

3/3/2016

Page 1

CITY OF DETROIT  
BOARD OF POLICE COMMISSIONERS

RE: Regular Meeting

\_\_\_\_\_ /

Page 1 - 43

Proceedings held in the above-entitled matter  
Taken at 1301 Third Street  
Detroit, Michigan,  
Commencing at 3:00 p.m.,  
Thursday, March 3, 2016,  
Before Melinda R. Womack, CSR3611.

APPEARANCES:

WILLIE E. BELL - Vice Chairperson  
REGINALD CRAWFORD - Appointed  
DERRICK SANDERS - Appointed  
RICHARD SHELBY - District 1  
EVA GARZA DEWAELSCHÉ - Appointed  
RICARDO R. MOORE - District 7

ALSO PRESENT:

Ms. Pamela Davis-Drake, Chief Investigator  
Ms. Linda Bernard, attorney to the Board.  
Mr. Robert Brown, Administrative Assistant  
Ms. Gail Oxendine, HR Director  
Sergeant Alan Quinn

1 Detroit, Michigan

2 Thursday, March 3, 2016

3 About 3:00 p.m.

4 VICE CHAIRPERSON BELL: Good afternoon.

5 AUDIENCE: Good afternoon.

6 VICE CHAIRPERSON BELL: Extremely warm  
7 welcome to the weekly afternoon meeting here at the  
8 Public Safety Building. I am your Vice Chair Willie  
9 Bell. Hopefully our Chair, Lisa Carter is on her way.  
10 She's running a little late, but we want to start on  
11 time. And I'm going to ask our Chief Investigator,  
12 Pamela Davis-Drake to lift us up this afternoon with a  
13 prayer.

14 (Invocation given).

15 VICE CHAIRPERSON BELL: I'm going to ask our  
16 attorney to the board, Linda Bernard, to conduct a roll  
17 call, please.

18 MS. BERNARD: Thank you Mr. Chairman. Willie  
19 E. Bell?

20 VICE CHAIRPERSON BELL: Present.

21 MS. BERNARD: Lisa Carter. Elizabeth Brooks  
22 is excused. Willie E. Burton is excused. Reginald  
23 Crawford?

24 COMMISSIONER CRAWFORD: Present.

25 MS. BERNARD: Eva Dewaelsche?

1 COMMISSIONER DEWAELSCHÉ: Present.

2 MS. BERNARD: Conrad Mallett, Jr.? Ricardo  
3 R. Moore?

4 COMMISSIONER MOORE: Present.

5 MS. BERNARD: Derrick Sanders?

6 COMMISSIONER SANDERS: Present.

7 MS. BERNARD: Richard Shelby?

8 COMMISSIONER SHELBY: Present.

9 MS. BERNARD: Bishop Edgar Vann is excused.  
10 Mr. Chairman, you have a quorum of six.

11 VICE CHAIRPERSON BELL: Thank you. At this  
12 time, I'd like to introduce the First Assistant Chief  
13 Lashinda Stair.

14 A.C. STAIR: Good afternoon on behalf of  
15 Chief Craig. He's currently in a meeting, but will  
16 probably make his way down after that meeting is  
17 complete. Would you like me to introduce our staff?

18 VICE CHAIRPERSON BELL: Yes, ma'am.

19 A.C. STAIR: Thank you. I see Commander  
20 Deshawn Simms from professional accountability,  
21 Sergeant Woody from public info. Sergeant Russell from  
22 neighborhood policing. Lieutenant Markison from  
23 planning. Lieutenant Elaine Miles from chief  
24 neighborhood liaison. Sergeant Brian Harris from my  
25 staff. Officer Elaine. I don't know Eliane's last

1 name. I'm sorry.

2 OFFICER WILLIAMS: Williams.

3 A.C. STAIR: Williams. Also assigned chief  
4 neighborhood liaison over there the captain Mike  
5 Chambers in charge of internal controls as well. And I  
6 believe that's it. Thank you.

7 VICE CHAIRPERSON BELL: Thank you. Ms.  
8 Bernard, would you conduct roll call for the staff,  
9 please?

10 MS. BERNARD: Yes, Mr. Chairman. George  
11 Anthony is excused. Ms. Gail Oxendine is present  
12 sitting there on the left. Pamela Davis-Drake, the  
13 chief investigator sitting to right. Robert Brown, our  
14 administrative assistant is sitting to my immediate  
15 right. Our recorders for today are Sergeant Alan Quinn  
16 and Miss Mindy Womack from Hanson Court Reporting  
17 Services. That completes the introductions, Mr.  
18 Chairman.

19 VICE CHAIRPERSON BELL: Thank you.  
20 Commissioners, at this time we want to pull item number  
21 7 of the agenda for March the 3rd, 2016. What is your  
22 pleasure.

23 COMMISSIONER SANDERS: So moved.

24 COMMISSIONER MOORE: Support.

25 VICE CHAIRPERSON BELL: Been properly moved

1 and supported. Discussion? Those in favor aye?

2 COMMISSIONERS: Aye.

3 VICE CHAIRPERSON BELL: Those opposed?

4 Motion carries.

5 Item number 8 would be approval of the  
6 minutes from Thursday, February 25th, 2016.

7 COMMISSIONER: So moved.

8 COMMISSIONER: Support.

9 VICE CHAIRPERSON BELL: Been properly moved  
10 and supported. Ready for the question? Discussion, I  
11 should say? Those in favor aye?

12 COMMISSIONERS: Aye.

13 VICE CHAIRPERSON BELL: Those opposed?  
14 Motion carries. Our chair is running a little late, so  
15 I'm going to give a brief report on her behalf and she  
16 should be here shortly and she can always elaborate  
17 with the chair at that point. But in your package of  
18 this particular folder here. What color is that,  
19 Linda?

20 MS. BERNARD: It's a red folder.

21 VICE CHAIRPERSON BELL: It's a red folder. I  
22 was going to say, one of those car colors or something  
23 like that. The first item would be responding to the  
24 2016/17 budget question and response. So that gives  
25 you the opportunity to review that.

1           As you well know, that's coming up on Monday  
2           March 7th for counsel. I think our timeframe is 1:30,  
3           department is 2:00. So meanwhile, if you have any  
4           concerns, you can see one of the budget people or one  
5           of the chair this particular item and Ms. Bernard in  
6           terms of working this up.

7           The second item is coming directly from the  
8           city council. Look like package is about 10 or 12  
9           pages. You can go through that and see what we can  
10          respond to, the overall concern in reference to the  
11          budget once again, in reference to the Board of Police  
12          Commission in DPD, so.

13          The third item is budget recommendation of  
14          the BBC in terms of the board from Linda Bernard. It's  
15          like four or five pages on that. We had opportunity to  
16          meet last week on two or three different occasions  
17          working this up. Ms. Bernard and the chair had an  
18          opportunity to meet Mr. John Hill, other reference to  
19          that particular meeting. I think it was rewarding.  
20          Hopefully as we go forward they would entertain our  
21          concerns in reference to our budget. So if you have  
22          any questions, you know who to contact in reference to  
23          these particular packages. I think that's all I'm  
24          going to report out since you have a written report  
25          that you might want to elaborate. Yes, sir.

1 COMMISSIONER MOORE: Mr. Chairman, who will  
2 be representing the board at the city council?

3 VICE CHAIRPERSON BELL: Yes. It will be  
4 hopeful budget chair, Ms. Brooks. Any other committee  
5 members who might be in attendance? Sanders in terms  
6 of support staff there. Linda Bernard would be the  
7 lead person in terms of dialog. The chair and vice  
8 chair will be in attendance to give some remarks in  
9 reference to the council in terms of where we are  
10 today. At that time, we hope to present them our 2014  
11 annual report and indicate that 2015 will we  
12 forthcoming a little later. So that will be the  
13 format, as I understand it. Any other questions or  
14 concerns? And you are all invited to attend in that  
15 timeframe so we would welcome your presence if you want  
16 to monitor.

17 And I shared that last night at the 5th  
18 precinct. They have opportunity to watch the  
19 proceeding. They can attend, but more in terms of  
20 AT&T, Converse, Comcast, whoever that is. So I shared  
21 that with them last night. I do the same meeting with  
22 the 9th precinct tonight in terms of making them aware  
23 because there's some concern when you can watch it in  
24 motion by tuning in. If not, you can probably I think  
25 they going to present it out a little later also on two

1 different occasions so I just want to try to inform the  
2 public a issue came up in reference to the budget  
3 issue.

4 COMMISSIONER CRAWFORD: And again, that's  
5 Monday, 1:30 p.m.

6 VICE CHAIRPERSON BELL: Yes, sir. 1:30,  
7 correct.

8 At this time, we're going to hear from our HR  
9 director, Ms. Gail Oxendine.

10 MS. OXENDINE: Good afternoon, board.

11 VICE CHAIRPERSON BELL: Good afternoon.

12 MS. OXENDINE: Each of you should have the  
13 usual report in front of you, and this is for the  
14 reporting period of February 2016. Our current  
15 staffing numbers, we currently have 2247, which  
16 includes 43 police assistants, sworn positions with 306  
17 vacant. Civilian based budget we have 348 filled with  
18 14 vacant. Civilian restructuring is 186 with 58  
19 vacant.

20 In terms of our sworn recruiting, we have  
21 from period of 7/1/2015 through February 29, 2016 2551  
22 applicants have applied. We have currently 532 of  
23 which we are waiting MCOLES scores. We have 90 in  
24 process, which is almost double the number we had last  
25 month, so our efforts with respect to getting more



1 people into the process flow are showing positive  
2 results. We have of that 2551 number, 1021 have shown  
3 a lack of interest. They have failed to continue with  
4 the process. We also have 382 that were temporarily  
5 disqualified, 429 that were permanently disqualified,  
6 and we have hired 95 to date.

7 A list, a listing of our college and  
8 community events career fairs and such are listed next.  
9 Also effective toward the end of last month, the chief  
10 of police's recruiting unit has now assumed  
11 responsibility for future events.

12 Going to page two, we launched our DPD MCOLES  
13 testing. We are a certified testing site now, and we  
14 launched that last month beginning with physical  
15 agility testing. We had two sessions, one on February  
16 the 20th and another one on February the 27th. The  
17 examination results are listed in the chart below. The  
18 written examinations will begin in March of 2016. We  
19 will continue to conduct the physical agility test  
20 every week, and the written examination will be  
21 conducted every two weeks.

22 In terms of total new hires for the month of  
23 February, we hired 7 civilians, 7 restructuring  
24 civilians and two police assistants. We did not have a  
25 new class that started for sworn personnel. The next

1 class, that will begin in March on March the 28th.

2 Of those 16 that were hired, 13 of the  
3 civilians are Detroit residents and one police  
4 assistant was a Detroit resident. The remaining two  
5 are nonresidents.

6 With respect to our student internship  
7 program, we currently have 18 in our winter program  
8 which concludes on April 6th. We're currently  
9 accepting applications for our summer 2016 internship  
10 program and the application deadline is April the 8th.  
11 We have three to students that are currently in the  
12 academy and are scheduled to graduate tomorrow so we're  
13 pleased about that.

14 With respect to our attrition, we lost 26  
15 employees, and the various categories are listed below.  
16 With respect to our leave of absence and restricted  
17 duty categories, you can also see the numbers with  
18 respect to sworn and civilian of various categories.

19 Our special project, our restricted duty  
20 project, the interactive process continues as required  
21 by the Americans With Disabilities Act, and the number  
22 of our restricted duty officers is slowly declining. I  
23 think our last number was 128, which is about 20 or so  
24 less than we usually have run monthly.

25 With respect to FMLA, we conducted training

1 and information sessions with administration sergeants  
2 and timekeepers for all of our commands and units to  
3 ensure that staff had a really good understanding of  
4 the law and of the City's policy and DPD's policy.

5 And subsequent to that, a database tool was  
6 developed for all timekeepers to utilize so they can  
7 now electronically maintain records with respect to  
8 FMLA usage and the database has formulas that will  
9 decrement the time for them so they don't have to keep  
10 track of whether or not the person is using the time  
11 appropriately.

12 We're going to begin our audit within a week  
13 and we're going to audit four commands to begin, a west  
14 side precinct, an east side precinct, one special unit  
15 and probably communication. So we'll give you some  
16 results as we continue with those audits.

17 And lastly, the assessment center for the  
18 sergeant and lieutenant promotional examination was  
19 successfully conducted on February 23rd to the 28th and  
20 we expected the scores from both research group, which  
21 is our test administrator, that we will be receiving  
22 those within the next 30 days. And with that, that  
23 concludes my report and I'll entertain any questions  
24 that you have at this time.

25 VICE CHAIRPERSON BELL: Commissioners?

1 A.C. STAIR: Through the chair?

2 VICE CHAIRPERSON BELL: Yes, ma'am.

3 A.C. STAIR: I just want to one, congratulate  
4 the director on an incredible job. They went through  
5 officers being stuck on elevators to plumbing issues to  
6 lighting issues to not enough extension cords. In some  
7 kind of way it all worked out and she handled  
8 everything very gracefully. So I want to thank her on  
9 behalf of the Chief for all the work that she did  
10 because I know what it takes to get it done. It's a  
11 lot of work.

12 I'd also like to acknowledge Celia  
13 Washington. She just stepped in and then I missed  
14 somehow Officer Lucretia Wright, police personnel on  
15 the director's staff.

16 VICE CHAIRPERSON BELL: Thank you, ma'am.

17 COMMISSIONER CRAWFORD: Through the Chair. I  
18 just want to thank you for the very informative report.  
19 Also too, we have a class graduating tomorrow.

