

12/18/2014

Page 1

STATE OF MICHIGAN

DETROIT BOARD OF POLICE COMMISSIONERS

REGULAR MEETING

/

Page 1 - 63

Taken at 1301 Third Street

Detroit, Michigan

Commencing at 3:00 p.m.

Thursday, December 18, 2014

Before Rhonda M. Foster, CSR 3612

COMMISSIONERS:

WILLIE E. BELL, Chairperson

LISA CARTER, Vice Chairperson, District 6

RICHARD SHELBY, Commissioner, District 1

WILLIE E. BURTON, Commissioner, District 5

REGINALD CRAWFORD, District 3

RICARDO R. MOORE, District 7

GEORGE ANTHONY, Executive Secretary

DETROIT POLICE DEPARTMENT

COMMAND STAFF:

CHIEF CRAIG

A.C. WHITE

1 Detroit, Michigan

2 Thursday, December 18, 2014

3 About 3:02 p.m.

4 (Commissioner Burton not present).

5 CHAIRPERSON BELL: Good afternoon.

6 AUDIENCE: Good afternoon.

7 CHAIRPERSON BELL: I want to extend a warm
8 welcome to the weekly Board of Commission meeting.

9 As you well know, I am your Chair, Willie
10 Bell, and sitting to my immediate right is the Vice
11 Chair, Commissioner Lisa Carter.

12 And I am going to call the meeting to order.

13 I am going to ask our one and only Chief
14 Investigator Pamela Davis-Drake to give a prayer for
15 opening the meeting. And I thank you for your
16 attendance.

17 MS. DRAKE-DAVIS: Can we bow our heads?

18 Father, in the name of Jesus we thank you,
19 oh, God, for this time to come before you, Father,
20 honoring you in your presence, oh, God. We ask that
21 you bless this meeting, bless each and every Board
22 member that is seated here. Give them wisdom,
23 knowledge, guidance and direction, Father. Continue to
24 bless and keep all of the members of the Detroit Police
25 Department, keep them safe and protected, dear God.

1 And we will continue to give you the praise, the honor
2 and the glory, in your name, above all other names, the
3 mighty name of Jesus, we pray. Amen.

4 AUDIENCE: Amen.

5 CHAIRPERSON BELL: Thank you.

6 I am going to ask our Board Secretary to
7 introduce the rest of the Commission, please.

8 SECRETARY ANTHONY: Thank you, Mr. Chair.
9 For the record, George Anthony, Secretary to the Board.

10 Chairman Bell has already placed his
11 attendance on the record.

12 Vice Chair Lisa Carter?

13 COMMISSIONER CARTER: Present.

14 SECRETARY ANTHONY: Commissioner Willie E.
15 Burton is running late.

16 Commissioner Reginald Crawford?

17 COMMISSIONER CRAWFORD: Present.

18 SECRETARY ANTHONY: Commissioner Conrad
19 Mallett?

20 Commissioner Ricardo R. Moore?

21 COMMISSIONER MOORE: Present.

22 SECRETARY ANTHONY: Commissioner Richard
23 Shelby?

24 COMMISSIONER SHELBY: Present.

25 SECRETARY ANTHONY: Commissioner Jessica

1 Taylor is running late. She has someone at her house
2 working.

3 Bishop Edgar Vann is absent today. He is out
4 of town.

5 Commissioner Donnell R. White?

6 Mr. Chair, you have five commissioners. That
7 does not constitute a quorum.

8 CHAIRPERSON BELL: Okay. We will go through
9 the process informally, if that's permissible, until we
10 get a quorum properly.

11 And to my immediate left, I was going to
12 introduce -- I wrote a note here, Assistant Chief James
13 Craig -- I am sorry, Assistant Chief James White, but
14 we now have Chief James E. Craig who need no
15 introduction, to my immediate left.

16 Good to see you, Chief.

17 CHIEF OF POLICE CRAIG: Thank you.

18 CHAIRPERSON BELL: Sorry about that.

19 CHIEF OF POLICE CRAIG: Yeah, I guess we --
20 James, you and I do favor.

21 CHAIRPERSON BELL: You know what they used to
22 say back in the day, they all look alike, even though
23 that was not the case. But we are friendly, and we can
24 mistake of the head, not mistake of the heart. It's
25 good to see you out there, sir.

1 And Mr. Anthony, would you introduce the rest
2 of the staff, please.

3 SECRETARY ANTHONY: Thank you, sir.

4 Ms. Pamela Davis-Drake, our Chief
5 Investigator, seated in front. Linda Bernard, our
6 attorney to the Board, also seated in front. We have
7 Mr. Robert Brown, our Office Manager. And Sergeant
8 Alan Quinn is recording the proceedings. And
9 Ms. Rhonda Foster from Hanson Court Reporting Service.

10 That completes the introduction.

11 CHAIRPERSON BELL: Since we do not have a
12 quorum, there is no approving the agenda at this time
13 or approving the minutes at this time. But I assume
14 that we can move perhaps --

15 Well, let us pause and can we -- Mr. Anthony,
16 can we hear from the Chief of Police in terms of
17 reporting out at this time?

18 SECRETARY ANTHONY: Yes, sir.

19 CHAIRPERSON BELL: Chief Craig, you have got
20 the floor.

21 CHIEF OF POLICE CRAIG: Thank you, President
22 Bell, Board of Police Commissioner Members.

23 I just want to talk a little bit about crime.
24 As we approach the end of the year, we are still, you
25 know, moving in the direction that we committed to at

1 the beginning.

2 Right now, overall, part 1 crime reduction is
3 sitting at 16 percent. We had set a goal of 10 percent
4 at the beginning of the year.

5 We are currently down 8 percent in homicide,
6 7 percent down in sexual assaults, 23 percent down in
7 robbery.

8 And aggravated assaults we are showing a
9 slight increase of 4 percent. And what's driving that
10 number for the most part is domestic violence, where
11 just in the area of domestic violence we are showing a
12 2 percent uptick.

13 In property crime we are showing a reduction
14 of 20 percent reduction in burglary; 21 percent
15 reduction in larceny; 17 percent reduction, stolen
16 vehicles. Giving us a 20 percent reduction overall
17 property crime.

18 Again, the highlights of our crime reduction
19 efforts in the area of robbery, car jackings in
20 particular, we are showing a 32 percent reduction. And
21 nonfatal shootings, subcategory of aggravated assaults,
22 we are showing a 10 percent reduction.

23 And so we are still poised to end the year on
24 a high note. But, you know, still plenty of work to
25 do.

1 I certainly want to acknowledge our team for
2 their work on, yesterday, Operation Restore Order.
3 That was successful, once again. I want to call it
4 Operation Riverwalk?

5 A.C. DOLUNT: Operation Riverwalk.

6 CHIEF OF POLICE CRAIG: Operation Riverwalk
7 traversed through Grand River, some areas where we saw
8 some high crime activity.

9 So with that, I will open up for any
10 questions that the Commissioners have about crime or
11 our statistics.

12 CHAIRPERSON BELL: Any comments,
13 Commissioners, in reference to the Chief's report at
14 this time?

15 COMMISSIONER MOORE: Through the Chair, are
16 you asking any other questions, Chief, other than
17 statistics?

18 CHIEF OF POLICE CRAIG: Certainly.

19 COMMISSIONER MOORE: Is there a training
20 program for Captains, once they go from Lieutenant to
21 Captain, is there a training program they go through?

22 CHIEF OF POLICE CRAIG: Not one that's an
23 official. But we do, as we did last year, we had a
24 retreat. And we are scheduling a retreat for the first
25 quarter of next year.

1 COMMISSIONER MOORE: All right. Thank you.

2 CHIEF OF POLICE CRAIG: Which is a training
3 retreat, if you will.

4 COMMISSIONER MOORE: And this will show them
5 how to run their particular section?

6 CHIEF OF POLICE CRAIG: It is not going to
7 be -- by the time you are appointed, in my judgment,
8 when one is promoted to the rank of Commander, I mean
9 Captain, they are promoted because there is a belief
10 that they understand Management 101. And so as you
11 know, the rank of Captain above all appointed
12 positions, in some cases through the year, I promoted
13 two sergeants to the rank of Captain. One has since
14 retired, and one still remains, who is doing a great
15 job at running the 1st Precinct.

16 COMMISSIONER MOORE: Thank you.

17 CHAIRPERSON BELL: Any other comments for the
18 Chief?

19 If not, Chief, would you introduce your
20 Command and others in the attendance from the Detroit
21 Police Department?

22 CHIEF OF POLICE CRAIG: I will, what I will
23 do is I will have them self-introduce.

24 But as part of my -- I was going to go ahead
25 and address an issue that was reported out of the news

1 by one of the commissioners.

2 CHAIRPERSON BELL: Yes, sir.

3 CHIEF OF POLICE CRAIG: However, I think it
4 is more fitting that I allow whoever their spokesperson
5 is, they are certainly here, in support of Captain
6 Leach, but I will allow them at the appropriate time to
7 address the Commission.

8 CHAIRPERSON BELL: Yes, sir.

9 CHIEF OF POLICE CRAIG: So with that, we will
10 start here and we can go around.

11 A.C. WHITE: Assistant Chief James White.

12 A.C. DOLUNT: Assistant Chief Dolunt.

13 (Inaudible).

14 COMMANDER MAHONE: Commander Mahone.

15 CAPTAIN HOPE: Captain Hope.

16 COMMANDER SIMS: Commander DeShaune Sims.

17 CAPTAIN FITZGERALD: Captain Fitzgerald.

18 CAPTAIN PRITCHETT: Captain Pritchett.

19 CAPTAIN WALTON: Captain Steve Walton.

20 CAPTAIN BALINSKI: Captain Balinski.

21 CAPTAIN SOLANO: Captain Russ Solano.

22 CAPTAIN KYRIACOU: Captain Kyriacou.

23 CAPTAIN BLISS: Captain Mark Bliss.

24 CAPTAIN TOSQUI: Captain Aric Tosqui.

25 CAPTAIN ALLEN: Captain Danny Allen.

1 CAPTAIN CHAMBERS: Captain Michael Chambers.

2 CAPTAIN WILLIAMS: Captain Williams.

3 CAPTAIN MOUNSEY: Captain Brian Mounsey.

4 COMMANDER BARREN: Commander Elvin Barren.

5 COMMANDER BETTISON: Commander Todd Bettison.

6 COMMANDER WILSON: Commander Marlon Wilson.

7 COMMANDER EWING: Commander Eric Ewing.

8 CHIEF OF POLICE CRAIG: I think we always
9 have got to have a little something controversial. I
10 like seeing all the command staff here at the meeting.

11 COMMISSIONER CRAWFORD: Maybe it is what it
12 takes to get them here.

13 CHIEF OF POLICE CRAIG: No, that is not what
14 it takes. Sometimes when the Police Chief asks them to
15 show up for a meeting, they do show up.

16 COMMISSIONER CRAWFORD: I understand that.
17 Glad to hear it.

18 CHAIRPERSON BELL: Well, let me somewhat --
19 Chief, we want to address at this time. But let me say
20 this. I received a letter from the Command, Detroit
21 Police Command Officers Association, dated December
22 the 12th.

23 CHIEF OF POLICE CRAIG: Yes.

24 CHAIRPERSON BELL: And I just received it in
25 the last 24 hours.

1 CHIEF OF POLICE CRAIG: Okay.

2 CHAIRPERSON BELL: And I responded briefly to
3 the reporter who had called me up in reference to my
4 response to it. But I will definitely respond to the
5 Command Letter in reference to the protocol that I
6 appreciate you communicating in writing your concern
7 with this issue.

8 In talking to Commissioner Crawford, he has
9 met with Captain Leach, in terms of that type of
10 dialogue. I am not privileged to the outcome, but they
11 have met one on one in reference to this.

12 But as far as the Board, I just regret, you
13 know, that this incident transpired. I was late, and
14 perhaps I could have nipped that in the bud in
15 reference to meeting with the Commissioner, explaining
16 my rationale for counseling the requirement. There was
17 no formal request of the collective Board, but the
18 Commission did make the request. And once I looked
19 into the situation, I was satisfied with the Chief
20 response in reference to Captain Leach appearance on
21 TV. And I know we had revisited this issue about a
22 couple months ago in reference to traffic tickets,
23 quotas, etcetera, etcetera. So it is nothing new.

24 And I just want to say that as a military
25 person, as a police officer person, when you talk about

1 cowardicy, it is something that -- and firefighters and
2 EMS, people in the first line, that's somewhat, in my
3 opinion, it is inappropriate, because I understand the
4 nature. Now I am pretty sure Commissioner Crawford do,
5 too, in terms once you take that oath, and you serving,
6 it is a life-threatening situation, that could be, and
7 I have the utmost respect for police officer of all
8 ranks and firefighters and EMS people who put their
9 lives on the line daily. Because in one instance you
10 might have a job that does not require you. The next
11 minute, you are responding to a life and death
12 situation. And we see that all the time.

13 And I know in this day and age, that police
14 officers are very sensitive to issues that before they
15 are -- not just in Detroit, but nationally in reference
16 to an issue that's dealing with -- they feel as though
17 there is an injustice, I sympathize with that, but I
18 state at the meeting that I am pro-police, I am
19 pro-community, and I am pro for equal justice for all.
20 And I understand the quality of life.

21 And I have the utmost respect for this
22 Command, and all Command in terms of police officers.
23 Because we have all stood in the rain, snow, etcetera,
24 in terms of -- my classmate was one of the first
25 officers killed that I knew personally shortly after

1 getting out of the Academy, so -- and I think all the
2 commissioners have sworn, sworn officers, Wayne County
3 Deputy, that we understand more so than the general
4 public when you talk about the role of police officers,
5 from day one, it is something that is ingrained, and we
6 really respect that. I just want to share that with
7 you, that it has come down to public apol --

8 (Commissioner Burton joined proceedings at
9 about 3:14 p.m.)

10 CHAIRPERSON BELL: I do apologize personally
11 as Chair of this Board in reference to the statement
12 personally. As Chair, I think that it's my duty to
13 respond in that manner.

14 And Captain Leach, I don't know him that
15 well, but I do know him, and I have interacted with
16 him, and I think he is a great officer, in terms of
17 Captain, and he was not required because I had
18 counseled with the Chief Office, and they see in
19 reference to his appearance on Thursday evening. So it
20 was not his fault.

21 And notwithstanding, I think that as Chair,
22 that we have to take the lead in terms of taking
23 responsibility. And I think I have a small part to
24 play in this. And I just want to apologize, as we go
25 forward.

1 So this is your full opportunity. If you
2 want to come speak, so be it.

3 CHIEF OF POLICE CRAIG: Chairman, one, from
4 me to you, I appreciate your apology, but I would like
5 to have -- and I don't know if the Command Officer
6 present, Captain Tosqui, wants to make a presentation
7 to this Board.

8 CAPTAIN TOSQUI: Thank you, Chief.
9 Thank you, through the Chair.

10 CHAIRPERSON BELL: Yes, sir.

11 CAPTAIN TOSQUI: Captain Aric Tosqui, A-r-i-c
12 T-o-s-q-u-i. I am President of the Detroit Police
13 Command Officers Association.

14 Definitely, Commissioner Bell, I appreciate
15 your apology.

16 I do -- would like to address Commissioner
17 Crawford, and remind you about the mission of the Board
18 of Police Commissioners. That being to bridge the gap
19 and provide oversight, civilian oversight, through
20 objective -- through objective approach.

21 Saying that somebody lacks courage, a
22 Command -- ranking Command Officer, lacking courage, is
23 disrespectful.

24 And to follow that up by citing a social
25 justice statement of "I can't breathe," to me seems

1 inappropriate. It is clearly not topical for the
2 conversation as relates to Captain Leach.

3 I do think that, although Commissioner Bell
4 has apologized, I would like a public apology just as
5 public as it was made, that you indicated that Captain
6 Leach lacked transparency and lacked courage.

