

Regular Meeting
3/29/2018

Page 1

DETROIT BOARD OF POLICE COMMISSIONERS

REGULAR MEETING

THURSDAY, MARCH 29, 2018 at 3:00 PM

DETROIT PUBLIC SAFETY HEADQUARTERS

1301 THIRD STREET

DETROIT, MICHIGAN 48226

/

PAGE 1 TO 104

Regular Meeting
3/29/2018

1 COMMISSIONERS:

2 MS. LISA CARTER, Chairperson (Dist. 6)

3 MS. EVA GARZA DEWAELESCHE, Vice-Chairperson At-Large

4 MS. ELIZABETH BROOKS, At-Large

5 MR. DERRICK SANDERS, At-Large

6 MR. WILLIE E. BELL, Commissioner (Dist. 4)

7 MR. DARRYL D. BROWN, Commissioner (Dist. 1)

8 MS. SHIRLEY A. BURCH, Commissioner (Dist. 3)

9 MR. WILLIAM DAVIS, Commissioner (Dist. 7)

10

11 MR. ROBERT BROWN, Executive Manager

12 MR. GREGORY HICKS, Secretary to the Board

13

14

15

16

17

18

19

20

21

22

23

24

25

Regular Meeting
3/29/2018

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

REPRESENTING THE CHIEF OF POLICE'S OFFICE:
ASSISTANT CHIEF OF POLICE, ANDREW WILLIAMS

Regular Meeting
3/29/2018

Page 4

1 Detroit, Michigan

2 Thursday, March 29, 2018

3 About 3:00 p.m.

4 CHAIRPERSON CARTER: Good afternoon.

5 COMMISSIONERS: Good afternoon.

6 CHAIRPERSON CARTER: Welcome to the weekly
7 Board of Police Commissioner's Meeting. My name is
8 Lisa Carter, the Chair of Commission. I represent
9 District 6. Thank you all for coming to this
10 afternoon's meeting. And for those viewing the meeting
11 at home, thank you for tuning in.

12 The department within the last day, lost another
13 officer, Lieutenant Shawn Wesley. Lieutenant Wesley
14 had a massive heart attack and was unable to recover
15 from his injuries. I would also like to ask for a
16 period of silence to reflect on his career and life.
17 Thank you.

18 I would also like to note the death of Linda
19 Brown. The name sake of the landmark 1954, the Brown
20 versus Board of Education Supreme Court Case that
21 abolished school segregation.

22 Ms. Linda Brown made her transition at the age of
23 75. The Brown decision remains one of the most pivotal
24 opinions ever rendered by the U.S. Supreme Court
25 impacting national education, social policy, and equal

Regular Meeting
3/29/2018

1 rights.

2 I also want to note a critical date in our
3 history, April 4, 1968. The assassination of
4 Dr. Martin Luther King Jr. The 50th anniversary of his
5 assassination will be observed between our regularly
6 scheduled meetings. Therefore, it is appropriate to
7 note and reflect on the tragic event in the nation's
8 history.

9 Fifty years ago, Dr. Martin Luther King was killed
10 in Memphis, Tennessee, fighting for sanitation workers
11 and preparing to lead the poor people's campaign. It
12 is exactly one year since Dr. King delivered his,
13 beyond Vietnam sermon, from the pulpit of the River
14 Side Church in Harlem, New York.

15 Dr. King's death came as a criticism of America's
16 racial divide and incorporated a challenge to
17 inequalities and all facets of American life.

18 Dr. King would also be comfortable today, in
19 criticizing the recent shootings in Sacramento,
20 California, of 22-year-old Stephon Clark who died as a
21 result of twenty-some bullets fired by some police
22 officers.

23 King would also be disappointed with the response
24 by the White House and the Attorney General in the
25 United States, that indicated the shooting of Mr. King

Regular Meeting
3/29/2018

Page 6

1 is a local matter. And it is unlikely that the
2 resources of the federal government would be invoked to
3 focus light on another tragic incident, in a string of
4 tragic incidents arising from communities of color.
5 Again, I would ask that we pause to remember Dr. King,
6 Linda Brown, and 22-year-old Stephon Clark.

7 Thank you. Pastor Matthew Nichols from the
8 Presbyterian Avenue Church is sick today, and he will
9 not join us. We have asked the pastor from the Police
10 Chaplain to do the invocation today.

11 CHAPLAIN GOVER: Thank you, very much.

12 CHAIRPERSON CARTER: Step to the microphone,
13 please.

14 CHAPLAIN GOVER: Thank you, very much. I'm
15 Chaplain Dennis Gover, assigned to the 3rd Precinct.
16 I'm also a licensed minister at the Joshua Temple
17 Church of God in Christ. And with your permission, I
18 would like to take just one moment of silence for the
19 various religious faiths that may be amongst us. And
20 then, I'll take us before the Lord in my accustomed
21 way. A moment of silence, please.

22 Thank you, very much. Father, in the master and
23 special wonderful name Jesus, we thank you for your
24 presence for the mind to invite you in and request your
25 direction, your guidance, and your anointing. Bless

Regular Meeting
3/29/2018

Page 7

1 this Commission. Bless those who are represented here
2 today, those citizens in the City of Detroit and people
3 worldwide who are concerned about safety and protection
4 and the precious right to serve and to live and to
5 prosper and to magnify your name.

6 Direct our steps. Open up our understanding.
7 Make us one, those who are assembled here today. Even
8 in their personal and private lives, grant them the
9 favor of your presence. Make ways out of no ways.
10 Prosper their going in and coming out. Place a hedge
11 of protection around all of us. Make us one and bless
12 us to grow in faith and in the love of Christ and we'll
13 tell the world, you are our help, our hope, our life,
14 our love. In Jesus name, we pray. Thank, God. Amen.

15 COMMISSIONERS: Amen.

16 CHAIRPERSON CARTER: Thank you, sir.

17 At this time, we'll have introductions beginning
18 with Commissioner Brown.

19 COMMISSIONER BROWN: Commissioner Darryl
20 Brown, District One.

21 COMMISSIONER BELL: Commissioner Willie Bell,
22 District 4. Madam Chair, I just want to have some
23 brief remarks in reference to Dr. King there, from
24 Memphis, Tennessee.

25 Look back, fifty years back, I was serving in

Regular Meeting
3/29/2018

Page 8

1 Vietnam with the First Aircraft when he was shot and
2 killed in Memphis, Tennessee which is a city that's
3 dear to me. Mississippi born, but Memphis was one of
4 those cities that, we migrate 20 miles from the Delta
5 and Mississippi.

6 So I recall this incident and some of our other
7 soldiers celebrated his death. And we, as African
8 Americans, some of us wanted to go out there and start
9 participating and create a little havoc. But it was
10 common effect that we realized that would not be the
11 proper thing to honor his legacy.

12 And after that incident, I had an opportunity to
13 go back home in that area. I went to Lorraine Motel to
14 visit the site. But I dedicated my life to Civil
15 Rights. I will always be on the cutting edge of Civil
16 Rights. Based on that, here serving our country and
17 somehow, a fellow soldier celebrating his death.

18 So we look back fifty years later, we still have a
19 long way to go, but I'm pleased we are not where we are
20 back then. We have come a long way and still have a
21 long way ahead. I just wanted to share that remark and
22 historical moment because he was a young man that died,
23 as we know, early, at 38 years of age. But he achieved
24 so much. So much that we are enjoying the pit of this
25 now. Thank you, Madam Chair.

Regular Meeting
3/29/2018

1 CHAIRPERSON CARTER: Thank you, Commissioner
2 Bell.

3 VICE CHAIR DEWAELSCHE: Eva Garcia
4 Dewaelsche, Vice Chair and At Large.

5 COMMISSIONER BROOKS: Commissioner Brooks
6 At-Large.

7 COMMISSIONER BURCH: Shirley Burch, District
8 3.

9 COMMISSIONER SANDERS: Derrick Sanders, At
10 Large.

11 COMMISSIONER DAVIS: William Davis, District
12 7.

13 CHAIRPERSON CARTER: Mr. Hicks, do we have a
14 quorum?

15 MR. HICKS: Yes.

16 CHAIRPERSON CARTER: Thank you. At this
17 time, Commissioners, you have before you the agenda for
18 March 29, 2018.

19 VICE CHAIR DEWAELSCHE: Motion to approve.

20 COMMISSIONER BELL: Support.

21 CHAIRPERSON CARTER: It's been moved and
22 supported that we approve the agenda for March 29,
23 2018. Is there any discussion? Those in favor.

24 COMMISSIONERS: Yea.

25 CHAIRPERSON CARTER: Those opposed. Motion

Regular Meeting
3/29/2018

Page 10

1 carries.

2 At this time, Commissioners, you have the minutes
3 before you from March 22, 2018.

4 COMMISSIONER BELL: So moved.

5 VICE CHAIR DEWAELSCHE: Support.

6 CHAIRPERSON CARTER: Moved and supported. Is
7 there any discussion? Those in favor.

8 COMMISSIONERS: Yea.

9 CHAIRPERSON CARTER: Those opposed. The
10 motion carries.

11 Mr. Hicks, at this time, would you please
12 introduce the rest of the Board of Police Commissioner
13 Staff.

14 MR. HICKS: Thank you, Madam Chair. We want
15 to draw our attention to our packet where it indicates
16 that Sergeant Quinn is taking today's meeting. Media
17 Services is providing the audio-visual work. And
18 Shacara Mapp is the court reporter for today.

19 I do want to recognize on the first row, on the
20 left side of the room, Interim Personnel Director,
21 Bridget Lamar, and then immediately seated next to me
22 is Mr. Brown. And then, if we go to our first row
23 here, Mrs. Johnson is from Fiscal. Mr. Warwick, Legal.
24 Ms. Blossom who is the Media Outreach Coordinator.
25 Ms. White who is our Policy Section.

Regular Meeting
3/29/2018

Page 11

1 And then, I want to go to the Chief Investigator,
2 Dr. Paulene McCalister to introduce herself and the
3 balance of her staff.

4 MS. MCCALISTER: Good afternoon,
5 Commissioners. I'm McCalister, Chief Investigator.
6 Attending today's meeting is Advising Investigator
7 Cromwell, Investigator Banks, Investigator Jones,
8 Investigator Calloway, and Investigator Neely.

9 MR. HICKS: That concludes the introductions
10 of our staff.

11 CHAIRPERSON CARTER: Thank you, Mr. Hicks.

12 At this time, I would like to introduce, standing
13 in for the Chief is Assistant Chief Arnold Williams.

14 CHIEF WILLIAMS: Assistant Chief Arnold
15 Williams. Again, standing in for the Chief. Through
16 the Chair, I will have all DPD members, civilian and
17 sworn, if you would just stand up and introduce
18 yourself and we'll start with Deputy Chief Bettison.

19 DEPUTY CHIEF BETTISON: Hi, Deputy Chief Todd
20 Bettison, Neighborhood Liaison.

21 MR. HA: Grant Ha, Legal Advisor.

22 CAPTAIN TUCKER: Captain Tucker, Special
23 Victims Unit.

24 COMMANDER BRYANT: Commander Bryant, Major
25 Crimes.

Regular Meeting
3/29/2018

Page 12

1 SERGEANT HEWITT: Sergeant Hewitt, Chief's
2 Office.

3 CAPTAIN WORBOYS: Captain Worboys, Homicide.

4 SERGEANT WELLS-JACKSON: Sergeant
5 Wells-Jackson, Chief's Office.

6 SERGEANT KIRK KELSEY: Sergeant Kirk Kelsey,
7 Chief's Office.

8 LIEUTENANT COLES: Lieutenant Coles,
9 Recruiting.

10 SERGEANT CURTIS: Sergeant Curtis, Police
11 Recruiting.

12 CHAIRPERSON CARTER: Good afternoon. Thank
13 you all for attending this afternoon's meeting. And, I
14 would like to note, for the record, the arrival of
15 Police Commissioner Willie Burton.

16 CHAIRPERSON BURTON: That's right. That's
17 right.

18 CHAIRPERSON CARTER: At this time, if there's
19 any elected officials or representatives of elected
20 officials, please stand and give your name for the
21 record, please. If not, we'll move right on to the
22 agenda.

23 The police commission -- there's a Mr. Garcia from
24 Corporation Council here.

25 MR. GARCIA: Good afternoon. Appointed, not

Regular Meeting
3/29/2018

1 elected. But honored to be here.

2 CHAIRPERSON CARTER: Appointed. Yes. And
3 Mr. Whitaker from?

4 MR. WHITAKER: Policy, City Council.

5 CHAIRPERSON CARTER: Thank you. Thank you
6 for joining us. The Board of Police Commissioners meet
7 every week except for Thanksgiving and Christmas
8 holiday periods.

9 We meet at Police Headquarters in gregarious
10 sessions, three Thursdays a month at 3:00. We also
11 meet in the community, the second Thursday of the
12 month, at 6:30.

13 The Board of Police Commissioners exist to provide
14 civilian oversight for the work of the Detroit Police
15 Department. As a Board, we receive and investigate
16 non-criminal citizen's complaints, monitor the
17 operations of the department, and working with the
18 mayor and the Chief of Police to make and/or modify
19 police policy.