20 MS. OXENDINE: Yes, sir.

21 COMMISSIONER CRAWFORD: Yes, ma'am.

22 MS. OXENDINE: Cobo Hall.

23 COMMISSIONER CRAWFORD: Cobo Center at?

24 MS. OXENDINE: 10:30.

25 COMMISSIONER CRAWFORD: 10:30 in the morning.

1 VICE CHAIRPERSON BELL: Won't mind adding  
2 that we all receive invitation as always to attend.  
3 You should have that notification. It's going to be at  
4 Cobo Hall, returning to the past, as far as I'm  
5 concerned. At that time all the graduation, promotion  
6 stuff took place at Cobo Hall. So now we get to see  
7 the new Cobo Hall. That should be a blessing.

8 I want to commend our thanks too on behalf of  
9 the board in reference to promotion processes. As you  
10 well know, it's extremely important for those officers  
11 going through those steps to complete that oral  
12 interview. The anxiety you go through is always a  
13 challenge so you accommodate them for those  
14 circumstances. That's why you get paid the big bucks.  
15 We have to have a little humor.

16 A.C. STAIR: Through the chair, I'd also like  
17 to indicate the fact that we got a lot of great  
18 feedback in regards to our officers on the department.  
19 You know we had assessors from all over the country  
20 here and they were really impressed with Detroit police  
21 officers and sergeants that participated.

22 VICE CHAIRPERSON BELL: Thank you. This is a  
23 rarity. No other questions or concerns? So you must  
24 be doing an outstanding job.

25 MS. OXENDINE: Thank you.

1 VICE CHAIRPERSON BELL: Assistant Chief  
2 Stair. I guess you have the floor.

3 A.C. STAIR: Sir, we do not have a report  
4 this week.

5 VICE CHAIRPERSON BELL: Okay. Everything is  
6 status quo?

7 A.C. STAIR: We have Sergeant Russell come up  
8 in regards to the annual report, give an update.

9 VICE CHAIRPERSON BELL: Okay. Thank you.

10 SERGEANT RUSSELL: Good afternoon. I'm  
11 sergeant Russell from neighborhood policing. On behalf  
12 of the annual report committee, I'm just here to kind  
13 of share with you guys the pictures we have for the  
14 Board of Police Commissioners, the layout and the  
15 annual report. Get some feedback, if you like it. Let  
16 us know if you don't, we'll change it. But this is  
17 what we have thus far. Going forward the rest of the  
18 annual report you haven't been able to see it yet  
19 because Assistant Chief White is not here and he is the  
20 chair of that committee and has to go through a course  
21 of executive chain for approval. Once we get approval,  
22 we're more than happy to share feedback with you guys.

23 VICE CHAIRPERSON BELL: You're making  
24 reference to this?

25 A.C. STAIR: Yes, sir.

1 VICE CHAIRPERSON BELL: Oh. This is nice.  
2 This is nice.

3 COMMISSIONER MOORE: Maybe because your  
4 picture's the biggest.

5 VICE CHAIRPERSON BELL: Oh, I wouldn't say  
6 that.

7 COMMISSIONER MOORE: On the front page.

8 VICE CHAIRPERSON BELL: I was really looking  
9 at the chair's picture. This is nice. So we're  
10 looking forward.

11 SERGEANT RUSSELL: Time-wise tomorrow I'm  
12 going to submit pretty much the final approval through  
13 the chain for executive approval and get it back and  
14 hopefully go through the printer. So we're looking at  
15 probably a month for actually getting the annual report  
16 after we do the budget and determine the number we're  
17 going to distribute. So I'm just here to answer any  
18 questions or concerns you have about the annual report.

19 VICE CHAIRPERSON BELL: Commissioners?  
20 We're just looking forward to it.

21 SERGEANT RUSSELL: Commissioner Moore, you  
22 sure? Here's your chance.

23 COMMISSIONER CRAWFORD: Put his picture on  
24 the front page.

25 COMMISSIONER MOORE: I just want to commend

1 you, though, in all sincerity because I know it can be  
2 a heavy task to do an annual report and you did it in  
3 quality time, so thanks.

4 SERGEANT RUSSELL: I appreciate that. We  
5 have a strong team and I want I thank --

6 COMMISSIONER MOORE: Who was the team?

7 SERGEANT RUSSELL: We have Assistant Chief  
8 White, Deputy Chief Celia Washington, Captain Mark  
9 Bliss, Sergeant Franklin Hayes, Sergeant Alexander,  
10 myself, Sergeant Carrie Sloan, Sergeant Michael Woody,  
11 Police Officer Stacy Ann Marie and Police Officer Greg  
12 Matthews.

13 COMMISSIONER MOORE: Thank you.

14 COMMISSIONER CRAWFORD: Through the Chair, I  
15 have a concern and also I have a question too for  
16 Sergeant Woody in a moment. But the concern is  
17 Assistant Chief, the Detroit Domestic Violence Unit  
18 some report in the meeting about the hours in terms of  
19 what's going on I guess with the midnight shift or the  
20 hours in terms of how many cases are responding to  
21 domestic violence or something to that nature now?

22 A.C. STAIR: Yes. Yes, sir. Through the  
23 Chair. So apparently Domestic Violence Unit was the  
24 only unit in which we had members working midnight  
25 shift. All the other investigatory type units, they



1 actually report out. They get recalled. And what they  
2 found based upon the work that was being done on the  
3 midnight shift, that they would get more out of them if  
4 they worked the same type hours everybody else did,  
5 they be come part of the recall team. And, you know,  
6 recall and standby was actually added to -- not  
7 necessarily the recall, but standby for the people who  
8 would be on call to handle all of those cases.

9 COMMISSIONER CRAWFORD: Okay. Thank you.  
10 And I just had a question for Sergeant Woody who's with  
11 the Media Relations.

12 A.C. STAIR: Media Relations.

13 COMMISSIONER CRAWFORD: Yes, sir. And this  
14 is -- it's no reflexion on the Detroit Police  
15 Department, but however, it is a reflexion on the media  
16 and how they cover scenes. There was a sergeant  
17 involved in a shooting of, I guess, two alleged  
18 individuals in a home invasion of his home, Sergeant  
19 Herbert Strickland. The media footage that was shot  
20 most notably by Channel 2 and Channel 4 shot a direct  
21 picture of the house and the address. And I just ask  
22 that in terms of protecting the citizens of the city  
23 that they not shoot pictures of the house. They can  
24 stand in the middle of the street, shoot down the  
25 block, say the 4500 block of that particular street

1 without shooting an actual direct picture of the home.

2 And this is not only happening in this case,  
3 but it's been recently I noticed that footage too.  
4 It's different when you're the victim of a crime as  
5 opposed to it being a vacant dwelling or perhaps even a  
6 house of an alleged perpetrator or a house where  
7 perhaps maybe a homicide occurred one of a vacant  
8 dwelling, but to actually shoot the occupied residence  
9 of the victim, put that footage out there in the media.  
10 And as we well know, a lot of the citizens kind of fear  
11 some kind retaliation sometimes and it has occurred in  
12 this city. So I just ask that perhaps you could speak  
13 to them and I'll certainly, I don't have a problem  
14 speaking to them or calling them out on it, as you well  
15 know my history. But to protect the citizens of this  
16 city who have to live and sleep in their homes, I just  
17 think it is very inappropriate and it shows a lack of  
18 concern or caring for the citizen's safety when they  
19 actually shoot the footage.

20 I do understand the yellow crime scene tape  
21 and all of that. They still don't have to shoot that.  
22 They can shoot down the street, stand in the middle of  
23 the street, angle their cameras down the street, go to  
24 the nearest corner and do their reporting and just give  
25 that hundred block not even the address. So that's my

1 concern. Yes, sir.

2 SERGEANT WOODY: And good afternoon, Board.  
3 For the record, Sergeant Michael Woody, media  
4 relations. To answer your question, sir. I've had  
5 many many courageous and very candid conversations with  
6 the media regarding such events. I'll continue to have  
7 those conversations. Sometimes we win; sometimes we  
8 lose. This particular one we were very adamant that  
9 they not show the home. I believe Fox 2, one of the  
10 stations that you referenced did blur the numbers, but  
11 that was not enough for me. They did get quite an  
12 earful considering that this is one of our members,  
13 although retired, still a member of our department. We  
14 did not want to put out his location where he lived  
15 fearing that that may draw some unwanted attention.

16 So I do understand your concern,  
17 Commissioner, and I will continue to put up that fight  
18 and we will continue to have those conversations with  
19 the media.

20 COMMISSIONER CRAWFORD: Yes, sir. And I just  
21 want to emphasize too, I'm concerned about all  
22 citizens. Yes, he's a retired Detroit police sergeant,  
23 but I'm concerned about all citizens that reside in the  
24 City of Detroit. They should be given the same added  
25 protection as a retired individual as John Q. Citizen

1 who lives on the block too.

2 SERGEANT WOODY: Agreed. Thank you for that.

3 VICE CHAIRPERSON BELL: Sergeant Woody,  
4 before you leave this podium, I just wanted to  
5 acknowledge you and your team putting together the  
6 Black History piece. We sent it out and hopefully the  
7 commissioners had the opportunity to see it. It was an  
8 idea that we talked around and we met and you took the  
9 initiative, your team took initiative to really come  
10 out with a quality piece for Black History Month.

11 SERGEANT WOODY: Yes, sir.

12 VICE CHAIRPERSON BELL: I just want to  
13 acknowledge that. And if you give us the officer's  
14 names, I'm jotting them down, we want to make sure we  
15 give them a personal acknowledgment too on this board  
16 in a short period of time. I just want to commend you.  
17 I thought it come out really really nice.

18 SERGEANT WOODY: Yes, it did.

19 VICE CHAIRPERSON BELL: Appreciate it. I  
20 assume the commissioners had an opportunity to see it.

21 SERGEANT WOODY: Yeah. It was great, great  
22 work done by the team. Officer Shanelle Williams and  
23 Officer Nicole Kirkwood very instrumental in helping  
24 put that together. We all worked very hard on that and  
25 it was well worth the effort. We continue to try and

1 do more projects like that as we move forward. So I  
2 appreciate that.

3 VICE CHAIRPERSON BELL: Thank you. That was  
4 really nice. Really appreciate that.

5 SERGEANT WOODY: Thank you, sir.

6 VICE CHAIRPERSON BELL: Any other questions  
7 or concerns since we're addressing the Assistant Chief.  
8 I have one -- well not really concern. We had a  
9 discussion, we the Chair, we have talked about  
10 recruiting and etcetera, etcetera, but we haven't  
11 really spent any time looking at the training of  
12 officers. And I would make a request. I looked under  
13 Assistant Chief White. I would request if we can have  
14 training come before us this month, if at all possible.

15 A.C. STAIR: To do a presentation?

16 VICE CHAIRPERSON BELL: Yes. I think we need  
17 to -- somehow must have been an oversight. They  
18 haven't been on our agenda for two years. I think we  
19 need when we talk about recruiting, the training  
20 process, I think we need to hear directly. And we want  
21 to look at also having a block, at least an hour and 30  
22 minutes early on in the class being convened versus  
23 come in on --

24 A.C. STAIR: The tail end.

25 VICE CHAIRPERSON BELL: The tail end.

1 Because as you well know, they're ready to hit the  
2 street at that time so we want to have that dialog and  
3 chief investigator, mainly for the chief investigator  
4 office to really have some meaningful dialog with the  
5 officers in terms of role that the board plays with the  
6 OCI. So if you could honor that request, that would be  
7 something that we would look forward to and we can  
8 alter our agenda if you can obtain that. I think the  
9 commissioners all on board with that.

10 A.C. STAIR: Absolutely.

11 VICE CHAIRPERSON BELL: Commissioner  
12 Crawford?

13 COMMISSIONER CRAWFORD: Also too, another  
14 concern, statements, whatever you want to call it,  
15 recently a committee on the race equality or race  
16 relations when the police department was formed,  
17 officer Joseph Weekley, part of that committee. My  
18 concern of that is as we well all know in the history  
19 of this, on May 16, 2010 Aiyana Jones was killed by  
20 Officer Weekley, a member of the SR team on a raid on a  
21 house on Lillibridge Street. Also First 48 was part of  
22 this raid, which was, I guess you could say the  
23 Hollywood end of this.

24 At that point in time one, and I've had this  
25 discussion back when this occurred, even before this

1 occurred that DPD had gone Hollywood at that time and  
2 we all know what had occurred and what was going on.  
3 Black lives matter. Black lives do matter. Black  
4 lives matter. Aiyana Jones's life did matter.

5 Now officer Weekley, there was a direct  
6 verdict in this case, which was dismissed, thrown out.  
7 Tried twice on misdemeanor charge, hung jury. What is  
8 so important and what the citizens in this community  
9 still asking the question today, where is the  
10 accountability? What was done in terms of the  
11 department in terms of discipline, if any? The  
12 question I have today too is how is Officer Weekley  
13 going to improve race relations in DPD? What can he do  
14 to improve racial relations?