7 You know, we take our jobs very seriously,
8 and we don't discredit anybody. And certainly not in
9 that public manner. Those are the statements I have.

10 COMMISSIONER MOORE: Through the Chair.

11 CHAIRPERSON BELL: Yes, sir.

12 COMMISSIONER MOORE: A question for the --
13 are you finished, Captain?

14 CAPTAIN TOSQUI: Yes, sir.

15 COMMISSIONER MOORE: You mentioned the word
16 "appropriate."

17 I want to give you a scenario. And you let
18 me know if this was appropriate or not.

19 Let's say, for instance, there was a police
20 officer in a bar drunk, and they made statements about
21 overtaking a police department, would that be
22 appropriate?

23 CAPTAIN TOSQUI: I don't understand your
24 question.

25 COMMISSIONER MOORE: I am just giving you a

1 general scenario. Would that be appropriate? The
2 scenario I just gave you, would that be appropriate, if
3 a person was drunk in a bar making statements, to take
4 over the Police Department, would that be appropriate?

5 CAPTAIN TOSQUI: Probably not.

6 COMMISSIONER MOORE: Thank you.

7 CHAIRPERSON BELL: Commissioner Crawford?

8 COMMISSIONER CRAWFORD: Yes, through the
9 Chair.

10 CHAIRPERSON BELL: Yes, sir.

11 COMMISSIONER CRAWFORD: I made those
12 statements. I don't make any apology for it. The
13 reason why is I think police officers across this
14 country, even in this city, exhibit courage every
15 single day. They go out and do their job. They do
16 their job with passion and compassion for the people.

17 Also, too, that my statement was due to a
18 lack of information. Chair Commissioner Bell
19 apologized for that lack of information, and, of
20 course, when this was presented, it was misinformation.

21 You think I just took on this issue because
22 it was just an issue in the media? No.

23 One, it was my district.

24 Two, I have a history. 18 years ago Chief
25 Ike McKinnon wanted to do some of the same. I

1 protested that. It wasn't -- it wasn't on this side of
2 the table. It was out there as a police officer.

3 Eleven years ago Chief Jerry Oliver, I went
4 to the 2nd precinct, and there was a Commission
5 Meeting, and I expressed my protest against the very
6 same issue. Well, it wasn't so much as a ticket quota,
7 but it was racial profiling that was advocated.

8 And by the way, it was the President of the
9 Command Officers Association that brought that to light
10 in writing a letter to the Chief, which was public,
11 that went public in the media, as to clarification as
12 to what he really wanted in terms of this so-called
13 racial profiling.

14 So this is I have a history here. This is
15 nothing new.

16 Also, too, I talked with Captain Leach. He
17 called me Friday, and he wanted to talk on the phone.
18 I says, no, I don't talk on the phone. You know, if
19 there are issues where we differ, or as men, we sit
20 down together in a room and we can speak looking at
21 each other. I says, I will be by the precinct Monday.

22 I went to the precinct, the 11th precinct,
23 Monday. We had a conversation approximately for about
24 a half an hour.

25 And basically, I mean, the issue is resolved,

1 as far as I am concerned.

2 As a matter of fact, he expressed in that
3 conversation he heard I called him a coward.

4 I said, well, first of all, if people are
5 going to quote me, they need to quote me correctly. I
6 never called him a coward.

7 CAPTAIN TOSQUI: You said he lacked courage.

8 COMMISSIONER CRAWFORD: Yes, absolutely.

9 And as I stated the week before, whoever
10 wrote that editorial lacked courage in terms of the
11 editorial in the media about demoting the Commission,
12 because they didn't sign their name. And I stand on
13 that, too. They lack courage, courage and
14 transparency.

15 So if I say something, I stand on it. If I
16 feel there is a need for an apology, I will be the
17 first. And not only would it be public, but I would
18 apologize to Captain Leach Monday.

19 CAPTAIN TOSQUI: If I can say one more thing
20 then, moving forward I would just encourage this Board,
21 as you get into matters of discipline, as not just with
22 Command staff but all ranks of officers, that we should
23 not have any kind of predetermined notions about how we
24 feel about police officers in general based upon
25 outside things that are occurring. If we are upset

1 about Missouri, if we are upset about New York, that
2 should not transcribe or translate over to how we feel
3 about police officers in the Detroit Police Department.

4 Clearly, based on the statements that "I
5 can't breathe," Commissioner Crawford has these
6 preconceived notions about how he is going to work on
7 this Board. And I would just really encourage that the
8 Board keep that in mind, as we get into matters of
9 discipline.

10 CHAIRPERSON BELL: Thank you, sir.

11 COMMISSIONER CRAWFORD: One last thing. You
12 know, sir, I respect your opinion, and I really
13 appreciate you coming, bringing this issue before us.
14 All that does, exhibit courage, so to speak. And you
15 are entitled to your opinion, just as the Chairperson
16 is entitled to his opinion. And that's the beauty of
17 America, free speech. That's the beauty, and, of
18 course, the Chief has numerous times talked about the
19 Constitutional Police Department. And I understand
20 that and I respect that. But also, too, sitting on
21 this Board, I think this Board is a Constitutional
22 Board. And I have Constitutional rights, too, to free
23 speech. Thank you.

24 CHAIRPERSON BELL: Thank you, sir, for coming
25 out. And it is good to see the Command Officer

1 responding to the situation, and appreciate that.

2 COMMISSIONER SHELBY: I would like to make a
3 statement.

4 CHAIRPERSON BELL: Commissioner Shelby, and
5 then Commander Mahone.

6 Go ahead, sir.

7 COMMISSIONER SHELBY: As a former Commander
8 of the Detroit Police Department, I know the difficult
9 job that Command staff has. I think you guys are doing
10 an excellent job. I thank you for securing our city.
11 And you have my support.

12 CHAIRPERSON BELL: Thank you.

13 (Applause).

14 COMMANDER MAHONE: Good afternoon, Board
15 Members. As I look on this Board, I see a lot of --

16 SECRETARY ANTHONY: State your name for the
17 record.

18 COMMANDER MAHONE: Commander Charles Mahone,
19 Detroit Police Department.

20 As I look at this Board, I see men and women
21 that I have had the pleasure to work with in the past,
22 and I know those individuals to be men and women of
23 great character.

24 How I see this is that everyone in this room,
25 at least these Command Officers, they work for the

1 Detroit Police Department.

2 If they were cowards, they wouldn't come to
3 work. The men and women that are out there on the
4 street, every single day, look to us for guidance. We
5 try to give the guidance necessary for them to continue
6 to do their jobs.

7 The last thing the Command Officers
8 Association, this Board should be is adversarial.
9 Because when we come here, we look for impartiality.
10 And that's what the men of this Command Officers
11 Association, men and women of this Association,
12 deserve, as well as the police officers that may come
13 before this Board.

14 We should not believe that this great Board
15 is going to rule a certain way because of things that
16 are going on outside of Detroit. This is not Ferguson,
17 Missouri. And it is not Ferguson, Missouri because of
18 the men and women that are in this room.

19 We go through great lengths, along with Chief
20 Craig, to have transparency and to form a great
21 relationship with our community partners. We need to
22 keep that in mind when we make inflammatory comments
23 that may be taken out of context. And just know that
24 everything that you say doesn't always stay here.

25 I think that we can look at the issues that

1 Detroit have had in the past, and I am just going to
2 throw this out here, and just say this, just because
3 you elect Charles Mahone to be the Mayor of the City of
4 Detroit doesn't mean that I have the character, or the
5 ability to lead.

6 Sometimes you have to look at yourself and
7 make a determination if you need improvement, and if
8 you do need improvement, be open to it.

9 My mother, who raised me, always told me,
10 said, Charles, if you make a mistake, be man enough to
11 say, "I made a mistake." Doing that kind of puts
12 things down. And it lets others know what type of
13 person you are.

14 We deserve the best from this Board. And you
15 deserve the best from us. And I am hoping as we go
16 forward, that's the type of relationship we can have
17 with this great Board. Because we need you to support
18 us. And we need to support you, because there can be
19 no division. We have to stand together.

20 Thank you.

21 (Applause).

22 COMMISSIONER CRAWFORD: Thank you.

23 CHAIRPERSON BELL: Thank you, sir.

24 I just want to close this out by saying it is
25 good timing because this is the season of forgiving.

1 This is the Christian nation, a Christian nation, that
2 this is the season to forgive miscommunication or any
3 concerns you might have. And we pray for that in terms
4 of spirit of cooperation.

5 We have some legal issues, differences, which
6 you are not part of that process at all. And that's
7 why we in our strategy session this past Saturday, we
8 wanted to clearly define our motto in terms of
9 accountability to do civilian oversight, accountability
10 through civilian oversight. We all want to be
11 accountable to one another so we can have a safer
12 Detroit and a better Detroit. That's what we strive
13 for, and that is our goal. That's what we pray for.
14 But, you know, prayer without faith and without work is
15 meaningless in a way. So that's basically what we
16 working and striving at.

17 So I think this is a good start to close out
18 the year, and a new beginning. We will reconvene next
19 year in the spirit of cooperation. I am looking
20 forward to that type of decor, that type of response.

21 I want to thank you for coming out, once
22 again. And I am hoping that one on one, Captain Leach
23 and Commissioner Crawford has mended, you know, in
24 terms of the main thing, they have understanding in
25 terms of man to man. Sometimes it is not about

1 position, but man to man. And I am glad they had that
2 type of meeting so we can move forward.

3 I would like to acknowledge Commissioner
4 Burton has joined us about ten minutes ago. Let the
5 record reflect that he is now present.

6 Chief, was there anything else in reference
7 to --

8 CHIEF OF POLICE CRAIG: I just want to
9 acknowledge our Command Officers for the great job,
10 courage they display each and every day.

11 I appreciate the fact that you, under your
12 leadership, Captain Tosqui crafted a well-thought-out
13 response.

14 Commander Mahone, I appreciate that, as well.

15 And just for the Board's attention, if there
16 is an issue as it relates to any policies or procedures
17 that have been adopted, without your review, if you
18 would direct that to me and I will clarify.

19 The issue of quota has been something that I
20 have prohibited from the day I walked in the door.

21 There was some discussion when it hit the
22 news some months ago, and so it resurrected, and it is
23 well-known now, it was certainly something taken out of
24 context from what the Captain had a conversation with
25 his staff.

1 I would just ask, would appreciate if contact
2 is made with me, we can certainly clarify any issues
3 concerning any policies or procedures that have been
4 put in place.

5 CHAIRPERSON BELL: I appreciate that. And
6 looking forward to more meaningful interaction next
7 year. I think we need to -- not just in a formal
8 meeting. I think there has to be some type of informal
9 meeting where we have those type of discussions and
10 have that type of rapport.

11 And I know you are a busy man, and Assistant
12 Chief of Police. In fact, you are all over the place,
13 and I appreciate that type of hands on.

14 And the benefit that was for the young lady
15 that was held last Thursday, I would like to make a
16 donation to that cause, and hopefully other
17 Commissioners will make a donation to that cause,
18 because there is so much pain in this city. And that
19 young lady is -- young girl is how old?

20 CHIEF OF POLICE CRAIG: Seven.

21 CHAIRPERSON BELL: Seven years old.

22 And I look at my granddaughter who is turning
23 four, a bundle of energy, and I look at this young
24 girl, seven years old, all up and spiteful because
25 adults' behavior.

1 And there is so much, when you talk about
2 domestic violence, we have been meeting with ministers
3 across the line, and it is just disturbing me, the loss
4 of lives.

5 And when you look at a person that was going
6 to be here seven years of age, that she would not have
7 the opportunity that we enjoy as a kid, and how is she
8 going to adjust to that?

9 That we really should be mindful that there
10 is so many instance of that nature that we need to
11 really try to put our arms around and try to work
12 towards that in terms of healing in this city, in this
13 nation. And hopefully that the Christian forum would
14 be another forum I took -- you know, took place this
15 morning, that we need to really grab hold of the soul,
16 the spirit of the -- Jesus Christ in terms of dealing
17 with our issues in the community.

18 So thank you, Chief Craig.

19 CHIEF OF POLICE CRAIG: You are welcome, and
20 I apologize in advance, I have another meeting. Is
21 there any other questions that anyone on the Board
22 might have of me before I turn it over to Assistant
23 Chief White?

24 CHAIRPERSON BELL: Thank you for your
25 attendance, sir.

1 CHIEF OF POLICE CRAIG: Thank you.

2 (Chief Craig left proceedings at 3:30 p.m.)

3 CHAIRPERSON BELL: It would be proper to --
4 for the Chair to entertain a motion to approve the
5 agenda for this meeting.

6 COMMISSIONER MOORE: So moved.

7 COMMISSIONER BURTON: Second.

8 CHAIRPERSON BELL: It has been properly moved
9 and seconded.

10 Ready for the question.

11 Those in favor, aye.

12 COMMISSIONERS: Aye.

13 CHAIRPERSON BELL: Those opposed?

14 The next item of business will be approval of
15 the minutes from Thursday, December the 11th.

16 COMMISSIONER MOORE: So moved.

17 COMMISSIONER SHELBY: Support.

18 CHAIRPERSON BELL: It has been properly moved
19 and second.

20 Those in favor, aye.

21 COMMISSIONERS: Aye.

22 CHAIRPERSON BELL: Those opposed?

23 The motion carried.

24 I think I have already reported out. And we
25 are going to now hear from the Board Secretary report.

1 SECRETARY ANTHONY: Thank you, Mr. Chair.

2 This is the report of the citizens complaints
3 received through November 2014.

4 The 2014 monthly count of complaints was 85
5 in November, compared to the same period last year, of
6 109; it represents a 22 percent decrease. The
7 year-to-date figure for 2014 through November was
8 1,203, compared to the same period last year, 1,209.
9 That was a zero percent increase -- decrease.

10 At the end of November 2014, the Office of
11 the Chief Investigator had open investigations, 204;
12 cases filed, 1,203; cases closed, 1,273.

13 Of the 85 cases filed, in November of 2014,
14 36 percent involved unknown officers. The alleged
15 Known Units involved leading in complaints filed in
16 November of 2014 were: The 12th Precinct at 8 percent;
17 the 2nd and 6th Precincts at 7 percent; the 11th
18 Precinct at 6 percent.

19 The 85 cases filed in November of 2014,
20 involved 179 allegations where the leading areas of
21 concern were: Procedure at 33 percent; demeanor at
22 21 percent; service at 12 percent; and force at 10
23 percent.

24 Closed complaints during November of 2014,
25 100 cases were closed in November of 2014 involving 105

1 allegations where the findings were: Not sustained at
2 43 percent; exonerated at 16 percent; unfounded at
3 16 percent; and sustained, 14 percent.

4 The leading areas of concern in the 100
5 closed cases were: Procedure at 36 percent; demeanor
6 at 28 percent; service, 15 percent; and force, at
7 6 percent.

8 And that completes the report.

9 CHAIRPERSON BELL: Commissioners, any
10 questions or concern in reference to the Board
11 Secretary report?

12 Thank you, sir. We received your report.

13 And the next item will be the Office of Chief
14 Investigator, Chief Investigator Monthly Update.

15 MS. DRAKE-DAVIS: Good afternoon, Mr. Chair,
16 the Board. Pamela Davis-Drake, Chief Investigator, for
17 the record.

18 This report is with regard to statistics,
19 through today, Thursday, December 18th. Current
20 statistics as of today, we have 183 cases that are
21 currently open. Twelve cases have been submitted to
22 either myself or to the supervisors for closure. And
23 we have no cases over 90.

24 There is a continued downward trend in the
25 number of cases that we are receiving across the board.

1 That trend has been ongoing since June of this year, a
2 downward trend, which is a good thing. That's the way
3 we want to see it. As I advised during the report last
4 month, or I think it was actually the month before
5 last, that number continues to go down.

