:25
 23:17 32:7, 12
 44:2, 16 46:14
recorded 9:11
recorder 7:7
recording 3:23
 5:15 6:15, 18
 6:19 7:10 10:1
 10:24
records 5:23 6:4
 6:5, 16
reduced 48:11
refer 10:7
referenced 39:2
references 23:15
 24:15, 16
regard 31:13
regarding 22:9
 32:10 46:6
REGULAR 1:3 2:13
regulations 26:8
 33:12
related 25:15
relates 19:25
 25:9 27:20, 21
 28:9 38:22
remain 41:8
remedy 37:24
removed 18:15
rendering 44:9
reorganization
 34:16 35:15
 38:4
reorganize 33:21
report 5:1 13:3
 13:4, 6, 8 14:11
 14:13, 16, 17
 15:19
reported 48:9
REPORTER 48:1
reporting 3:25
 5:24
reports 7:18
 11:14 31:17
representative

44:21
representing 3:9
request 13:8
requested 23:8
 44:22
requesting 13:18
require 26:6
required 45:5
requires 35:14
requiring 34:14
rescind 35:11
research 26:5
Resolution 32:9
 32:10, 13 35:18
 35:23 36:5, 11
 37:14, 17 39:12
 39:16, 17 40:14
 40:21
resolutions 28:5
 32:6
resolved 35:7, 13
 39:23
resources 36:14
 36:18
respect 13:17
respected 40:5
respectfully
 41:15
responsibilities
 33:3
responsibility
 5:20 7:4 37:6
 41:1
responsible
 32:20
restituted 33:11
result 9:7
retention 11:8
rethink 36:22
retire 39:20
retiring 39:13
retraining 10:11
return 24:20
returning 25:15
 25:20
revenue 28:15, 18
 28:22
review 14:23
ride-along 24:7
right 5:3 7:22
 21:24 22:20, 22
 24:2 25:1, 16

26:17 28:25
 29:14 40:24
 43:20 45:14
 47:9
robbing 31:7
Rodney 25:23
role 33:3 41:13
roles 41:10
 42:16
room 1:16 2:5
 9:24 21:8
 43:20
Rosedale 30:22
rough 24:2
rules 27:23
 28:10, 10 33:12
running 9:7, 8
 11:22 18:19, 20

S

safety 35:5
 39:20
save 13:4 15:5
saying 18:20
 24:4 27:1
 31:15, 15 38:16
says 18:25 41:1
scenes 29:13
scheduled 14:25
 15:12, 14
school 23:22
 24:9
Scott 5:6, 17
screen 7:10
search 21:2, 7, 13
seat 6:5
seats 18:22
second 6:17, 20
 12:11 14:19
 17:15 18:25
 35:21 38:7
 41:23 45:9, 11
 45:23 47:4, 10
seconds 6:21
 31:24
second's 12:18
Secret 31:2
Secretary 2:17
 3:13, 16, 17
 13:7 14:1
 16:18, 19 32:8
 32:12, 13 38:10

43:23 44:1,2
 45:18,20 46:4
 46:5,20,24
Secretary's 13:6
section 32:2,16
 32:19,23 33:2
 33:2,7,10
 38:25
sections 34:12
security 18:20
 18:22,24 19:19
 31:2
see 7:19 10:11
 10:14 12:13
 22:11 25:23
 26:23 27:1
 36:25
seeing 12:7,24
 32:2 46:11
selfless 39:19
Semma 27:3,3
 28:25 29:8,24
 30:6
send 23:1
senior 41:6
serious 20:4
 27:10
seriously 20:5
serve 25:9,14
 26:13
served 40:3
server 6:9
service 3:25
 10:12 31:2
 35:6 39:13,22
 40:23 41:2
Services 5:7,18
 5:19,22 11:21
Serving 3:7
session 12:15,17
 13:18 14:7,19
 43:24 44:4,11
 44:14,15,23,25
 45:2,5,7,11,15
 45:19,21,25
 46:6
set 48:10
seven 6:16 11:7
 19:21
sharing 20:2
shift 8:19
shoot 21:9