15 Another question is whether or not this is  
16 going to exacerbate racial tensions in Detroit's black  
17 community, and that's a serious issue. And I can say  
18 this, and I can say this because I was on Lillibridge  
19 Street the morning of May the 16th, 2010, and I was  
20 there because I was invited by Ron Scott after we spent  
21 hours on the phone back and forth. Matter of fact, the  
22 third time I contacted Ron, may his soul rest in peace,  
23 Ron, I asked him, I said where are you, Ron? He says  
24 I'm on Lillibridge Street. It's about 10:00 in the  
25 morning. He said you need to come over here. And I

1 thought about it. You want me to come over there. I'm  
2 a Detroit Police Officer. And he said yeah. You need  
3 to come over here. Well, at that time I was retired.  
4 Got dressed. I went over there on  
5 Lillibridge Street. I saw the emotion. I know the  
6 tension that was there, and I watched Ron Scott from  
7 the time I got on that block going from groups of  
8 individual to groups of individuals who were very  
9 emotional, very angry at the Detroit Police Department,  
10 very angry at what had occurred with the death of  
11 Aiyana Jones. And I know the pain. And even Ron at  
12 one point came over and embraced me, he walked me up  
13 into that house, introduced me to the family. I  
14 offered my condolences. So there were those over the  
15 number years who always underestimated Ron and really  
16 never knew truly the impact of his activism, because it  
17 was Ron Scott, and he's done it before, but I witnessed  
18 that on that particular scene that morning how Ron  
19 helped quell the potential of something of a  
20 disturbance that could have occurred. So that is my  
21 issue I have with it. On the Detroit Police  
22 Department, can appoint whomever they like to whatever  
23 committee they choose, but as a citizen of this city  
24 first, not a police commissioner, but as a citizen of  
25 this city I have concerns, and I do reside in the city



1 still. I live in the city. And black lives do matter.  
2 Thank you.

3 A.C. STAIR: Through the Chair.

4 VICE CHAIRPERSON BELL: Yes, ma'am.

5 A.C. STAIR: First of all, I'd like to  
6 indicate, there's a civil case that's pending with the  
7 estate of Miss Aiyana Jones. So that's the one piece.  
8 And the other piece is that just like the commissioner  
9 indicated, black lives matter. Certainly there were  
10 race related issues associated with that catastrophe  
11 that happened on that morning. And so with that,  
12 certainly Officer Weekley being a white male officer  
13 dealt with issues associated with race and things like  
14 that. So the thought was that he too could give  
15 benefit to the department as it relates to that because  
16 the core is set up for our members in the department,  
17 not necessarily to deal with stuff that's happened  
18 outside the department but within the compliance of our  
19 police department. And so that was the rationale  
20 behind it.

21 VICE CHAIRPERSON BELL: Assistant Chief, I've  
22 spoke briefly to Deputy Chief Washington. I have some  
23 reservation and I would hope that we have some further  
24 dialog going, two people, two high profiled individuals  
25 in terms of chairing this. I think that we are

1 concerned with those people being named to Chair, you  
2 know. And I have dealt with racial issues within the  
3 ranks over the years and it's hard to be a high profile  
4 who just been -- went through a process become a  
5 justice system, you know, and then another person who's  
6 really high profile, I wouldn't call it point out  
7 certain issues, you know, with the department, so I  
8 just have some reservation. I would hope that we would  
9 have some public dialog on that that we can weigh in on  
10 and express those concerns and talk briefly with the  
11 Chair. Maybe we need to meet in terms of expressing  
12 our opinions a little bit more privately versus public  
13 forum, and I appreciate Commissioner Crawford's public  
14 comments on this issue, but there is some reservation  
15 as we go forward. And I would hope that we're not  
16 trying to, you know, what do you call it, micromanage,  
17 but we just have some concerns.

18 The racial issue, I just want to commend  
19 Captain Bliss who took time in the precinct meeting  
20 last night and two lieutenants to talk about those  
21 issues that what took place at the 5th precinct. Met  
22 with the board of the 5th precinct prior to and there  
23 was a general discussion too. So I think those issues,  
24 I just look at it in terms of how we look at what just  
25 happening, you know, with Grammys and all that with

1 Chris Rock, how, you know, as we debate the issue that  
2 I think we need to look at more background with people  
3 who have a little bit more expertise in terms of the  
4 dialog because, some things would folks just not  
5 equipped to deal with. I'm not saying I'm the one  
6 equipped, but I know we have brought in people,  
7 individuals that particular might have expertise in  
8 those areas, so I would hope that we could have that  
9 dialog.

10 A.C. STAIR: Absolutely, sir. And we welcome  
11 that. In fact, they as chairs, cochairs, however, at  
12 the same time they're so -- every voice is going to be  
13 heard in those meetings regardless if you're a  
14 lieutenant or a police officer. So we, you know, push  
15 the rank structure out. And then certainly at some  
16 point, based upon some of the initial dialog that it  
17 was the intent to bring in some professionals to  
18 actually help push and then foster some good  
19 communication skills and that because you can imagine  
20 that some days it will probably get a little bit heated  
21 in those discussions. But certainly I'll advise the  
22 Chief and we can set up something so we can have a  
23 private dialog.

24 VICE CHAIRPERSON BELL: Thank you. Assistant  
25 Chief.

1 COMMISSIONER CRAWFORD: Through the Chair.  
2 Yes, ma'am. Assistant Chief. And I do fully well  
3 understand what you said earlier. It is core that's  
4 the Detroit Police Department.

5 A.C. STAIR: Yes, sir.

6 COMMISSIONER CRAWFORD: To deal with the  
7 issues within the Detroit Police Department.

8 A.C. STAIR: Absolutely.

9 COMMISSIONER CRAWFORD: So I just understand  
10 and one might say the core issues of race, perhaps  
11 racism that exists in the Department along with other  
12 issues in terms of equality, etcetera. So thank you.

13 VICE CHAIRPERSON BELL: Thank you. Any other  
14 comments? Okay. Standing Committee reports at this  
15 time.

16 COMMISSIONER SHELBY: Through the chair.

17 VICE-CHAIRPERSON BELL: Yes, sir.

18 COMMISSIONER SHELBY: Just a short report  
19 from the Complaint Review Board. For the month of  
20 February the Board reviewed 65 complaints with a total  
21 of 104 allegations. Of those allegations 22 were  
22 exonerated, 47 were abstained -- correction 47 was not  
23 abstained. 12 were abstained and 23 were unfounded.

24 VICE CHAIRPERSON BELL: Any discussion on  
25 Commissioner Shelby reporting out on the committee? If

1 not, we would receive the report in the spirit that it  
2 was given.

3 COMMISSIONER SHELBY: Myself and chair we  
4 attended the Community One meeting at the U.S. Attorney  
5 General's office Barbara McQuade with collaboration  
6 between federal agency, Detroit Police various  
7 agencies, and the whole focus of the meeting is how we  
8 can come together and reduce violence in the City of  
9 Detroit. It was like a brainstorming. I look forward  
10 to attending the next one and we just kind of come  
11 together with some ideas about how we're going to  
12 address the violence in the City of Detroit. That was  
13 attended on February 29.

14 VICE-CHAIRPERSON BELL: Thank you for the  
15 report. Any questions? Yes.

16 COMMISSIONER MOORE: Through he Chair, going  
17 back to the Citizens Complaint Committee. I haven't  
18 been on that committee yet, but just a question. When  
19 a commissioner signs off on a complaint, is that saying  
20 that they read it or that they agree with it? When  
21 they sign off, what does that mean?

22 COMMISSIONER SHELBY: That means we have read  
23 it and concur with the findings.

24 COMMISSIONER MOORE: Okay. Thank you.

25 VICE-CHAIRPERSON BELL: Any other questions?

1 Okay. Thank you. Let me pause one second here as we  
2 -- thank you Commissioner Shelby. We have a teletype  
3 on Battle of the Badges.

4 A.C. STAIR: Yes, sir. Would you like some  
5 information?

6 VICE-CHAIRPERSON BELL: I just wanted to lift  
7 it up.

8 A.C. STAIR: Lieutenant Miles, would you come  
9 up please?

10 LIEUTENANT MILES: Good afternoon, Board.  
11 You're referring to the March 5th, correct?

12 VICE-CHAIRPERSON BELL: Yes. I just looked  
13 at it briefly.

14 LIEUTENANT MILES: Sure. This event, through  
15 the Chair. This event is actually put on by First  
16 Responders. We are participating in the event.  
17 There's going to be a game at Callahan Hall at 9:30  
18 a.m. It's going to be Detroit Police against Detroit  
19 Fire Department. And actually on the Detroit Police  
20 team we also have Boarder Patrol, and the Detroit Fire  
21 Department has Wayne County Sheriffs. So we're going  
22 to be competing against them for the title for the All  
23 Star Championship game.

24 Also during that time we invite anybody that  
25 comes to the game to stay to watch the Lady Titans play

1 Milwaukee, they're going to be competing as well. And  
2 our Explorers will be competing against Border Patrol  
3 and U.S. Coast Guard Explorers at half time at the  
4 Titans game for a tug-of-war championship.

5 So that's what's going on that day. It's  
6 going to be a great time. We also have our Special  
7 Response team and our Bomb Squad that's going to be out  
8 because we have two groups of kids that will be  
9 attending this event. Our City Camp kids, Children of  
10 Trauma Intervention Camp and also Coleman A. Young  
11 Foundation, they're sending 25 of their youth over to  
12 view the game as well.

13 VICE-CHAIRPERSON BELL: Outstanding.

14 COMMISSIONER CRAWFORD: Did you say the Fire  
15 Department is teaming up with the Wayne County  
16 Sheriffs?

17 LIEUTENANT MILES: The Fire Department is  
18 teaming up their team red, and team blue is Detroit  
19 Police and the Border Patrol. But were not worried  
20 about them.

21 COMMISSIONER CRAWFORD: Wayne County Sheriffs  
22 Department.

23 LIEUTENANT MILES: We just have a couple.  
24 And then we have a couple Coast Guards competing as  
25 well, but there are not as many as the other two teams,

1 so each team will have a couple. It's just all, it's  
2 really all in fun. We just wanted to be able to show  
3 that we have camaraderie between the agencies and we  
4 work together as a group. We have a lot of different  
5 collaborations that we do with the Border Patrol, Wayne  
6 County Sheriff, U.S. Coast Guard so. It's \$3. You can  
7 buy your tickets at the door. The community can buy  
8 the tickets at the door for \$3. \$5 online. Any law  
9 enforcement officer, because it is considered law  
10 enforcement appreciation, just show your badge. They  
11 will be allowed to come in for free.

12 COMMISSIONER CRAWFORD: I have to make a  
13 statement here that often -- as a matter of fact, in  
14 the last few days in the Wayne County Jail stated to a  
15 couple retired Detroit officers that work there of as  
16 myself a couple others who kind of brought into at  
17 through the brown. I told them it's okay to be down  
18 with the brown, but you must always be true to the  
19 blue.

20 LIEUTENANT MILES: I have to agree with you.

21 VICE-CHAIRPERSON BELL: All I can say it's  
22 all about winning. I would not trust Sheriff, the Fire  
23 Department. I know traditionally they have ringers so  
24 you'd better check their --

25 LIEUTENANT MILES: We are. We're going to



1 check, and we actually have to reclaim our title. As  
2 you know, the game over at St. Cecelia so we have  
3 something to prove this time so.

4 VICE-CHAIRPERSON BELL: That's what I want to  
5 hear. All right. Appreciate that. Any other  
6 committee reports? On the new business, just really  
7 any new business for us? Any old business? You have  
8 looking for in reference to procedure in reference to  
9 the policy on -- I wouldn't say policy. Procedure on  
10 election in June. Is that in your package?

11 MS. BERNARD: I handed them all to you, Mr.  
12 Chair. I wasn't sure that you wanted to distribute  
13 them.

14 VICE CHAIRPERSON BELL: In this.

15 MS. BERNARD: No, it's not in your red  
16 packet. It was handed to you, sir. It has a paperclip  
17 on it.

18 VICE-CHAIRPERSON BELL: I'm a little lost  
19 here.

20 MS. BERNARD: I could have kept them.

21 VICE-CHAIRPERSON BELL: I will circulate it  
22 as soon as I find it and hopefully you can review it  
23 and we can weigh in on it as Committee the Whole at the  
24 next meeting or prior to. Any concerns you might have,  
25 we'll make sure it's circulated. So we want to get out

1 front of this issue that we can be all in accord in  
2 terms of what process is going to take places. Okay.

3 COMMISSIONER CRAWFORD: Mr. Chair?

4 VICE-CHAIRPERSON BELL: Yes, sir.

5 COMMISSIONER CRAWFORD: Is there some  
6 amendment to the bylaws pertaining to the election?

7 VICE-CHAIRPERSON BELL: I don't think. It's  
8 just procedure versus not amendment. I don't know, but  
9 we can have the dialog on it.

10 COMMISSIONER CRAWFORD: Okay.

11 VICE CHAIRPERSON BELL: We can elaborate. I  
12 just want to make sure that we circulate it now. We  
13 can address it later on at some point in time.

14 COMMISSIONER CRAWFORD: Okay.

15 VICE CHAIRPERSON BELL: Any other old  
16 business? Announcement? Our next community meeting is  
17 going to be Thursday, March 10th, at 6:30 p.m. at La  
18 Sed Senior Center 7150 W. Vernor in Detroit, and  
19 Commissioner Dewaelsche is coordinating that, and we  
20 talked about that last week. If you have any concerns  
21 as we move forward then you can contact Commissioner.

22 The next community meeting in April is going  
23 to be the 11th precinct. The location is forthcoming.  
24 That be 11th precinct. That will be in April.

25 At this time we're going to move forward with

1 the oral communication with audience. We ask that you  
2 restrict yourself to the two minutes and be respectful  
3 because we are respecting you in terms of dialog and  
4 interaction with the Board. If you want come forward.  
5 Thank you.

6 MS. SMITH: Good afternoon. Bernice Smith.

7 VICE CHAIRPERSON BELL: Afternoon.

8 MS. SMITH: Chief, good to see you. To those  
9 who are not where of the news and the arrangements, I  
10 took it upon myself to bring the information to you  
11 about Gil who his service is going to be at our Six  
12 Mile Chapel. The viewing will be Thursday, 12 to 8.  
13 The second viewing will be Friday, 10 to 8 and we're  
14 going to have service at 11:00 family hour and 12:00  
15 will be the service. I will be also working because I  
16 work with Swanson over the years. The church is St.  
17 Philips Lutheran Church, 2884. That's on East Grand  
18 Boulevard. That's about two blocks from John R going  
19 east. And the viewing, as I stated, will be at the Six  
20 Mile Chapel.