6 Our move update, the anticipated renovation
7 date of the building now is in mid February. It has
8 been pushed back once again.

9 We are currently in the process of
10 interviewing for the new position, or the vacant
11 position of Investigator. And hopefully, Monday and
12 Tuesday we can complete those interviews.

13 Mr. Chair, if you do not mind, I think I
14 would be remiss in the conclusion of my report if I did
15 not say this.

16 When I first arrived here with the
17 Department, that was about two-and-a-half years ago,
18 Captain then Timothy Leach was the -- pretty much in
19 charge of the Office of the Chief Investigator. He was
20 the Acting Chief at that time, along with
21 Ms. Washington. I worked with him for two years. And
22 during that time, I know him as a man of integrity, as
23 a man that I could depend on. He was committed to not
24 only the Department, but to the Office of the Chief
25 Investigator. He was an outstanding employee, then and

1 now.

2 And again, I would be remiss if I did not say
3 that.

4 And that concludes my report.

5 CHAIRPERSON BELL: Chief Investigator Drake,
6 would that be Captain Leach was a Lieutenant at that
7 time?

8 MS. DRAKE-DAVIS: He was a Lieutenant at that
9 time, sir.

10 CHAIRPERSON BELL: Was that during the
11 process of the monitor, monitoring us --

12 MS. DRAKE-DAVIS: Yes, it was.

13 CHAIRPERSON BELL: -- and he was really a
14 significant part of bringing us out of that.

15 MS. DRAKE-DAVIS: Into compliance.

16 CHAIRPERSON BELL: Because we did not have a
17 permanency in terms of Chief Investigator.

18 MS. DRAKE-DAVIS: Yes.

19 CHAIRPERSON BELL: And I know that he
20 extended his role, because I served in that capacity at
21 one time, too, for about four or five years --

22 MS. DRAKE-DAVIS: Yes, sir.

23 CHAIRPERSON BELL: -- so I know how difficult
24 to serve as Administration Lieutenant, now become the
25 Chief -- Acting Chief Investigator with all the issues,

1 civilian sworn and all of that. So I want to commend
2 that type of effort because we come a long way, and he
3 was part of that process to getting us out of that
4 situation, that the monitor was pleased, and made your
5 task easy in terms of coming on board.

6 MS. DRAKE-DAVIS: Absolutely.

7 CHAIRPERSON BELL: So I personally
8 acknowledge in terms of that role because that role is
9 rather unique, you know, you are not -- you are part of
10 the Department, but you are not part of the Department.
11 So sometimes they have a tendency to penalize you in
12 terms of your career path.

13 So I am glad that was not the case with
14 Captain Leach, that he was able to go back in the
15 Department and continue his career, even though he was
16 representing the Department in terms of working
17 primarily with civilians.

18 So I think there is a tendency to take
19 citizen complaints lightly. But he did not do that.

20 And I think that's the nature of the Board of
21 Police Commission since 1974. And we have come a long
22 way. Because when I worked there, it took a year or
23 more to respond to a citizen complaint. And by that
24 time, they upset when you inform them that it has not
25 been processed, and you come back, say, well, it is

1 unfounded, there's no merits to it, a year-and-a-half
2 later. So I understand the nature of the work, and
3 that's why I really appreciate that.

4 And I have one other comment in reference to
5 I have been reading these cases for almost -- well, ten
6 months now. And I look at demeanor. Maybe Assistant
7 Chief White could help me in terms of perhaps we need
8 to send out a Directive to the Department in reference
9 to -- is that 102 Directive? Is that 102 Directive?

10 Oh, yeah.

11 MS. DRAKE-DAVIS: It's under 102.

12 CHAIRPERSON BELL: Yeah, demeanor, that
13 speaks to -- I think through the nature of policing,
14 especially what's happening now, we need to be reminded
15 that we are still providing service in a certain
16 manner. I think there is a tendency for officers to
17 take it and use that as an excuse, but basically we are
18 a service. We talk about service, protect.

19 I think that memo on that Directive would be
20 helpful in terms of going out to share with the
21 Department that, you know, demeanor in terms of -- it
22 don't take that much to be civilized, you know, with
23 people, and under the circumstance. So -- because some
24 of these complaints, there's no merit, but you can see
25 how it rises to the level of people offended by that.

1 And some of them have no merits to some extent.

2 But I know that demeanor, we need to remind
3 folks that we should be conscientious of people
4 somewhat capitalizing in the climate, and the merit, in
5 terms of the role of policing, and they are going to
6 get more grief in a way, you know, remarks, and so I
7 just try and encourage that.

8 Would you be agreeable to that, that might be
9 helpful to some degree? Not to say as a cure-all.

10 MS. DRAKE-DAVIS: Well, I think that they do
11 receive the policy. I think that all of the officers
12 are familiar with it. I think that there are a couple
13 of efforts, as well, certainly, you know, reenforcing
14 that is helpful.

15 CHAIRPERSON BELL: Reenforce it, that's
16 what -- right.

17 MS. DRAKE-DAVIS: But I will say this on
18 behalf of the Depart -- well, I can't speak on behalf
19 of the Department, but I can definitely say they are
20 encouraging the Office of the Chief Investigator, and
21 you, Commissioner, as well, to present and do
22 trainings, conduct trainings with the new orientees,
23 those officers that are coming on board, even the
24 Lieutenants and Sergeants that are being elevated, they
25 do have us come out and present trainings, and that is

1 a part of it, and they have encouraged us and invited
2 us to come out and do that. So I think it is an
3 effort. An effort is being made.

4 A.C. WHITE: Through the Chair, your
5 recommendation is noted, but to piggyback what the
6 Chief has indicated with regards to the training, we
7 continue to monitor the officer's conduct. And what we
8 don't look at is whether or not the officer was found
9 guilty of the necessary violation. Or what we do is we
10 track the behavior. So if Officer X has 15 complaints
11 and Officer Y has five, what we do is we, through our
12 management awareness system, you know, we capture that
13 information, and if necessary, we train to that
14 officer, we may monitor that officer. There are a lot
15 of different things that we do.

16 And then the annual 40-hour training, we look
17 at, you know, our verbal judo classes, as well as --
18 which is kind of an unnecessary way of just basically
19 saying customer service, but we are constantly looking
20 at that.

21 But one of the things that you will note,
22 because I have noted it, is that we continually see a
23 decline in all complaints, including service and
24 demeanor complaints, which at one point was leading us,
25 you know, with every topic, was the service and the

1 demeanor complaints, and we are seeing a significant
2 decrease in those numbers.

3 CHAIRPERSON BELL: I have one more brief
4 comment. In reference to the newly process of
5 Sergeant, Lieutenant, first line supervision have a
6 tremendous impact on officer conduct and behavior. So
7 that's another area, is that part of the curriculum in
8 terms of -- for the Sergeants, Lieutenants to really
9 emphasize that type of awareness? Because it is one
10 thing, you know, especially from P.O. to Sergeant, you
11 know, you no longer part of the locker room mentality,
12 what I call it sometime, but now you are part of the
13 leadership team. And even though you might disagree,
14 but it is not healthy to, you know, encourage in that
15 type of support system.

16 A.C. WHITE: The most influential vein of
17 leadership is that first line of supervision. We do
18 leadership training for the Sergeants. We are going to
19 have a class coming very soon. We also put leadership
20 in our 40-hour class, our annual training. And that's
21 where we address the issues of, you know, first line
22 leadership, guiding the officers, officers' demeanor,
23 and that type of thing. So we are seeing a lot of
24 success.

25 CHAIRPERSON BELL: And I agree that demeanor

1 is going down, being driven down, it even declined in
2 this report like, you know, made a big difference, when
3 I first started, in March or February, so we can see
4 somewhere along the line, it is working, and I know it
5 is difficult. Sometimes people just -- they have a
6 procedure complaint, they have a demeanor, and they
7 don't -- by all means, I understand that.

8 So thank you, Chief Investigator Drake, and
9 Assistant Chief White, in terms of responding to my
10 concern.

11 Any other concerns, Commissioners?

12 MS. DRAKE-DAVIS: Thank you.

13 A.C. WHITE: I would like to add one other
14 thing, though, about Captain Leach.

15 As you may or may not know, Captain Leach
16 served on my staff for about a year. And my selection
17 for all my staff members, you know, I don't know any of
18 them prior to them working for me. I base it on what I
19 see from them and how they interact with other members
20 of the Department because -- I keep my staff small for
21 a reason, and how we deliver service to our partners,
22 to the Police Department, is important to me, our
23 professionalism and how we interact, you know, with our
24 peer group. Because if we can't get it right there,
25 how are we going to get it right when we are dealing

1 with the community?

2 I put Leach on my staff as my Chief of Staff.
3 I gave him five jobs that were handled by five
4 different people. He was a -- he had functional
5 oversight of fleet, functional oversight of facilities,
6 he was my Chief of Staff. He also worked grants and
7 contracts. Hard worker.

8 And again, did not know him before that
9 assignment other than interacting with him at the
10 Office of the Chief Investigator through the consent
11 judgment. And just watching his interaction there, in
12 the work that he does, you know, he came into my radar
13 as a person that I wanted on my staff.

14 When I make a recommendation, or I put my
15 name on someone as a hard worker and a good person, it
16 is based on their work. Not friends and family, not
17 the buddy program. He was one of the people that I was
18 very proud to recommend go to the next level, based on
19 his work ethic.

20 We have a very excellent group of new Command
21 Officers that are committed to this organization. And
22 not taking anything away from anyone else or any other
23 group, but I would hold their record and their work
24 ethic up against anyone, under any timeframe, as being
25 committed, hardworking and courageous.

1 So I just wanted to put my support behind the
2 entire command staff, and particularly Captain Leach,
3 and my support for him haven't wavered through this
4 incident, and it will not. In fact, it is
5 strengthened.

6 So I just wanted to say that.

7 CHAIRPERSON BELL: Thank you.

8 Chief Craig mentioned that training program,
9 the seminar, the workshop you held last year, then
10 Commissioner Crawford, we attended at Wayne State.

11 COMMISSIONER CRAWFORD: Are you talking
12 about the --

13 Pardon me, through the Chair, that was
14 February of this year that you and I attended.

15 CHAIRPERSON BELL: February of this year.

16 COMMISSIONER CRAWFORD: February of this
17 year.

18 CHAIRPERSON BELL: And that was
19 well-attended, and I liked the format. What really
20 impressed me, when the Chief brought in two police
21 officers. And there was no hold restricted in terms of
22 their comments in reference to their observation. And
23 that was good dialogue. And I am looking forward to
24 perhaps we might be invited to attend this year. Also
25 in terms of what -- and other commissioners who would

1 like to attend at Wayne whenever they hold that in the
2 month of February. I thought it was really excellent.

3 So thank you, sir.

4 A.C. WHITE: Thank you.

5 CHAIRPERSON BELL: Do we have Mark Diaz from
6 the DOA? Have we heard from him?

7 SECRETARY ANTHONY: I thought he was going to
8 be here.

9 CHAIRPERSON BELL: Okay. If he show up we
10 can --

11 COMMISSIONER MOORE: He had a
12 Pension Board -- through the Chair, he had a Pension
13 Board issue.

14 CHAIRPERSON BELL: Okay. Perhaps in the
15 future then. Okay. Thank you.

16 We can move onto item number 11. Any
17 standing committee reports?

18 Any new business?

19 Any old business?

20 A.C. DOLUNT: Commissioner?

21 CHAIRPERSON BELL: Yes, sir.

22 A.C. DOLUNT: Can I report on some old
23 business?

24 CHAIRPERSON BELL: Yes, sir.

25 A.C. DOLUNT: Quinn. Assistant Chief Dolunt.

1 Last week -- oh, through the Chair --

2 SECRETARY ANTHONY: This is what we spoke
3 about earlier.

4 A.C. DOLUNT: The video.

5 CHAIRPERSON BELL: I'm sorry. We are on the
6 same page.

7 A.C. DOLUNT: Okay. Quinn. There you go.

8 Okay. So last week, I believe it was a
9 Ms. Tonya Wells -- am I correct, George? George?

10 SECRETARY ANTHONY: Yes, it was Ms. Tonya
11 Wells.

12 A.C. DOLUNT: And I don't know if I am
13 supposed to paraphrase what she said or if he has to
14 read directly from the minutes. She made an accusation
15 last week. Okay. She made an accusation last week
16 that she was pulled over by two officers on a traffic
17 stop after calling because she had an unruly person in
18 the back seat. Kind of inflammatory actually. She
19 said the officers approached, pulled out their guns,
20 pointed at her, and said a few things that were less
21 than polite, very derogatory.

22 So I had Commander Wilson and Captain
23 Kyriacou pull the video. And hopefully, it is going to
24 come up.

25 (Video played).

1 A.C. DOLUNT: And you can see, they are
2 heading to this run to meet the cab. And they are
3 going to approach a red light, coming up there, and you
4 will see a cab driven by Ms. Wells.

5 COMMISSIONER BURTON: Is that them there?

6 A.C. DOLUNT: Yeah, I believe so.

7 COMMISSIONER BURTON: Thank you.

8 A.C. DOLUNT: There is the first car. And
9 here comes a cab. Okay. That's cool so far. And
10 there is a red light in front of her. But she doesn't
11 really want to wait. She goes around it. And then she
12 goes, you know what, I will just turn left. So that's
13 okay. I am good. So she goes.

14 So the officer is like, well, that's probably
15 the cab we are looking for with the person in the back
16 seat. So let's pull her over to investigate the person
17 in the back seat and see exactly what's going on.

18 Now, according to Ms. Wells, the officers
19 came out of the car, brandished their firearms, and
20 were ready to throw down and get into it.

21 However, I will let the video speak for
22 itself.

23 (Inaudible).

24 A.C. DOLUNT: Be nice, Ms. Bernice. Be nice.

25 (Inaudible).

1 A.C. DOLUNT: I know it is you.

2 Now, the officer does have his hand on his
3 gun because there's supposed to be a disruptive person
4 in back. And he is talking to her. He just pointed at
5 the red light she ran. Asked for her license and
6 stuff. Looks in, sees, you know, the alleged suspect
7 in the back seat. But he is talking to her first.
8 Okay.

9 By the way, now he says, you know what, yeah,
10 the guy is back there. They talk. And he walks away.

11 So if you keep playing the video, in another
12 15 minutes, 10 minutes, whatever it is, you take him
13 out of the car, which is -- and sent her on her way.
14 All I wanted -- and she is not here, unfortunately.
15 But I wanted to address that, last week, it was pretty
16 inflammatory. And you can see the officer.

17 Now, granted, the officer did approach the
18 car, hands on weapon, but there's supposed to be an
19 unruly person in the back seat. I don't see where he
20 jumped out with a gun. So anyway, she is not here, but
21 I wanted to let you know that.

22 Okay. Thanks, Al. Go back to sleep.

23 Okay. Thank you.

24 CHAIRPERSON BELL: And you are going to turn
25 that over to the Chief Investigator for part of the

1 complaint? You know she filed a formal complaint?

2 A.C. DOLUNT: You're kidding me?

3 CHAIRPERSON BELL: I am sorry. I'm sorry.

4 I'm sorry. She did not.

5 A.C. DOLUNT: And that's good. I was kind of
6 hoping she would make a CRISNET report. Because that
7 would be a false felony report. I would love to see
8 her do that. But I'm good.

9 COMMISSIONER CRAWFORD: Through the Chair.

10 A.C. DOLUNT: I am sorry, sir.

11 COMMISSIONER CRAWFORD: I do recall her
12 statement was the officer pointed the gun in her face.

13 A.C. DOLUNT: That's why I wanted to show you
14 the video, to the Board.

15 COMMISSIONER CRAWFORD: Well, thank God for
16 the dash cam.

17 A.C. DOLUNT: You know what, I am all for it.

18 COMMISSIONER CRAWFORD: No, I'm just saying.

19 A.C. DOLUNT: I totally agree with you.

20 Exonerated the officer, officers plural. And
21 unfortunately, she is not here to --

22 CHAIRPERSON BELL: I am glad she is not here.
23 She would probably dispute that.

24 A.C. DOLUNT: Anyway --

25 CHAIRPERSON BELL: I am just kidding. Strike

1 that.