20 Our objective is the same as that of the City,
21 City of Detroit, to provide the best use of your tax
22 dollars to improve on the quality of life within our
23 city.

24 As a Board, we bring a unique perspective to
25 policing. The eye and viewpoint of civilians. The

Regular Meeting
3/29/2018

Page 14

1 principles of civilian oversight is as old and as
2 important as all of the founding principles in our
3 democracy. Separation of powers between and within a
4 government allows for accountability, transparency,
5 right to appeal and citizen control. These principles
6 are important nationally, as well as locally.

7 At the top of our meetings, we also indicate --
8 always indicate on behalf of the Board, our concern and
9 support for fallen and injured officers and their
10 families. I would ask that Assistant Chief, during
11 your remarks, to please provide us with additional
12 information related to injured and fallen officers,
13 please.

14 Today, we have two presentations. We are pleased
15 to have the Detroit Corporation Council, Lawrence
16 Garcia who really -- was recently appointed and will
17 discuss resolutions to our concerns that lawsuits and
18 settlement information be shared with this body.

19 This information is critical in monitoring the
20 department as well as reviewing and modifying
21 operational policy within the department. We will also
22 receive a report from the office of the Chief
23 Investigator, Dr. Paulene McCalister.

24 Toward the end of the meeting, we will have oral
25 communications from the audience. So if you would like

Regular Meeting
3/29/2018

Page 15

1 to speak to the Board, please make sure you print your
2 name on a speaker's card that are located either on the
3 back table, or Mr. Brown has some up here in the front.
4 Please make sure that Mr. Brown gets your card before
5 the beginning of public comments.

6 And at this time, we will have the report from the
7 Assistant Chief Williams.

8 CHIEF WILLIAMS: Through the Chair, to start
9 off with just a quick update, Officer Waldis Johnson,
10 he is still in a long-term care facility recuperating.
11 Officer Anthony Brown is recuperating from home as
12 well. He was hit by a vehicle. Officer James
13 Kisselburg is at home recuperating from a gunshot
14 wound. Officer Kovach, he's recuperating from a motor
15 vehicle accident. Officer Eric Smith is also
16 recuperating at home. Officer Matthew Windquist, he's
17 recuperating at home. As well as Sergeant Eric Quesy.

18 The Board already addressed the recent loss of one
19 of our officers, Lieutenant Shawn Wesley. As of this
20 time, the family has not put arrangements together.
21 Once those arrangements are put together, we'll make
22 sure the Board receives them as well.

23 For our crime, we are continuing to show
24 reductions. In our homicide rate, we are at an 18
25 percent reduction. As of today, we're actually at a 25

Regular Meeting
3/29/2018

Page 16

1 percent reduction in criminal homicides. We have 17
2 fewer homicides as of today, than we did the same time
3 last year.

4 Sexual assault seem to be one of the areas -- the
5 only area of violent crime where we have an increase.
6 We've been discussing this at length. And what we
7 believe is happening is we had an increase in
8 reporting. And that reporting is through our Lent
9 System. It basically means that schools, hospitals,
10 and other entities are doing more reports and referring
11 them back to the Police Department than we had before.

12 So even with families that may have inappropriate
13 touching that have occurred between a family member to
14 a minor child, that's being reported now than it has
15 been in the past.

16 And also, just for overall numbers, so this is as
17 of March 25th, we're down 6 percent violent crime and
18 14 percent in our -- I'm sorry, 17 percent is in our
19 part-one crime. In our part-one crimes, we're down 14
20 percent year-to-date total.

21 With that, I'll open up any questions to the
22 Board.

23 CHAIRPERSON CARTER: Commissioners, do you
24 have questions?

25 COMMISSIONER BROWN: Madam Chair, not

Regular Meeting
3/29/2018

Page 17

1 necessarily, a question, but thank you for Deputy Chief
2 Bettison over there. Where is he hiding?

3 CHIEF BETTISON: Over here, sir

4 COMMISSIONER BROWN: I had a couple of
5 questions come up at the community meeting at the 8th
6 Precinct. One of them was the CompStat Reports. And I
7 immediately called the Chief and he immediately got
8 with me and sent me a link to what they are developing
9 right now. And I was just blown out of the water with
10 the information I could get off my phone.

11 And the next day, I got to the computer and
12 actually went through the full-blown site and it was
13 more things there. And good job on that. That is very
14 user-friendly. For those of us being computer
15 challenged.

16 But it's a great job being able to communicate
17 that to the community and the way you can sort that
18 information and grab it. I was impressed with
19 everything that went into that site, and just hands on.

20 And the citizens who came together, the block
21 club, great job with them too, giving their input. I
22 heard their input was a large part in helping you to
23 develop that web site. That was a great job with that.
24 I was really impressed with that. And I liked the
25 colors, too.

Regular Meeting
3/29/2018

Page 18

1 CHIEF WILLIAMS: Through the Chair, I have to
2 say D.C. Bettison did an excellent job. And it was
3 vitally important to have the community and citizen's
4 input to make sure that website was user friendly to
5 see what they needed to do and how they needed to
6 access it. Great job.

7 MR. HICKS: Madam Chair, for the record,
8 could we have D.C. Bettison stand up and give us the
9 website, so it's recorded in the meeting since we're
10 talking about that particular website.

11 D.C. BETTISON: D.C. Bettison for the record.
12 I'll pull it up on my cellphone in just a second, sir.
13 The website is DetroitMI.gov/crime-viewer/index.HTML.

14 CHAIRPERSON CARTER: Can you send us that
15 link, please?

16 COMMISSIONER BROWN: I'll forward it to them,
17 D.C. I'll forward it all to them.

18 CHAIRPERSON CARTER: Thank you.

19 D.C. BETTISON: So you can post it on the
20 Board's website. Thank you.

21 CHAIRPERSON CARTER: Thank you. Any other
22 questions for --

23 COMMISSIONER SANDERS: To the Board, I would
24 just like to say, of course, I do ride along, I went to
25 ride along and A.C. Williams was great? Once I called

Regular Meeting
3/29/2018

Page 19

1 him, everything got straightened right out. I really
2 appreciate the work that you do and the confidence that
3 I have in you. So I appreciate you taking care of it.

4 I'm not going to elaborate on what went on there,
5 but he took a good -- he took care of it. And I
6 appreciate it.

7 CHIEF WILLIAMS: You're welcome, sir.

8 CHAIRPERSON CARTER: Thank you.

9 COMMISSIONER BELL: Madam Chair.

10 CHAIRPERSON CARTER: Commissioner Bell.

11 COMMISSIONER BELL: I just want to say it's
12 nice to see Bettison and Commissioner Brown in the
13 proper attire. So he's going to pitch tomorrow and
14 he's going to catch tomorrow. So in spirit of all, the
15 Spirit of Detroit is good for all. Thank you.

16 D.C. BETTISON: That's right, sir. Thank
17 you.

18 CHAIRPERSON CARTER: Did you want to say
19 something? All right. Thank you for your report.

20 At this time, we'll have the presentation from
21 Corporation Council regarding DPD lawsuits and
22 settlements.

23 MR. GARCIA: Good afternoon, again, everyone.
24 Thank you for allowing me to appear before the Board.
25 Today, I share the mayor's value for data-driven

Regular Meeting
3/29/2018

Page 20

1 decision making. And for my conversations with the
2 Commissioners, I've learned that you all feel the same
3 way. I'm trying to make sure that we have some systems
4 and habits, good habits in place for sharing
5 information that's going to allow that.

6 And in that spirit, I wanted to report out to you,
7 a few data points today. And then, also explain some
8 systems for sharing data that I think will be observed
9 by my office and, perhaps, even by DPD going forward.

10 First, one of the most important data points to me
11 is payouts by the City. Because I consider it a large
12 part of the Law Department's responsibility to protect
13 the City's finances to the greatest extent possible.
14 And in 2016, 4.972 million dollars was paid out by the
15 City of Detroit for cases arriving out of the Detroit
16 Police Department.

17 Last year, 2017, that number was 6.461. The types
18 of cases that generated those payouts really falls
19 largely into just two categories. And I'm sorry, I
20 don't have a slide for you, but you can see it's a
21 pretty even split.

22 We classified these by type involving violations
23 or alleged violations of constitutional rights,
24 excessive force, wrongful prosecution, illegal
25 imprisonment, that type of thing. That would be 45

Regular Meeting
3/29/2018

1 percent of the claims.

2 Automotive, motor vehicle accidents and that would
3 be about 51 percent of the claims over the last two
4 years.

5 Property, and then miscellaneous other absorb
6 what's left in the very small slice of pie that's left
7 in my graph.

8 The Law Department is happy to share this top
9 line, sort of, data with the Commission. But in
10 addition, I think to, sort of, year-end look back, type
11 of information, you all would probably appreciate
12 things that are more timely.

13 So what I'm working on in being able to publish to
14 you monthly, is a spread sheet that captures the basic
15 information that's public on representations sought
16 from the Law Department on behalf of DPD officers. And
17 what I'm talking about in having in that table is the
18 name of the officer, the name of the plaintiff, the
19 date of filing, and some basic description of the
20 claim.

21 And then, when there's an adjudication or a
22 disposition of the claim, that will show up in the
23 final right-hand column, but later on down the line.
24 So that way, you all can see who are the repeat players
25 in the Law Department's business. And there may be

Regular Meeting
3/29/2018

Page 22

1 some ability to detect trend volumes through that view
2 of the information.

3 As far as reporting out the data regarding
4 officers who are associated payouts, that's a little
5 bit more difficult for my office to distill that
6 information from all of what we see. We're working on
7 that, but it's not as clean a proposition for me. What
8 we have to do is take the proposals that go to council,
9 for approval of settlements and look inside those
10 summaries for each proposal to make sure that we're not
11 missing a case in which the agent at the root of the
12 claim was a DPD officer.

13 The reason that's difficult is because sometimes
14 it'll say proposing a 15,000-dollar settlement on
15 behalf of the City of Detroit. And the summary may not
16 break out that it was a traffic stop that turned into
17 some claim of a constitutional violation.

18 So I'm trying to make sure that we're sensitive to
19 finding all of those settlements on the back end when
20 the case comes to its near conclusion. But I hope that
21 providing that information to you will allow you to
22 look for those trend lines.

23 I just communicated with Mr. Ha, and I don't think
24 there's going to be any problem in also having the
25 situation where officers who have been found

Regular Meeting
3/29/2018

Page 23

1 responsible for three or more substantiated complaints
2 in a year being reported to the body. And I think
3 that's another, sort of, thing if I give you data, to
4 look for those trends.

5 And I'm eager to facilitate that if I can. But
6 again, I think that's information that would come best
7 from a DPD direct and would help you do your work.

8 I hope that information is helpful and reassuring
9 and that you all are getting the information you need.
10 I'll take any questions, but really, that's all I had
11 prepared to share with you today. As I hope you can
12 understand, running my office is still a bit of a work
13 in progress after two and a half months on the job.

14 CHAIRPERSON CARTER: Mr. Garcia, thank you
15 for the information. Thank you for coming. And
16 congratulations on your appointment. The information
17 that you provided and your willingness to work with us
18 is like a breath of fresh air because we have not --
19 and I've been a commissioner for four years. We have
20 not had cooperation on -- for the information that
21 we're requesting.

22 So we appreciate you being here. And we
23 appreciate your willingness to work with us.

24 MR. GARCIA: You're most welcome. And again,
25 it is my honor. Thank you.

Regular Meeting
3/29/2018

Page 24

1 VICE CHAIR DEWAELESCHE: Thank you.

2 CHAIRPERSON CARTER: Any other questions for
3 Corporation Council?

4 COMMISSIONER SANDERS: I would like to know
5 when would this start? When will you have these
6 reports?

7 MR. GARCIA: We can start at the end of
8 March, but it's going to take a pipeline before that
9 information starts to look full because we're only
10 recording from, about the start of month. So I've got
11 a month's worth of information to report on. But as
12 time goes by, you'll see the depth of that information
13 and the spreadsheet gets deeper as the case gets older
14 and you'll see depositions that are more meaningful
15 than just to know who has been sued and who is the
16 defendant in this. But I can have my office share
17 first report with you, the first of next week.

18 The spreadsheet that's populated has not generated
19 that much information yet.

20 COMMISSIONER BURCH: Madam Chair.

21 Do you have a staff, or do you work alone?

22 MR. GARCIA: Julia Rhodes is my assistant and
23 she is really my right hand and is doing, almost all of
24 the work on this. It's Rhodes JU at Detroit MI dot
25 gov. Rhodes with an H like Rhodes scholar and colossus

Regular Meeting
3/29/2018

Page 25

1 of Rhodes.

2 CHAIRPERSON CARTER: Commissioner Burton.

3 COMMISSIONER BURTON: I would like to say
4 thank you for coming. Congratulations. You're going
5 to do really well. I would like to get your e-mail
6 address so I can stay in touch with you.

7 CHAIRPERSON CARTER: Mr. Hicks can share that
8 with everybody.

9 MR. GARCIA: Yeah, I'll leave some cards with
10 Mr. Hicks.

11 CHAIRPERSON CARTER: Any other questions,
12 Commissioners?

13 COMMISSIONER BELL: Madam Chair, I would like
14 to say thank you for coming and sharing in the good
15 dialogue. But we have a terms of interest in
16 identifying the officers involved to commend, as you
17 know, in our financials, as well as discussion. We
18 also want to look in terms of how can we do prevention,
19 retraining, indoctrination, and not take this lightly
20 in terms of if we can assist in these areas that is
21 desired.