21 Now, I'm glad that you brought up the  
22 information in regards to the racial tension subjective  
23 because I cut it out of the paper. And I can  
24 understand Commissioner Crawford your feelings in  
25 regards to the killing of the young lady because I was

1 involved with that situation also, but not with Ron,  
2 but it was with the 300. But anyway, I saw the name  
3 and I was quite surprised also. And what I did, I  
4 called John because John Bennett and I been friends for  
5 years ever since he was given the former police  
6 problems. As we all know, that was -- what was his  
7 name.

8 COMMISSIONER SHELBY: Oliver.

9 MS. SMITH: Oliver, yes, who was the mayor,  
10 the former mayor's cousin. So I did speak with him in  
11 regards to his status and asked him would he feel free  
12 to come before the Police Commission because I feel as  
13 though that you guys would want to know what's going on  
14 in regards to the committee and so forth. So he stated  
15 that he would be glad to come before you. I don't know  
16 what about weekly, but he stated that he would be glad  
17 to come before you and explain his position with the  
18 Police Department in this occupation field and  
19 position.

20 So I don't know whether -- I gave him your  
21 number, the secretary's number to call and make  
22 appointment. I don't know how he's going to do it or  
23 he'll get the AC, one of the other. But I did invite  
24 him to come and speak before the Commission so you guys  
25 would know what's going on in regard to that committee.

1 All right? Thank you very much.

2 COMMISSIONER MOORE: Through the chair.

3 VICE-CHAIRPERSON BELL: Yes, ma'am. Yes, sir.

4 COMMISSIONER MOORE: Are those full-time  
5 positions or are they just assigned to the committee  
6 just for dialog?

7 A.C. STAIR: Correct. It's not a full-time  
8 position.

9 COMMISSIONER MOORE: Thank you.

10 VICE-CHAIRPERSON BELL: Any others who want to  
11 speak? I would say in reference to speaking to -- I  
12 think we want to reserve that and only speak to the  
13 Chief at this time before we interchange any dialog  
14 with office involved or committee involved. So I think  
15 it's more appropriate. But thank you, Mother Bernice,  
16 but we would wait in the coming forward to the  
17 Commission till we have the opportunity to speak to the  
18 Chief of Police. Yes, ma'am.

19 MS. SEMMA: Julie Semma for the record. 7  
20 D's Towing. I was one of the towing companies that  
21 currently have been doing business with the City of  
22 Detroit for the last 26 years and I know our contract  
23 is coming up and I had some questions in regards to if  
24 you know when our contract will be up as far as renewal  
25 no?

1 COMMISSIONER CRAWFORD: Madam Attorney.

2 MS. SEMMA: I just received a document today  
3 and I just want to present this to you guys. I don't  
4 know if this has anything to do with police towing or  
5 not. It was advertised in the Detroit Legal News. On  
6 February 25th. That's file number 16MF243. If I can  
7 just present this to you guys for the record.

8 COMMISSIONER SHELBY: Yes, ma'am. Thank  
9 you.

10 VICE CHAIRPERSON BELL: Are you asking for our  
11 response at this time?

12 MS. SEMMA: I just wanted to make sure if  
13 this was anything has to do with our current contract  
14 if you guys are aware of anything. It was just brought  
15 to my attention. Were not sure if it's just strictly  
16 municipal parking or is it municipal parking/police  
17 towing the City of Detroit. Myself and other tow  
18 companies were very concerned about this being that  
19 it's dated February 25th and it has a has March date,  
20 which is in correct of having a pre-proposal with a  
21 conference date on it and then due by Monday. So we  
22 just all wanted to -- we had general concerns. We just  
23 wanted to make sure this wasn't affecting all us as far  
24 as a whole, and this is all the towers. We've all  
25 submitted our request in for the city back in December

1 when we were told that all the documents were due. So  
2 we just want to make sure this is not something that  
3 was last minute that was presented that none of us know  
4 anything about because myself and other tow companies  
5 spoke about this today and no one knows anything about  
6 this. So we just wanted clarification on our end as  
7 well as the Police Commissioners that this has nothing  
8 to do with our current proposal that we have with the  
9 City contract.

10 VICE CHAIRPERSON BELL: Okay. We can receive  
11 it. I have no knowledge. We can get back with you in  
12 terms looking into it.

13 MS. SEMMA: Okay. And then we had some other  
14 concerns. We currently have a billing process that we  
15 do with the City of Detroit. A while back ago the  
16 forfeiture unit was not having a facility to be able to  
17 assist all the current tows that were submitted to that  
18 location. We currently pay \$75 City of Detroit  
19 administration fee to the City every month, and what's  
20 happened is several times the forfeiture unit will call  
21 us and say can you please bring back a car that we've  
22 held for three and four months. And now we've already  
23 paid that admin fee. So I just wanted to make sure as  
24 far as billing purposes. I contacted Mr. Meyers and he  
25 said to contact you guys because he wasn't aware of how

1 this was going to go and we need to bill accordingly.  
2 Do we just bill it separately in a separate fee and say  
3 just reimbursement for admin fees that we already  
4 prepaid, or how is that going to work?

5 VICE CHAIRPERSON BELL: Why don't you after  
6 the meeting talk to attorney Linda Bernard and she will  
7 receive information from you because we have no  
8 knowledge of what we you speak of. We will look into  
9 it.

10 MS. SEMMA: Okay.

11 COMMISSIONER CRAWFORD: Through the Chair also  
12 too, ma'am, in reference to the towing issue, we have  
13 oversight on the towing issue as a Commission.  
14 However, when it was set up this current Commission, I  
15 was prior to the Commission, there's not one  
16 Commissioner who was here when this this, I guess came  
17 into.

18 MS. SEMMA: Correct.

19 COMMISSIONER CRAWFORD: Into the Commission  
20 in terms of us having oversight on the towing. So  
21 attorney -- because I do understand there's supposed to  
22 be some things that may come up in the future in terms  
23 of we can act on, but definitely not at this time or  
24 even in terms of devouring any information. The Chair  
25 just so stated it's appropriate, and I know she's going



1 to do the research on the issue as to what we can and  
2 can't do. Also too, as to what is, as we, I think it  
3 was stated at the last meeting or a couple meetings ago  
4 that this issue of the towing was supposed to come  
5 before us.

6 MS. SEMMA: Okay. Thank you.

7 VICE-CHAIRPERSON BELL: Thank you.

8 MS. SEMMA: Have I great day.

9 COMMISSIONER MOORE: Through the Chair, I  
10 think there's some issues as far as some dates are  
11 concerned, some conflicting dates. I'm just letting  
12 you know. I know you haven't raised it. Just me  
13 perusing quickly some conflicts of interest as far as  
14 the dates, I don't want the Board being caught off  
15 guard for something we may be responsible for and some  
16 deadline center, what have you.

17 VICE CHAIRPERSON BELL: Any other oral  
18 communication from the audience. If not, I just want  
19 to acknowledge Dr. Divers and all the others who are in  
20 attendance for come out this afternoon. We thank you  
21 for coming and the department. Anything else?

22 A.C. STAIR: No, sir.

23 VICE-CHAIRPERSON BELL: Any other issues.

24 COMMISSIONER SHELBY: Through the Chair, just  
25 a brief announcement. Mary Douglas is going to meet

1 with members of District 1 Monday at 6:30 at the church  
2 over on Schoolcraft for your information.

3 VICE-CHAIRPERSON BELL: That's good  
4 information. If not I would just ask that can we  
5 before we adjourn, let's have a moment of silence for  
6 the legendary council president, homicide commander,  
7 and it's only been one Gil Hill in so many years. I  
8 just ask that you keep his family in prayer and he gave  
9 so much to the city and one of those office that we  
10 lived up with appreciation last week we didn't know  
11 that he was in his last days, but I talked to some of  
12 the people that he worked closely with. They  
13 appreciated that in terms of that type of acknowledge.  
14 Can we have a moment of silence, please?

15 (Moment of silence).

16 VICE-CHAIRPERSON BELL: Thank you. The Chair  
17 would entertain a motion for adjournment.

18 COMMISSIONER: So moved.

19 COMMISSIONER: Support.

20 VICE-CHAIRPERSON BELL: Properly moved and  
21 supported. Those in favor aye?

22 COMMISSIONERS: Aye.

23 VICE-CHAIRPERSON BELL: Those opposed?

24 Thank you.

25 (The proceeding was concluded at 4:00 p.m.)

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 NOTARY

STATE OF MICHIGAN )  
 ) SS  
COUNTY OF JACKSON )

I, Melinda R. Womack, Certified Shorthand Reporter, a Notary Public in and for the above county and state, do hereby certify that the above examination under oath was taken before me at the time and place hereinbefore set forth; that the witness was by me first duly sworn to testify to the truth, and nothing but the truth, that the foregoing questions asked and answers made by the witness were duly recorded by me stenographically and reduced to computer transcription; that this is a true, full and correct transcript of my stenographic notes so taken; and that I am not related to, nor of counsel to either party nor interested in the event of this cause.

Melinda R. Womack



Melinda R. Womack CSR3611  
Notary Public,  
Jackson County, Michigan

My Commission expires: June 22, 2018

**A**  
**A.C** 3:14, 19 4:3  
 12:1, 3 13:16  
 14:3, 7, 25  
 16:22 17:12  
 21:15, 24 22:10  
 25:3, 5 27:10  
 28:5, 8 30:4, 8  
 37:7 41:22  
**a.m** 30:18  
**able** 14:18 32:2  
 39:16  
**above-entitled**  
 1:9  
**absence** 10:16  
**Absolutely** 22:10  
 27:10 28:8  
**abstained** 28:22  
 28:23, 23  
**AC** 36:23  
**academy** 10:12  
**accepting** 10:9  
**accommodate**  
 13:13  
**accord** 34:1  
**accountability**  
 3:20 23:10  
**acknowledge**  
 12:12 20:5, 13  
 41:19 42:13  
**acknowledgment**  
 20:15  
**act** 10:21 40:23  
**activism** 24:16  
**actual** 18:1  
**adamant** 19:8  
**added** 17:6 19:24  
**adding** 13:1  
**address** 17:21  
 18:25 29:12  
 34:13  
**addressing** 21:7  
**adjourn** 42:5  
**adjournment**  
 42:17  
**admin** 39:23 40:3  
**administration**  
 11:1 39:19  
**administrative**  
 1:21 4:14  
**administrator**

11:21  
**advertised** 38:5  
**advise** 27:21  
**afternoon** 2:4, 5  
 2:7, 12 3:14  
 8:10, 11 14:10  
 19:2 30:10  
 35:6, 7 41:20  
**agencies** 29:7  
 32:3  
**agency** 29:6  
**agenda** 4:21  
 21:18 22:8  
**agility** 9:15, 19  
**ago** 39:15 41:3  
**agree** 29:20  
 32:20  
**Agreed** 20:2  
**Aiyana** 22:19  
 23:4 24:11  
 25:7  
**Alan** 1:22 4:15  
**Alexander** 16:9  
**allegations**  
 28:21, 21  
**alleged** 17:17  
 18:6  
**allowed** 32:11  
**alter** 22:8  
**amendment** 34:6, 8  
**Americans** 10:21  
**angle** 18:23  
**angry** 24:9, 10  
**Ann** 16:11  
**announcement**  
 34:16 41:25  
**annual** 7:11 14:8  
 14:12, 15, 18  
 15:15, 18 16:2  
**answer** 15:17  
 19:4  
**answers** 43:12  
**Anthony** 4:11  
**anxiety** 13:12  
**anybody** 30:24  
**anyway** 36:2  
**apparently** 16:23  
**APPEARANCES** 1:13  
**applicants** 8:22  
**application**  
 10:10  
**applications**

10:9  
**applied** 8:22  
**appoint** 24:22  
**Appointed** 1:15  
 1:16, 17  
**appointment**  
 36:22  
**appreciate** 16:4  
 20:19 21:2, 4  
 26:13 33:5  
**appreciated**  
 42:13  
**appreciation**  
 32:10 42:10  
**appropriate**  
 37:15 40:25  
**appropriately**  
 11:11  
**approval** 5:5  
 14:21, 21 15:12  
 15:13  
**April** 10:8, 10  
 34:22, 24  
**areas** 27:8  
**arrangements**  
 35:9  
**asked** 23:23  
 36:11 43:12  
**asking** 23:9  
 38:10  
**assessment** 11:17  
**assessors** 13:19  
**assigned** 4:3  
 37:5  
**assist** 39:17  
**assistant** 1:21  
 3:12 4:14 10:4  
 14:1, 19 16:7  
 16:17 21:7, 13  
 25:21 27:24  
 28:2  
**assistants** 8:16  
 9:24  
**associated** 25:10  
 25:13  
**assume** 20:20  
**assumed** 9:10  
**AT&T** 7:20  
**attend** 7:14, 19  
 13:2  
**attendance** 7:5, 8  
 41:20

**attended** 29:4, 13  
**attending** 29:10  
 31:9  
**attention** 19:15  
 38:15  
**attorney** 1:20  
 2:16 29:4 38:1  
 40:6, 21  
**attrition** 10:14  
**audience** 2:5  
 35:1 41:18  
**audit** 11:12, 13  
**audits** 11:16  
**aware** 7:22 38:14  
 39:25  
**aye** 5:1, 2, 11, 12  
 42:21, 22