2 A.C. DOLUNT: Thank you, Board.

3 CHAIRPERSON BELL: Thank you, sir.

4 A.C. DOLUNT: Any questions?

5 COMMISSIONER CRAWFORD: Can we have the Chief
6 Investigator step up to the mic?

7 Yes, ma'am. For the record, Ms. Wells didn't
8 file a report?

9 MS. DRAKE-DAVIS: You know, I don't believe
10 she did. If she did -- Ms. Wells is a frequent flyer.

11 COMMISSIONER CRAWFORD: I know.

12 MS. DRAKE-DAVIS: She is often and much with
13 the Office of the Chief Investigator. But to my
14 knowledge, I don't believe she did. But I will
15 double-check to make sure.

16 COMMISSIONER CRAWFORD: And please inform us
17 if she does.

18 MS. DRAKE-DAVIS: Absolutely. It won't be
19 the first one she did.

20 COMMISSIONER CRAWFORD: Yes, ma'am.

21 MS. DRAKE-DAVIS: But I do want to say
22 through the Chair that this is an excellent --

23 CHAIRPERSON BELL: Yes.

24 MS. DRAKE-DAVIS: -- example of having --

25 COMMISSIONER CRAWFORD: Body cams and dash

1 cams.

2 MS. DRAKE-DAVIS: Well, having your equipment
3 operating and on, because it certainly exonerates in
4 many cases the officers. So...

5 COMMISSIONER CRAWFORD: Yes, ma'am.

6 MS. DRAKE-DAVIS: Any other questions or
7 concerns?

8 COMMISSIONER CRAWFORD: Thank you.

9 CHAIRPERSON BELL: Thank you.

10 Yes, sir?

11 CAPTAIN KYRIACOU: Captain Nick Kyriacou,
12 from the 10th Precinct.

13 Through the Chair, if I might be able to
14 piggyback on that issue, when I saw the video, I was
15 very pleased at the conduct that I saw. You cannot
16 hear the conversation, what was played here, but the
17 officers' tone was civil, they were very professional.
18 Very happy with what I saw to the extent that I made
19 sure that I addressed rollcall, and praised those two
20 officers in front of their peers for their professional
21 conduct. And that also reenforced the value of those
22 dash cams. There's no better way to reenforce it than
23 that. So thank you.

24 CHAIRPERSON BELL: I agree with you a hundred
25 percent. Thank you.

1 UNIDENTIFIED SPEAKER: Good job.

2 CHAIRPERSON BELL: Good job.

3 Announcement: Thursday, January the 8th,
4 2015, will be our next meeting of the Board at the
5 12th Precinct at Wesley Community Center on West Seven
6 Mile Road. That's at 6:30.

7 So that means that this is -- we are closing
8 out 2014. This is our last meeting. And the Chair
9 would entertain a motion to take a holiday break per
10 Charter stipulation at this time, that we can recess,
11 take a holiday break, we will stipulate.

12 SECRETARY ANTHONY: For the Christmas and the
13 New Year holiday --

14 CHAIRPERSON BELL: Yes, right.

15 SECRETARY ANTHONY: -- as the Charter
16 provides.

17 COMMISSIONER MOORE: So moved.

18 COMMISSIONER SHELBY: Support.

19 CHAIRPERSON BELL: It has properly moved and
20 second.

21 Ready for the question.

22 Those in favor?

23 COMMISSIONERS: Aye.

24 CHAIRPERSON BELL: Those opposed?

25 Motion carried.

1 Now it is time for oral communication from
2 the audience. Please come forth. You have two
3 minutes. We ask that you be respectful, and we are
4 respectful of you. This is your time.

5 Yes, sir?

6 COMMISSIONER BURTON: Before we go to oral
7 comments, I have an announcement I would like to make.

8 District 5 is hosting a holiday party. You
9 all are more than welcome to attend. It is going to be
10 at 8367 Jefferson, right on the corner of Jefferson and
11 Iroquois, at R and W Cafe. Just wanted to make that
12 announcement, today from 5:00 to 7:00.

13 CHAIRPERSON BELL: Today?

14 COMMISSIONER BURTON: Yes.

15 CHAIRPERSON BELL: Okay. I want to make an
16 announcement also. 7th Precinct Community Christmas
17 party, Captain Hope, is Captain Hope here? You want me
18 to make the announcement? You want to go?

19 CAPTAIN HOPE: Absolutely. Thank you.

20 CHAIRPERSON BELL: Looking forward, at Sacred
21 Heart Church, Eastern Market Business District, I-75
22 and Mack, 3451 Rivard, Friday, December the 19th. And
23 if you -- there going to be health and wellness from
24 6:00 to 7:00. If you know how to hustle, or you don't
25 know how to hustle, Mr. Smooth will be there, and your

1 one and only Captain Hope will help you. I will show
2 up after that. From 7:00 to 7:30 will be safety tips.
3 We all need safety tips. And 7:30 CompStat and
4 training. So I think this is her third -- her fourth
5 activity. And I was at the first one, and I think
6 Commissioner Burton made one. I plan on dropping in
7 tomorrow night. It has been well-attended. There
8 is -- 7th Precinct.

9 You attended also?

10 COMMISSIONER CARTER: Yeah.

11 CHAIRPERSON BELL: Commissioner Carter has
12 been there.

13 COMMISSIONER CARTER: I did the hustle.

14 CHAIRPERSON BELL: She know how to hustle.

15 So this is the Christmas spirit and all. And
16 that's tomorrow. And you heard Commissioner Burton,
17 activity night.

18 I think Citywide is having a Christmas party
19 tonight.

20 MS. PANNEL: At 6:00.

21 CHAIRPERSON BELL: You want to make an
22 announcement on that? I have all the particulars on
23 that.

24 MS. PANNEL: Sharon Pannel.

25 Mr. Welborne is having his Christmas party

1 tonight at 7310 Woodward, 6:30, Citywide.

2 CHAIRPERSON BELL: Citywide.

3 Okay. Any other communication from the --
4 Mr. Scott?

5 MR. SCOTT: Okay. Thank you.

6 Ron Scott, Detroit Coalition Against Police
7 Brutality.

8 First of all, let me say that I appreciate
9 the spirit of discussion today that was held
10 democratically. We live in a democratic country
11 theoretically. We are trying to make it that, even if
12 it isn't.

13 Circumstances are such that but for the
14 Command Officers, and Commissioner Crawford, I relish
15 the opportunity to hear the debate and hear the
16 discussion. And I think no one should leave here in
17 any kind of acrimonious fashion; that everything was
18 said that had to be said. And I think it should
19 continue to be so, because as one who uses this mic
20 from time to time, I would appreciate the same kind of
21 consideration.

22 So having said that, I stand on the side of
23 having a fair and vigorous debate as the first
24 amendment allows us to do.

25 The other thing is, is that I would like to

1 ask -- the statement straight, because we had a
2 meeting, our organization, at Local 7, UAW, on Conner
3 and Mack, or Conner near Jefferson, last week, a couple
4 weeks ago. And we had made a request for someone from
5 the Office of the Chief Investigator to come out and
6 take complaints that there were. And I heard that the
7 person --

8 (Inaudible).

9 MR. SCOTT: Oh, not tonight, no.

10 I had heard that the person or someone from
11 the Office of the Chief Investigator cannot come out.

12 I conjoin my question with that, to the
13 degree that we are talking about the stats in terms of
14 the complaints that are being taken. I would like to
15 conjoin that with the question as to how complaints are
16 being gleaned, because in some cases, some of the
17 people that I know who had filed complaints may not go
18 through a traditional route, may not call on the phone,
19 and that was the reason why we had set this up
20 hopefully to have someone to come to a meeting where
21 they may not have felt comfortable in other settings.

22 So could you explain to me whether or not
23 anyone ever approached you and asked you about that?
24 One.

25 And two, if it were to be done in the future,

1 how would that be done?

2 Because it has always been my opinion that
3 when a community organization asks for someone from the
4 Office of Chief Investigator to come out, that they are
5 more than willing to do so, per what happened in the
6 consent decree.

7 Through the Chair, if I can make that
8 request.

9 MS. DRAKE-DAVIS: And through the Chair, if I
10 may answer.

11 I received notice of the request about two
12 hours before the request. The request did not come
13 through me. It came through one of the supervisors.
14 Apparently, Mr. Scott made a telephone call to one of
15 my supervisors and asked my supervisor to attend. My
16 supervisor, I understand, then called you, Mr. Chair,
17 to find out whether or not it was that -- if you were
18 attending, because he had heard that you were. And
19 along with other people. So we didn't get enough
20 notice to prepare effectively to be there.

21 Certainly in the future, if there are others,
22 I would suggest that Mr. Scott call me, and then
23 perhaps I would be able to accommodate him, either
24 myself or one of the other supervisors would
25 accommodate him. And to give us time so that we don't

1 have other schedules and other obligations, family
2 obligations, and so forth, in the evening.

3 CHAIRPERSON BELL: I agree.

4 MR. SCOTT: Okay.

5 CHAIRPERSON BELL: Yes, sir?

6 MS. DRAKE-DAVIS: And I am not willing to
7 debate that on the record.

8 CHAIRPERSON BELL: There is no debate. Okay.

9 MR. SCOTT: I will. The bottom line is, is
10 that I should not have to call the person in charge. I
11 should be able to call anyone, as I have in the past.
12 There is precedent for that. Not having called, I
13 called someone that I spoke to, and, therefore, I can
14 understand the timeliness or lack thereof, I can
15 appreciate that, but I think I should have received a
16 call saying, we can't attend either, Mr. Scott. So
17 therefore, I think it goes both ways. It flows both
18 ways in relationship to that, that I have called just
19 an ordinary investigator, not the person in charge, and
20 asked, is it possible, could you ask your supervisor if
21 you can come? And that's the way it should be, given
22 the fact that individuals are not always going to have
23 access, as I would have, to do that. There may be
24 someone who doesn't have access to her. But the issue
25 is whether or not people can access the process, not

1 necessarily the persona.

2 That's my feeling about it.

3 So thanking you in advance, I will proceed as
4 you suggested. But I wanted to get that on the record.

5 And like I said, in the season of peace, I
6 will not be acrimonious, but I will not be blunted in
7 terms of what I say either.

8 Thank you.

9 CHAIRPERSON BELL: Thank you, Mr. Scott. As
10 you know, if we can follow that protocol, because, you
11 know, when you called me, you know, that evening, I
12 responded because I was available, but when it come
13 down to scheduling, I think it best to go through the
14 Chief Investigator, because there is on duty, off duty.
15 She need to know what's engaging, and how that process
16 work. I think you can respect that. But we will -- we
17 can accommodate you. And that's why I came out, and
18 just happened to be off my schedule, but I put it on my
19 schedule, and I responded. And it was good dialogue.
20 I appreciate the opportunity to interact with that.

21 Now we are going to hear from --

22 MS. SMITH: Bernice Smith, one of the members
23 of the Chief Advisory Committee.

24 Mr. Brown, with it being a holiday, can I get
25 a little leeway today, please?

1 CHAIRPERSON BELL: You get 245.

2 MS. SMITH: D.C. White, good afternoon, for
3 the Commissioner, and above all, to all our Captains
4 here. I don't know who is taking care of the office.

5 CHAIRPERSON BELL: Not all of them. Not all
6 of them. We have got more than this.

7 MS. SMITH: We love you anyway. Good to see
8 all of them.

9 What I got to say is something that was very
10 disturbing. And most of you know, papers don't tell
11 the truth all the time, but I would like to know, and I
12 think it was brought up the last time I was here, in
13 regards to the problems that they are having on the
14 Police Department with transferring officers, one in
15 particular, to the mounted. He was on the Task Force,
16 and he was transferred because of some problems that
17 you had in regards to the police officers not putting
18 in their allotted times, number one, for court, they
19 would go to court and they would have time on there,
20 and they didn't appear for the cases.

21 Number two, was something in regards to one
22 of the officers calling one -- another officer, I am
23 not naming any names, but I think you know, most of you
24 captains probably know also, and then he was
25 transferred also. And then you are doing overtime that

1 is not allotted to you.

2 Now, being involved with the Police
3 Department since the Coleman days, I think I am older
4 than most of you here, I think you are doing a hell of
5 a good job.

6 But when you do wrong, then I have to come
7 before the Board and tell it publicly that we have to
8 stop. Whatever you are doing, we have to stop.

9 You have Kym Worthy speaking in regards to
10 the officers not bringing in their report. That was
11 just last night.

12 Another thing is we have a good police
13 department. We do not want to mar it by having
14 unnecessary scandals being brought publicly to the
15 paper and to the public, all right?

16 I want the Chief -- I'm sorry he wasn't here,
17 he always leaves before I get up here anyway. But
18 anyway, I would like very much --

19 CHAIRPERSON BELL: Mother Bernice, you are
20 talking to the Chair. You are looking over there.

21 MS. SMITH: I will look at you --

22 CHAIRPERSON BELL: Oh, okay. Thank you.

23 MS. SMITH: -- Commissioner Bell, so you can
24 tell White what I am talking about. All right.

25 CHAIRPERSON BELL: Thank you. As you well

1 know, with your background in terms of policing, and
2 Assistant Chief White probably going to respond
3 briefly, but there is an ongoing internal
4 investigation.

5 MS. SMITH: It is an investigation.

6 CHAIRPERSON BELL: Because what you read in
7 the paper, that's why --

8 MS. SMITH: That's why I like to bring it
9 here.

10 CHAIRPERSON BELL: I understand that, but we
11 cannot really elaborate in reference to that type of
12 investigation, but I am pretty sure Assistant Chief,
13 just want to let you know for the record, just because
14 something in the paper all the time, you want immediate
15 answers, and they can't really respond because there is
16 internal investigation. But I give Assistant Chief
17 White the floor in term of how he want to respond to
18 that.

19 MS. SMITH: Commissioner Bell, like you said,
20 I been familiar with the police since the Coleman days.

21 CHAIRPERSON BELL: Yes, ma'am.

22 MS. SMITH: I happen to be 82 years old,
23 guys.

24 CHAIRPERSON BELL: Yes, ma'am.

25 MS. SMITH: But I do want them to continue to

1 investigate. I know they are doing an investigation,
2 because I said it to you last -- two weeks ago when I
3 was here, but the fact is, when you have the prosecutor
4 coming on board, and stressing her dislikes and what's
5 going on --

6 CHAIRPERSON BELL: Ms. Bernice, can you
7 pause? Let Assistant White wrap this conversation up.

8 A.C. WHITE: There is a question in there
9 somewhere I know, so --

10 MS. SMITH: Yeah, but he won't let me tell
11 you.

12 A.C. WHITE: I think I can pretty much figure
13 out what your question is.

14 MS. SMITH: All right.

15 A.C. WHITE: Unfortunately, there is not a
16 lot of information I can share with you right now.
17 There is an active investigation, on pretty much every
18 issue you mentioned. I will caution you, though, on
19 drawing any conclusions on the information that you
20 have because just based on how you laid out the
21 allegation, there is some misinformation even in that.
22 But again, I am not in a position right now to discuss
23 the specifics of the case, but as you know, Chief Craig
24 is transparent, the organization is transparent. When
25 the investigation is completed, the results of that

1 investigation will be made to this Board and publicly.

2 MS. SMITH: Can I say something?

3 I realize it is being investigated. I just
4 want to let you know that we would like to hear the
5 response, whenever it is done. All right?

6 A.C. WHITE: Absolutely.

7 MS. SMITH: That's all. We have a good
8 police force. I know that. But sometimes we get a
9 little bit on the opposite side, and we have to
10 bring the police officers back in line. I realize
11 that.