22 And I would hope that Chief Craig and the
23 executive team and the Academy would look at these
24 situations and see, how can we impact these areas
25 because the media identified several officers in the

Regular Meeting
3/29/2018

Page 26

1 past. And I know the late -- I wouldn't say late --
2 Council Mel Ravitz used to identify how many come
3 through the council. So it's an area we all should be
4 concerned about in terms of the quality of police
5 service.

6 Also in the impact of the community, not just in
7 financial dollars, but if we can have a convention, a
8 learning lesson from this, then I think we will be a
9 better department.

10 MR. GARCIA: Commissioner Bell, I can only
11 speak for myself, but I can tell you that I personally
12 met with Chief Craig and discussed this issue, and I
13 think he's open to sharing information and having
14 input. He was very candid in saying that sometimes
15 what appear to be pretty obvious patterns of this
16 behavior are missed in his own systems. So he's --
17 he's open to having somebody point out where there's
18 patterns where they see them. And I think that's the,
19 kind of, spirit and cooperation that's going to serve
20 everyone best.

21 I'm aware of, just from the cases where I've
22 worked as a vendor to the city, having defended
23 officers of some names, some repeat players in the
24 game, so to speak, and now that I've been in
25 Corporation Council, I've seen those same officers'

Regular Meeting
3/29/2018

Page 27

1 names appear in litigation. Most of them have moved on
2 to work for the City of Seattle, in their Police
3 Department.

4 But still, your point is very well taken. Some of
5 these things are quite plain and quite patent when you
6 look at the data. That's why I'm hopeful. It's not
7 going to be hard to see these patterns once we have
8 them in front of us. So I'm eager to provide you that
9 information.

10 COMMISSIONER BELL: And Madam Chair, I just
11 want to say thank you.

12 But also on the other side of the coin, I've been
13 one of the officers that have been sued and part of the
14 lawsuit, and not high profile, but basically, you know,
15 in that whole process, the Corporation Council do an
16 excellent job.

17 MR. GARCIA: Well, thank you.

18 COMMISSIONER BELL: -- of defending issues
19 that merits that. So it's not a one-sided issue. You
20 go and do the research and go to bat. I was impressed
21 with that type of effort. And you still are providing
22 that type of service.

23 So we need to know that. Officers need to know
24 that. We're not just totally in opposition of what we
25 need to do. Sometimes it comes with the nature of the

Regular Meeting
3/29/2018

Page 28

1 work

2 MR. GARCIA: And from the chair, if I can
3 just have a couple more minutes. I'll share a little
4 anecdote. Every week, I try to send a good news report
5 from the law department to city council. Not this
6 week, but the past week, we just defended an officer,
7 one in trial court and the same venue and defended on
8 appeal and prevailed there as well.

9 So I thought that was an excellent story to show
10 how the Law Department was in for the long haul of
11 defending the good work in defending the Detroit Police
12 Department on occasions.

13 So in future bulletins, when that good news
14 concerns the DPD, I'll be sure to share it with you as
15 well.

16 CHAIRPERSON CARTER: Thank you, very much.

17 VICE CHAIR DEWAELESCHE: Madam Chair, I do
18 have a question. I also want to thank Mr. Garcia for
19 being here and for providing us with the information
20 that we're requesting.

21 I was struck by the numbers that you presented.
22 At the very beginning, we -- in 2016, it was 4.9,
23 almost 5 point million. And then in 2017, it was 6.5.
24 So there was an increase of 1.5 million, at least. Is
25 there -- and I'm sure that you and the Chief and your

Regular Meeting
3/29/2018

Page 29

1 department analyzed the data. And did you see some --
2 could you explain, maybe, why there was an increase and
3 which areas we got the -- you know, in the lawsuits?

4 MR. GARCIA: So these are 86 claims last year
5 were resolved to total that amount. And there are a
6 couple of factors that I think play into the bulk of
7 the uptake. One is during the bankruptcy. A whole
8 shrew of cases were either wiped out or stayed. And
9 when they reactivated, it took some time for the
10 fought-out claims to see to the end.

11 So I'm not sure the 2017 was a bumper year for the
12 City overall, because we weren't just settling cases
13 from 2015 and 2016, but really from earlier than that
14 of cases that had been put on ice. So I don't think
15 you're going to see that repetition in the high number.
16 I think a lot of that is, sort of, an anomaly.

17 But in addition, I'm really struck with the number
18 of cases that come out of motor vehicle accidents. And
19 when I dug into those 86, particular, claims, a lot of
20 the high value settlements were involved in poor
21 driving or violations of the motor vehicle code that
22 can be associated with DPD.

23 And I'll give you a point of reference for DDOT.
24 It's a lot of the same thing. We've got equipment on
25 the road from buses to street sweepers, to asphalt

Regular Meeting
3/29/2018

Page 30

1 patch trucks and what have you, that are -- that are
2 involved in a lot of motor vehicle accidents which are
3 doubly consequential to the city because of the load
4 rate of auto insurance being held by Detroiters because
5 of the red lining and unnaturally high premiums that
6 Detroiters have to pay for auto insurance. So it's
7 really a constellation of circumstances that puts us at
8 risk for high accountability of motor vehicle accident.

9 And to address that, this is coming out a little
10 bit early. This isn't ready for prime time yet. My
11 office is working on what we call a Road Show. We're
12 going to go to DDOT and go to DPD and get to some of
13 their time they use for continuing education and put on
14 some of these cases. You know, scared straight or to
15 try to convince people of these accidents when they
16 occur. People are dying. Million-dollar settlements
17 are being made necessary. So careful driving is just
18 so incredibly important. And we can't be nonchalant
19 about the importance of observing the rules, no matter
20 of who we are or what our automobile is marked as when
21 we're driving down the street.

22 So I'm hoping that we can start a culture of
23 reforming and, you know, see some of those patterns
24 change. Because at least 3 and a half million of the
25 money paid out for 2017 was auto. And that doesn't

Regular Meeting
3/29/2018

Page 31

1 include the first party of the cases. That's just the
2 third-party claims.

3 I'm sorry, I'm talking like an auto negligence
4 lawyer. If you would like me to break that down, I
5 will. But I've talked too long already.

6 VICE CHAIR DEWAEELSCHE: No. No. This
7 information is very interesting and very helpful. And,
8 in fact, what I was going to suggest, Madam Chair, is
9 that if you are holding some, kind of, workshops or
10 training sessions for, you know, Detroit workers and
11 departments, that maybe you could share that
12 information with us.

13 MR. GARCIA: Absolutely.

14 VICE CHAIR DEWAEELSCHE: Just so we know what,
15 kind of, things the Law Department is doing in the city
16 to improve.

17 MR. GARCIA: Yeah. We're hopefully going to
18 be getting to a 40 to 50-minute presentation to be
19 rolled out on demand. Maybe not at once because some
20 departments are large and, of course, getting everyone
21 together at one place, at one time may be asking too
22 much. But the idea is to keep making that presentation
23 until there's some buy in and some traction

24 VICE CHAIR DEWAEELSCHE: Thank you, so much.

25 COMMISSIONER BROOKS: I have a question.

Regular Meeting
3/29/2018

Page 32

1 Thank you for your report. How many claims are
2 involving police?

3 MR. GARCIA: So I think 86 were settled.

4 COMMISSIONER BROOKS: 86.

5 MR. GARCIA: We didn't try cases on behalf of
6 officers and otherwise. So all the cases that were
7 closed as DPD cases would be included in that 86
8 number.

9 COMMISSIONER BROOKS: The reason why I ask
10 the question is I read the citizen complaints and I
11 will pay more attention to how many, three or four
12 times that officers are -- things are filed against
13 them.

14 MR. GARCIA: Right. Well, I think --

15 COMMISSIONER BROOKS: I think that's very
16 important.

17 MR. GARCIA: Well, I think the key is very
18 substantiated. That's the point I was trying to make
19 in addressing Mr. Bell's concern. Some folks get
20 accused of things, but it's when the investigator
21 substantiates the claim that we really want to get our
22 ears up, I think, humbly.

23 COMMISSIONER BROOKS: Right. Thank you.

24 CHAIRPERSON CARTER: Any other questions,
25 Commissioners? Thank you, sir.

Regular Meeting
3/29/2018

Page 33

1 MR. GARCIA: Thank you.

2 CHAIRPERSON CARTER: At this time, we will
3 have the report from OCI, Dr. McCalister.

4 MS. McCALISTER: Good afternoon, again.

5 COMMISSIONERS: Good afternoon.

6 MS. McCALISTER: Being new, I decided to
7 start from the beginning because we do have some new
8 board members, Commissioners, and maybe some new
9 visiting citizens. And me being new, I felt it
10 important we start from the beginning. And hopefully,
11 as we progress through, like in ten years, hint, hint,
12 I'll still be here, and I can finish everything out.

13 So I decided to start with what we do. We handle
14 citizen complaints. Citizen complaints are defined as
15 any complaint alleging inadequate police service or
16 non-criminal conduct against non-Detroit Police
17 Department personnel.

18 The area of concerns we review are force,
19 harassment, procedure, arrest, property, demeanor,
20 search, entry, and service. Once we look at all the
21 allegations, each allegation is assigned a finding:

22 Sustained which is really important where the
23 preponderance of the evidence shows that the alleged
24 conduct did occur, and the actions of the employee or
25 employees violated the Detroit Police Department

Regular Meeting
3/29/2018

1 policies, procedures, or training.

2 Not sustained is where there is really
3 insufficient facts to decide whether the alleged
4 misconduct actually occurred.

5 Exonerated is where the preponderance of the
6 evidence shows that the alleged conduct did occur.
7 However, did not violate Detroit Police Department
8 policies, procedures, or training.

9 Unfounded is where the investigation revealed no
10 facts to support that the incident complained of
11 actually occurred.

12 So this slide reflects what we did in 2018 for
13 February and what we did in 2017. We've only had a one
14 percent increase. So what I did, I started checking
15 different police departments such as Cleveland.
16 Cleveland has 1, 573 police officers. For 2016, they
17 had 273 complaints. Their down now, only because of
18 the body cameras. So I'm thinking, as we go in and we
19 continue with the body cameras, this will have a
20 decrease as months go on as well.

21 This is an overview of all the police precincts
22 and divisions that have actually taken in citizens'
23 complaints. Ours being the highest which is the Office
24 of Chief Investigator. Higher was walk-ins. Telephone
25 is the ones that we actually receive. And I think that

Regular Meeting
3/29/2018

1 one was the highest out of them all.

2 And if you look at the numbers, we're really doing
3 a good job as far as police service because we only had
4 80 complaints.

5 This slide talks about the findings. And I agree
6 with the Corporation Council. You know, we look at
7 demeanor. We have 44. We have procedure which was 62
8 and service, 18. Those were simply allegations. What
9 was proven was only 17. So that says we're still doing
10 something right.

11 And the ones that -- the allegations, most of that
12 can be handled with retraining. Demeanor can be
13 handled with retraining. Procedure, retraining, as
14 well as service.

15 These are complaints that we resolved with the DPD
16 scout car video/audio systems. We had 16. Eight were
17 actually captured. Eight were not. The ones that were
18 not captured may have been because maybe the vehicle
19 didn't have equipment installed or maybe the person
20 filed the complaint after the 90 days and we weren't
21 able to capture the video.

22 The body mark cameras looked pretty good. We had
23 had 36 complaints. Captured were 28. And 8 were not.
24 Same type of scenario. It is possible that maybe the
25 vehicles that they were using or maybe the body cameras

Regular Meeting
3/29/2018

Page 36

1 they had on weren't working. Or maybe the person filed
2 the complaint 90 days later. You know, we don't get
3 the video after 90 days.

4 This one I found rather interesting because this
5 gives you a breakdown of all the members on the
6 department. We had 1, 869 male members and only 100
7 got complaints. Out of 621 female members, only 14 got
8 complaints. Out of 932 white members, only 57 received
9 complaints. And as it goes down, and you get to the
10 last column, out of 2490, we only had 114 officers
11 involved. That's pretty good when you look at the
12 statistics of other police departments

13 COMMISSIONER BROOKS: Right.

14 MS. McCALISTER: I know New York is extremely
15 high. But I think that comes from they don't have a
16 strong board of police Commissioners and they don't
17 work well with their police departments. But I think
18 with the combined efforts of our investigators and you
19 guys and DPD, I think we can get that number down.

20 COMMISSIONER BURCH: That's real good.

21 MS. McCALISTER: This one, I took a lot of
22 interest in because I looked at the police rank and
23 then the seniority side. The police officers, that
24 could have been you had a lot of new officers on the
25 streets that were really unsure of their roles and

Regular Meeting
3/29/2018

Page 37

1 responsibilities. That can be handled with retraining.
2 Maybe they're unsure of policies and procedures. That
3 can be handled and reduced with training.

4 Or we've had, an increase in either patrol or
5 narcotic enforcements. That always increases
6 complaints. So I think we need to figure out an extra
7 category about where they're actually coming from
8 within a certain time frame and we can address those
9 issues.