**B**  
**back** 15:13 22:25  
 23:21 29:17  
 38:25 39:11, 15  
 39:21  
**background** 27:2  
**badge** 32:10  
**Badges** 30:3  
**Barbara** 29:5  
**based** 8:17 17:2  
 27:16  
**Battle** 30:3  
**BBC** 6:14  
**beginning** 9:14  
**behalf** 3:14 5:15  
 12:9 13:8  
 14:11  
**believe** 4:6 19:9  
**Bell** 1:15 2:4, 6  
 2:9, 15, 19, 20  
 3:11, 18 4:7, 19  
 4:25 5:3, 9, 13  
 5:21 7:3 8:6  
 8:11 11:25  
 12:2, 16 13:1  
 13:22 14:1, 5, 9  
 14:23 15:1, 5, 8  
 15:19 20:3, 12  
 20:19 21:3, 6  
 21:16, 25 22:11  
 25:4, 21 27:24  
 28:13, 17, 24  
 29:14, 25 30:6  
 30:12 31:13

32:21 33:4,14  
 33:18,21 34:4  
 34:7,11,15  
 35:7 37:3,10  
 38:10 39:10  
 40:5 41:7,17  
 41:23 42:3,16  
 42:20,23  
**benefit** 25:15  
**Bennett** 36:4  
**Bernard** 1:20  
 2:16,18,21,25  
 3:2,5,7,9 4:8  
 4:10 5:20 6:5  
 6:14,17 7:6  
 33:11,15,20  
 40:6  
**Bernice** 35:6  
 37:15  
**better** 32:24  
**big** 13:14  
**biggest** 15:4  
**bill** 40:1,2  
**billing** 39:14,24  
**Bishop** 3:9  
**bit** 26:12 27:3  
 27:20  
**black** 20:6,10  
 23:3,3,3,16  
 25:1,9  
**blissing** 13:7  
**Bliss** 16:9 26:19  
**block** 17:25,25  
 18:25 20:1  
 21:21 24:7  
**blocks** 35:18  
**blue** 31:18 32:19  
**blur** 19:10  
**board** 1:2,20  
 2:16 6:11,14  
 7:2 8:10 13:9  
 14:14 19:2  
 20:15 22:5,9  
 26:22 28:19,20  
 30:10 35:4  
 41:14  
**Boarder** 30:20  
**Bomb** 31:7  
**Border** 31:2,19  
 32:5  
**Boulevard** 35:18  
**brainstorming**

29:9  
**Brian** 3:24  
**brief** 5:15 41:25  
**briefly** 25:22  
 26:10 30:13  
**bring** 27:17  
 35:10 39:21  
**Brooks** 2:21 7:4  
**brought** 27:6  
 32:16 35:21  
 38:14  
**brown** 1:21 4:13  
 32:17,18  
**bucks** 13:14  
**budget** 5:24 6:4  
 6:11,13,21 7:4  
 8:2,17 15:16  
**Building** 2:8  
**Burton** 2:22  
**business** 33:6,7  
 33:7 34:16  
 37:21  
**buy** 32:7,7  
**bylaws** 34:6

---

**C**

---

**call** 2:17 4:8  
 17:8 22:14  
 26:6,16 36:21  
 39:20  
**Callahan** 30:17  
**called** 36:4  
**calling** 18:14  
**camaraderie** 32:3  
**cameras** 18:23  
**Camp** 31:9,10  
**candid** 19:5  
**captain** 4:4 16:8  
 26:19  
**car** 5:22 39:21  
**career** 9:8  
**caring** 18:18  
**Carrie** 16:10  
**carries** 5:4,14  
**Carter** 2:9,21  
**case** 18:2 23:6  
 25:6  
**cases** 16:20 17:8  
**catastrophe**  
 25:10  
**categories** 10:15  
 10:17,18

**caught** 41:14  
**cause** 43:17  
**Cecelia** 33:2  
**Celia** 12:12 16:8  
**center** 11:17  
 12:23 34:18  
 41:16  
**certain** 26:7  
**certainly** 18:13  
 25:9,12 27:15  
 27:21  
**CERTIFICATE** 43:1  
**certified** 9:13  
 43:6  
**certify** 43:8  
**chain** 14:21  
 15:13  
**chair** 2:8,9 5:14  
 5:17 6:5,17  
 7:4,7,8 12:1  
 12:17 13:16  
 14:20 16:14,23  
 21:9 25:3 26:1  
 26:11 28:1,16  
 29:3,16 30:15  
 33:12 34:3  
 37:2 40:11,24  
 41:9,24 42:16  
**chair's** 15:9  
**chairing** 25:25  
**Chairman** 2:18  
 3:10 4:10,18  
 7:1  
**Chairperson** 1:15  
 2:4,6,15,20  
 3:11,18 4:7,19  
 4:25 5:3,9,13  
 5:21 7:3 8:6  
 8:11 11:25  
 12:2,16 13:1  
 13:22 14:1,5,9  
 14:23 15:1,5,8  
 15:19 20:3,12  
 20:19 21:3,6  
 21:16,25 22:11  
 25:4,21 27:24  
 28:13,24 33:14  
 34:11,15 35:7  
 38:10 39:10  
 40:5 41:17  
**chairs** 27:11  
**challenge** 13:13

**Chambers** 4:5  
**championship**  
 30:23 31:4  
**chance** 15:22  
**change** 14:16  
**Channel** 17:20,20  
**Chapel** 35:12,20  
**charge** 4:5 23:7  
**chart** 9:17  
**check** 32:24 33:1  
**chief** 1:20 2:11  
 3:12,15,23 4:3  
 4:13 9:9 12:9  
 14:1,19 16:7,8  
 16:17 21:7,13  
 22:3,3 25:21  
 25:22 27:22,25  
 28:2 35:8  
 37:13,18  
**Children** 31:9  
**choose** 24:23  
**Chris** 27:1  
**church** 35:16,17  
 42:1  
**circulate** 33:21  
 34:12  
**circulated** 33:25  
**circumstances**  
 13:14  
**citizen** 19:25  
 24:23,24  
**citizen's** 18:18  
**citizens** 17:22  
 18:10,15 19:22  
 19:23 23:8  
 29:17  
**city** 1:1 6:8 7:2  
 17:22 18:12,16  
 19:24 24:23,25  
 24:25 25:1  
 29:8,12 31:9  
 37:21 38:17,25  
 39:9,15,18,19  
 42:9  
**City's** 11:4  
**civil** 25:6  
**civilian** 8:17,18  
 10:18  
**civilians** 9:23  
 9:24 10:3  
**clarification**  
 39:6

**class** 9:25 10:1  
12:19 21:22  
**closely** 42:12  
**Coast** 31:3,24  
32:6  
**Cobo** 12:22,23  
13:4,6,7  
**cochairs** 27:11  
**Coleman** 31:10  
**collaboration**  
29:5  
**collaborations**  
32:5  
**college** 9:7  
**color** 5:18  
**colors** 5:22  
**Comcast** 7:20  
**come** 14:7 17:5  
20:9,17 21:14  
21:23 23:25  
24:1,3 29:8,10  
30:8 32:11  
35:4 36:12,15  
36:17,24 40:22  
41:4,20  
**comes** 30:25  
**coming** 6:1,7  
37:16,23 41:21  
**commander** 3:19  
42:6  
**commands** 11:2,13  
**Commencing** 1:10  
**commend** 13:8  
15:25 20:16  
26:18  
**comments** 26:14  
28:14  
**Commission** 6:12  
36:12,24 37:17  
40:13,14,15,19  
43:24  
**commissioner**  
2:24 3:1,4,6,8  
4:23,24 5:7,8  
7:1 8:4 12:17  
12:21,23,25  
15:3,7,21,23  
15:25 16:6,13  
16:14 17:9,13  
19:17,20 22:11  
22:13 24:24  
25:8 26:13

28:1,6,9,16,18  
28:25 29:3,16  
29:19,22,24  
30:2 31:14,21  
32:12 34:3,5  
34:10,14,19,21  
35:24 36:8  
37:2,4,9 38:1  
38:8 40:11,16  
40:19 41:9,24  
42:18,19  
**commissioners**  
1:2 4:20 5:2  
5:12 11:25  
14:14 15:19  
20:7,20 22:9  
39:7 42:22  
**committee** 7:4  
14:12,20 22:15  
22:17 24:23  
28:14,25 29:17  
29:18 33:6,23  
36:14,25 37:5  
37:14  
**communication**  
11:15 27:19  
35:1 41:18  
**community** 9:8  
23:8,17 29:4  
32:7 34:16,22  
**companies** 37:20  
38:18 39:4  
**competing** 30:22  
31:1,2,24  
**complaint** 28:19  
29:17,19  
**complaints** 28:20  
**complete** 3:17  
13:11  
**completes** 4:17  
**compliance** 25:18  
**computer** 43:14  
**concern** 6:10  
7:23 16:15,16  
18:18 19:1,16  
21:8 22:14,18  
**concerned** 13:5  
19:21,23 26:1  
38:18 41:11  
**concerns** 6:4,21  
7:14 13:23  
15:18 21:7

24:25 26:10,17  
33:24 34:20  
38:22 39:14  
**concluded** 42:25  
**concludes** 10:8  
11:23  
**concur** 29:23  
**condolences**  
24:14  
**conduct** 2:16 4:8  
9:19  
**conducted** 9:21  
10:25 11:19  
**conference** 38:21  
**conflicting**  
41:11  
**conflicts** 41:13  
**congratulate**  
12:3  
**Conrad** 3:2  
**considered** 32:9  
**considering**  
19:12  
**contact** 6:22  
34:21 39:25  
**contacted** 23:22  
39:24  
**continue** 9:3,19  
11:16 19:6,17  
19:18 20:25  
**continues** 10:20  
**contract** 37:22  
37:24 38:13  
39:9  
**controls** 4:5  
**convened** 21:22  
**conversations**  
19:5,7,18  
**Converse** 7:20  
**coordinating**  
34:19  
**cords** 12:6  
**core** 25:16 28:3  
28:10  
**corner** 18:24  
**correct** 8:7  
30:11 37:7  
38:20 40:18  
43:15  
**correction** 28:22  
**council** 6:8 7:2  
7:9 42:6

**counsel** 6:2  
43:16  
**country** 13:19  
**county** 30:21  
31:15,21 32:6  
32:14 43:5,7  
43:23  
**couple** 31:23,24  
32:1,15,16  
41:3  
**courageous** 19:5  
**course** 14:20  
**Court** 4:16  
**cousin** 36:10  
**cover** 17:16  
**Craig** 3:15  
**Crawford** 1:15  
2:23,24 8:4  
12:17,21,23,25  
15:23 16:14  
17:9,13 19:20  
22:12,13 28:1  
28:6,9 31:14  
31:21 32:12  
34:3,5,10,14  
35:24 38:1  
40:11,19  
**Crawford's** 26:13  
**crime** 18:4,20  
**CSR3611** 1:11  
43:21  
**current** 8:14  
38:13 39:8,17  
40:14  
**currently** 3:15  
8:15,22 10:7,8  
10:11 37:21  
39:14,18  
**cut** 35:23

---

**D**


---

**D's** 37:20  
**database** 11:5,8  
**date** 9:6 38:19  
38:21  
**dated** 38:19  
**dates** 41:10,11  
41:14  
**Davis-Drake** 1:20  
2:12 4:12  
**day** 31:5 41:8  
**days** 11:22 27:20

32:14 42:11  
**deadline** 10:10  
 41:16  
**deal** 25:17 27:5  
 28:6  
**dealt** 25:13 26:2  
**death** 24:10  
**debate** 27:1  
**December** 38:25  
**declining** 10:22  
**decrement** 11:9  
**definitely** 40:23  
**department** 6:3  
 13:18 17:15  
 19:13 22:16  
 23:11 24:9,22  
 25:15,16,18,19  
 26:7 28:4,7,11  
 30:19,21 31:15  
 31:17,22 32:23  
 36:18 41:21  
**Deputy** 16:8  
 25:22  
**Derrick** 1:16 3:5  
**Deshawn** 3:20  
**determine** 15:16  
**Detroit** 1:1,10  
 2:1 10:3,4  
 13:20 16:17  
 17:14 19:22,24  
 24:2,9,21 28:4  
 28:7 29:6,9,12  
 30:18,18,19,20  
 31:18 32:15  
 34:18 37:22  
 38:5,17 39:15  
 39:18  
**Detroit's** 23:16  
**developed** 11:6  
**devouring** 40:24  
**Dewaelsche** 1:17  
 2:25 3:1 34:19  
**dialog** 7:7 22:2  
 22:4 25:24  
 26:9 27:4,9,16  
 27:23 34:9  
 35:3 37:6,13  
**different** 6:16  
 8:1 18:4 32:4  
**direct** 17:20  
 18:1 23:5  
**directly** 6:7

21:20  
**director** 1:21  
 8:9 12:4  
**director's** 12:15  
**Disabilities**  
 10:21  
**discipline** 23:11  
**discussion** 5:1  
 5:10 21:9  
 22:25 26:23  
 28:24  
**discussions**  
 27:21  
**dismissed** 23:6  
**disqualified** 9:5  
 9:5  
**distribute** 15:17  
 33:12  
**District** 1:16,17  
 42:1  
**disturbance**  
 24:20  
**Divers** 41:19  
**document** 38:2  
**documents** 39:1  
**doing** 13:24  
 37:21  
**domestic** 16:17  
 16:21,23  
**door** 32:7,8  
**double** 8:24  
**Douglas** 41:25  
**DPD** 6:12 9:12  
 23:1,13  
**DPD's** 11:4  
**Dr** 41:19  
**draw** 19:15  
**dressed** 24:4  
**due** 38:21 39:1  
**duly** 43:10,13  
**duty** 10:17,19,22  
**dwelling** 18:5,8