12 A.C. WHITE: We still have a very good police
13 agency.

14 MS. SMITH: Oh, I have no doubt about it
15 because I have no problems with it. I live in Midtown,
16 so I know what you doing down there. But the fact is
17 we do have some undesirable things that go on, and we
18 have to bring them back in line. That's what I want to
19 let you know.

20 A.C. WHITE: We could. We could. But at
21 this point, we have a very good police agency. Let's
22 let the facts of the investigation show themselves, and
23 we will go from there. Okay?

24 MS. SMITH: I thank you very much for your
25 answer. Thank you so much. And a happy holiday to

1 everyone.

2 And to the officers, keep up the good work.

3 And Hope, love you dearly. Thank you.

4 CHAIRPERSON BELL: Thank you, Mother Bernice.

5 Any other oral communication from the

6 audience?

7 Any other comments from the Commissioners?

8 Assistant Chief?

9 A.C. WHITE: No, not at all. Thank you.

10 CHAIRPERSON BELL: Okay. I just want to say
11 to the Commissioners and the Department, have a safe
12 and blessed holiday. The nature of this business is
13 sometimes difficult for police officers in terms of
14 when people come together during the holidays. And we
15 just pray that all our officers are safe and all our
16 citizens are safe as they go forth to work during these
17 holidays. So I am just thankful that we had a great
18 year in terms of the interaction. We are looking
19 forward to 2015, even better year, in terms of the
20 Department.

21 Do we have an update on -- people keep asking
22 me talking about district, in reference to the
23 5th Precinct moving in? The 5th Precinct? What's the
24 target date now?

25 A.C. WHITE: Well, quality of life dollars

1 being released through the Financial Review Board.
2 Once that happens, you know, we will continue with the
3 construction and be in there. It is a money thing
4 right now. We are on target, but it will be a while.

5 CHAIRPERSON BELL: Yes. I just want to
6 convey that to the public. Somewhere along the line, I
7 mean, printing out misinformation, it is going to be
8 open in January, you know, and I know the --

9 A.C. WHITE: Not going to be open January.

10 CHAIRPERSON BELL: No, I didn't think so.

11 A.C. WHITE: Not this January.

12 CHAIRPERSON BELL: Captain, looking forward
13 and, you know, people looking forward to that new
14 precinct, and now Eastside of Detroit.

15 So Commissioners, on that note, if there is
16 anyone else want to say good will? Comments?

17 AUDIENCE: Merry Christmas. Happy New Year.

18 CHAIRPERSON BELL: Merry Christmas. Happy
19 New Year. Be pleased, be thankful, and share that
20 blessing with others.

21 It's good to see one of the old timers in the
22 house, is that --

23 (Inaudible).

24 CHAIRPERSON BELL: No. Start with a T, T-o.

25 A.C. WHITE: You looking at Ewing?

1 CHAIRPERSON BELL: Oh, I'm sorry. Ewing,
2 Ewing, E-w-i-n-g, yeah, okay.

3 Any other notes?

4 So all the captains, and just really share
5 our Christian thoughts with individuals in the
6 precinct. That's the backbone of the Department. So I
7 just want to really echo that.

8 Commission, we stand adjourned?

9 COMMISSIONER MOORE: So moved.

10 COMMISSIONER BURTON: Support.

11 CHAIRPERSON BELL: It's been properly moved
12 and supported.

13 Those in favor?

14 COMMISSIONERS: Aye.

15 CHAIRPERSON BELL: Those opposed?

16 Motion carried.

17 Thank you for your attendance. And be safe.

18 (Proceedings concluded at 4:07 p.m.)

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 ST. CLAIR)

I HEREBY CERTIFY that I reported
stenographically the foregoing proceedings and
testimony under oath 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.



Rhonda M. Foster

Rhonda M. Foster,
CSR 3612

Notary Public

My Commission Expires: 3-11-2015

A
ability 22:5
able 32:14 46:13
 52:23 53:11
absent 4:3
absolutely 18:8
 32:6 45:18
 48:19 59:6
Academy 13:1
access 53:23,24
 53:25
accommodate
 52:23,25 54:17
accountability
 23:9,9
accountable
 23:11
accusation 41:14
 41:15
acknowledge 7:1
 24:3,9 32:8
acrimonious
 50:17 54:6
Acting 30:20
 31:25
active 58:17
activity 7:8
 49:5,17
add 37:13
address 8:25 9:7
 10:19 14:16
 36:21 43:15
addressed 46:19
adjourned 62:8
adjust 26:8
Administration
 31:24
adopted 24:17
adults 25:25
advance 26:20
 54:3
adversarial 21:8
advised 30:3
Advisory 54:23
advocated 17:7
afternoon 2:5,6
 20:14 29:15
 55:2
age 12:13 26:6
agency 59:13,21
agenda 5:12 27:5

aggravated 6:8
 6:21
ago 11:22 16:24
 17:3 24:4,22
 30:17 51:4
 58:2
agree 36:25
 44:19 46:24
 53:3
agreeable 34:8
ahead 8:24 20:6
Al 43:22
Alan 5:8
alike 4:22
allegation 58:21
allegations
 28:20 29:1
alleged 28:14
 43:6
Allen 9:25,25
allotted 55:18
 56:1
allow 9:4,6
allows 50:24
Amen 3:3,4
amendment 50:24
America 19:17
announcement
 47:3 48:7,12
 48:16,18 49:22
annual 35:16
 36:20
answer 52:10
 59:25
answers 57:15
Anthony 1:21 3:8
 3:9,14,18,22
 3:25 5:1,3,15
 5:18 20:16
 28:1 40:7 41:2
 41:10 47:12,15
anticipated 30:6
anybody 15:8
anyway 43:20
 44:24 55:7
 56:17,18
apol 13:7
apologize 13:10
 13:24 18:18
 26:20
apologized 15:4
 16:19

apology 14:4,15
 15:4 16:12
 18:16
Apparently 52:14
appear 55:20
appearance 11:20
 13:19
Applause 20:13
 22:21
appointed 8:7,11
appreciate 11:6
 14:4,14 19:13
 20:1 24:11,14
 25:1,5,13 33:3
 50:8,20 53:15
 54:20
approach 5:24
 14:20 42:3
 43:17
approached 41:19
 51:23
appropriate 9:6
 15:16,18,22
 16:1,2,4
approval 27:14
approve 27:4
approving 5:12
 5:13
approximately
 17:23
area 6:11,19
 36:7
areas 7:7 28:20
 29:4
Aric 9:24 14:11
arms 26:11
arrived 30:16
asked 43:5 51:23
 52:15 53:20
asking 7:16
 60:21
asks 10:14 52:3
assaults 6:6,8
 6:21
assignment 38:9
Assistant 4:12
 4:13 9:11,12
 25:11 26:22
 33:6 37:9
 40:25 57:2,12
 57:16 58:7
 60:8

Association
 10:21 14:13
 17:9 21:8,11
 21:11
assume 5:13
attend 39:24
 40:1 48:9
 52:15 53:16
attendance 2:16
 3:11 8:20
 26:25 62:17
attended 39:10
 39:14 49:9
attending 52:18
attention 24:15
attorney 5:6
audience 2:6 3:4
 48:2 60:6
 61:17
available 54:12
awareness 35:12
 36:9
aye 27:11,12,20
 27:21 47:23
 62:14
A-r-i-c 14:11
A.C 1:25 7:5
 9:11,12 35:4
 36:16 37:13
 40:4,20,22,25
 41:4,7,12 42:1
 42:6,8,24 43:1
 44:2,5,10,13
 44:17,19,24
 45:2,4 58:8,12
 58:15 59:6,12
 59:20 60:9,25
 61:9,11,25

B
back 4:22 30:8
 32:14,25 41:18
 42:15,17 43:4
 43:7,10,19,22
 59:10,18
backbone 62:6
background 57:1
Balinski 9:20,20
bar 15:20 16:3
Barren 10:4,4
base 37:18
based 18:24 19:4

38:16,18 58:20
basically 17:25
 23:15 33:17
 35:18
beauty 19:16,17
beginning 6:1,4
 23:18
behalf 34:18,18
behavior 25:25
 35:10 36:6
belief 8:9
believe 21:14
 41:8 42:6 45:9
 45:14
Bell 1:15 2:5,7
 2:10 3:5,10
 4:8,18,21 5:11
 5:19,22 7:12
 8:17 9:2,8
 10:18,24 11:2
 13:10 14:10,14
 15:3,11 16:7
 16:10,18 19:10
 19:24 20:4,12
 22:23 25:5,21
 26:24 27:3,8
 27:13,18,22
 29:9 31:5,10
 31:13,16,19,23
 32:7 33:12
 34:15 36:3,25
 39:7,15,18
 40:5,9,14,21
 40:24 41:5
 43:24 44:3,22
 44:25 45:3,23
 46:9,24 47:2
 47:14,19,24
 48:13,15,20
 49:11,14,21
 50:2 53:3,5,8
 54:9 55:1,5
 56:19,22,23,25
 57:6,10,19,21
 57:24 58:6
 60:4,10 61:5
 61:10,12,18,24
 62:1,11,15
benefit 25:14
Bernard 5:5
Bernice 42:24
 54:22 56:19

58:6 60:4
best 22:14,15
 54:13
better 23:12
 46:22 60:19
Bettison 10:5,5
big 37:2
Bishop 4:3
bit 5:23 59:9
bless 2:21,21,24
blessed 60:12
blessing 61:20
Bliss 9:23,23
blunted 54:6
board 1:3 2:8,21
 3:6,9 5:6,22
 11:12,17 13:11
 14:7,17 18:20
 19:7,8,21,21
 19:22 20:14,15
 20:20 21:8,13
 21:14 22:14,17
 26:21 27:25
 29:10,16,25
 32:5,20 34:23
 40:12,13 44:14
 45:2 47:4 56:7
 58:4 59:1 61:1
Board's 24:15
Body 45:25
bottom 53:9
bow 2:17
brandished 42:19
break 47:9,11
breathe 14:25
 19:5
Brian 10:3
bridge 14:18
brief 36:3
briefly 11:2
 57:3
bring 57:8 59:10
 59:18
bringing 19:13
 31:14 56:10
brought 17:9
 39:20 55:12
 56:14
Brown 5:7 54:24
Brutality 50:7
bud 11:14
buddy 38:17

building 30:7
bundle 25:23
burglary 6:14
Burton 1:18 2:4
 3:15 13:8 24:4
 27:7 42:5,7
 48:6,14 49:6
 49:16 62:10
business 27:14
 40:18,19,23
 48:21 60:12
busy 25:11

C

cab 42:2,4,9,15
Cafe 48:11
call 2:12 7:3
 36:12 51:18
 52:14,22 53:10
 53:11,16
called 11:3
 17:17 18:3,6
 52:16 53:12,13
 53:18 54:11
calling 41:17
 55:22
cam 44:16
cams 45:25 46:1
 46:22
capacity 31:20
capitalizing
 34:4
Captain 7:21 8:9
 8:11,13 9:5,15
 9:15,17,17,18
 9:18,19,19,20
 9:20,21,21,22
 9:22,23,23,24
 9:24,25,25
 10:1,1,2,2,3,3
 11:9,20 13:14
 13:17 14:6,8
 14:11,11 15:2
 15:5,13,14,23
 16:5 17:16
 18:7,18,19
 23:22 24:12,24
 30:18 31:6
 32:14 37:14,15
 39:2 41:22
 46:11,11 48:17
 48:17,19 49:1

61:12
captains 7:20
 55:3,24 62:4
capture 35:12
car 6:19 42:8,19
 43:13,18
care 55:4
career 32:12,15
carried 27:23
 47:25 62:16
Carter 1:16 2:11
 3:12,13 49:10
 49:11,13
case 4:23 32:13
 58:23
cases 8:12 28:12
 28:12,13,19,25
 29:5,20,21,23
 29:25 33:5
 46:4 51:16
 55:20
cause 25:16,17
caution 58:18
Center 47:5
certain 21:15
 33:15
certainly 7:1,18
 9:5 15:8 24:23
 25:2 34:13
 46:3 52:21
CERTIFICATE 63:1
CERTIFY 63:7
Chair 2:9,11 3:8
 3:12 4:6 7:15
 13:11,12,21
 14:9 15:10
 16:9,18 27:4
 28:1 29:15
 30:13 35:4
 39:13 40:12
 41:1 44:9
 45:22 46:13
 47:8 52:7,9,16
 56:20
Chairman 3:10
 14:3
Chairperson 1:15
 1:16 2:5,7 3:5
 4:8,18,21 5:11
 5:19 7:12 8:17
 9:2,8 10:18,24
 11:2 13:10

14:10 15:11
 16:7,10 19:10
 19:15,24 20:4
 20:12 22:23
 25:5,21 26:24
 27:3,8,13,18
 27:22 29:9
 31:5,10,13,16
 31:19,23 32:7
 33:12 34:15
 36:3,25 39:7
 39:15,18 40:5
 40:9,14,21,24
 41:5 43:24
 44:3,22,25
 45:3,23 46:9
 46:24 47:2,14
 47:19,24 48:13
 48:15,20 49:11
 49:14,21 50:2
 53:3,5,8 54:9
 55:1,5 56:19
 56:22,25 57:6
 57:10,21,24
 58:6 60:4,10
 61:5,10,12,18
 61:24 62:1,11
 62:15
Chambers 10:1,1
character 20:23
 22:4
charge 30:19
 53:10,19
Charles 20:18
 22:3,10
Charter 47:10,15
Chief 1:24 2:13
 4:12,13,14,16
 4:17,19 5:4,16
 5:19,21 7:6,16
 7:18,22 8:2,6
 8:18,19,22 9:3
 9:9,11,12 10:8
 10:13,14,19,23
 11:1,19 13:18
 14:3,8 16:24
 17:3,10 19:18
 21:19 24:6,8
 25:12,20 26:18
 26:19,23 27:1
 27:2 28:11
 29:13,14,16

30:19,20,24
 31:5,17,25,25
 33:7 34:20
 35:6 37:8,9
 38:2,6,10 39:8
 39:20 40:25
 43:25 45:5,13
 51:5,11 52:4
 54:14,23 56:16
 57:2,12,16
 58:23 60:8
Chief's 7:13
Christ 26:16
Christian 23:1,1
 26:13 62:5
Christmas 47:12
 48:16 49:15,18
 49:25 61:17,18
Church 48:21
circumstance
 33:23
Circumstances
 50:13
citing 14:24
citizen 32:19,23
citizens 28:2
 60:16
city 16:14 20:10
 22:3 25:18
 26:12
Citywide 49:18
 50:1,2
civil 46:17
civilian 14:19
 23:9,10 32:1
civilians 32:17
civilized 33:22
CLAIR 63:5
clarification
 17:11
clarify 24:18
 25:2
class 36:19,20
classes 35:17
classmate 12:24
clearly 15:1
 19:4 23:8
climate 34:4
close 22:24
 23:17
closed 28:12,24
 28:25 29:5

closing 47:7
closure 29:22
Coalition 50:6
Coleman 56:3
 57:20
collective 11:17
come 2:19 13:7
 14:2 21:2,9,12
 32:2,21,25
 34:25 35:2
 41:24 48:2
 51:5,11,20
 52:4,12 53:21
 54:12 56:6
 60:14
comes 42:9
comfortable
 51:21
coming 19:13,24
 23:21 32:5
 34:23 36:19
 42:3 58:4
command 1:23
 8:20 10:10,20
 10:21 11:5
 12:22,22 14:5
 14:13,22,22
 17:9 18:22
 19:25 20:9,25
 21:7,10 24:9
 38:20 39:2
 50:14
Commander 8:8
 9:14,14,16,16
 10:4,4,5,5,6,6
 10:7,7 20:5,7
 20:14,18,18
 24:14 41:22
Commencing 1:11
commend 32:1
comment 33:4
 36:4
comments 7:12
 8:17 21:22
 39:22 48:7
 60:7 61:16
Commission 2:8
 3:7 9:7 11:18
 17:4 18:11
 32:21 62:8
 63:20
Commissioner