shop 22:2
short 14:16
shoved 19:3
show 12:6
showed 19:20
 28:17
shut 10:22
side 10:4,18
 18:23
signed 28:1
simple 45:4
singing 8:25
sir 3:10 4:7 8:1
 11:11 12:3
 14:4,8 16:8
 17:9 18:12
 20:7 23:25
 24:25 25:4
 26:21 27:1
 31:25 35:18
 36:1 45:7,20
 46:11,14,20
 47:8
sit 23:8 31:5
sitting 3:12
situation 28:15
situations 11:13
six 19:11
Sixth 21:15
sixties 18:17
somebody 5:11
somewhat 25:8
soon 15:23
sorry 17:14
 19:22 46:23
sought 38:2
sound 9:3
Southwest 30:22
speak 30:14
speaking 31:20
 35:8 39:24
 42:2
specific 33:25
 44:12
specifically
 10:3 27:12
speed 6:18,19
 7:11
spreed 31:6
Squad 34:6,25
SS 48:5
staff 3:15 10:10

11:21 14:22
 15:7 28:20
stand 18:2 46:10
 46:13
standing 18:21
standpoint 28:11
start 22:2
state 1:1 5:15
 16:24 23:16
 25:9,12 48:4
states 27:23
 45:1
station 7:1 8:12
statistics 14:16
stay 10:21 25:1
stayed 31:5
stays 6:11,12
stenographically
 48:9
Stewart 2:13
 12:6,11 16:14
 35:21 36:2
 38:7 40:12
 41:23 45:9,23
stigma 23:24
stop 10:23,24
storage 11:1
stores 6:8
stormed 20:24
story 28:8
strategic 14:19
 14:21
stream 28:18,22
streams 28:16
street 34:2
structure 34:14
structured 33:17
structures 31:8
student 23:6
students 23:11
stuff 24:15
subject 32:25
 44:5
successful 15:11
sufficient 24:16
summer 23:21
superior 42:22
supervision
 48:12
supervisor 38:23
 41:12
supervisory

32:17,25 37:25
supplement 16:2
support 5:25
 11:21 31:2
 35:23 36:21
 40:11,12 41:23
supported 12:13
 38:9 41:25
 45:25
supports 5:25
sure 5:14 6:23
 16:2 18:2,12
 21:17 22:25
 24:15 26:9,23
 27:17 30:15
 31:5 36:13,17
 36:19 37:1,8
 38:21
suspension 13:17
 14:2 44:18,24
 45:2 46:7,9,12
sworn 26:11
sync 8:13
synchronize 7:2
synonymous 33:15
system 6:3,3 7:5
 7:20 9:7 10:14
 10:16 15:2,2
systemically
 33:17
systems 6:1

T

table 3:12 21:8
 43:9
Tactical 30:14
 30:18 31:8
 34:6 35:1
tag 30:3
take 6:19 8:9,14
 8:17 10:10
 12:14 20:4,5
 23:8 31:4
 33:25 35:10
 43:12,23
taken 1:16 43:15
talk 5:7 17:10
 18:3 22:7,17
 26:16
talked 22:14
talking 9:13,14
 26:4 29:6

target 25:16
Taylor 2:14 3:9
 8:2, 3, 21, 23
 12:10, 21 16:13
 25:19, 23 26:1
 35:19, 25 37:11
 37:19 39:15, 17
 41:22 43:7
 45:8, 22 47:10
team 22:14
technical 5:7, 18
 5:19, 22, 25
 10:12 11:21
 38:14
technology 5:20
 6:1 10:15
telephone 5:24
tell 28:9 31:3, 6
Temii 20:16
tentatively
 15:12, 14
term 33:14, 15, 18
 38:10, 14
terms 41:11, 13
Terry 39:12, 18
 40:2, 8
testimony 15:13
thank 3:16 4:1
 4:11, 19 5:16
 8:1, 21 11:11
 11:17, 24, 25
 12:3 13:3, 7, 23
 13:25 14:4, 8
 16:15, 16 17:7
 20:1, 7, 13, 14
 20:21 21:8, 23
 22:24 23:4
 25:1, 2, 4, 25
 26:1 27:1 30:7
 31:25 32:4
 37:17 39:10
 40:8 42:16, 17
 43:4 44:1
 46:18 47:8
thankful 9:8
theoretically
 9:14
thing 19:2, 5
 25:15 38:18
 46:24
things 7:6 21:11
 23:12 25:17