---

**E**

---

**E** 1:15 2:19,22  
**earful** 19:12  
**earlier** 28:3  
**early** 21:22  
**east** 11:14 35:17  
 35:19  
**Edgar** 3:9  
**effective** 9:9

**effort** 20:25  
**efforts** 8:25  
**either** 43:16  
**elaborate** 5:16  
 6:25 34:11  
**Elaine** 3:23,25  
**election** 33:10  
 34:6  
**electronically**  
 11:7  
**elevators** 12:5  
**Eliane's** 3:25  
**Elizabeth** 2:21  
**embraced** 24:12  
**emotion** 24:5  
**emotional** 24:9  
**emphasize** 19:21  
**employees** 10:15  
**enforcement** 32:9  
 32:10  
**ensure** 11:3  
**entertain** 6:20  
 11:23 42:17  
**equality** 22:15  
 28:12  
**equipped** 27:5,6  
**estate** 25:7  
**etcetera** 21:10  
 21:10 28:12  
**Eva** 1:17 2:25  
**event** 30:14,15  
 30:16 31:9  
 43:17  
**events** 9:8,11  
 19:6  
**everybody** 17:4  
**exacerbate** 23:16  
**examination** 9:17  
 9:20 11:18  
 43:8  
**examinations**  
 9:18  
**excused** 2:22,22  
 3:9 4:11  
**executive** 14:21  
 15:13  
**exists** 28:11  
**exonerated** 28:22  
**expected** 11:20  
**expertise** 27:3,7  
**expires** 43:24  
**explain** 36:17

**Explorers** 31:2,3  
**express** 26:10  
**expressing** 26:11  
**extension** 12:6  
**extremely** 2:6  
 13:10

---

**F**

---

**facility** 39:16  
**fact** 13:17 23:21  
 27:11 32:13  
**failed** 9:3  
**fairs** 9:8  
**family** 24:13  
 35:14 42:8  
**far** 13:4 14:17  
 37:24 38:23  
 39:24 41:10,13  
**favor** 5:1,11  
 42:21  
**fear** 18:10  
**fearing** 19:15  
**February** 5:6  
 8:14,21 9:15  
 9:16,23 11:19  
 28:20 29:13  
 38:6,19  
**federal** 29:6  
**fee** 39:19,23  
 40:2  
**feedback** 13:18  
 14:15,22  
**feel** 36:11,12  
**feelings** 35:24  
**fees** 40:3  
**field** 36:18  
**fight** 19:17  
**file** 38:6  
**filled** 8:17  
**final** 15:12  
**find** 33:22  
**findings** 29:23  
**Fire** 30:19,20  
 31:14,17 32:22  
**first** 3:12 5:23  
 22:21 24:24  
 25:5 30:15  
 43:10  
**five** 6:15  
**floor** 14:2  
**flow** 9:1  
**FMLA** 10:25 11:8

**focus** 29:7  
**folder** 5:18,20  
     5:21  
**folks** 27:4  
**footage** 17:19  
     18:3,9,19  
**foregoing** 43:12  
**forfeiture** 39:16  
     39:20  
**format** 7:13  
**formed** 22:16  
**former** 36:5,10  
**formulas** 11:8  
**forth** 23:21  
     36:14 43:10  
**forthcoming** 7:12  
     34:23  
**forum** 26:13  
**forward** 6:20  
     14:17 15:10,20  
     21:1 22:7  
     26:15 29:9  
     34:21,25 35:4  
     37:16  
**foster** 27:18  
**found** 17:2  
**Foundation** 31:11  
**four** 6:15 11:13  
     39:22  
**Fox** 19:9  
**Franklin** 16:9  
**free** 32:11 36:11  
**Friday** 35:13  
**friends** 36:4  
**front** 8:13 15:7  
     15:24 34:1  
**full** 43:14  
**full-time** 37:4,7  
**fully** 28:2  
**fun** 32:2  
**further** 25:23  
**future** 9:11  
     40:22

---

**G**

---

**Gail** 1:21 4:11  
     8:9  
**game** 30:17,23,25  
     31:4,12 33:2  
**GARZA** 1:17  
**general** 26:23  
     38:22

**General's** 29:5  
**George** 4:10  
**getting** 8:25  
     15:15  
**Gil** 35:11 42:7  
**give** 5:15 7:8  
     11:15 14:8  
     18:24 20:13,15  
     25:14  
**given** 2:14 19:24  
     29:2 36:5  
**gives** 5:24  
**glad** 35:21 36:15  
     36:16  
**go** 6:9,20 13:12  
     14:20 15:14  
     18:23 26:15  
     40:1  
**going** 2:11,15  
     5:15,22 6:24  
     7:25 8:8 9:12  
     11:12,13 13:3  
     13:11 14:17  
     15:12,17 16:19  
     23:2,13,16  
     24:7 25:24  
     27:12 29:11,16  
     30:17,18,21  
     31:1,5,6,7  
     32:25 34:2,17  
     34:22,25 35:11  
     35:14,18 36:13  
     36:22,25 40:1  
     40:4,25 41:25  
**good** 2:4,5 3:14  
     8:10,11 11:3  
     14:10 19:2  
     27:18 30:10  
     35:6,8 42:3  
**gracefully** 12:8  
**graduate** 10:12  
**graduating** 12:19  
**graduation** 13:5  
**Grammys** 26:25  
**Grand** 35:17  
**great** 13:17  
     20:21,21 31:6  
     41:8  
**Greg** 16:11  
**group** 11:20 32:4  
**groups** 24:7,8  
     31:8

**guard** 31:3 32:6  
     41:15  
**Guards** 31:24  
**guess** 14:2 16:19  
     17:17 22:22  
     40:16  
**guys** 14:13,22  
     36:13,24 38:3  
     38:7,14 39:25

---

**H**

---

**half** 31:3  
**Hall** 12:22 13:4  
     13:6,7 30:17  
**handed** 33:11,16  
**handle** 17:8  
**handled** 12:7  
**Hanson** 4:16  
**happened** 25:11  
     25:17 39:20  
**happening** 18:2  
     26:25  
**happy** 14:22  
**hard** 20:24 26:3  
**Harris** 3:24  
**Hayes** 16:9  
**he'll** 36:23  
**hear** 8:8 21:20  
     33:5  
**heard** 27:13  
**heated** 27:20  
**heavy** 16:2  
**held** 1:9 39:22  
**help** 27:18  
**helped** 24:19  
**helping** 20:23  
**Herbert** 17:19  
**hereinbefore**  
     43:9  
**high** 25:24 26:3  
     26:6  
**Hill** 6:18 42:7  
**hired** 9:6,23  
     10:2  
**hires** 9:22  
**history** 18:15  
     20:6,10 22:18  
**hit** 22:1  
**Hollywood** 22:23  
     23:1  
**home** 17:18,18  
     18:1 19:9

**homes** 18:16  
**homicide** 18:7  
     42:6  
**honor** 22:6  
**hope** 7:10 25:23  
     26:8,15 27:8  
**hopeful** 7:4  
**hopefully** 2:9  
     6:20 15:14  
     20:6 33:22  
**hour** 21:21 35:14  
**hours** 16:18,20  
     17:4 23:21  
**house** 17:21,23  
     18:6,6 22:21  
     24:13  
**HR** 1:21 8:8  
**humor** 13:15  
**hundred** 18:25  
**hung** 23:7

---

**I**

---

**idea** 20:8  
**ideas** 29:11  
**imagine** 27:19  
**immediate** 4:14  
**impact** 24:16  
**important** 13:10  
     23:8  
**impressed** 13:20  
**improve** 23:13,14  
**inappropriate**  
     18:17  
**includes** 8:16  
**incredible** 12:4  
**indicate** 7:11  
     13:17 25:6  
**indicated** 25:9  
**individual** 19:25  
     24:8  
**individuals**  
     17:18 24:8  
     25:24 27:7  
**info** 3:21  
**inform** 8:1  
**information** 11:1  
     30:5 35:10,22  
     40:7,24 42:2,4  
**informative**  
     12:18  
**initial** 27:16  
**initiative** 20:9



20:9  
**instrumental**  
 20:23  
**intent** 27:17  
**interaction** 35:4  
**interactive**  
 10:20  
**interchange**  
 37:13  
**interest** 9:3  
 41:13  
**interested** 43:17  
**internal** 4:5  
**internship** 10:6  
 10:9  
**Intervention**  
 31:10  
**interview** 13:12  
**introduce** 3:12  
 3:17  
**introduced** 24:13  
**introductions**  
 4:17  
**invasion** 17:18  
**investigator**  
 1:20 2:11 4:13  
 22:3,3  
**investigatory**  
 16:25  
**invitation** 13:2  
**invite** 30:24  
 36:23  
**invited** 7:14  
 23:20  
**Invocation** 2:14  
**involved** 17:17  
 36:1 37:14,14  
**issue** 8:2,3  
 23:17 24:21  
 26:14,18 27:1  
 34:1 40:12,13  
 41:1,4  
**issues** 12:5,6  
 25:10,13 26:2  
 26:7,21,23  
 28:7,10,12  
 41:10,23  
**item** 4:20 5:5,23  
 6:5,7,13

---

**J**

---

**Jackson** 43:5,23

**Jail** 32:14  
**job** 12:4 13:24  
**John** 6:18 19:25  
 35:18 36:4,4  
**Jones** 22:19  
 24:11 25:7  
**Jones's** 23:4  
**Joseph** 22:17  
**jotting** 20:14  
**Jr** 3:2  
**Julie** 37:19  
**June** 33:10 43:24  
**jury** 23:7  
**justice** 26:5

---

**K**

---

**keep** 11:9 42:8  
**kept** 33:20  
**kids** 31:8,9  
**killed** 22:19  
**killing** 35:25  
**kind** 12:7 14:12  
 18:10,11 29:10  
 32:16  
**Kirkwood** 20:23  
**knew** 24:16  
**know** 3:25 6:1,22  
 12:10 13:10,19  
 14:16 16:1  
 17:5 18:10,15  
 22:1,18 23:2  
 24:5,11 26:2,5  
 26:7,16,25  
 27:1,6,14  
 32:23 33:2  
 34:8 36:6,13  
 36:15,20,22,25  
 37:22,24 38:4  
 39:3 40:25  
 41:12,12 42:10  
**knowledge** 39:11  
 40:8  
**knows** 39:5

---

**L**

---

**La** 34:17  
**lack** 9:3 18:17  
**lady** 30:25 35:25  
**Lashinda** 3:13  
**lastly** 11:17  
**late** 2:10 5:14  
**launched** 9:12,14

**law** 11:4 32:8,9  
**layout** 14:14  
**lead** 7:7  
**leave** 10:16 20:4  
**left** 4:12  
**Legal** 38:5  
**legendary** 42:6  
**let's** 42:5  
**letting** 41:11  
**liaison** 3:24 4:4  
**lieutenant** 3:22  
 3:23 11:18  
 27:14 30:8,10  
 30:14 31:17,23  
 32:20,25  
**lieutenants**  
 26:20  
**life** 23:4  
**lift** 2:12 30:6  
**lighting** 12:6  
**Lillibridge**  
 22:21 23:18,24  
 24:5  
**Linda** 1:20 2:16  
 5:19 6:14 7:6  
 40:6  
**Lisa** 2:9,21  
**list** 9:7  
**listed** 9:8,17  
 10:15  
**listing** 9:7  
**little** 2:10 5:14  
 7:12,25 13:15  
 26:12 27:3,20  
 33:18  
**live** 18:16 25:1  
**lived** 19:14  
 42:10  
**lives** 20:1 23:3  
 23:3,4 25:1,9  
**location** 19:14  
 34:23 39:18  
**look** 6:8 21:21  
 22:7 26:24,24  
 27:2 29:9 40:8  
**looked** 21:12  
 30:12  
**looking** 15:8,10  
 15:14,20 21:11  
 33:8 39:12  
**lose** 19:8  
**lost** 10:14 33:18

**lot** 12:11 13:17  
 18:10 32:4  
**Lucretia** 12:14  
**Lutheran** 35:17

---

**M**

---

**ma'am** 3:18 12:2  
 12:16,21 25:4  
 28:2 37:3,18  
 38:8 40:12  
**Madam** 38:1  
**maintain** 11:7  
**making** 7:22  
 14:23  
**male** 25:12  
**Mallett** 3:2  
**March** 1:11 2:2  
 4:21 6:2 9:18  
 10:1,1 30:11  
 34:17 38:19  
**Marie** 16:11  
**Mark** 16:8  
**Markison** 3:22  
**Mary** 41:25  
**matter** 1:9 23:3  
 23:3,4,4,21  
 25:1,9 32:13  
**Matthews** 16:12  
**mayor** 36:9  
**mayor's** 36:10  
**MCOLES** 8:23 9:12  
**McQuade** 29:5  
**mean** 29:21  
**meaningful** 22:4  
**means** 29:22  
**media** 17:11,12  
 17:15,19 18:9  
 19:3,6,19  
**meet** 6:16,18  
 26:11 41:25  
**meeting** 1:5 2:7  
 3:15,16 6:19  
 7:21 16:18  
 26:19 29:4,7  
 33:24 34:16,22  
 40:6 41:3  
**meetings** 27:13  
 41:3  
**Melinda** 1:11  
 43:6,21  
**member** 19:13  
 22:20