10 What I found interesting were the senior officers.
11 Research has proven senior officers don't get
12 complaints. Because at a certain point in time in your
13 career, you're rather relaxed. You know, what you're
14 doing and you know your roles and responsibility.
15 However, for that one, I found out after research, that
16 either comes from low morale or they're just not ready
17 for retirement and they're feeling stress of being
18 forced out and it's causing complaints.

19 What I suggest is we create a phase out program
20 for senior officers. Maybe take them off the street
21 and let them mentor new officers.

22 COMMISSIONER BROOKS: I like that.

23 MS. McCALISTER: That will reduce the stress
24 of them being forced out and that will change the
25 culture of DPD as well.

Regular Meeting
3/29/2018

Page 38

1 And we set some goals for 2018. And as we go
2 throughout, I'll add-on more goals. But one is to
3 continue to increase public confidence and trust in law
4 enforcement. We can do that by going out to the
5 community meetings and sharing what we do and how we do
6 things.

7 And begin to review and monitor trends. I've only
8 been here three weeks, but I've started to, kind of,
9 like, look at different cases and how they come in.
10 Who is involved? Is it the same scenario that I just
11 read two days ago? So it's monitoring those trends to
12 try to figure out how do we make ourselves better.

13 Continue along with the Board of police
14 Commissioners to speak to the graduating academy
15 classes regarding excellence and ethics. I think
16 that's really important. I think also having
17 conversations about the lawsuits and how they impact
18 our financial status. Everybody wants a raise, but
19 we're not really conscious about our conduct in the
20 streets and how we cause those -- those incidents. So
21 I think that all, kind of, plays a major role in what
22 we do. And that's it.

23 CHAIRPERSON CARTER: Questions for
24 Dr. McCalister?

25 COMMISSIONER BROOKS: I just want to thank

Regular Meeting
3/29/2018

Page 39

1 you. What a great report. And I like your goals for
2 2018. And I've been reading citizen complaints for
3 quite a while, but this is great. And thank you for
4 calling me and asking me if I had some input.

5 MS. McCALISTER: Thank you.

6 COMMISSIONER BROOKS: I'm so glad I didn't
7 have any input. You did a great job. Thank you.

8 COMMISSIONER BURCH: Okay. Your title is --
9 you're Ms. McCalister, right?

10 MS. McCALISTER: Yes, ma'am.

11 COMMISSIONER BROOKS: Doctor.

12 COMMISSIONER BURCH: Okay. Dr. McCalister.
13 I would like to say I've been in your presence and I
14 learned so much from you. You and I almost have the
15 same presence, watching the police as they graduate the
16 Academy. I think when the Police Department and the
17 Board of Commissioners have an opportunity to really
18 speak to the new graduates so that they will understand
19 our role, that we're there to assist, not to hurt them.

20 MS. McCALISTER: Yes, I agree.

21 COMMISSIONER BURCH: We're there to encourage
22 them. Just like you said, we should have a program
23 when the officers are seniority, there's a way we can
24 put our officers in the school systems. That they
25 would be able to go, like career days and speak to

Regular Meeting
3/29/2018

Page 40

1 children and speak to adults. Just like you're saying,
2 I would like to speak to you more about that.

3 MS. McCALISTER: Yes, I agree.

4 COMMISSIONER BURCH: I have so many more
5 ideas. And, Ms. Teresa Blossom knows that. We've got
6 to have more marketing with our Board of Commissioners
7 and the police officers.

8 MS. McCALISTER: I agree. Thank you, so
9 much.

10 VICE CHAIR DEWAELSCHÉ: Thank you, Madam
11 Chair. I know that we have, over the last few years,
12 Commissioner Bell has been very active in going to
13 speak with the, you know, graduating classes. And I'm
14 wondering, you know, you have a lot of great ideas. I
15 like the way you pinpoint, exactly, what you think the
16 problem is and maybe, what the solution might be. And
17 I'm wondering if you have plans or if you could develop
18 a plan that would involve us becoming more involved
19 with the design of the curriculum, even if it's just to
20 expand upon it or add some things that would change, as
21 Mr. Garcia said, about the culture, that would change
22 the culture of our graduates or new recruits.

23 Commissioner Brooks and I are on the Recruitment
24 Committee for the Board of Police Commissioners. And
25 so, you know, we're very interested in not only who

Regular Meeting
3/29/2018

Page 41

1 comes through the graduating -- or who comes through
2 the Academy, but what, you know, they are learning and
3 how they're going to be different than, you know, maybe
4 the culture that we have; just in terms of improvement
5 to lower the lawsuits that we have, or the complaints.

6 And so, I wonder if you can put some, kind of --
7 develop a plan for more involvement besides just
8 speaking with the Academy.

9 MS. MCCALISTER: Actually, I've already
10 started on that. When we visited the last Academy
11 class, there were certain things I wanted to touch on,
12 but we were, kind of, like condensed for time. But I
13 think the partnership, even though we're responsible
14 for holding people accountable, it's also building that
15 relationship with the police department as well. So
16 that we work together as a team and we talk about
17 what's wrong, how do we correct it.

18 So I did sit down and start -- it's not really a
19 curriculum, but it's something that we can present to
20 every class that would address, not only behavior,
21 demeanor, and talk about the different slides that we
22 do and why we do them and adding in, you know, just as
23 of today, the lawsuits and how important it is that we,
24 kind of, like, think about that, long-term. Because it
25 all goes back down to service. And it's really about

Regular Meeting
3/29/2018

Page 42

1 serving the community and keeping our citizens happy.

2 So at the end of the day, I have started working
3 on that so by the time we get to the next class, it
4 will be done.

5 VICE CHAIR DEWAELSCHE: And thank you. I
6 would like to say if it's something you're talking
7 about presenting to the Academy class, then it is part
8 of the curriculum.

9 MS. McCALISTER: Okay. You're right

10 VICE CHAIR DEWAELSCHE: Because it's part of
11 the design and training.

12 COMMISSIONER BURCH: Madam Chair, I would
13 just like to say me and Commissioner Bell, we attended
14 together, the last graduation at Greater Grace.
15 Commissioner Bell spoke -- I mean, spoke ferment like
16 he was preaching. What he did was, he explained the
17 motive, the purposes of being an officer. And he told
18 the people that, we're family. You're all our family.
19 We bleed with you. We love with you.

20 He shared so much from his heart that Chief Craig
21 said I don't want to follow that. And, he couldn't
22 follow it because he spoke, not from a piece of paper,
23 he spoke from his heart.

24 And Ms. McCalister and I just sat there and
25 punched each other, how well he was doing. And also,

Regular Meeting
3/29/2018

Page 43

1 Ms. Robby was there, too. So I want to just say we
2 need to be real with our cadets, young coming in.
3 That's why I recommended before, we should know where
4 those officers are assigned to by district, so we can
5 get to know them. I still don't know everybody in my
6 district.

7 We need to be more visible to the Police
8 Department and the public, so we can work together to
9 make a safer, for our citizens and our police. That's
10 all I wanted to share with you.

11 MS. McCALISTER: I agree.

12 COMMISSIONER BURCH: How we got to do that.

13 MS. McCALISTER: But just to comment,
14 Commissioner Bell, I would never follow anything that
15 he does again. I did hear people want him to run for
16 President. So -- not President of the Board, but
17 President of the United States.

18 COMMISSIONER BELL: Madam Chair, I just want
19 to say that thank you Commissioner Burch and others,
20 the three or four minutes that I to speak. But the
21 most important curriculum is in the Academy. That's
22 why I insist that we open up to the board members and
23 develop -- they have six months in the Academy. So we
24 have not two hours, but maybe two to three hours
25 Ms. Garcia talked about. I think those areas are

Regular Meeting
3/29/2018

Page 44

1 crucial as we try to reach these young officers at an
2 early stage.

3 I'm glad we talked about the curriculum. That's
4 pretty much my mindset. The graduational speech is
5 only motivational before the March madness start. But
6 the practice, you don't see. That's the core of what
7 we need to do.

8 You made two good points that we need to look at
9 these young officers. I think they come back in the 40
10 hours training, but we need to have some interaction
11 with them in that year-later time frame and see how
12 things are going, just on their feedback.

13 Because once you go into the precinct, you get all
14 type of directions from these, so-called, not senior
15 officers, but officers. I had senior officers. As,
16 you know, we have a very young department. That's one
17 phase.

18 The second phase is our senior officers as you
19 mentioned. That's another key point. As they're in
20 that precinct for 15 or 20 years, they get set in their
21 ways. So we need to start incorporating. I like your
22 idea on that.

23 Some of them enjoy working in the precinct. They
24 don't want bureau assignments. But we need to have
25 some form of interaction with them. And like you say,

Regular Meeting
3/29/2018

Page 45

1 you touched on that, too. So I'm pleased in terms of
2 the direction we're going in, but that curriculum is
3 very important. We need to insist on the Academy that
4 we need a block of training from the Board perspective.

5 MS. McCALISTER: Yes.

6 COMMISSIONER BELL: And the community
7 perspective. You know, all the issues that lead to
8 issues nobody really spoke to. I came out of the
9 Academy. There was very little retraining. So now, we
10 do a whole lot of training. We do forty hours. But I
11 think certain areas, we need to touch on. But I think
12 the department is going in the right direction. And
13 with our help, I think we can make it better because it
14 impacts all of us and we want them to have a career
15 that's going to be very rewarding.

16 We're recruiting as we know, we are the best role
17 model of that. And rereading these complaints, the F
18 word is not part of the English language. And it
19 appears to some of these young officers that it's okay
20 on the street. It's not the jargon we should be using.
21 We need to emphasize, Assistant Chief Williams, that is
22 inappropriate language, the F-word. I just read
23 several complaints and that's there as you may know.
24 We need to drive that home.

25 You may do that on whatever street, but it's not

Regular Meeting
3/29/2018

Page 46

1 part of the jargon we should be using on our citizens.
2 It seems like it's common thread now. We need to nip
3 that in the bud and send something out. I know the
4 officers there should not be tolerating it. I didn't
5 tolerate it as a police officer. You know, I didn't
6 tolerate profanity and language and they try to get
7 people's attention. Those complaints are filthy with
8 that type of language. We need to clean that up and
9 make them realize it's just like the N-word. Those are
10 my three remarks. Thank you.

11 CHAIRPERSON CARTER: Thank you. I just want
12 to follow-up, Dr. McCalister, that you've only been
13 here three weeks and that was an outstanding report.

14 MS. McCALISTER: Thank you.

15 CHAIRPERSON CARTER: And I can't wait for the
16 years. At this time, we will have --

17 CHIEF WILLIAMS: Through the Chair, if I may?

18 CHAIRPERSON CARTER: Yes.

19 CHIEF WILLIAMS: I want to address two
20 things. The first thing I want to address is the
21 curriculum through the Academy. That curriculum is
22 approved through MCOLES which is the approval body
23 through the State of Michigan. Right now, we have 590
24 hours of acquired training that each perspective
25 student police officer has to go through before they

Regular Meeting
3/29/2018

Page 47

1 are actually certified as a police officer, in the
2 State of Michigan.

3 So as far as the curriculum change, that's
4 something we can probably look to. But I think the
5 most immediate thing we can do is actually put
6 something in as a presentation that the Board could do
7 if they want to do something with that and we work that
8 out with A.C. White in his shop and Captain Williams.

9 Going back to Commissioner Bell's statement about
10 the F-word. Any profanity that's used against any
11 member of the community as a police officer in the
12 day-to-day, I guess the day-to-day execution of their
13 duties is a violation. We have to have courteous
14 manner with all citizens. So I want to make sure
15 that's already part of their policy. When that
16 happens, the officers are acting outside of our policy
17 and we do hold them accountable. And that is actions
18 we do not condone. So we're looking at it and seeing
19 if we do have that large proliferation of that usage of
20 the word and we'll continue to push to our officers to
21 make sure we understand. I think the great majority of
22 our officers, they get it right. But we do have that
23 small minority. I think all of us understand it's not
24 the good stuff that we look at and expanded on, it's
25 when you get the bad stuff that's magnified and placed

Regular Meeting
3/29/2018

Page 48

1 on everyone. I wanted to make sure I said those
2 things. Thank you, Madam Chair

3 CHAIRPERSON CARTER: Thank you, Assistant
4 Chief Williams.

5 At this time, are there any standing committee
6 reports or at high committee reports.

7 COMMISSIONER BELL: Madam Chair, the Policy
8 Committee met this afternoon and we have an ongoing
9 process of working through the policy process. I want
10 to thank our coordinator, Ms. White for leading that,
11 and Hicks and others. And we are moving forward and
12 hopefully in the near, near future, we'll be reporting
13 out, but the meeting went well. I think Commissioner
14 Davis and Commissioner Brown participated.

15 CHAIRPERSON CARTER: Thank you. Any others?

16 At this time, we'll have the report from Mr.
17 Hicks, Board Secretary.

18 MR. HICKS: Thank you, Madam Chair.
19 Something I want to draw your attention to; four items
20 that are listed on the agenda. In these items, I do
21 want to indicate that last week, we had a discussion
22 about the suspensions without pay, policy, and
23 procedure in which we would use. If you notice in your
24 packet today, there is a communication that's the
25 standard communication that we'll be using to notify

Regular Meeting
3/29/2018

Page 49

1 the Detroit Police Officer Association and/or any other
2 of the respective unions when a member is brought in
3 front of the Board for a suspension without pay.