1:17,18 2:4,11
 3:13,14,16,17
 3:18,20,21,22
 3:24,25 4:5
 5:22 7:15,19
 8:1,4,16 10:11
 10:16 11:8,15
 12:4 13:8
 14:14,16 15:3
 15:10,12,15,25
 16:6,7,8,11,18
 18:8 19:5,11
 20:2,4,7 22:22
 23:23 24:3
 27:6,7,16,17
 34:21 39:10,11
 39:16 40:11,20
 42:5,7 44:9,11
 44:15,18 45:5
 45:11,16,20,25
 46:5,8 47:17
 47:18 48:6,14
 49:6,10,11,13
 49:16 50:14
 55:3 56:23
 57:19 62:9,10
commissioners
 1:3,14 4:6
 7:10,13 9:1
 13:2 14:18
 25:17 27:12,21
 29:9 37:11
 39:25 47:23
 60:7,11 61:15
 62:14
committed 5:25
 30:23 38:21,25
committee 40:17
 54:23
communicating
 11:6
communication
 48:1 50:3 60:5
community 21:21
 26:17 38:1
 47:5 48:16
 52:3
compared 28:5,8
compassion 16:16
complaint 32:23
 37:6 44:1,1
complaints 28:2

28:4, 15, 24
 32:19 33:24
 35:10, 23, 24
 36:1 51:6, 14
 51:15, 17
complete 30:12
 63:12
completed 58:25
completes 5:10
 29:8
compliance 31:15
CompStat 49:3
computer 63:11
concern 11:6
 28:21 29:4, 10
 37:10
concerned 18:1
concerning 25:3
concerns 23:3
 37:11 46:7
concluded 62:18
concludes 31:4
conclusion 30:14
conclusions
 58:19
conduct 34:22
 35:7 36:6
 46:15, 21
conjoin 51:12, 15
Conner 51:2, 3
Conrad 3:18
conscientious
 34:3
consent 38:10
 52:6
consideration
 50:21
constantly 35:19
constitute 4:7
Constitutional
 19:19, 21, 22
construction
 61:3
contact 25:1
context 21:23
 24:24
continually
 35:22
continue 2:23
 3:1 21:5 32:15
 35:7 50:19
 57:25 61:2

continued 29:24
continues 30:5
contracts 38:7
controversial
 10:9
conversation
 15:2 17:23
 18:3 24:24
 46:16 58:7
convey 61:6
cool 42:9
cooperation 23:4
 23:19
corner 48:10
correct 41:9
 63:12
correctly 18:5
counseled 13:18
counseling 11:16
count 28:4
country 16:14
 50:10
County 13:2 63:5
couple 11:22
 34:12 51:3
courage 14:21, 22
 15:6 16:14
 18:7, 10, 13, 13
 19:14 24:10
courageous 38:25
course 16:20
 19:18
court 5:9 55:18
 55:19
coward 18:3, 6
cowardicy 12:1
cowards 21:2
crafted 24:12
Craig 1:24 4:13
 4:14, 17, 19
 5:19, 21 7:6, 18
 7:22 8:2, 6, 22
 9:3, 9 10:8, 13
 10:23 11:1
 14:3 21:20
 24:8 25:20
 26:18, 19 27:1
 27:2 39:8
 58:23
Crawford 1:19
 3:16, 17 10:11
 10:16 11:8

12:4 14:17
 16:7, 8, 11 18:8
 19:5, 11 22:22
 23:23 39:10, 11
 39:16 44:9, 11
 44:15, 18 45:5
 45:11, 16, 20, 25
 46:5, 8 50:14
crime 5:23 6:2
 6:13, 17, 18 7:8
 7:10
CRISNET 44:6
CSR 1:13 63:18
cure-all 34:9
Current 29:19
currently 6:5
 29:21 30:9
curriculum 36:7
customer 35:19

D

daily 12:9
Danny 9:25
dash 44:16 45:25
 46:22
date 30:7 60:24
dated 10:21
Davis-Drake 2:14
 5:4 29:16
day 4:22 12:13
 13:5 16:15
 21:4 24:10, 20
days 56:3 57:20
dealing 12:16
 26:16 37:25
dear 2:25
dearly 60:3
death 12:11
debate 50:15, 23
 53:7, 8
December 1:12
 2:2 10:21
 27:15 29:19
 48:22
decline 35:23
declined 37:1
decor 23:20
decrease 28:6, 9
 36:2
decree 52:6
define 23:8
definitely 11:4

14:14 34:19
degree 34:9
 51:13
deliver 37:21
demeanor 28:21
 29:5 33:6, 12
 33:21 34:2
 35:24 36:1, 22
 36:25 37:6
democratic 50:10
democratically
 50:10
demoting 18:11
Depart 34:18
department 1:22
 2:25 8:21
 15:21 16:4
 19:3, 19 20:8
 20:19 21:1
 30:17, 24 32:10
 32:10, 15, 16
 33:8, 21 34:19
 37:20, 22 55:14
 56:3, 13 60:11
 60:20 62:6
depend 30:23
Deputy 13:3
derogatory 41:21
deserve 21:12
 22:14, 15
DeShaune 9:16
determination
 22:7
Detroit 1:3, 10
 1:22 2:1, 24
 8:20 10:20
 12:15 14:12
 19:3 20:8, 19
 21:1, 16 22:1, 4
 23:12, 12 50:6
 61:14
dialogue 11:10
 39:23 54:19
Diaz 40:5
differ 17:19
difference 37:2
differences 23:5
different 35:15
 38:4
difficult 20:8
 31:23 37:5
 60:13

direct 24:18
direction 2:23
 5:25
Directive 33:8,9
 33:9,19
directly 41:14
disagree 36:13
discipline 18:21
 19:9
discredit 15:8
discuss 58:22
discussion 24:21
 50:9,16
discussions 25:9
dislikes 58:4
display 24:10
dispute 44:23
disrespectful
 14:23
disruptive 43:3
district 1:16,17
 1:18,19,20
 16:23 48:8,21
 60:22
disturbing 26:3
 55:10
division 22:19
DOA 40:6
doing 8:14 20:9
 22:11 55:25
 56:4,8 58:1
 59:16
dollars 60:25
Dolunt 7:5 9:12
 9:12 40:20,22
 40:25,25 41:4
 41:7,12 42:1,6
 42:8,24 43:1
 44:2,5,10,13
 44:17,19,24
 45:2,4
domestic 6:10,11
 26:2
donation 25:16
 25:17
Donnell 4:5
door 24:20
double-check
 45:15
doubt 59:14
downward 29:24
 30:2

Drake 31:5 37:8
DRAKE-DAVIS 2:17
 29:15 31:8,12
 31:15,18,22
 32:6 33:11
 34:10,17 37:12
 45:9,12,18,21
 45:24 46:2,6
 52:9 53:6
drawing 58:19
driven 37:1 42:4
driving 6:9
dropping 49:6
drunk 15:20 16:3
due 16:17
duty 13:12 54:14
 54:14
D.C 55:2

E

E 1:15,18 3:14
 4:14
earlier 41:3
Eastern 48:21
Eastside 61:14
easy 32:5
echo 62:7
Edgar 4:3
editorial 18:10
 18:11
effectively
 52:20
effort 32:2 35:3
 35:3
efforts 6:19
 34:13
either 29:22
 52:23 53:16
 54:7
elaborate 57:11
elect 22:3
elevated 34:24
Eleven 17:3
Elvin 10:4
emphasize 36:9
employee 30:25
EMS 12:2,8
encourage 18:20
 19:7 34:7
 36:14
encouraged 35:1
encouraging

 34:20
energy 25:23
engaging 54:15
enjoy 26:7
entertain 27:4
 47:9
entire 39:2
entitled 19:15
 19:16
equal 12:19
equipment 46:2
Eric 10:7
especially 33:14
 36:10
etcetera 11:23
 11:23 12:23
ethic 38:19,24
evening 13:19
 53:2 54:11
Ewing 10:7,7
 61:25 62:1,2
exactly 42:17
example 45:24
excellent 20:10
 38:20 40:2
 45:22
excuse 33:17
Executive 1:21
exhibit 16:14
 19:14
exonerated 29:2
 44:20
exonerates 46:3
Expires 63:20
explain 51:22
explaining 11:15
expressed 17:5
 18:2
extend 2:7
extended 31:20
extent 34:1
 46:18
E-w-i-n-g 62:2

F

face 44:12
facilities 38:5
fact 18:2 24:11
 25:12 39:4
 53:22 58:3
 59:16
facts 59:22

fair 50:23
faith 23:14
false 44:7
familiar 34:12
 57:20
family 38:16
 53:1
far 11:12 18:1
 42:9
fashion 50:17
Father 2:18,19
 2:23
fault 13:20
favor 4:20 27:11
 27:20 47:22
 62:13
February 30:7
 37:3 39:14,15
 39:16 40:2
feel 12:16 18:16
 18:24 19:2
feeling 54:2
felony 44:7
felt 51:21
Ferguson 21:16
 21:17
figure 28:7
 58:12
file 45:8
filed 28:12,13
 28:15,19 44:1
 51:17
Financial 61:1
find 52:17
findings 29:1
finished 15:13
firearms 42:19
firefighters
 12:1,8
first 7:24 12:2
 12:24 18:4,17
 30:16 36:5,17
 36:21 37:3
 42:8 43:7
 45:19 49:5
 50:8,23
fitting 9:4
Fitzgerald 9:17
 9:17
five 4:6 31:21
 35:11 38:3,3
fleet 38:5

floor 5:20 57:17
flows 53:17
flyer 45:10
folks 34:3
follow 14:24
 54:10
force 28:22 29:6
 55:15 59:8
foregoing 63:8
forgive 23:2
forgiving 22:25
form 21:20
formal 11:17
 25:7 44:1
format 39:19
former 20:7
forth 48:2 53:2
 60:16 63:10
forum 26:13, 14
forward 13:25
 18:20 22:16
 23:20 24:2
 25:6 39:23
 48:20 60:19
 61:12, 13
Foster 1:13 5:9
 63:17
found 35:8
four 25:23 31:21
fourth 49:4
free 19:17, 22
frequent 45:10
Friday 17:17
 48:22
friendly 4:23
friends 38:16
front 5:5, 6
 42:10 46:20
full 14:1 63:12
functional 38:4
 38:5
future 40:15
 51:25 52:21

G

gap 14:18
general 13:3
 16:1 18:24
George 1:21 3:9
 41:9, 9
getting 13:1
 32:3

girl 25:19, 24
give 2:14, 22 3:1
 15:17 21:5
 52:25 57:16
given 53:21
giving 6:16
 15:25
glad 10:17 24:1
 32:13 44:22
gleaned 51:16
glory 3:2
go 4:8 7:20, 21
 8:24 9:10
 13:24 16:15
 20:6 21:19
 22:15 30:5
 32:14 38:18
 41:7 43:22
 48:6, 18 51:17
 54:13 55:19
 59:17, 23 60:16
goal 6:3 23:13
God 2:19, 20, 25
 44:15
goes 42:11, 12, 13
 53:17
going 2:12, 13
 3:6 4:11 8:6
 8:24 18:5 19:6
 21:15, 16 22:1
 26:5, 8 27:25
 33:20 34:5
 36:18 37:1, 25
 40:7 41:23
 42:3, 17 43:24
 48:9, 23 53:22
 54:21 57:2
 58:5 61:7, 9
good 2:5, 6 4:16
 4:25 19:25
 20:14 22:25
 23:17 29:15
 30:2 38:15
 39:23 42:13
 44:5, 8 47:1, 2
 54:19 55:2, 7
 56:5, 12 59:7
 59:12, 21 60:2
 61:16, 21
grab 26:15
Grand 7:7
granddaughter

25:22
granted 43:17
grants 38:6
great 8:14 13:16
 20:23 21:14, 19
 21:20 22:17
 24:9 60:17
grief 34:6
group 37:24
 38:20, 23
guess 4:19
guidance 2:23
 21:4, 5
guiding 36:22
guilty 35:9
gun 43:3, 20
 44:12
guns 41:19
guy 43:10
guys 20:9 57:23

H

half 17:24
hand 43:2
handled 38:3
hands 25:13
 43:18
Hanson 5:9
happen 57:22
happened 52:5
 54:18
happening 33:14
happens 61:2
happy 46:18
 59:25 61:17, 18
hard 38:7, 15
hardworking
 38:25
head 4:24
heading 42:2
heads 2:17
healing 26:12
health 48:23
healthy 36:14
hear 5:16 10:17
 27:25 46:16
 50:15, 15 54:21
 59:4
heard 18:3 40:6
 49:16 51:6, 10
 52:18
heart 4:24 48:21

held 25:15 39:9
 50:9
hell 56:4
help 33:7 49:1
helpful 33:20
 34:9, 14
hereinbefore
 63:9
high 6:24 7:8
highlights 6:18
history 16:24
 17:14
hit 24:21
hold 26:15 38:23
 39:21 40:1
holiday 47:9, 11
 47:13 48:8
 54:24 59:25
 60:12
holidays 60:14
 60:17

homicide 6:5
honor 3:1
honoring 2:20
Hope 9:15, 15
 48:17, 17, 19
 49:1 60:3
hopefully 25:16
 26:13 30:11
 41:23 51:20
hoping 22:15
 23:22 44:6
hosting 48:8
hour 17:24
hours 10:25
 52:12
house 4:1 61:22
hundred 46:24
hustle 48:24, 25
 49:13, 14

I

Ike 16:25
immediate 2:10
 4:11, 15 57:14
impact 36:6
impartiality
 21:9
important 37:22
impressed 39:20
improvement 22:7
 22:8

inappropriate 12:3 15:1
Inaudible 9:13
 42:23,25 51:8
 61:23
incident 11:13
 39:4
including 35:23
increase 6:9
 28:9
indicated 15:5
 35:6
individuals
 20:22 53:22
 62:5
inflammatory
 21:22 41:18
 43:16
influential
 36:16
inform 32:24
 45:16
informal 25:8
informally 4:9
information
 16:18,19 35:13
 58:16,19
ingrained 13:5
injustice 12:17
instance 12:9
 15:19 26:10
integrity 30:22
interact 37:19
 37:23 54:20
interacted 13:15
interacting 38:9
interaction 25:6
 38:11 60:18
internal 57:3,16
interviewing
 30:10
interviews 30:12
introduce 3:7
 4:12 5:1 8:19
introduction
 4:15 5:10
investigate
 42:16 58:1
investigated
 59:3
investigation
 57:4,5,12,16

58:1,17,25
 59:1,22
investigations
 28:11
investigator
 2:14 5:5 28:11
 29:14,14,16
 30:11,19,25
 31:5,17,25
 34:20 37:8
 38:10 43:25
 45:6,13 51:5
 51:11 52:4
 53:19 54:14
invited 35:1
 39:24
involved 28:14
 28:15,20 56:2
involving 28:25
Iroquois 48:11
issue 8:25 11:7
 11:21 12:16
 16:21,22 17:6
 17:25 19:13
 24:16,19 40:13
 46:14 53:24
 58:18
issues 12:14
 17:19 21:25
 23:5 25:2
 26:17 31:25
 36:21
item 27:14 29:13
 40:16
I-75 48:21

J

jackings 6:19
James 4:12,13,14
 4:20 9:11
January 47:3
 61:8,9,11
Jefferson 48:10
 48:10 51:3
Jerry 17:3
Jessica 3:25
Jesus 2:18 3:3
 26:16
job 8:15 12:10
 16:15,16 20:9
 20:10 24:9
 47:1,2 56:5

jobs 15:7 21:6
 38:3
joined 13:8 24:4
judgment 8:7
 38:11
judo 35:17
jumped 43:20
June 30:1
justice 12:19
 14:25