**members** 7:5  
 16:24 19:12  
 25:16 42:1  
**met** 20:8 26:21  
**Meyers** 39:24  
**Michael** 16:10  
 19:3  
**Michigan** 1:10  
 2:1 43:3,23  
**micromanage**  
 26:16  
**middle** 17:24  
 18:22  
**midnight** 16:19  
 16:24 17:3  
**Mike** 4:4  
**Mile** 35:12,20  
**Miles** 3:23 30:8  
 30:10,14 31:17  
 31:23 32:20,25  
**Milwaukee** 31:1  
**mind** 13:1  
**Mindy** 4:16  
**minute** 39:3  
**minutes** 5:6  
 21:22 35:2  
**misdemeanor** 23:7  
**missed** 12:13  
**moment** 16:16  
 42:5,14,15  
**Monday** 6:1 8:5  
 38:21 42:1  
**monitor** 7:16  
**month** 8:25 9:9  
 9:14,22 15:15  
 20:10 21:14  
 28:19 39:19  
**monthly** 10:24  
**months** 39:22  
**Moore** 1:17 3:3,4  
 4:24 7:1 15:3  
 15:7,21,25  
 16:6,13 29:16  
 29:24 37:2,4,9  
 41:9  
**morning** 12:25  
 23:19,25 24:18  
 25:11  
**Mother** 37:15  
**motion** 5:4,14  
 7:24 42:17  
**move** 21:1 34:21

34:25  
**moved** 4:23,25  
 5:7,9 42:18,20  
**municipal** 38:16  
 38:16

**N**

**name** 4:1 36:2,7  
**named** 26:1  
**names** 20:14  
**nature** 16:21  
**nearest** 18:24  
**necessarily** 17:7  
 25:17  
**need** 21:16,19,20  
 23:25 24:2  
 26:11 27:2  
 40:1  
**neighborhood**  
 3:22,24 4:4  
 14:11  
**never** 24:16  
**new** 9:22,25 13:7  
 33:6,7  
**news** 35:9 38:5  
**nice** 15:1,2,9  
 20:17 21:4  
**Nicole** 20:23  
**night** 7:17,21  
 26:20  
**nonresidents**  
 10:5  
**notably** 17:20  
**Notary** 43:1,7,22  
**notes** 43:15  
**noticed** 18:3  
**notification**  
 13:3  
**number** 4:20 5:5  
 8:24 9:2 10:21  
 10:23 15:16  
 24:15 36:21,21  
 38:6  
**numbers** 8:15  
 10:17 19:10

**O**

**oath** 43:8  
**obtain** 22:8  
**occasions** 6:16  
 8:1  
**occupation** 36:18

**occupied** 18:8  
**occurred** 18:7,11  
 22:25 23:1,2  
 24:10,20  
**OCI** 22:6  
**offered** 24:14  
**office** 22:4 29:5  
 37:14 42:9  
**officer** 3:25 4:2  
 12:14 16:11,11  
 20:22,23 22:17  
 22:20 23:5,12  
 24:2 25:12,12  
 27:14 32:9  
**officer's** 20:13  
**officers** 10:22  
 12:5 13:10,18  
 13:21 21:12  
 22:5 32:15  
**Oh** 15:1,5  
**okay** 14:5,9 17:9  
 28:14 29:24  
 30:1 32:17  
 34:2,10,14  
 39:10,13 40:10  
 41:6  
**old** 33:7 34:15  
**Oliver** 36:8,9  
**once** 6:11 14:21  
**online** 32:8  
**opinions** 26:12  
**opportunity** 5:25  
 6:15,18 7:18  
 20:7,20 37:17  
**opposed** 5:3,13  
 18:5 42:23  
**oral** 13:11 35:1  
 41:17  
**outside** 25:18  
**outstanding**  
 13:24 31:13  
**overall** 6:10  
**oversight** 21:17  
 40:13,20  
**Oxendine** 1:21  
 4:11 8:9,10,12  
 12:20,22,24  
 13:25

**P**

**p.m** 1:10 2:3 8:5  
 34:17 42:25

**package** 5:17 6:8  
 33:10  
**packages** 6:23  
**packet** 33:16  
**page** 1:7 9:12  
 15:7,24  
**pages** 6:9,15  
**paid** 13:14 39:23  
**pain** 24:11  
**Pamela** 1:20 2:12  
 4:12  
**paper** 35:23  
**paperclip** 33:16  
**parking** 38:16  
**parking/police**  
 38:16  
**part** 17:5 22:17  
 22:21  
**participated**  
 13:21  
**participating**  
 30:16  
**particular** 5:18  
 6:5,19,23  
 17:25 19:8  
 24:18 27:7  
**party** 43:16  
**Patrol** 30:20  
 31:2,19 32:5  
**pause** 30:1  
**pay** 39:18  
**peace** 23:22  
**pending** 25:6  
**people** 6:4 9:1  
 17:7 25:24  
 26:1 27:2,6  
 42:12  
**period** 8:14,21  
 20:16  
**permanently** 9:5  
**perpetrator** 18:6  
**person** 7:7 11:10  
 26:5  
**personal** 20:15  
**personnel** 9:25  
 12:14  
**pertaining** 34:6  
**perusing** 41:13  
**Philips** 35:17  
**phone** 23:21  
**physical** 9:14,19  
**picture** 15:9,23

17:21 18:1  
**picture's** 15:4  
**pictures** 14:13  
 17:23  
**piece** 20:6,10  
 25:7,8  
**place** 13:6 26:21  
 43:9  
**places** 34:2  
**planning** 3:23  
**play** 30:25  
**plays** 22:5  
**please** 2:17 4:9  
 30:9 39:21  
 42:14  
**pleased** 10:13  
**pleasure** 4:22  
**plumbing** 12:5  
**podium** 20:4  
**point** 5:17 22:24  
 24:12 26:6  
 27:16 34:13  
**police** 1:2 6:11  
 8:16 9:24 10:3  
 12:14 13:20  
 14:14 16:11,11  
 17:14 19:22  
 22:16 24:2,9  
 24:21,24 25:19  
 27:14 28:4,7  
 29:6 30:18,19  
 31:19 36:5,12  
 36:18 37:18  
 38:4 39:7  
**police's** 9:10  
**policing** 3:22  
 14:11  
**policy** 11:4,4  
 33:9,9  
**position** 36:17  
 36:19 37:8  
**positions** 8:16  
 37:5  
**positive** 9:1  
**possible** 21:14  
**potential** 24:19  
**prayer** 2:13 42:8  
**pre-proposal**  
 38:20  
**precinct** 7:18,22  
 11:14,14 26:19  
 26:21,22 34:23

34:24  
**prepaid** 40:4  
**presence** 7:15  
**present** 1:19  
 2:20,24 3:1,4  
 3:6,8 4:11  
 7:10,25 38:3,7  
**presentation**  
 21:15  
**presented** 39:3  
**president** 42:6  
**pretty** 15:12  
**printer** 15:14  
**prior** 26:22  
 33:24 40:15  
**private** 27:23  
**privately** 26:12  
**probably** 3:16  
 7:24 11:15  
 15:15 27:20  
**problem** 18:13  
**problems** 36:6  
**procedure** 33:8,9  
 34:8  
**proceeding** 7:19  
 42:25  
**Proceedings** 1:9  
**process** 8:24 9:1  
 9:4 10:20  
 21:20 26:4  
 34:2 39:14  
**processes** 13:9  
**professional**  
 3:20  
**professionals**  
 27:17  
**profile** 26:3,6  
**profiled** 25:24  
**program** 10:7,7  
 10:10  
**project** 10:19,20  
**projects** 21:1  
**promotion** 13:5,9  
**promotional**  
 11:18  
**properly** 4:25  
 5:9 42:20  
**proposal** 39:8  
**protect** 18:15  
**protecting** 17:22  
**protection** 19:25  
**prove** 33:3

**public** 2:8 3:21  
 8:2 26:9,12,13  
 43:7,22  
**pull** 4:20  
**purposes** 39:24  
**push** 27:14,18  
**put** 15:23 18:9  
 19:14,17 20:24  
 30:15  
**putting** 20:5

---

**Q**


---

**quality** 16:3  
 20:10  
**quell** 24:19  
**question** 5:10,24  
 16:15 17:10  
 19:4 23:9,12  
 23:15 29:18  
**questions** 6:22  
 7:13 11:23  
 13:23 15:18  
 21:6 29:15,25  
 37:23 43:12  
**quickly** 41:13  
**Quinn** 1:22 4:15  
**quite** 19:11 36:3  
**quo** 14:6  
**quorum** 3:10

---

**R**


---

**R** 1:11,17 3:3  
 35:18 43:6,21  
**race** 22:15,15  
 23:13 25:10,13  
 28:10  
**racial** 23:14,16  
 26:2,18 35:22  
**racism** 28:11  
**raid** 22:20,22  
**raised** 41:12  
**rank** 27:15  
**ranks** 26:3  
**rarity** 13:23  
**rationale** 25:19  
**read** 29:20,22  
**ready** 5:10 22:1  
**really** 11:3  
 13:20 15:8  
 20:9,17,17  
 21:4,4,8,11  
 22:4 24:15

26:6 32:2 33:6  
**recall** 17:5,6,7  
**recalled** 17:1  
**receive** 13:2  
 29:1 39:10  
 40:7  
**received** 38:2  
**receiving** 11:21  
**reclaim** 33:1  
**recommendation**  
 6:13  
**record** 19:3  
 37:19 38:7  
**recorded** 43:13  
**recorders** 4:15  
**records** 11:7  
**recruiting** 8:20  
 9:10 21:10,19  
**red** 5:20,21  
 31:18 33:15  
**reduce** 29:8  
**reduced** 43:13  
**reference** 6:10  
 6:11,18,21,22  
 7:9 8:2 13:9  
 14:24 33:8,8  
 37:11 40:12  
**referenced** 19:10  
**referring** 30:11  
**reflexion** 17:14  
 17:15  
**regard** 36:25  
**regarding** 19:6  
**regardless** 27:13  
**regards** 13:18  
 14:8 35:22,25  
 36:11,14 37:23  
**Reginald** 1:15  
 2:22  
**Regular** 1:5  
**reimbursement**  
 40:3  
**related** 25:10  
 43:16  
**relates** 25:15  
**relations** 17:11  
 17:12 19:4  
 22:16 23:13,14  
**remaining** 10:4  
**remarks** 7:8  
**renewal** 37:24  
**report** 5:15 6:24

6:24 7:11 8:13  
 11:23 12:18  
 14:3, 8, 12, 15  
 14:18 15:15, 18  
 16:2, 18 17:1  
 28:18 29:1, 15  
**Reporter** 43:6  
**reporting** 4:16  
 8:14 18:24  
 28:25  
**reports** 28:14  
 33:6  
**representing** 7:2  
**request** 21:12, 13  
 22:6 38:25  
**required** 10:20  
**research** 11:20  
 41:1  
**reservation**  
 25:23 26:8, 14  
**reserve** 37:12  
**reside** 19:23  
 24:25  
**residence** 18:8  
**resident** 10:4  
**residents** 10:3  
**respect** 8:25  
 10:6, 14, 16, 18  
 10:25 11:7  
**respectful** 35:2  
**respecting** 35:3  
**respond** 6:10  
**Responders** 30:16  
**responding** 5:23  
 16:20  
**response** 5:24  
 31:7 38:11  
**responsibility**  
 9:11  
**responsible**  
 41:15  
**rest** 14:17 23:22  
**restrict** 35:2  
**restricted** 10:16  
 10:19, 22  
**restructuring**  
 8:18 9:23  
**results** 9:2, 17  
 11:16  
**retaliation**  
 18:11  
**retired** 19:13, 22

19:25 24:3  
 32:15  
**returning** 13:4  
**review** 5:25  
 28:19 33:22  
**reviewed** 28:20  
**rewarding** 6:19  
**Ricardo** 1:17 3:2  
**Richard** 1:16 3:7  
**right** 4:13, 15  
 33:5 37:1  
**ringers** 32:23  
**Robert** 1:21 4:13  
**Rock** 27:1  
**role** 22:5  
**roll** 2:16 4:8  
**Ron** 23:20, 22, 23  
 23:23 24:6, 11  
 24:15, 17, 18  
 36:1  
**run** 10:24  
**running** 2:10  
 5:14  
**Russell** 3:21  
 14:7, 10, 11  
 15:11, 21 16:4  
 16:7

---

**S**


---

**safety** 2:8 18:18  
**Sanders** 1:16 3:5  
 3:6 4:23 7:5  
**saw** 24:5 36:2  
**saying** 27:5  
 29:19  
**says** 23:23  
**scene** 18:20  
 24:18  
**scenes** 17:16  
**scheduled** 10:12  
**Schoolcraft** 42:2  
**scores** 8:23  
 11:20  
**Scott** 23:20 24:6  
 24:17  
**second** 6:7 30:1  
 35:13  
**secretary's**  
 36:21  
**Sed** 34:18  
**see** 3:19 6:4, 9  
 10:17 13:6

14:18 20:7, 20  
 35:8  
**Semma** 37:19, 19  
 38:2, 12 39:13  
 40:10, 18 41:6  
 41:8  
**sending** 31:11  
**Senior** 34:18  
**sent** 20:6  
**separate** 40:2  
**separately** 40:2  
**sergeant** 1:22  
 3:21, 21, 24  
 4:15 11:18  
 14:7, 10, 11  
 15:11, 21 16:4  
 16:7, 9, 9, 10, 10  
 16:16 17:10, 16  
 17:18 19:2, 3  
 19:22 20:2, 3  
 20:11, 18, 21  
 21:5  
**sergeants** 11:1  
 13:21  
**serious** 23:17  
**service** 35:11, 14  
 35:15  
**Services** 4:17  
**sessions** 9:15  
 11:1  
**set** 25:16 27:22  
 40:14 43:9  
**Shanelle** 20:22  
**share** 14:13, 22  
**shared** 7:17, 20  
**Shelby** 1:16 3:7  
 3:8 28:16, 18  
 28:25 29:3, 22  
 30:2 36:8 38:8  
 41:24  
**Sheriff** 32:6, 22  
**Sheriffs** 30:21  
 31:16, 21  
**shift** 16:19, 25  
 17:3  
**shoot** 17:23, 24  
 18:8, 19, 21, 22  
**shooting** 17:17  
 18:1  
**short** 20:16  
 28:18  
**Shorthand** 43:6