4 That process now involves, as we outlined it last
5 week, I believe, was a call to them and a follow-up
6 e-mail or notification that their member would be
7 coming up. And we asked them for them to indicate to
8 us whether or not the members would be present for the
9 hearing in front of this board, as well as whether or
10 not that member selects to go into a closed session in
11 connection with that.

12 So your next -- following the institution of that
13 set of rules which you -- which really go back to the
14 first of the year, we -- your first suspension without
15 pay came up in the last -- within the last week.

16 So on the 5th of April which is the next -- will
17 be the scheduling of the suspension without pay for
18 Police Officer Tammy Barnes. And that is included in
19 here. And you should have already received
20 electronically, all of the copies of the internal
21 communications that was sent through the department, to
22 you.

23 Secondly, I do want to indicate that after some
24 period of time, in my opinion, with great cooperation
25 with D.C. Bettison and -- I hope I get this right,

Regular Meeting
3/29/2018

Page 50

1 Captain Petty, and Captain Petty's staff, we were able
2 to go through a pretty good amount of information that
3 related to the deployment of officers into varying
4 services where there may be an expectation for us to
5 recover the money for that extra outlay of officers.

6 Typically, that question is related to downtown
7 activity, sports, and entertainment venues, and so
8 forth. But it does include, other than just downtown
9 activity.

10 But based upon that work that was done, we were
11 able to, in working, I think, again, and cooperatively,
12 we were able to reconstruct that process, I think, over
13 the last couple of years. And we have forwarded one to
14 the board and would also forward to the Chief through
15 D.C. Bettison, a set of recommendations that we think
16 would correct some of the problems that we've had in
17 the past and that.

18 And for the purposes of the public meeting, I do
19 want to indicate that where we may be under the
20 impression that we had a lot of city funds that was
21 just out there unaccounted for and so forth, well our
22 investigation in an area does not reveal that we have
23 substantial city funds out there just wasting about or
24 anything like that.

25 In fact, if you take away the exempt services that

Regular Meeting
3/29/2018

Page 51

1 had been provided over some period, we had close to an
2 89 percent recovery for these services in 2017. And in
3 2018, we had close to 70 percent recovery.

4 Obviously, we can do better in terms of recovery.
5 We can do better off in terms of billing. We can do
6 better in terms of tracking those events and
7 organizations that may -- that we may select to exempt,
8 but what we thought our focus should be aside from a
9 response on the numbers themselves, the accounts, if
10 you will, we wanted to come up and recommend to the
11 department and ultimately, the City, a process in which
12 we can handle this moving forward, so that this would
13 be cleaner as we move forward, more accurate in terms
14 of the numbers and so forth. And, that we can get
15 close to a hundred percent return upon those funds that
16 are extra funds that are expended when we put extra
17 police out for these special services.

18 And that -- a copy of that report is included in
19 your packet. It is the -- well, a copy of the report
20 is included in your packet.

21 Finally, the only other item that I would like to
22 mention is that roughly, about a year ago, we requested
23 a copy of the curriculum from the Academy and they
24 provided a copy of the curriculum. If that curriculum
25 has changed and I don't know that it has, we would be

Regular Meeting
3/29/2018

Page 52

1 requesting another copy. We did forward that
2 curriculum to -- copies of it to the Board and we will
3 do the same again, so that you will be up-to-date with
4 the types of information that is shared with recruits
5 over the process of them being in the Academy.

6 And with those remarks, unless you have some
7 specific questions, that will conclude my report.

8 CHAIRPERSON CARTER: Any questions,
9 Commissioners? Thank you, Mr. Hicks.

10 At this time, I would like to acknowledge
11 Councilman Ray McAllister who is out there in the
12 audience. Thank you for joining us, sir.

13 Commissioners, is there any old business at this
14 time?

15 COMMISSIONER BURCH: Madam Chair, I don't
16 know if this is old business or not, but it's directed
17 to the Chief. Assistant Chief Williams, right? I
18 think I did make mention of coming -- of you asking for
19 an endorsement by Chief Craig that we would do an
20 appreciation to officers that have died, you know, in
21 the line of duty. We wanted to present that in each
22 district. You remember that conversation? So it's not
23 to get his approval, but just to get an endorsement
24 that I believe we should do within each district that
25 we show appreciation during the month of Memorial Day

Regular Meeting
3/29/2018

Page 53

1 in May. Each district can pick their own and then just
2 show the officers that we care about them and just give
3 them an honor day on behalf of the fallen soldiers --
4 officers that have passed.

5 CHIEF WILLIAMS: Through the Chair. I think
6 I can speak confidently on behalf of the Chief on this
7 matter. Chief will have absolutely no issue with that
8 at all. I would say make the arrangements with each
9 precinct commander. I don't see any issue with that.
10 It's an honor.

11 COMMISSIONER BURCH: Thank you.

12 CHAIRPERSON CARTER: Any new businesses,
13 Commissioners? Announcements. Our next meeting will
14 be Thursday, April 5th at 3:00 p.m. here, at Detroit
15 Public Safety Headquarters located at 1301 Third
16 Street.

17 Our next community meeting will be Thursday, April
18 12th, at 6:30 p.m., in the 11th Precinct at the Peace
19 Baptist Church located at 13450 Goddard Avenue.

20 COMMISSIONER BURCH: Davison.

21 CHAIRPERSON CARTER: At Davison. Thank you.

22 COMMISSIONER BURCH: Everyone, I just want to
23 say, that's my church. You all please come.

24 CHAIRPERSON CARTER: At this time, we will
25 have oral communications from the audience. Please

Regular Meeting
3/29/2018

Page 54

1 give your name and limit your comments to two minutes,
2 please.

3 MR. BROWN: Madam Chair, I have two cards.
4 Your first speaker will be Ms. Michelle George followed
5 by Ms. Bernice Smith.

6 MS. GEORGE: I apologize. I forgot my notes.
7 To the -- good afternoon to Chairman Carter and to the
8 board of Commissioners.

9 COMMISSIONERS: Good afternoon.

10 MS. GEORGE: I want to congratulate
11 Dr. McCalister. I enjoyed that. I learned a lot from
12 your presentation.

13 CHAIRPERSON CARTER: Your name for the
14 record.

15 MS. GEORGE: Oh, I'm sorry. Michelle George,
16 a member of National Action Network. Yesterday I had
17 the opportunity to speak with Officer Miller. He's the
18 National President of the National Association of Black
19 Police Officers. And I was just telling him my
20 experience I had when I called Sacramento. I called
21 the Government's Office, the Mayor's Office, the Chief
22 of Police, I wrote him yesterday to -- I was just
23 asking him where is the outcry of, you know, what we're
24 seeing with our -- the shooting of the unarmed
25 citizens. We know of some police, not all. Because

Regular Meeting
3/29/2018

Page 55

1 police put their lives on the line every day for us.

2 But it was just a very cordial conversation and he
3 was letting me know his role in terms of, you know,
4 what they're doing to try to combat that. But I know
5 the Mayor's Office in Sacramento, his assistant talked
6 to me about all of the training. And I did enjoy the
7 conversation, but that's just the conversation we had
8 about all of the training that they had. But it has a
9 lot to do with the heart.

10 What do they see first? And I know we're going to
11 be talking about it in New York in a few weeks at
12 National Action Network, but I wanted to just bring
13 that point out and Officer Miller said he's willing to
14 get on board nationally with a lot of the officers to
15 have that discussions.

16 The next thing I want to speak briefly on is I was
17 in D.C. a few weeks ago and Senator Stabenow spoke with
18 us at the nation's capital. And she's putting things
19 in place, funding centers to help police officers
20 because she knows what's happening with the police
21 officers in terms of the violence. I did tell her I
22 would share that with Chief Craig.

23 The next thing I want to discuss, in the
24 neighborhood between Warren and Tireman, there was a
25 shoot-out. And it was an assault weapon around 4:00

Regular Meeting
3/29/2018

Page 56

1 p.m. in the daytime. And, it was about 45 shots. Very
2 horrible. At this time, children were coming home.

3 I called the police and I was on hold for 9-1-1.
4 I said why am I on hold. After being on hold three
5 times, I called a different police precinct. But it
6 was an assault rifle. They were just shooting driving
7 down the street.

8 So we have to do something in that Prairie, Warren
9 Avenue, West Side of Detroit. I will get with
10 Commander Munsey from the Second Police District.

11 CHIEF WILLIAMS: I'm going to have somebody
12 -- through the Chair, I'm going to have somebody get
13 with you to make sure we get the date and time for
14 that.

15 MS. GEORGE: Okay. Thank you, Officer
16 Williams. Thank you. That's my report.

17 MR. BROWN: Madam Chair, your next speaker is
18 Bernice Smith and that's your last speaker.

19 MS. SMITH: Good afternoon to the Chair and
20 Commissioners.

21 COMMISSIONERS: Good afternoon.

22 MS. SMITH: Glad to see everybody here today.
23 My report is -- and it was given to the Third Precinct
24 which is the precinct that I reside in. And before
25 Commissioner Bell said, the CNOP. The NOP officer is

Regular Meeting
3/29/2018

Page 57

1 Dorsey in the area of where I had the complaint.

2 I have a complaint in regards to -- and it's been
3 over a month. These two cars have been parked in this
4 particular area. Let me take my glasses off.

5 The first car is a -- I don't know what you call
6 it, but it's a Windstar BSN418 and it's a van. And
7 it's gray. And it's been torn up -- in other words,
8 the front of it is wrecked. And the address is 1426 on
9 West Grand Boulevard right there, a block -- a half a
10 block from Warren.

11 And the next car that's been sitting there over --
12 'cause I know it 'cause when I come through there going
13 to my son's house there to eat dinner on Sundays,
14 that's how I notice it. It's been there over a month.

15 The next one is a Mazda. A red Mazda which is
16 across the street from where this first car is. And
17 the license number is 1469 -- I mean, that's the
18 address. I'm sorry. That's the address. 1469 is the
19 address. It's no plates on it.

20 Also, I would like to know, is it illegal or is it
21 legal for residents to have furniture, anything you can
22 name that belongs in the house, beds, just anything, on
23 the sidewalk --

24 COMMISSIONER BURCH: No.

25 MS. SMITH: For sale? I have noticed this

Regular Meeting
3/29/2018

Page 58

1 for over four or five months. And I understand the
2 owner of the building, he has confiscated five
3 buildings in that particular area and people are scared
4 to say anything about it. My son don't want me to get
5 involved since I don't live down there. But I raised
6 my kids down there, so I do have a part of it. And
7 they still reside down there.

8 And I have been complaining about this. It's an
9 eyesore. It's really an eyesore. And anybody that's
10 coming off of 94, that's coming down the Boulevard and
11 going to Warren, you have all of that area where this
12 garbage -- and I call it garbage.

13 I understand he has a second-handed place over on
14 Junction. And all this stuff is what he -- I guess he
15 doesn't sell over there and he brings it on the
16 Boulevard. It is an eyesore. I understand it's in the
17 Tenth Precinct. So I'm going to make it my business to
18 go to the Tenth Precinct and talk with the NOP officer
19 there. I got their number. But I would rather talk to
20 him in person than over the phone.

21 And Dorsey, I don't have to worry about him. He
22 takes care of business in my area.

23 So I have spoke to the NOP people, so you don't
24 have to correct me anymore, Mr. Bell, about going to
25 them. But I do wish we do something about this

Regular Meeting
3/29/2018

Page 59

1 particular area where this man -- and I understand he's
2 a former drug dealer and I'm not scared to say it. My
3 children know him, and they told me who he is. So I
4 want that area cleaned up from 94 to Warren on the West
5 Grand Boulevard because it is a disgrace.

6 We're trying to keep our neighborhoods to look
7 like something, but how can we keep it looking like
8 something when nobody complains about the disgrace you
9 have in your neighborhood? So I'm very upset about it.

10 I don't want to come from my church at Tabernacle
11 and come down that way and see all that garbage every
12 Saturday and Sunday. And I stopped and I looked at
13 them and they looked at me and I told them, you're
14 going to have to clean this. I'm not going to tell you
15 what I said.

16 But anyways, you're going to have to clean this
17 up.

18 CHAIRPERSON CARTER: Ms. Smith, your time is
19 up.

20 MS. SMITH: Can I congratulate her, please?

21 CHAIRPERSON CARTER: Very quickly.

22 MS. SMITH: I had no idea.

23 CHAIRPERSON CARTER: Very quickly.

24 MS. SMITH: Congratulations, baby. Keep up
25 the work because the women are coming alive nowadays.

Regular Meeting
3/29/2018

Page 60

1 MS. McCALISTER: Thank you

2 MS. SMITH: And I understand you're dealing
3 with the Police Department, and we're going to look out
4 for you.

5 CHAIRPERSON CARTER: Thank you, Ms. Smith.

6 MS. SMITH: Thank you, for hearing us today.
7 All of you absentee folks. Thank you.

8 CHIEF WILLIAMS: Ms. Smith, you could have
9 led off with your congratulations first because I'm
10 going to have you talk to Sergeant Jackson in the back
11 with all of the complaints you have and we're going to
12 make sure that gets cleared up. And he's going to talk
13 with you as well, ma'am, to make sure we have the date
14 and time for that incident that occurred on Warren and
15 Tireman.