K

keep 2:24,25
 19:8 21:22
 37:20 43:11
 60:2,21
kid 26:7
kidding 44:2,25
killed 12:25
kind 18:23 22:11
 35:18 41:18
 44:5 50:17,20
knew 12:25
know 2:9 4:21
 5:25 6:24 8:11
 11:13,21 12:13
 13:14,15 14:5
 15:7,18 17:18
 19:12 20:8,22
 21:23 22:12
 23:14,23 25:11
 26:14 30:22
 31:19,23 32:9
 33:21,22 34:2
 34:6,13 35:12
 35:17,25 36:10
 36:11,14,21
 37:2,4,15,17
 37:17,23 38:8
 38:12 41:12
 42:12 43:1,6,9
 43:21 44:1,17
 45:9,11 48:24
 48:25 49:14
 51:17 54:10,11
 54:11,15 55:4
 55:10,11,23,24
 57:1,13 58:1,9
 58:23 59:4,8
 59:16,19 61:2
 61:8,8,13
knowledge 2:23

45:14
Known 28:15
Kym 56:9
Kyriacou 9:22,22
 41:23 46:11,11

L

lack 16:18,19
 18:13 53:14
lacked 15:6,6
 18:7,10
lacking 14:22
lacks 14:21
lady 25:14,19
laid 58:20
larceny 6:15
late 3:15 4:1
 11:13
Leach 9:6 11:9
 11:20 13:14
 15:2,6 17:16
 18:18 23:22
 30:18 31:6
 32:14 37:14,15
 38:2 39:2
lead 13:22 22:5
leadership 24:12
 36:13,17,18,19
 36:22
leading 28:15,20
 29:4 35:24
leave 50:16
leaves 56:17
leeway 54:25
left 4:11,15
 27:2 42:12
legal 23:5
lengths 21:19
letter 10:20
 11:5 17:10
let 's 15:19
 42:16 59:21
level 33:25
 38:18
license 43:5
Lieutenant 7:20
 31:6,8,24 36:5
Lieutenants
 34:24 36:8
life 12:11,20
 60:25
life-threatening

12:6
light 17:9 42:3
 42:10 43:5
lightly 32:19
liked 39:19
Linda 5:5
line 12:2,9 26:3
 36:5,17,21
 37:4 53:9
 59:10,18 61:6
Lisa 1:16 2:11
 3:12
little 5:23 10:9
 54:25 59:9
live 50:10 59:15
lives 12:9 26:4
Local 51:2
locker 36:11
long 32:2,21
longer 36:11
look 4:22 20:15
 20:20 21:4,9
 21:25 22:6
 25:22,23 26:5
 33:6 35:8,16
 56:21
looked 11:18
looking 17:20
 23:19 25:6
 35:19 39:23
 42:15 48:20
 56:20 60:18
 61:12,13,25
Looks 43:6
loss 26:3
lot 20:15 35:14
 36:23 58:16
love 44:7 55:7
 60:3

M

M 1:13 63:17
Mack 48:22 51:3
Mahone 9:14,14
 20:5,14,18,18
 22:3 24:14
main 23:24
making 16:3
Mallett 3:19
man 22:10 23:25
 23:25 24:1,1
 25:11 30:22,23

management 8:10
 35:12
Manager 5:7
manner 13:13
 15:9 33:16
mar 56:13
March 37:3
Mark 9:23 40:5
Market 48:21
Marlon 10:6
matter 18:2
matters 18:21
 19:8
Mayor 22:3
ma'am 45:7,20
 46:5 57:21,24
McKinnon 16:25
mean 8:8 17:25
 22:4 61:7
meaningful 25:6
meaningless
 23:15
means 37:7 47:7
media 16:22
 17:11 18:11
meet 42:2
meeting 1:5 2:8
 2:12,15,21
 10:10,15 11:15
 12:18 17:5
 24:2 25:8,9
 26:2,20 27:5
 47:4,8 51:2,20
member 2:22
members 2:24
 5:22 20:15
 37:17,19 54:22
memo 33:19
men 17:19 20:20
 20:22 21:3,10
 21:11,18
mended 23:23
mentality 36:11
mentioned 15:15
 39:8 58:18
merit 33:24 34:4
merits 33:1 34:1
Merry 61:17,18
met 11:9,11
mic 45:6 50:19
Michael 10:1
Michigan 1:1,10

2:1 63:3
mid 30:7
Midtown 59:15
mighty 3:3
Mile 47:6
military 11:24
mind 19:8 21:22
 30:13
mindful 26:9
ministers 26:2
minute 12:11
minutes 5:13
 24:4 27:15
 41:14 43:12,12
 48:3
miscommunication
 23:2
misinformation
 16:20 58:21
 61:7
mission 14:17
Missouri 19:1
 21:17,17
mistake 4:24,24
 22:10,11
Monday 17:21,23
 18:18 30:11
money 61:3
monitor 31:11
 32:4 35:7,14
monitoring 31:11
month 30:4,4
 40:2
monthly 28:4
 29:14
months 11:22
 24:22 33:6
Moore 1:20 3:20
 3:21 7:15,19
 8:1,4,16 15:10
 15:12,15,25
 16:6 27:6,16
 40:11 47:17
 62:9
morning 26:15
mother 22:9
 56:19 60:4
motion 27:4,23
 47:9,25 62:16
motto 23:8
Mounsey 10:3,3
mounted 55:15

move 5:14 24:2
 30:6 40:16
moved 27:6,8,16
 27:18 47:17,19
 62:9,11
moving 5:25
 18:20 60:23

N

name 2:18 3:2,3
 18:12 20:16
 38:15
names 3:2 55:23
naming 55:23
nation 23:1,1
 26:13
nationally 12:15
nature 12:4
 26:10 32:20
 33:2,13 60:12
near 51:3
necessarily 54:1
necessary 21:5
 35:9,13
need 4:14 18:5
 18:16 21:21
 22:7,8,17,18
 25:7 26:10,15
 33:7,14 34:2
 49:3 54:15
never 18:6
new 11:23 17:15
 19:1 23:18
 30:10 34:22
 38:20 40:18
 47:13 61:13,17
 61:19
newly 36:4
news 8:25 24:22
nice 42:24,24
Nick 46:11
night 49:7,17
 56:11
nipped 11:14
nonfatal 6:21
Notary 63:19
note 4:12 6:24
 35:21 61:15
noted 35:5,22
notes 62:3
notice 52:11,20
notions 18:23

19:6
notwithstanding
 13:21
November 28:3,5
 28:7,10,13,16
 28:19,24,25
number 6:10
 29:25 30:5
 40:16 55:18,21
numbers 36:2
numerous 19:18

O

oath 12:5 63:9
objective 14:20
 14:20
obligations 53:1
 53:2
observation
 39:22
occurring 18:25
offended 33:25
office 5:7 13:18
 28:10 29:13
 30:19,24 34:20
 38:10 45:13
 51:5,11 52:4
 55:4
officer 11:25
 12:7 13:16
 14:5,22 15:20
 17:2 19:25
 35:8,10,11,14
 35:14 36:6
 42:14 43:2,16
 43:17 44:12,20
 55:22
officers 10:21
 12:14,22,25
 13:2,4 14:13
 16:13 17:9
 18:22,24 19:3
 20:25 21:7,10
 21:12 24:9
 28:14 33:16
 34:11,23 36:22
 36:22 38:21
 39:21 41:16,19
 42:18 44:20
 46:4,17,20
 50:14 55:14,17
 55:22 56:10

59:10 60:2,13
 60:15
officer's 35:7
official 7:23
oh 2:19,20 33:10
 41:1 51:9
 56:22 59:14
 62:1
okay 4:8 11:1
 40:9,14,15
 41:7,8,15 42:9
 42:13 43:8,22
 43:23 48:15
 50:3,5 53:4,8
 56:22 59:23
 60:10 62:2
old 25:19,21,24
 40:19,22 57:22
 61:21
older 56:3
Oliver 17:3
once 7:3,20
 11:18 12:5
 23:21 30:8
 61:2
ongoing 30:1
 57:3
open 7:9 22:8
 28:11 29:21
 61:8,9
opening 2:15
operating 46:3
Operation 7:2,4
 7:5,6
opinion 12:3
 19:12,15,16
 52:2
opportunity 14:1
 26:7 50:15
 54:20
opposed 27:13,22
 47:24 62:15
opposite 59:9
oral 48:1,6 60:5
order 2:12 7:2
ordinary 53:19
organization
 38:21 51:2
 52:3 58:24
orienteers 34:22
outcome 11:10
outside 18:25

21:16
outstanding
 30:25
overall 6:2,16
oversight 14:19
 14:19 23:9,10
 38:5,5
overtaking 15:21
overtime 55:25

P

page 1:8 41:6
pain 25:18
Pamela 2:14 5:4
 29:16
Pannel 49:20,24
 49:24
paper 56:15 57:7
 57:14
papers 55:10
paraphrase 41:13
Pardon 39:13
part 6:2,10 8:24
 13:23 23:6
 31:14 32:3,9
 32:10 35:1
 36:7,11,12
 43:25
particular 6:20
 8:5 55:15
particularly
 39:2
particulars
 49:22
partners 21:21
 37:21
party 48:8,17
 49:18,25
passion 16:16
path 32:12
pause 5:15 58:7
peace 54:5
peer 37:24
peers 46:20
penalize 32:11
Pension 40:12,12
people 12:2,8
 16:16 18:4
 33:23,25 34:3
 37:5 38:4,17
 51:17 52:19
 53:25 60:14,21

61:13
percent 6:3,3,5
 6:6,6,9,12,14
 6:14,15,16,20
 6:22 28:6,9,14
 28:16,17,18,21
 28:22,22,23
 29:2,2,3,3,5,6
 29:6,7 46:25
period 28:5,8
permanency 31:17
permissible 4:9
person 11:25,25
 16:3 22:13
 26:5 38:13,15
 41:17 42:15,16
 43:3,19 51:7
 51:10 53:10,19
persona 54:1
personally 12:25
 13:10,12 32:7
phone 17:17,18
 51:18
piggyback 35:5
 46:14
place 25:4,12
 26:14 63:9
placed 3:10
plan 49:6
play 13:24
played 41:25
 46:16
playing 43:11
please 3:7 5:2
 45:16 48:2
 54:25
pleased 32:4
 46:15 61:19
pleasure 20:21
plenty 6:24
plural 44:20
point 35:24
 59:21
pointed 41:20
 43:4 44:12
poised 6:23
police 1:3,22
 2:24 4:17,19
 5:16,21,22 7:6
 7:18,22 8:2,6
 8:21,22 9:3,9
 10:8,13,14,21

10:23 11:1,25
 12:7,13,22
 13:4 14:3,12
 14:18 15:19,21
 16:4,13 17:2
 18:24 19:3,3
 19:19 20:8,19
 21:1,12 24:8
 25:12,20 26:19
 27:1 32:21
 37:22 39:20
 50:6 55:14,17
 56:2,12 57:20
 59:8,10,12,21
 60:13
policies 24:16
 25:3
policing 33:13
 34:5 57:1
policy 34:11
polite 41:21
position 24:1
 30:10,11 58:22
positions 8:12
possible 53:20
praise 3:1
praised 46:19
pray 3:3 23:3,13
 60:15
prayer 2:14
 23:14
precedent 53:12
precinct 8:15
 17:4,21,22,22
 28:16,18 46:12
 47:5 48:16
 49:8 60:23,23
 61:14 62:6
Precincts 28:17
preconceived
 19:6
predetermined
 18:23
prepare 52:20
presence 2:20
present 2:4 3:13
 3:17,21,24
 14:6 24:5
 34:21,25
presentation
 14:6
presented 16:20

President 5:21
 14:12 17:8
pretty 12:4
 30:18 43:15
 57:12 58:12,17
primarily 32:17
printing 61:7
prior 37:18
Pritchett 9:18
 9:18
privileged 11:10
pro 12:19
probably 16:5
 42:14 44:23
 55:24 57:2
problems 55:13
 55:16 59:15
procedure 28:21
 29:5 37:6
procedures 24:16
 25:3
proceed 54:3
proceedings 5:8
 13:8 27:2
 62:18 63:8,13
process 4:9 23:6
 30:9 31:11
 32:3 36:4
 53:25 54:15
processed 32:25
professional
 46:17,20
professionalism
 37:23
profiling 17:7
 17:13
program 7:20,21
 38:17 39:8
prohibited 24:20
promoted 8:8,9
 8:12
proper 27:3
properly 4:10
 27:8,18 47:19
 62:11
property 6:13,17
prosecutor 58:3
protect 33:18
protected 2:25
protest 17:5
protested 17:1
protocol 11:5

54:10
proud 38:18
provide 14:19
provides 47:16
providing 33:15
pro-community
 12:19
pro-police 12:18
public 13:4,7
 15:4,5,9 17:10
 17:11 18:17
 56:15 61:6
 63:19
publicly 56:7,14
 59:1
pull 41:23 42:16
pulled 41:16,19
pushed 30:8
put 12:8 25:4
 26:11 36:19
 38:2,14 39:1
 54:18
puts 22:11
putting 55:17
p.m 1:11 2:3
 13:9 27:2
 62:18
P.O 36:10

Q

quality 12:20
 60:25
quarter 7:25
question 15:12
 15:24 27:10
 47:21 51:12,15
 58:8,13
questions 7:10
 7:16 26:21
 29:10 45:4
 46:6
Quinn 5:8 40:25
 41:7
quorum 4:7,10
 5:12
quota 17:6 24:19
quotas 11:23
quote 18:5,5

R

R 1:20 3:20 4:5
 48:11

racial 17:7,13
radar 38:12
rain 12:23
raised 22:9
ran 43:5
rank 8:8,11,13
ranking 14:22
ranks 12:8 18:22
rapport 25:10
rationale 11:16
read 41:14 57:6
reading 33:5
ready 27:10
 42:20 47:21
realize 59:3,10
really 13:6
 17:12 19:7,12
 26:9,11,15
 31:13 33:3
 36:8 39:19
 40:2 42:11
 57:11,15 62:4
 62:7
reason 16:13
 37:21 51:19
recall 44:11
receive 34:11
received 10:20
 10:24 28:3
 29:12 52:11
 53:15
receiving 29:25
recess 47:10
recommend 38:18
recommendation
 35:5 38:14
reconvene 23:18
record 3:9,11
 20:17 24:5
 29:17 38:23
 45:7 53:7 54:4
 57:13
recording 5:8
red 42:3,10 43:5
reduced 63:10
reduction 6:2,13
 6:14,15,15,16
 6:18,20,22
reenforce 34:15
 46:22
reenforced 46:21
reenforcing

34:13
reference 7:13
 11:3, 5, 11, 15
 11:20, 22 12:15
 13:11, 19 24:6
 29:10 33:4, 8
 36:4 39:22
 57:11 60:22
reflect 24:5
regard 29:18
regards 35:6
 55:13, 17, 21
 56:9
Reginald 1:19
 3:16
regret 11:12
REGULAR 1:5
relates 15:2
 24:16
relationship
 21:21 22:16
 53:18
released 61:1
relish 50:14
remains 8:14
remarks 34:6
remind 14:17
 34:2
reminded 33:14
remiss 30:14
 31:2
renovation 30:6
report 7:13
 27:25 28:2
 29:8, 11, 12, 18
 30:3, 14 31:4
 37:2 40:22
 44:6, 7 45:8
 56:10
reported 8:25
 27:24 63:7
reporter 11:3
 63:1
reporting 5:9, 17
reports 40:17
representing
 32:16
represents 28:6
request 11:17, 18
 51:4 52:8, 11
 52:12, 12
require 12:10

required 13:17
requirement
 11:16
resolved 17:25
respect 12:7, 21
 13:6 19:12, 20
 54:16
respectful 48:3
 48:4
respond 11:4
 13:13 32:23
 57:2, 15, 17
responded 11:2
 54:12, 19
responding 12:11
 20:1 37:9
response 11:4, 20
 23:20 24:13
 59:5
responsibility
 13:23
rest 3:7 5:1
Restore 7:2
restricted 39:21
results 58:25
resurrected
 24:22
retired 8:14
retreat 7:24, 24
 8:3
review 24:17
 61:1
revisited 11:21
Rhonda 1:13 5:9
 63:17
Ricardo 1:20
 3:20
Richard 1:17
 3:22
right 2:10 6:2
 8:1 34:16
 37:24, 25 47:14
 48:10 56:15, 24
 58:14, 16, 22
 59:5 61:4
rights 19:22
rises 33:25
Rivard 48:22
River 7:7
Riverwalk 7:4, 5
 7:6
Road 47:6

robbery 6:7, 19
Robert 5:7
role 13:4 31:20
 32:8, 8 34:5
rollcall 46:19
Ron 50:6
room 17:20 20:24
 21:18 36:11
route 51:18
rule 21:15
run 8:5 42:2
running 3:15 4:1
 8:15
Russ 9:21