33:16 40:19
 42:22
think 11:11, 13
 20:12 25:16, 16
 28:13, 14 30:2
 30:4
thorough 18:3
three 45:4
throw 31:14
thrown 18:16
 19:4
Thursday 1:20
 12:9 43:21
 44:17
tied 7:22 25:8
 31:16
time 4:4, 4, 22
 10:22 13:5, 21
 14:11 16:17, 20
 16:24 17:1, 2, 3
 17:4, 6 19:22
 32:6 39:11
 41:20 43:18, 22
 48:10
timer 30:8
timing 10:20
Tiniki 14:3
 44:19, 22 46:7
today 3:8, 15 4:2
 5:7 6:2 14:16
 14:18 20:8, 17
 22:6 37:4, 5
 46:15
today's 12:9, 25
told 18:9 21:8
 21:16
Toney 2:13 12:6
tonight 47:4
topic 25:16
touches 7:10
tow 27:7 29:2, 4
towed 27:24
towers 27:25
towing 27:4, 6, 13
 27:13, 16, 20
 29:9, 11, 15
tows 27:21, 23
track 25:6
train 15:8 29:1
 29:20
trained 15:3
training 10:10

14:25 15:1
 29:7
transcription
 48:12, 13
transfer 32:14
 35:11
transfers 32:11
 33:22, 24 34:5
 34:19 35:9
 36:22
tremendous 42:15
trial 15:13
tried 21:10
trigger 6:17
triggered 6:20
triggers 7:6, 6
 10:16, 19, 20
Troops 10:17
true 11:16 48:13
truncated 12:16
try 22:9 23:22
trying 18:9 19:7
 24:2 28:12, 13
 28:15 31:4
turn 7:5, 6, 8, 10
 7:13 8:16
 10:19, 23 23:23
 36:24
turned 6:12, 13
 7:3
turns 6:11
twenty-two 31:24
two 6:6 16:9
 17:1, 25 19:7
 24:7 26:18
 27:5 41:14, 16
 41:21, 25 42:11
Two-minutes
 31:24
type 26:10 36:12
T-I-N-I-K-I 14:3
 44:19

U

underneath 5:22
understand 16:10
 31:20
understandable
 16:11
understanding
 28:25
understood 36:6

unfortunate
 25:14
unfortunately
 25:7, 11
unit 5:25 7:12
 30:14 31:14, 21
 31:23
united 33:17
units 7:24 34:7
 34:12 35:1
unquote 33:6
unsung 43:2
upheld 38:22
upload 15:5
uploaded 7:14
uploading 6:13
uploads 6:9
urge 35:10
use 8:13 10:5, 8
 17:11

V

Van 47:5
variables 9:16
various 7:23
vehicle 6:5 8:11
 9:18 11:3
 29:10, 10, 12, 20
vehicles 7:17, 22
 29:3, 5, 13 30:4
vehicle's 7:16
versa 29:22
versatile 31:14
Vice 2:14 3:8
 29:22
video 6:3, 14, 15
 6:16, 21 7:14
 9:2 10:18 11:5
 11:6 15:6
 19:19, 24, 25
videos 10:10
viewed 42:18
visit 31:1
vital 35:4
vote 4:3, 21 32:7
 37:3, 5 45:4
voting 4:24