16 MS. SMITH: Yeah, I think he's intimidating
17 those people and that's why they're not doing anything
18 about it.

19 CHAIRPERSON CARTER: Thank you. Any other
20 business, Commissioners?

21 COMMISSIONER BELL: Madam Chair, no other
22 business. Move for adjournment.

23 CHAIRPERSON CARTER: Move for adjournment.
24 All in favor.

25 COMMISSIONERS: Yea.

Regular Meeting
3/29/2018

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

(The proceeding was adjourned at 4:17 p.m.)

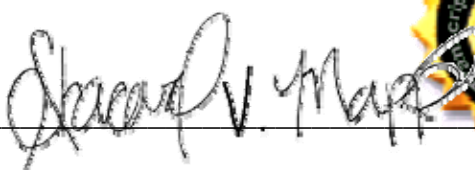

Regular Meeting
3/29/2018

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 MACOMB)

I, Shacara V. Mapp, Certified Shorthand Reporter, a Notary Public in and for the above county and state, do hereby certify that the above deposition 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.

Shacara V. Mapp, CSR-9305
Notary Public,
Macomb County, Michigan

My Commission expires: 07-25-2024

Regular Meeting
3/29/2018

A

A.C 18:25 47:8
ability 22:1
able 17:16 21:13
35:21 39:25
50:1,11,12
abolished 4:21
absentee 60:7
absolutely 31:13
53:7
absorb 21:5
academy 25:23
38:14 39:16
41:2,8,10 42:7
43:21,23 45:3
45:9 46:21
51:23 52:5
access 18:6
accident 15:15
30:8
accidents 21:2
29:18 30:2,15
accountability
14:4 30:8
accountable
41:14 47:17
accounts 51:9
accurate 51:13
accused 32:20
accustomed 6:20
achieved 8:23
acknowledge
52:10
acquired 46:24
acting 47:16
Action 54:16
55:12
actions 33:24
47:17
active 40:12
activity 50:7,9
add 40:20
add-on 38:2
adding 41:22
addition 21:10
29:17
additional 14:11
address 25:6
30:9 37:8
41:20 46:19,20

57:8,18,18,19
addressed 15:18
addressing 32:19
adjourned 61:1
adjournment
60:22,23
adjudication
21:21
adults 40:1
Advising 11:6
Advisor 11:21
African 8:7
afternoon 4:4,5
11:4 12:12,25
19:23 33:4,5
48:8 54:7,9
56:19,21
afternoon's 4:10
12:13
age 4:22 8:23
agenda 9:17,22
12:22 48:20
agent 22:11
ago 5:9 38:11
51:22 55:17
agree 35:5 39:20
40:3,8 43:11
ahead 8:21
air 23:18
Aircraft 8:1
alive 59:25
allegation 33:21
allegations
33:21 35:8,11
alleged 20:23
33:23 34:3,6
alleging 33:15
allow 20:5 22:21
allowing 19:24
allows 14:4
Amen 7:14,15
America's 5:15
American 5:17
Americans 8:8
amount 29:5 50:2
analyzed 29:1
and/or 13:18
49:1
ANDREW 3:7
anecdote 28:4
anniversary 5:4

Announcements
53:13
anointing 6:25
anomaly 29:16
answers 62:13
Anthony 15:11
anybody 58:9
anymore 58:24
anyways 59:16
apologize 54:6
appeal 14:5 28:8
appear 19:24
26:15 27:1
appears 45:19
appointed 12:25
13:2 14:16
appointment
23:16
appreciate 19:2
19:3,6 21:11
23:22,23
appreciation
52:20,25
appropriate 5:6
approval 22:9
46:22 52:23
approve 9:19,22
approved 46:22
April 5:3 49:16
53:14,17
area 8:13 16:5
26:3 33:18
50:22 57:1,4
58:3,11,22
59:1,4
areas 16:4 25:20
25:24 29:3
43:25 45:11
arising 6:4
Arnold 11:13,14
arrangements
15:20,21 53:8
arrest 33:19
arrival 12:14
arriving 20:15
aside 51:8
asked 6:9 49:7
62:13
asking 31:21
39:4 52:18
54:23

asphalt 29:25
assassination
5:3,5
assault 16:4
55:25 56:6
assembled 7:7
assigned 6:15
33:21 43:4
assignments
44:24
assist 25:20
39:19
assistant 3:7
11:13,14 14:10
15:7 24:22
45:21 48:3
52:17 55:5
associated 22:4
29:22
Association 49:1
54:18
At-Large 2:3,4,5
9:6
attack 4:14
attended 42:13
attending 11:6
12:13
attention 10:15
32:11 46:7
48:19
attire 19:13
Attorney 5:24
audience 14:25
52:12 53:25
audio-visual
10:17
auto 30:4,6,25
31:3
automobile 30:20
Automotive 21:2
Avenue 6:8 53:19
56:9
aware 26:21

B

baby 59:24
back 7:25,25
8:13,18,20
15:3 16:11
21:10 22:19
41:25 44:9

Regular Meeting
3/29/2018

47:9 49:13
60:10
bad 47:25
balance 11:3
bankruptcy 29:7
Banks 11:7
Baptist 53:19
Barnes 49:18
based 8:16 50:10
basic 21:14,19
basically 16:9
27:14
bat 27:20
becoming 40:18
beds 57:22
beginning 7:17
15:5 28:22
33:7,10
behalf 14:8
21:16 22:15
32:5 53:3,6
behavior 26:16
41:20
believe 16:7
49:5 52:24
Bell 2:6 7:21,21
9:2,20 10:4
19:9,10,11
25:13 26:10
27:10,18 40:12
42:13,15 43:14
43:18 45:6
48:7 56:25
58:24 60:21
Bell's 32:19
47:9
belongs 57:22
Bernice 54:5
56:18
best 13:21 23:6
26:20 45:16
better 26:9
38:12 45:13
51:4,5,6
Bettison 11:18
11:19,20 17:2
17:3 18:2,8,11
18:11,19 19:12
19:16 49:25
50:15
beyond 5:13

billing 51:5
bit 22:5 23:12
30:10
Black 54:18
bleed 42:19
bless 6:25 7:1
7:11
block 17:20 45:4
57:9,10
Blossom 10:24
40:5
blown 17:9
board 1:1 2:12
4:7,20 10:12
13:6,13,15,24
14:8 15:1,18
15:22 16:22
18:23 19:24
33:8 36:16
38:13 39:17
40:6,24 43:16
43:22 45:4
47:6 48:17
49:3,9 50:14
52:2 54:8
55:14
Board's 18:20
body 14:18 23:2
34:18,19 35:22
35:25 46:22
born 8:3
Boulevard 57:9
58:10,16 59:5
break 22:16 31:4
breakdown 36:5
breath 23:18
Bridget 10:21
brief 7:23
briefly 55:16
bring 13:24
55:12
brings 58:15
Brooks 2:4 9:5,5
31:25 32:4,9
32:15,23 36:13
37:22 38:25
39:6,11 40:23
brought 49:2
Brown 2:7,11
4:19,19,22,23
6:6 7:18,19,20

10:22 15:3,4
15:11 16:25
17:4 18:16
19:12 48:14
54:3 56:17
Bryant 11:24,24
BSN418 57:6
bud 46:3
building 41:14
58:2
buildings 58:3
bulk 29:6
bulletins 28:13
bullets 5:21
bumper 29:11
Burch 2:8 9:7,7
24:20 36:20
39:8,12,21
40:4 42:12
43:12,19 52:15
53:11,20,22
57:24
bureau 44:24
Burton 12:15,16
25:2,3
buses 29:25
business 21:25
52:13,16 58:17
58:22 60:20,22
businesses 53:12
buy 31:23

C

cadets 43:2
California 5:20
call 30:11 49:5
57:5 58:12
called 17:7
18:25 54:20,20
56:3,5
calling 39:4
Calloway 11:8
cameras 34:18,19
35:22,25
campaign 5:11
candid 26:14
capital 55:18
Captain 11:22,22
12:3,3 47:8
50:1,1
capture 35:21

captured 35:17
35:18,23
captures 21:14
car 35:16 57:5
57:11,16
card 15:2,4
cards 25:9 54:3
care 15:10 19:3
19:5 53:2
58:22
career 4:16
37:13 39:25
45:14
careful 30:17
carries 10:1,10
cars 57:3
Carter 2:2 4:4,6
4:8 6:12 7:16
9:1,13,16,21
9:25 10:6,9
11:11 12:12,18
13:2,5 16:23
18:14,18,21
19:8,10,18
23:14 24:2
25:2,7,11
28:16 32:24
33:2 38:23
46:11,15,18
48:3,15 52:8
53:12,21,24
54:7,13 59:18
59:21,23 60:5
60:19,23
case 4:20 22:11
22:20 24:13
cases 20:15,18
26:21 29:8,12
29:14,18 30:14
31:1 32:5,6,7
38:9
catch 19:14
categories 20:19
category 37:7
cause 38:20
57:12,12 62:19
causing 37:18
celebrated 8:7
celebrating 8:17
cellphone 18:12
centers 55:19

Regular Meeting
3/29/2018

certain 37:8,12
41:11 45:11
CERTIFICATE 62:1
certified 47:1
62:7
certify 62:9
chair 4:8 7:22
8:25 9:3,4,19
10:5,14 11:16
15:8 16:25
18:1,7 19:9
24:1,20 25:13
27:10 28:2,17
28:17 31:6,8
31:14,24 40:10
40:11 42:5,10
42:12 43:18
46:17 48:2,7
48:18 52:15
53:5 54:3
56:12,17,19
60:21
Chairman 54:7
Chairperson 2:2
4:4,6 6:12
7:16 9:1,13,16
9:21,25 10:6,9
11:11 12:12,16
12:18 13:2,5
16:23 18:14,18
18:21 19:8,10
19:18 23:14
24:2 25:2,7,11
28:16 32:24
33:2 38:23
46:11,15,18
48:3,15 52:8
53:12,21,24
54:13 59:18,21
59:23 60:5,19
60:23
challenge 5:16
challenged 17:15
change 30:24
37:24 40:20,21
47:3
changed 51:25
Chaplain 6:10,11
6:14,15
checking 34:14
Chief 3:6,7 11:1

11:5,13,13,14
11:14,15,18,19
11:19 13:18
14:10,22 15:7
15:8 17:1,3,7
18:1 19:7
25:22 26:12
28:25 34:24
42:20 45:21
46:17,19 48:4
50:14 52:17,17
52:19 53:5,6,7
54:21 55:22
56:11 60:8
Chief's 12:1,5,7
child 16:14
children 40:1
56:2 59:3
Christ 6:17 7:12
Christmas 13:7
church 5:14 6:8
6:17 53:19,23
59:10
circumstances
30:7
cities 8:4
citizen 14:5
32:10 33:14,14
39:2
citizen's 13:16
18:3
citizens 7:2
17:20 33:9
42:1 43:9 46:1
47:14 54:25
citizens' 34:22
city 7:2 8:2
13:4,20,21,23
20:11,15 22:15
26:22 27:2
28:5 29:12
30:3 31:15
50:20,23 51:11
City's 20:13
Civil 8:14,15
civilian 11:16
13:14 14:1
civilians 13:25
claim 21:20,22
22:12,17 32:21
claims 21:1,3

29:4,10,19
31:2 32:1
Clark 5:20 6:6
class 41:11,20
42:3,7
classes 38:15
40:13
classified 20:22
clean 22:7 46:8
59:14,16
cleaned 59:4
cleaner 51:13
cleared 60:12
Cleveland 34:15
34:16
close 51:1,3,15
closed 32:7
49:10
club 17:21
CNOP 56:25
code 29:21
coin 27:12
Coles 12:8,8
color 6:4
colors 17:25
colossus 24:25
column 21:23
36:10
combat 55:4
combined 36:18
come 8:20 17:5
23:6 26:2
29:18 38:9
44:9 51:10
53:23 57:12
59:10,11
comes 22:20
27:25 36:15
37:16 41:1,1
comfortable 5:18
coming 4:9 7:10
23:15 25:4,14
30:9 37:7 43:2
49:7 52:18
56:2 58:10,10
59:25
commander 11:24
11:24 53:9
56:10
commend 25:16
comment 43:13

comments 15:5
54:1
commission 4:8
7:1 12:23 21:9
62:25
commissioner 2:6
2:7,8,9 7:18
7:19,19,21,21
9:1,5,5,7,9,11
9:20 10:4,12
12:15 16:25
17:4 18:16,23
19:9,10,11,12
23:19 24:4,20
25:2,3,13
26:10 27:10,18
31:25 32:4,9
32:15,23 36:13
36:20 37:22
38:25 39:6,8
39:11,12,21
40:4,12,23
42:12,13,15
43:12,14,18,19
45:6 47:9 48:7
48:13,14 52:15
53:11,20,22
56:25 57:24
60:21
Commissioner's
4:7
Commissioners
1:1 2:1 4:5
7:15 9:17,24
10:2,8 11:5
13:6,13 16:23
20:2 25:12
32:25 33:5,8
36:16 38:14
39:17 40:6,24
52:9,13 53:13
54:8,9 56:20
56:21 60:20,25
committee 40:24
48:5,6,8
common 8:10 46:2
communicate
17:16
communicated
22:23
communication