**shortly** 5:16  
**shot** 17:19, 20  
**show** 19:9 32:2  
 32:10  
**showing** 9:1  
**shown** 9:2  
**shows** 18:17  
**side** 11:14, 14  
**sign** 29:21  
**signs** 29:19  
**silence** 42:5, 14  
 42:15  
**Simms** 3:20  
**sincerity** 16:1  
**sir** 6:25 8:6  
 12:20 14:3, 25  
 16:22 17:13  
 19:1, 4, 20  
 20:11 21:5  
 27:10 28:5, 17  
 30:4 33:16  
 34:4 37:3  
 41:22  
**site** 9:13  
**sitting** 4:12, 13  
 4:14  
**situation** 36:1  
**six** 3:10 35:11  
 35:19  
**skills** 27:19  
**sleep** 18:16  
**Sloan** 16:10  
**slowly** 10:22  
**Smith** 35:6, 6, 8  
 36:9  
**soon** 33:22  
**sorry** 4:1  
**soul** 23:22  
**speak** 18:12  
 36:10, 24 37:11  
 37:12, 17 40:8  
**speaking** 18:14  
 37:11  
**special** 10:19  
 11:14 31:6  
**spent** 21:11  
 23:20  
**spirit** 29:1  
**spoke** 25:22 39:5  
**Squad** 31:7  
**SR** 22:20  
**SS** 43:4

**St** 33:2 35:16  
**Stacy** 16:11  
**staff** 3:17,25  
 4:8 7:6 11:3  
 12:15  
**staffing** 8:15  
**Stair** 3:13,14,19  
 4:3 12:1,3  
 13:16 14:2,3,7  
 14:25 16:22  
 17:12 21:15,24  
 22:10 25:3,5  
 27:10 28:5,8  
 30:4,8 37:7  
 41:22  
**stand** 17:24  
 18:22  
**standby** 17:6,7  
**Standing** 28:14  
**Star** 30:23  
**start** 2:10  
**started** 9:25  
**state** 43:3,7  
**stated** 32:14  
 35:19 36:14,16  
 40:25 41:3  
**statement** 32:13  
**statements** 22:14  
**stations** 19:10  
**status** 14:6  
 36:11  
**stay** 30:25  
**stenographic**  
 43:15  
**stenographically**  
 43:13  
**stepped** 12:13  
**steps** 13:11  
**street** 1:9 17:24  
 17:25 18:22,23  
 18:23 22:2,21  
 23:19,24 24:5  
**Strickland** 17:19  
**strictly** 38:15  
**strong** 16:5  
**structure** 27:15  
**stuck** 12:5  
**student** 10:6  
**students** 10:11  
**stuff** 13:6 25:17  
**subjective** 35:22  
**submit** 15:12

**submitted** 38:25  
 39:17  
**subsequent** 11:5  
**successfully**  
 11:19  
**summer** 10:9  
**support** 4:24 5:8  
 7:6 42:19  
**supported** 5:1,10  
 42:21  
**supposed** 40:21  
 41:4  
**sure** 15:22 20:14  
 30:14 33:12,25  
 34:12 38:12,15  
 38:23 39:2,23  
**surprised** 36:3  
**Swanson** 35:16  
**sworn** 8:16,20  
 9:25 10:18  
 43:10  
**system** 26:5

---

**T**

---

**tail** 21:24,25  
**take** 34:2  
**taken** 1:9 43:9  
 43:15  
**takes** 12:10  
**talk** 21:19 26:10  
 26:20 40:6  
**talked** 20:8 21:9  
 34:20 42:11  
**tape** 18:20  
**task** 16:2  
**team** 16:5,6 17:5  
 20:5,9,22  
 22:20 30:20  
 31:7,18,18  
 32:1  
**teaming** 31:15,18  
**teams** 31:25  
**teletype** 30:2  
**temporarily** 9:4  
**tension** 24:6  
 35:22  
**tensions** 23:16  
**terms** 6:6,14 7:5  
 7:7,9,19,22  
 8:20 9:22  
 16:18,20 17:22  
 22:5 23:10,11

25:25 26:11,24  
 27:3 28:12  
 34:2 35:3  
 39:12 40:20,22  
 40:24 42:13  
**test** 9:19 11:21  
**testify** 43:11  
**testing** 9:13,13  
 9:15  
**thank** 2:18 3:11  
 3:19 4:6,7,19  
 12:8,16,18  
 13:22,25 14:9  
 16:5,13 17:9  
 20:2 21:3,5  
 25:2 27:24  
 28:12,13 29:14  
 29:24 30:1,2  
 35:5 37:1,9,15  
 38:8 41:6,7,20  
 42:16,24  
**thanks** 13:8 16:3  
**things** 25:13  
 27:4 40:22  
**think** 6:2,19,23  
 7:24 10:23  
 18:17 21:16,18  
 21:20 22:8  
 25:25 26:23  
 27:2 34:7  
 37:12,14 41:2  
 41:10  
**third** 1:9 6:13  
 23:22  
**thought** 20:17  
 24:1 25:14  
**three** 6:16 10:11  
 39:22  
**thrown** 23:6  
**Thursday** 1:11  
 2:2 5:6 34:17  
 35:12  
**tickets** 32:7,8  
**till** 37:17  
**time** 2:11 3:12  
 4:20 7:10 8:8  
 11:9,10,24  
 13:5 16:3  
 20:16 21:11  
 22:2,24 23:1  
 23:22 24:3,7  
 26:19 27:12

28:15 30:24  
 31:3,6 33:3  
 34:13,25 37:13  
 38:11 40:23  
 43:9  
**Time-wise** 15:11  
**timeframe** 6:2  
 7:15  
**timekeepers** 11:2  
 11:6  
**times** 39:20  
**Titans** 30:25  
 31:4  
**title** 30:22 33:1  
**today** 4:15 7:10  
 23:9,12 38:2  
 39:5  
**told** 32:17 39:1  
**tomorrow** 10:12  
 12:19 15:11  
**tonight** 7:22  
**tool** 11:5  
**total** 9:22 28:20  
**tow** 38:17 39:4  
**towers** 38:24  
**towing** 37:20,20  
 38:4,17 40:12  
 40:13,20 41:4  
**tows** 39:17  
**track** 11:10  
**traditionally**  
 32:23  
**training** 10:25  
 21:11,14,19  
**transcript** 43:15  
**transcription**  
 43:14  
**Trauma** 31:10  
**Tried** 23:7  
**true** 32:18 43:14  
**truly** 24:16  
**trust** 32:22  
**truth** 43:11,11  
**try** 8:1 20:25  
**trying** 26:16  
**tug-of-war** 31:4  
**tuning** 7:24  
**twice** 23:7  
**two** 6:16 7:25  
 9:12,15,21,24  
 10:4 17:17  
 21:18 25:24,24

26:20 31:8,25  
 35:2,18  
**type** 16:25 17:4  
 42:13

---

**U**

---

**U.S** 29:4 31:3  
 32:6  
**underestimated**  
 24:15  
**understand** 7:13  
 18:20 19:16  
 28:3,9 35:24  
 40:21  
**understanding**  
 11:3  
**unfounded** 28:23  
**unit** 9:10 11:14  
 16:17,23,24  
 39:16,20  
**units** 11:2 16:25  
**unwanted** 19:15  
**update** 14:8  
**usage** 11:8  
**usual** 8:13  
**usually** 10:24  
**utilize** 11:6

---

**V**

---

**vacant** 8:17,18  
 8:19 18:5,7  
**Vann** 3:9  
**various** 10:15,18  
 29:6  
**verdict** 23:6  
**Vernor** 34:18  
**versus** 21:22  
 26:12 34:8  
**vice** 1:15 2:4,6  
 2:8,15,20 3:11  
 3:18 4:7,19,25  
 5:3,9,13,21  
 7:3,7 8:6,11  
 11:25 12:2,16  
 13:1,22 14:1,5  
 14:9,23 15:1,5  
 15:8,19 20:3  
 20:12,19 21:3  
 21:6,16,25  
 22:11 25:4,21  
 27:24 28:13,24  
 33:14 34:11,15

35:7 38:10  
 39:10 40:5  
 41:17  
**VICE-CHAIRPERSON**  
 28:17 29:14,25  
 30:6,12 31:13  
 32:21 33:4,18  
 33:21 34:4,7  
 37:3,10 41:7  
 41:23 42:3,16  
 42:20,23  
**victim** 18:4,9  
**view** 31:12  
**viewing** 35:12,13  
 35:19  
**violence** 16:17  
 16:21,23 29:8  
 29:12  
**voice** 27:12

---

**W**

---

**W** 34:18  
**wait** 37:16  
**waiting** 8:23  
**walked** 24:12  
**want** 2:10 4:20  
 6:25 7:15 8:1  
 12:3,8,18 13:8  
 15:25 16:5  
 19:14,21 20:12  
 20:14,16 21:20  
 22:2,14 24:1  
 26:18 33:4,25  
 34:12 35:4  
 36:13 37:10,12  
 38:3 39:2  
 41:14,18  
**wanted** 20:4 30:6  
 32:2 33:12  
 38:12,22,23  
 39:6,23  
**warm** 2:6  
**Washington** 12:13  
 16:8 25:22  
**wasn't** 33:12  
 38:23 39:25  
**watch** 7:18,23  
 30:25  
**watched** 24:6  
**way** 2:9 3:16  
 12:7  
**Wayne** 30:21

31:15,21 32:5  
 32:14  
**we'll** 11:15  
 14:16 33:25  
**we're** 8:8 10:8  
 10:12 11:12,13  
 14:22 15:9,14  
 15:16,20 21:7  
 26:15 29:11  
 30:21 32:25  
 34:25 35:13  
**we've** 38:24  
 39:21,22  
**week** 6:16 9:20  
 11:12 14:4  
 34:20 42:10  
**Weekley** 22:17,20  
 23:5,12 25:12  
**weekly** 2:7 36:16  
**weeks** 9:21  
**weigh** 26:9 33:23  
**welcome** 2:7 7:15  
 27:10  
**went** 12:4 24:4  
 26:4  
**west** 11:13  
**white** 14:19 16:8  
 21:13 25:12  
**Williams** 4:2,2,3  
 20:22  
**Willie** 1:15 2:8  
 2:18,22  
**win** 19:7  
**winning** 32:22  
**winter** 10:7  
**witness** 43:10,12  
**witnessed** 24:17  
**Womack** 1:11 4:16  
 43:6,21  
**Woody** 3:21 16:10  
 16:16 17:10  
 19:2,3 20:2,3  
 20:11,18,21  
 21:5  
**work** 12:9,11  
 17:2 20:22  
 32:4,15 35:16  
 40:4  
**worked** 12:7 17:4  
 20:24 42:12  
**working** 6:6,17  
 16:24 35:15

**worried** 31:19  
**worth** 20:25  
**wouldn't** 15:5  
 26:6 33:9  
**Wright** 12:14  
**written** 6:24  
 9:18,20

---

**X**

---

**Y**

---

**yeah** 20:21 24:2  
**years** 21:18  
 24:15 26:3  
 35:16 36:5  
 37:22 42:7  
**yellow** 18:20  
**young** 31:10  
 35:25  
**youth** 31:11

---

**Z**

---

**0**

---

**1**

---

**1** 1:7,16 42:1  
**1:30** 6:2 8:5,6  
**10** 6:8 35:13  
**10:00** 23:24  
**10:30** 12:24,25  
**1021** 9:2  
**104** 28:21  
**10th** 34:17  
**11:00** 35:14  
**11th** 34:23,24  
**12** 6:8 28:23  
 35:12  
**12:00** 35:14  
**128** 10:23  
**13** 10:2  
**1301** 1:9  
**14** 8:18  
**16** 10:2 22:19  
**16MF243** 38:6  
**16th** 23:19  
**18** 10:7  
**186** 8:18

---

**2**

---

**2** 17:20 19:9  
**2:00** 6:3

20 10:23  
 2010 22:19 23:19  
 2014 7:10  
 2015 7:11  
 2016 1:11 2:2  
     4:21 5:6 8:14  
     8:21 9:18 10:9  
 2016/17 5:24  
 2018 43:24  
 20th 9:16  
 22 28:21 43:24  
 2247 8:15  
 23 28:23  
 23rd 11:19  
 25 31:11  
 2551 8:21 9:2  
 25th 5:6 38:6,19  
 26 10:14 37:22  
 27th 9:16  
 2884 35:17  
 28th 10:1 11:19  
 29 8:21 29:13

---

3

3 1:11 2:2 32:6  
     32:8  
 3:00 1:10 2:3  
 30 11:22 21:21  
 300 36:2  
 306 8:16  
 348 8:17  
 382 9:4  
 3rd 4:21

---

4

4 17:20  
 4:00 42:25  
 429 9:5  
 43 1:7 8:16  
 4500 17:25  
 47 28:22,22  
 48 22:21

---

5

5 32:8  
 532 8:22  
 58 8:18  
 5th 7:17 26:21  
     26:22 30:11

---

6

6:30 34:17 42:1

65 28:20  
 6th 10:8

---

7

---

7 1:17 4:21 9:23  
     9:23 37:19  
 7/1/2015 8:21  
 7150 34:18  
 75 39:18  
 7th 6:2

---

8

---

8 5:5 35:12,13  
 8th 10:10

---

9

---

9:30 30:17  
 90 8:23  
 95 9:6  
 9th 7:22