S

Sacred 48:20
safe 2:25 60:11
 60:15, 16 62:17
safer 23:11
safety 49:2, 3
satisfied 11:19
Saturday 23:7
saw 7:7 46:14, 15
 46:18
saying 14:21
 22:24 35:19
 44:18 53:16
says 17:18, 21
 43:9
scandals 56:14
scenario 15:17
 16:1, 2
schedule 54:18
 54:19
schedules 53:1
scheduling 7:24
 54:13
Scott 50:4, 5, 6
 51:9 52:14, 22
 53:4, 9, 16 54:9
season 22:25
 23:2 54:5
seat 41:18 42:16
 42:17 43:7, 19
seated 2:22 5:5
 5:6
second 27:7, 19
 47:20
seconded 27:9
Secretary 1:21
 3:6, 8, 9, 14, 18

3:22, 25 5:3, 18
 20:16 27:25
 28:1 29:11
 40:7 41:2, 10
 47:12, 15
section 8:5
securing 20:10
see 4:16, 25
 12:12 13:18
 19:25 20:15, 20
 20:24 30:3
 33:24 35:22
 37:3, 19 42:1, 4
 42:17 43:16, 19
 44:7 55:7
 61:21
seeing 10:10
 36:1, 23
sees 43:6
selection 37:16
self-introduce
 8:23
seminar 39:9
send 33:8
sensitive 12:14
sent 43:13
Sergeant 5:7
 36:5, 10
sergeants 8:13
 34:24 36:8, 18
seriously 15:7
serve 31:24
serviced 31:20
 37:16
service 5:9
 28:22 29:6
 33:15, 18, 18
 35:19, 23, 25
 37:21
servicing 12:5
session 23:7
set 6:3 51:19
 63:10
settings 51:21
seven 25:20, 21
 25:24 26:6
 47:5
sexual 6:6
share 13:6 33:20
 58:16 61:19
 62:4
Sharon 49:24

Shelby 1:17 3:23
 3:24 20:2, 4, 7
 27:17 47:18
shootings 6:21
shortly 12:25
show 8:4 10:15
 10:15 40:9
 44:13 49:1
 59:22
showing 6:8, 11
 6:13, 20, 22
side 17:1 50:22
 59:9
sign 18:12
significant
 31:14 36:1
Sims 9:16, 16
single 16:15
 21:4
sir 4:25 5:3, 18
 9:2, 8 14:10
 15:11, 14 16:10
 19:10, 12, 24
 20:6 22:23
 26:25 29:12
 31:9, 22 40:3
 40:21, 24 44:10
 45:3 46:10
 48:5 53:5
sit 17:19
sitting 2:10 6:3
 19:20
situation 11:19
 12:6, 12 20:1
 32:4
sleep 43:22
slight 6:9
small 13:23
 37:20
Smith 54:22, 22
 55:2, 7 56:21
 56:23 57:5, 8
 57:19, 22, 25
 58:10, 14 59:2
 59:7, 14, 24
Smooth 48:25
snow 12:23
social 14:24
Solano 9:21, 21
somebody 14:21
somewhat 10:18
 12:2 34:4

soon 36:19
sorry 4:13, 18
 41:5 44:3, 3, 4
 44:10 56:16
 62:1
soul 26:15
so-called 17:12
speak 14:2 17:20
 19:14 34:18
 42:21
SPEAKER 47:1
speaking 56:9
speaks 33:13
specifics 58:23
speech 19:17, 23
spirit 23:4, 19
 26:16 49:15
 50:9
spiteful 25:24
spoke 41:2 53:13
spokesperson 9:4
SS 63:4
ST 63:5
staff 1:23 5:2
 10:10 18:22
 20:9 24:25
 37:16, 17, 20
 38:2, 2, 6, 13
 39:2
stand 18:12, 15
 22:19 50:22
 62:8
standing 40:17
start 9:10 23:17
 61:24
started 37:3
state 1:1 12:18
 20:16 39:10
 63:3
stated 18:9
statement 13:11
 14:25 16:17
 20:3 44:12
 51:1
statements 15:9
 15:20 16:3, 12
 19:4
statistics 7:11
 7:17 29:18, 20
stats 51:13
stay 21:24
stenographically

63:8
step 45:6
Steve 9:19
stipulate 47:11
stipulation
 47:10
stolen 6:15
stood 12:23
stop 41:17 56:8
 56:8
straight 51:1
strategy 23:7
street 1:9 21:4
strengthened
 39:5
stressing 58:4
Strike 44:25
strive 23:12
striving 23:16
stuff 43:6
subcategory 6:21
submitted 29:21
success 36:24
successful 7:3
suggest 52:22
suggested 54:4
supervision 36:5
 36:17 63:11
supervisor 52:15
 52:16 53:20
supervisors
 29:22 52:13, 15
 52:24
support 9:5
 20:11 22:17, 18
 27:17 36:15
 39:1, 3 47:18
 62:10
supported 62:12
supposed 41:13
 43:3, 18
sure 12:4 45:15
 46:19 57:12
suspect 43:6
sustained 29:1, 3
sworn 13:2, 2
 32:1
sympathize 12:17
system 35:12
 36:15

T 61:24
table 17:2
take 12:5 13:22
 15:7 16:3
 32:18 33:17, 22
 43:12 47:9, 11
 51:6
taken 1:9 21:23
 24:23 51:14
takes 10:12, 14
talk 5:23 11:25
 13:4 17:17, 18
 26:1 33:18
 43:10
talked 17:16
 19:18
talking 11:8
 39:11 43:4, 7
 51:13 56:20, 24
 60:22
target 60:24
 61:4
task 32:5 55:15
Taylor 4:1
team 7:1 36:13
telephone 52:14
tell 55:10 56:7
 56:24 58:10
ten 24:4 33:5
tendency 32:11
 32:18 33:16
term 57:17
terms 5:16 11:9
 12:5, 22, 24
 13:16, 22 17:12
 18:10 23:3, 8
 23:24, 25 26:12
 26:16 31:17
 32:5, 8, 12, 16
 33:7, 20, 21
 34:5 36:8 37:9
 39:21, 25 51:13
 54:7 57:1
 60:13, 18, 19
testimony 63:9
thank 2:15, 18
 3:5, 8 4:17 5:3
 5:21 8:1, 16
 14:8, 9 16:6
 19:10, 23, 24
 20:10, 12 22:20
 22:22, 23 23:21

T

26:18,24 27:1
 28:1 29:12
 37:8,12 39:7
 40:3,4,15 42:7
 43:23 44:15
 45:2,3 46:8,9
 46:23,25 48:19
 50:5 54:8,9
 56:22,25 59:24
 59:25 60:3,4,9
 62:17
thankful 60:17
 61:19
thanking 54:3
Thanks 43:22
theoretically
 50:11
thereof 53:14
thing 18:19
 19:11 21:7
 23:24 30:2
 36:10,23 37:14
 50:25 56:12
 61:3
things 18:25
 21:15 22:12
 35:15,21 41:20
 59:17
think 9:3 10:8
 13:1,12,16,21
 13:23 15:3
 16:13,21 19:21
 20:9 21:25
 23:17 25:7,8
 27:24 30:4,13
 32:18,20 33:13
 33:16,19 34:10
 34:11,12 35:2
 49:4,5,18
 50:16,18 53:15
 53:17 54:13,16
 55:12,23 56:3
 56:4 58:12
 61:10
third 1:9 49:4
thought 40:2,7
thoughts 62:5
throw 22:2 42:20
Thursday 1:12
 2:2 13:19
 25:15 27:15
 29:19 47:3

ticket 17:6
tickets 11:22
time 2:19 5:12
 5:13,17 7:14
 8:7 9:6 10:19
 12:12 30:20,22
 31:7,9,21
 32:24 47:10
 48:1,4 50:20
 50:20 52:25
 55:11,12,19
 57:14 63:9
timeframe 38:24
timeliness 53:14
timers 61:21
times 19:18
 55:18
timing 22:25
Timothy 30:18
tips 49:2,3
today 4:3 29:19
 29:20 48:12,13
 50:9 54:25
Todd 10:5
told 22:9
tomorrow 49:7,16
tone 46:17
tonight 49:19
 50:1 51:9
Tonya 41:9,10
topic 35:25
topical 15:1
Tosqui 9:24,24
 14:6,8,11,11
 15:14,23 16:5
 18:7,19 24:12
totally 44:19
town 4:4
track 35:10
traditional
 51:18
traffic 11:22
 41:16
train 35:13
training 7:19,21
 8:2 35:6,16
 36:18,20 39:8
 49:4
trainings 34:22
 34:22,25
transcribe 19:2
transcription

63:11,13
transferred
 55:16,25
transferring
 55:14
translate 19:2
transparency
 15:6 18:14
 21:20
transparent
 58:24,24
transpired 11:13
traversed 7:7
tremendous 36:6
trend 29:24 30:1
 30:2
true 63:12
truth 55:11
try 21:5 26:11
 26:11 34:7
trying 50:11
Tuesday 30:12
turn 26:22 42:12
 43:24
turning 25:22
TV 11:21
Twelve 29:21
two 8:13 16:24
 30:21 39:20
 41:16 46:19
 48:2 51:25
 52:11 55:21
 58:2
two-and-a-half
 30:17
type 11:9 22:12
 22:16 23:20,20
 24:2 25:8,9,10
 25:13 32:2
 36:9,15,23
 57:11
T-o 61:24
T-o-s-q-u-i
 14:12

U

UAW 51:2
understand 8:10
 10:16 12:3,20
 13:3 15:23
 19:19 33:2
 37:7 52:16

53:14 57:10
understanding
 23:24
undesirable
 59:17
unfortunately
 43:14 44:21
 58:15
unfounded 29:2
 33:1
UNIDENTIFIED
 47:1
unique 32:9
Units 28:15
unknown 28:14
unnecessary
 35:18 56:14
unruly 41:17
 43:19
update 29:14
 30:6 60:21
upset 18:25 19:1
 32:24
uptick 6:12
use 33:17
uses 50:19
utmost 12:7,21

V

vacant 30:10
value 46:21
Vann 4:3
vehicles 6:16
vein 36:16
verbal 35:17
Vice 1:16 2:10
 3:12
video 41:4,23,25
 42:21 43:11
 44:14 46:14
vigorous 50:23
violation 35:9
violence 6:10,11
 26:2

W

W 48:11
wait 42:11
walked 24:20
walks 43:10
Walton 9:19,19
want 2:7 5:23

7:1,3 10:19
 11:24 13:6,24
 14:2 15:17
 22:24 23:10,21
 24:8 30:3 32:1
 42:11 45:21
 48:15,17,18
 49:21 56:13,16
 57:13,14,17,25
 59:4,18 60:10
 61:5,16 62:7
wanted 16:25
 17:12,17 23:8
 38:13 39:1,6
 43:14,15,21
 44:13 48:11
 54:4
wants 14:6
warm 2:7
Washington 30:21
wasn't 17:1,1,6
 56:16
watching 38:11
wavered 39:3
way 17:8 21:15
 23:15 30:2
 32:2,22 34:6
 35:18 43:9,13
 46:22 53:21
Wayne 13:2 39:10
 40:1
ways 53:17,18
weapon 43:18
week 18:9 41:1,8
 41:15,15 43:15
 51:3
weekly 2:8
weeks 51:4 58:2
Welborne 49:25
welcome 2:8
 26:19 48:9
wellness 48:23
Wells 41:9,11
 42:4,18 45:7
 45:10
well-attended
 39:19 49:7
well-known 24:23
well-thought-out
 24:12
went 17:3,11,22
Wesley 47:5

West 47:5
White 1:25 4:5
 4:13 9:11,11
 26:23 33:7
 35:4 36:16
 37:9,13 40:4
 55:2 56:24
 57:2,17 58:7,8
 58:12,15 59:6
 59:12,20 60:9
 60:25 61:9,11
 61:25
Williams 10:2,2
Willie 1:15,18
 2:9 3:14
willing 52:5
 53:6
Wilson 10:6,6
 41:22
wisdom 2:22
women 20:20,22
 21:3,11,18
Woodward 50:1
word 15:15
work 6:24 7:2
 19:6 20:21,25
 21:3 23:14
 26:11 33:2
 38:12,16,19,23
 54:16 60:2,16
worked 30:21
 32:22 38:6
worker 38:7,15
working 4:2
 23:16 32:16
 37:4,18
workshop 39:9
Worthy 56:9
wouldn't 21:2
wrap 58:7
writing 11:6
 17:10
wrong 56:6
wrote 4:12 18:10

X

X 35:10

Y

Y 35:11
yeah 4:19 33:10
 33:12 42:6

43:9 49:10
 58:10 62:2
year 5:24 6:4,23
 7:23,25 8:12
 23:18,19 25:7
 28:5,8 30:1
 32:22 37:16
 39:9,14,15,17
 39:24 47:13
 60:18,19 61:17
 61:19
years 16:24 17:3
 25:21,24 26:6
 30:17,21 31:21
 57:22
year-and-a-half
 33:1
year-to-date
 28:7
yesterday 7:2
York 19:1
young 25:14,19
 25:19,23

Z

zero 28:9

1

1 1:8,17 6:2
1st 8:15
1,203 28:8,12
1,209 28:8
1,273 28:12
10 6:3,22 28:22
 43:12
10th 46:12
100 28:25 29:4
101 8:10
102 33:9,9,11
105 28:25
109 28:6
11 40:16
11th 17:22 27:15
 28:17
12 28:22
12th 10:22 28:16
 47:5
1301 1:9
14 29:3
15 29:6 35:10
 43:12
16 6:3 29:2,3

17 6:15
179 28:20
18 1:12 2:2
 16:24
18th 29:19
183 29:20
19th 48:22
1974 32:21

2

2 6:12
2nd 17:4 28:17
20 6:14,16
2014 1:12 2:2
 28:3,4,7,10,13
 28:16,19,24,25
 47:8
2015 47:4 60:19
204 28:11
21 6:14 28:22
22 28:6
23 6:6
24 10:25
245 55:1
28 29:6

3

3 1:19
3-11-2015 63:20
3:00 1:11
3:02 2:3
3:14 13:9
3:30 27:2
32 6:20
33 28:21
3451 48:22
36 28:14 29:5
3612 1:13 63:18

4

4 6:9
4:07 62:18
40-hour 35:16
 36:20
43 29:2

5

5 1:18 48:8
5th 60:23,23
5:00 48:12

6

6 1:16 28:18
29:7
6th 28:17
6:00 48:24 49:20
6:30 47:6 50:1
63 1:8

7

7 1:20 6:6 28:17
51:2
7th 48:16 49:8
7:00 48:12,24
49:2
7:30 49:2,3
7310 50:1

8

8 6:5 28:16
8th 47:3
82 57:22
8367 48:10
85 28:4,13,19

9

90 29:23