Regular Meeting
3/29/2018

48:24, 25
communications
 14:25 49:21
 53:25
communities 6:4
community 13:11
 17:5, 17 18:3
 26:6 38:5 42:1
 45:6 47:11
 53:17
complained 34:10
complaining 58:8
complains 59:8
complaint 33:15
 35:20 36:2
 57:1, 2
complaints 13:16
 23:1 32:10
 33:14, 14 34:17
 34:23 35:4, 15
 35:23 36:7, 8, 9
 37:6, 12, 18
 39:2 41:5
 45:17, 23 46:7
 60:11
CompStat 17:6
computer 17:11
 17:14 62:15
concern 14:8
 32:19
concerned 7:3
 26:4
concerns 14:17
 28:14 33:18
conclude 52:7
concludes 11:9
conclusion 22:20
condensed 41:12
condone 47:18
conduct 33:16, 24
 34:6 38:19
confidence 19:2
 38:3
confidently 53:6
confiscated 58:2
congratulate
 54:10 59:20
congratulations
 23:16 25:4
 59:24 60:9
connection 49:11

conscious 38:19
consequential
 30:3
consider 20:11
constellation
 30:7
constitutional
 20:23 22:17
continue 34:19
 38:3, 13 47:20
continuing 15:23
 30:13
control 14:5
convention 26:7
conversation
 52:22 55:2, 7, 7
conversations
 20:1 38:17
convince 30:15
cooperation
 23:20 26:19
 49:24
cooperatively
 50:11
coordinator
 10:24 48:10
copies 49:20
 52:2
copy 51:18, 19, 23
 51:24 52:1
cordial 55:2
core 44:6
Corporation
 12:24 14:15
 19:21 24:3
 26:25 27:15
 35:6
correct 41:17
 50:16 58:24
 62:16
council 12:24
 13:4 14:15
 19:21 22:8
 24:3 26:2, 3, 25
 27:15 28:5
 35:6
Councilman 52:11
counsel 62:18
country 8:16
county 62:5, 8, 24
couple 17:4 28:3

29:6 50:13
course 18:24
 31:20
court 4:20, 24
 10:18 28:7
courteous 47:13
Craig 25:22
 26:12 42:20
 52:19 55:22
create 8:9 37:19
crime 15:23 16:5
 16:17, 19
crimes 11:25
 16:19
criminal 16:1
critical 5:2
 14:19
criticism 5:15
criticizing 5:19
Cromwell 11:7
crucial 44:1
CSR-9305 62:22
culture 30:22
 37:25 40:21, 22
 41:4
curriculum 40:19
 41:19 42:8
 43:21 44:3
 45:2 46:21, 21
 47:3 51:23, 24
 51:24 52:2
Curtis 12:10, 10
cutting 8:15

D

D 2:7
D.C 18:2, 8, 11, 11
 18:17, 19 19:16
 49:25 50:15
 55:17
Darryl 2:7 7:19
data 20:7, 8, 10
 21:9 22:3 23:3
 27:6 29:1
data-driven
 19:25
date 5:2 21:19
 56:13 60:13
Davis 2:9 9:11
 9:11 48:14
Davison 53:20, 21

day 4:12 17:11
 42:2 52:25
 53:3 55:1
day-to-day 47:12
 47:12
days 35:20 36:2
 36:3 38:11
 39:25
daytime 56:1
DDOT 29:23 30:12
dealer 59:2
dealing 60:2
dear 8:3
death 4:18 5:15
 8:7, 17
decide 34:3
decided 33:6, 13
decision 4:23
 20:1
decrease 34:20
dedicated 8:14
deeper 24:13
defendant 24:16
defended 26:22
 28:6, 7
defending 27:18
 28:11, 11
defined 33:14
delivered 5:12
Delta 8:4
demand 31:19
demeanor 33:19
 35:7, 12 41:21
democracy 14:3
Dennis 6:15
department 4:12
 13:15, 17 14:20
 14:21 16:11
 20:16 21:8, 16
 26:9 27:3 28:5
 28:10, 12 29:1
 31:15 33:17, 25
 34:7 36:6
 39:16 41:15
 43:8 44:16
 45:12 49:21
 51:11 60:3
Department's
 20:12 21:25
departments
 31:11, 20 34:15

Regular Meeting
3/29/2018

deployment 50:3
deposition 62:9
depositions
24:14
depth 24:12
Deputy 11:18,19
11:19 17:1
Derrick 2:5 9:9
description
21:19
design 40:19
42:11
desired 25:21
detect 22:1
Detroit 1:1,4,6
4:1 7:2 13:14
13:21 14:15
19:15 20:15,15
22:15 24:24
28:11 31:10
33:25 34:7
49:1 53:14
56:9
Detroiters 30:4
30:6
DetroitMI.gov...
18:13
develop 17:23
40:17 41:7
43:23
developing 17:8
Dewaelsche 2:3
9:3,4,19 10:5
24:1 28:17
31:6,14,24
40:10 42:5,10
dialogue 25:15
died 5:20 8:22
52:20
different 34:15
38:9 41:3,21
56:5
difficult 22:5
22:13
dinner 57:13
direct 7:6 23:7
directed 52:16
direction 6:25
45:2,12
directions 44:14
Director 10:20

disappointed
5:23
discuss 14:17
55:23
discussed 26:12
discussing 16:6
discussion 9:23
10:7 25:17
48:21
discussions
55:15
disgrace 59:5,8
disposition
21:22
Dist 2:2,6,7,8,9
distill 22:5
district 4:9
7:20,22 9:7,11
43:4,6 52:22
52:24 53:1
56:10
divide 5:16
divisions 34:22
Doctor 39:11
doing 16:10
24:23 31:15
35:2,9 37:14
42:25 55:4
60:17
dollars 13:22
20:14 26:7
Dorsey 57:1
58:21
dot 24:24
doubly 30:3
downtown 50:6,8
DPD 11:16 19:21
20:9 21:16
22:12 23:7
28:14 29:22
30:12 32:7
35:15 36:19
37:25
Dr 5:4,9,12,15
5:18 6:5 7:23
11:2 14:23
33:3 38:24
39:12 46:12
54:11
draw 10:15 48:19
drive 45:24

driving 29:21
30:17,21 56:6
drug 59:2
dug 29:19
duly 62:11,14
duties 47:13
duty 52:21
dying 30:16

E

E 2:6
e-mail 25:5 49:6
eager 23:5 27:8
earlier 29:13
early 8:23 30:10
44:2
ears 32:22
eat 57:13
edge 8:15
education 4:20
4:25 30:13
effect 8:10
effort 27:21
efforts 36:18
Eight 35:16,17
either 15:2 29:8
37:4,16 62:18
elaborate 19:4
elected 12:19,19
13:1
electronically
49:20
ELIZABETH 2:4
emphasize 45:21
employee 33:24
employees 33:25
encourage 39:21
endorsement
52:19,23
enforcement 38:4
enforcements
37:5
English 45:18
enjoy 44:23 55:6
enjoyed 54:11
enjoying 8:24
entertainment
50:7
entities 16:10
entry 33:20
equal 4:25

equipment 29:24
35:19
Eric 15:15,17
ethics 38:15
Eva 2:3 9:3
event 5:7 62:18
events 51:6
everybody 25:8
38:18 43:5
56:22
evidence 33:23
34:6
exactly 5:12
40:15
excellence 38:15
excellent 18:2
27:16 28:9
excessive 20:24
execution 47:12
executive 2:11
25:23
exempt 50:25
51:7
exist 13:13
Exonerated 34:5
expand 40:20
expanded 47:24
expectation 50:4
expended 51:16
experience 54:20
expires 62:25
explain 20:7
29:2
explained 42:16
extent 20:13
extra 37:6 50:5
51:16,16
extremely 36:14
eye 13:25
eyesore 58:9,9
58:16

F

F 45:17
F-word 45:22
47:10
facets 5:17
facilitate 23:5
facility 15:10
fact 31:8 50:25
factors 29:6

**Regular Meeting
3/29/2018**

facts 34:3,10
faith 7:12
faiths 6:19
fallen 14:9,12
 53:3
falls 20:18
families 14:10
 16:12
family 15:20
 16:13 42:18,18
far 22:3 35:3
 47:3
Father 6:22
favor 7:9 9:23
 10:7 60:24
February 34:13
federal 6:2
feedback 44:12
feel 20:2
feeling 37:17
fellow 8:17
felt 33:9
female 36:7
ferment 42:15
fewer 16:2
fifty 5:9 7:25
 8:18
fighting 5:10
figure 37:6
 38:12
filed 32:12
 35:20 36:1
filing 21:19
filthy 46:7
final 21:23
Finally 51:21
finances 20:13
financial 26:7
 38:18
financials 25:17
finding 22:19
 33:21
findings 35:5
finish 33:12
fired 5:21
first 8:1 10:19
 10:22 20:10
 24:17,17 31:1
 46:20 49:14,14
 54:4 55:10
 57:5,16 60:9

 62:11
Fiscal 10:23
five 58:1,2
focus 6:3 51:8
folks 32:19 60:7
follow 42:21,22
 43:14
follow-up 46:12
 49:5
followed 54:4
following 49:12
force 20:24
 33:18
forced 37:18,24
foregoing 62:13
forgot 54:6
form 44:25
former 59:2
forth 50:8,21
 51:14 62:11
forty 45:10
forward 18:16,17
 20:9 48:11
 50:14 51:12,13
 52:1
forwarded 50:13
fought-out 29:10
found 22:25 36:4
 37:10,15
founding 14:2
four 23:19 32:11
 43:20 48:19
 58:1
frame 37:8 44:11
fresh 23:18
friendly 18:4
front 15:3 27:8
 49:3,9 57:8
full 24:9 62:16
full-blown 17:12
funding 55:19
funds 50:20,23
 51:15,16
furniture 57:21
future 28:13
 48:12

G

game 26:24
garbage 58:12,12
 59:11

Garcia 9:3 12:23
 12:25 14:16
 19:23 23:14,24
 24:7,22 25:9
 26:10 27:17
 28:2,18 29:4
 31:13,17 32:3
 32:5,14,17
 33:1 40:21
 43:25
GARZA 2:3
General 5:24
generated 20:18
 24:18
George 54:4,6,10
 54:15,15 56:15
getting 23:9
 31:18,20
give 12:20 18:8
 23:3 29:23
 53:2 54:1
given 56:23
gives 36:5
giving 17:21
glad 39:6 44:3
 56:22
glasses 57:4
go 8:8,13,19
 10:22 11:1
 22:8 27:20,20
 30:12,12 34:18
 34:20 38:1
 39:25 44:13
 46:25 49:10,13
 50:2 58:18
goals 38:1,2
 39:1
God 6:17 7:14
Goddard 53:19
goes 24:12 36:9
 41:25
going 7:10 19:4
 19:13,14 20:5
 20:9 22:24
 24:8 25:4
 26:19 27:7
 29:15 30:12
 31:8,17 38:4
 40:12 41:3
 44:12 45:2,12
 45:15 47:9

 55:10 56:11,12
 57:12 58:11,17
 58:24 59:14,14
 59:16 60:3,10
 60:11,12
good 4:4,5 11:4
 12:12,25 17:13
 19:5,15,23
 20:4 25:14
 28:4,11,13
 33:4,5 35:3,22
 36:11,20 44:8
 47:24 50:2
 54:7,9 56:19
 56:21
gov 24:25
Gover 6:11,14,15
government 6:2
 14:4
Government's
 54:21
grab 17:18
Grace 42:14
graduate 39:15
graduates 39:18
 40:22
graduating 38:14
 40:13 41:1
graduation 42:14
gradual
 44:4
Grand 57:9 59:5
grant 7:8 11:21
graph 21:7
gray 57:7
great 17:16,21
 17:23 18:6,25
 39:1,3,7 40:14
 47:21 49:24
Greater 42:14
greatest 20:13
gregarious 13:9
GREGORY 2:12
grow 7:12
guess 47:12
 58:14
guidance 6:25
gunshot 15:13
guys 36:19

H

Regular Meeting
3/29/2018

H 24:25
Ha 11:21, 21
 22:23
habits 20:4, 4
half 23:13 30:24
 57:9
hand 24:23
handle 33:13
 51:12
handled 35:12, 13
 37:1, 3
hands 17:19
happening 16:7
 55:20
happens 47:16
happy 21:8 42:1
harassment 33:19
hard 27:7
Harlem 5:14
haul 28:10
havoc 8:9
Headquarters 1:4
 13:9 53:15
hear 43:15
heard 17:22
hearing 49:9
 60:6
heart 4:14 42:20
 42:23 55:9
hedge 7:10
held 30:4
help 7:13 23:7
 45:13 55:19
helpful 23:8
 31:7
helping 17:22
hereinbefore
 62:10
Hewitt 12:1, 1
Hi 11:19
Hicks 2:12 9:13
 9:15 10:11, 14
 11:9, 11 18:7
 25:7, 10 48:11
 48:17, 18 52:9
hiding 17:2
high 27:14 29:15
 29:20 30:5, 8
 36:15 48:6
Higher 34:24
highest 34:23