W

wait 4:20
walls 9:21
want 5:1, 3 12:5

12:8,13,14,17
 15:20 16:4
 18:2 20:4,10
 22:4,21 24:23
 25:21 26:13,15
 26:16,23 29:4
 30:14 32:7
 36:5,5,16,19
 40:17 42:20
 43:18 46:14,16
wanted 18:12
wants 38:19
Warfield 2:12
 3:4,6,12 4:1
 4:19 5:5,8,10
 5:13 8:1,22,24
 9:23 10:6,13
 10:25 11:4,10
 11:23,25 12:3
 12:5,12,22
 13:2,14,22,24
 14:4,8 15:20
 15:23 16:10,15
 16:17,20 17:9
 17:14,20,24
 18:1,11 19:22
 20:14,20 21:22
 22:19 23:25
 24:18,25 25:5
 26:2,9,15,22
 26:25 27:9
 29:6,16,22,25
 30:7,9,11
 31:25 35:22
 36:1,3 37:13
 37:16 38:8
 39:6,9 40:11
 40:13,16 41:24
 42:17 43:8,11
 43:16 45:10,14
 45:18,24 46:3
 46:11,19,22
 47:2,8,11
warrant 21:7,13
Warren 23:7
Washington 2:2
 3:21 26:18
 46:18
Washington's
 46:15
wasn't 13:20
wave 4:15

way 9:22 24:16
 34:2 36:11,15
 38:20
Wayne 48:6,20
ways 10:16
Wednesday 14:20
week 20:18,22
 27:19 29:2
weeks 9:1 15:18
 15:21 16:8,9
 27:5
week's 14:9
weigh 36:3
welcome 3:5 12:4
Welles 2:18 3:10
 3:11 4:25 5:2
 5:6 12:2,4
 22:6,17 29:18
 29:23 42:2
 47:3
Wells 22:7,18
went 21:14
weren't 21:4
we'll 4:3 12:22
 13:24 14:4
 22:17,18 30:1
 37:5 38:16
 45:14
we're 4:22 6:10
 10:9 18:2 23:3
 27:22,25 30:18
 31:10,16 36:12
 36:13
we've 9:6 18:8
 28:5 36:21
whatsoever 28:21
white 7:7 41:17
 42:19,25
who've 36:25
widely 40:5
William 30:12
willing 30:19
wing 42:13
wireless 7:14
 9:19
wish 16:22 47:5
wishing 17:5
women 11:17
wonderful 4:9
 9:3 10:15,15
 15:2,8
word 4:9

words 34:3
work 5:11 16:1
 25:20 37:8
 38:19 42:8,19
 43:5
working 16:9
worn 6:6
worthy 42:4
wouldn't 24:11
writing 13:21
written 36:24

Y

year 17:23 19:11
years 23:15 24:3
 39:13,21 42:9
 42:20
yesterday 15:24
 16:5
young 35:3 36:20

Z

zero 14:18

\$

\$3.9 28:18

1

1 1:14 48:21
100 7:24
101.2-5 33:11
12th 17:13
13 23:14
13th 40:25
1300 1:16 2:5
 43:20
14 7:22
15th 15:12
15.262B 44:10
16 6:8 11:2
18-year-veteran
 30:13

2

2012 32:15 37:24
2013 1:20 3:2
 12:9 14:21
 33:25 35:10
 39:21 40:25
 43:21 44:17
2018 48:21
217 14:17

22nd 39:21
235 23:13
24 11:9
25 39:21
27th 14:20
28 3:2
28th 1:20 12:9
 44:17

3

3:00 43:20
3:17 1:19 3:3
30 6:20,21
303 26:6
313 2:7
328 1:16 2:5
328A 43:20

4

4th 33:25 35:10
4:21 47:13
40 36:21
48 1:14
48226 1:18 2:6

5

5th 15:3
596-1835 2:7

6

6:00 47:4

7

7th 43:21
7-802 32:16 33:2
7-805 32:19,23
7-806 33:7,10
7042 48:18
718 14:3 44:20
 46:8

9

90 11:7 14:19
911 6:3 9:1 15:1
 15:2
96 7:21