35:1
hint 33:11, 11
historical 8:22
history 5:3, 8
hit 15:12
hold 47:17 56:3
 56:4, 4
holding 31:9
 41:14
holiday 13:8
home 4:11 8:13
 15:11, 13, 16, 17
 45:24 56:2
homicide 12:3
 15:24
homicides 16:1, 2
honor 8:11 23:25
 53:3, 10
honored 13:1
hope 7:13 22:20
 23:8, 11 25:22
 49:25
hopeful 27:6
hopefully 31:17
 33:10 48:12
hoping 30:22
horrible 56:2
hospitals 16:9
hours 43:24, 24
 44:10 45:10
 46:24
house 5:24 57:13
 57:22
humbly 32:22
hundred 51:15
hurt 39:19

I

ice 29:14
idea 31:22 44:22
 59:22
ideas 40:5, 14
identified 25:25
identify 26:2
identifying
 25:16
illegal 20:24
 57:20
immediate 47:5
immediately
 10:21 17:7, 7

impact 25:24
 26:6 38:17
impacting 4:25
impacts 45:14
importance 30:19
important 14:2, 6
 18:3 20:10
 30:18 32:16
 33:10, 22 38:16
 41:23 43:21
 45:3
impressed 17:18
 17:24 27:20
impression 50:20
imprisonment
 20:25
improve 13:22
 31:16
improvement 41:4
inadequate 33:15
inappropriate
 16:12 45:22
incident 6:3 8:6
 8:12 34:10
 60:14
incidents 6:4
 38:20
include 31:1
 50:8
included 32:7
 49:18 51:18, 20
incorporated
 5:16
incorporating
 44:21
increase 16:5, 7
 28:24 29:2
 34:14 37:4
 38:3
increases 37:5
incredibly 30:18
indicate 14:7, 8
 48:21 49:7, 23
 50:19
indicated 5:25
indicates 10:15
indoctrination
 25:19
inequalities
 5:17
information

14:12, 18, 19
 17:10, 18 20:5
 21:11, 15 22:2
 22:6, 21 23:6, 8
 23:9, 15, 16, 20
 24:9, 11, 12, 19
 26:13 27:9
 28:19 31:7, 12
 50:2 52:4
injured 14:9, 12
injuries 4:15
input 17:21, 22
 18:4 26:14
 39:4, 7
inside 22:9
insist 43:22
 45:3
installed 35:19
institution
 49:12
insufficient
 34:3
insurance 30:4, 6
interaction
 44:10, 25
interest 25:15
 36:22
interested 40:25
 62:18
interesting 31:7
 36:4 37:10
Interim 10:20
internal 49:20
intimidating
 60:16
introduce 10:12
 11:2, 12, 17
introductions
 7:17 11:9
investigate
 13:15
investigation
 34:9 50:22
investigator
 11:1, 5, 6, 7, 7, 8
 11:8 14:23
 32:20 34:24
investigators
 36:18
invite 6:24
invocation 6:10

Regular Meeting
3/29/2018

invoked 6:2
involve 40:18
involved 25:16
29:20 30:2
36:11 38:10
40:18 58:5
involvement 41:7
involves 49:4
involving 20:22
32:2
issue 26:12
27:19 53:7,9
issues 27:18
37:9 45:7,8
it'll 22:14
item 51:21
items 48:19,20

J

Jackson 60:10
James 15:12
jargon 45:20
46:1
Jesus 6:23 7:14
job 17:13,16,21
17:23 18:2,6
23:13 27:16
35:3 39:7
Johnson 10:23
15:9
join 6:9
joining 13:6
52:12
Jones 11:7
Joshua 6:16
Jr 5:4
JU 24:24
Julia 24:22
Junction 58:14

K

keep 31:22 59:6
59:7,24
keeping 42:1
Kelsey 12:6,6
key 32:17 44:19
kids 58:6
killed 5:9 8:2
kind 26:19 31:9
31:15 38:8,21
41:6,12,24

King 5:4,9,12,18
5:23,25 6:5
7:23
King's 5:15
Kirk 12:6,6
Kisselburg 15:13
know 8:23 24:4
24:15 25:17
26:1 27:14,23
27:23 29:3
30:14,23 31:10
31:14 35:6
36:2,14 37:13
37:14 40:11,13
40:14,25 41:2
41:3,22 43:3,5
43:5 44:16
45:7,16,23
46:3,5 51:25
52:16,20 54:23
54:25 55:3,3,4
55:10 57:5,12
57:20 59:3

knows 40:5 55:20
Kovach 15:14

L

Lamar 10:21
landmark 4:19
language 45:18
45:22 46:6,8
large 9:4,10
17:22 20:11
31:20 47:19
largely 20:19
late 26:1,1
law 20:12 21:8
21:16,25 28:5
28:10 31:15
38:3
Lawrence 14:15
lawsuit 27:14
lawsuits 14:17
19:21 29:3
38:17 41:5,23
lawyer 31:4
lead 5:11 45:7
leading 48:10
learned 20:2
39:14 54:11
learning 26:8

41:2
leave 25:9
led 60:9
left 10:20 21:6
21:6
legacy 8:11
legal 10:23
11:21 57:21
length 16:6
Lent 16:8
lesson 26:8
letting 55:3
Liaison 11:20
license 57:17
licensed 6:16
Lieutenant 4:13
4:13 12:8,8
15:19
life 4:16 5:17
7:13 8:14
13:22
light 6:3
lightly 25:19
liked 17:24
limit 54:1
Linda 4:18,22
6:6
line 21:9,23
52:21 55:1
lines 22:22
lining 30:5
link 17:8 18:15
Lisa 2:2 4:8
listed 48:20
litigation 27:1
little 8:9 22:4
28:3 30:9 45:9
live 7:4 58:5
lives 7:8 55:1
load 30:3
local 6:1
locally 14:6
located 15:2
53:15,19
long 8:19,20,21
28:10 31:5
long-term 15:10
41:24
look 7:25 8:18
21:10 22:9,22
23:4 24:9

25:18,23 27:6
33:20 35:2,6
36:11 38:9
44:8 47:4,24
59:6 60:3
looked 35:22
36:22 59:12,13
looking 47:18
59:7
Lord 6:20
Lorraine 8:13
loss 15:18
lost 4:12
lot 29:16,19,24
30:2 36:21,24
40:14 45:10
50:20 54:11
55:9,14
love 7:12,14
42:19
low 37:16
lower 41:5
Luther 5:4,9

M

ma'am 39:10
60:13
Macomb 62:5,24
Madam 7:22 8:25
10:14 16:25
18:7 19:9
24:20 25:13
27:10 28:17
31:8 40:10
42:12 43:18
48:2,7,18
52:15 54:3
56:17 60:21
madness 44:5
magnified 47:25
magnify 7:5
major 11:24
38:21
majority 47:21
making 20:1
31:22
male 36:6
man 8:22 59:1
Manager 2:11
manner 47:14
Mapp 10:18 62:7

Regular Meeting
3/29/2018

62:22
March 1:3 4:2
 9:18,22 10:3
 16:17 24:8
 44:5
mark 35:22
marked 30:20
marketing 40:6
Martin 5:4,9
massive 4:14
master 6:22
matter 6:1 30:19
 53:7
Matthew 6:7
 15:16
mayor 13:18
mayor's 19:25
 54:21 55:5
Mazda 57:15,15
McAllister 52:11
McCalister 11:2
 11:4,5 14:23
 33:3,4,6 36:14
 36:21 37:23
 38:24 39:5,9
 39:10,12,20
 40:3,8 41:9
 42:9,24 43:11
 43:13 45:5
 46:12,14 54:11
 60:1
MCOLES 46:22
mean 42:15 57:17
meaningful 24:14
means 16:9
media 10:16,24
 25:25
meet 13:6,9,11
meeting 1:2 4:7
 4:10,10 10:16
 11:6 12:13
 14:24 17:5
 18:9 48:13
 50:18 53:13,17
meetings 5:6
 14:7 38:5
Mel 26:2
member 16:13
 47:11 49:2,6
 49:10 54:16
members 11:16

33:8 36:5,6,7
 36:8 43:22
 49:8
Memorial 52:25
Memphis 5:10
 7:24 8:2,3
mention 51:22
 52:18
mentioned 44:19
mentor 37:21
merits 27:19
met 26:12 48:8
MI 24:24
Michelle 54:4,15
Michigan 1:6 4:1
 46:23 47:2
 62:3,24
microphone 6:12
migrate 8:4
miles 8:4
Miller 54:17
 55:13
million 20:14
 28:23,24 30:24
Million-dollar
 30:16
mind 6:24
mindset 44:4
minister 6:16
minor 16:14
minority 47:23
minutes 10:2
 28:3 43:20
 54:1
miscellaneous
 21:5
misconduct 34:4
missed 26:16
missing 22:11
Mississippi 8:3
 8:5
model 45:17
modify 13:18
modifying 14:20
moment 6:18,21
 8:22
money 30:25 50:5
monitor 13:16
 38:7
monitoring 14:19
 38:11

month 13:10,12
 24:10 52:25
 57:3,14
month's 24:11
monthly 21:14
months 23:13
 34:20 43:23
 58:1
morale 37:16
Motel 8:13
motion 9:19,25
 10:10
motivational
 44:5
motive 42:17
motor 15:14 21:2
 29:18,21 30:2
 30:8
move 12:21 51:13
 60:22,23
moved 9:21 10:4
 10:6 27:1
moving 48:11
 51:12
Munsey 56:10

N

N-word 46:9
name 4:7,19 6:23
 7:5,14 12:20
 15:2 21:18,18
 54:1,13 57:22
names 26:23 27:1
narcotic 37:5
nation's 5:7
 55:18
national 4:25
 54:16,18,18
 55:12
nationally 14:6
 55:14
nature 27:25
near 22:20 48:12
 48:12
necessarily 17:1
necessary 30:17
need 23:9 27:23
 27:23,25 37:6
 43:2,7 44:7,8
 44:10,21,24
 45:3,4,11,21

45:24 46:2,8
needed 18:5,5
Neely 11:8
negligence 31:3
neighborhood
 11:20 55:24
 59:9
neighborhoods
 59:6
Network 54:16
 55:12
never 43:14
new 5:14 33:6,7
 33:8,9 36:14
 36:24 37:21
 39:18 40:22
 53:12 55:11
news 28:4,13
nice 19:12
Nichols 6:7
nip 46:2
non-criminal
 13:16 33:16
non-Detroit
 33:16
nonchalant 30:18
NOP 56:25 58:18
 58:23
Notary 62:1,8,23
note 4:18 5:2,7
 12:14
notes 54:6 62:17
notice 48:23
 57:14
noticed 57:25
notification
 49:6
notify 48:25
nowadays 59:25
number 20:17
 29:15,17 32:8
 36:19 57:17
 58:19
numbers 16:16
 28:21 35:2
 51:9,14

O

objective 13:20
observed 5:5
 20:8

Regular Meeting
3/29/2018

observing 30:19
obvious 26:15
Obviously 51:4
occasions 28:12
occur 30:16
 33:24 34:6
occurred 16:13
 34:4,11 60:14
OCI 33:3
office 3:6 12:2
 12:5,7 14:22
 20:9 22:5
 23:12 24:16
 30:11 34:23
 54:21,21 55:5
officer 4:13
 15:9,11,12,14
 15:15,16 21:18
 22:12 28:6
 42:17 46:5,25
 47:1,11 49:1
 49:18 54:17
 55:13 56:15,25
 58:18
officers 5:22
 14:9,12 15:19
 21:16 22:4,25
 25:16,25 26:23
 27:13,23 32:6
 32:12 34:16
 36:10,23,24
 37:10,11,20,21
 39:23,24 40:7
 43:4 44:1,9,15
 44:15,15,18
 45:19 46:4
 47:16,20,22
 50:3,5 52:20
 53:2,4 54:19
 55:14,19,21
officers' 26:25
officials 12:19
 12:20
Oh 54:15
okay 39:8,12
 42:9 45:19
 56:15
old 14:1 52:13
 52:16
older 24:13
once 15:21 18:25

 27:7 31:19
 33:20 44:13
one-sided 27:19
ones 34:25 35:11
 35:17
ongoing 48:8
open 7:6 16:21
 26:13,17 43:22
operational
 14:21
operations 13:17
opinion 49:24
opinions 4:24
opportunity 8:12
 39:17 54:17
opposed 9:25
 10:9
opposition 27:24
oral 14:24 53:25
organizations
 51:7
outcry 54:23
outlay 50:5
outlined 49:4
Outreach 10:24
outside 47:16
outstanding
 46:13
overall 16:16
 29:12
oversight 13:14
 14:1
overview 34:21
owner 58:2

P

p.m 4:3 53:14,18
 56:1 61:1
packet 10:15
 48:24 51:19,20
PAGE 1:8
paid 20:14 30:25
paper 42:22
parked 57:3
part 17:22 20:12
 27:13 42:7,10
 45:18 46:1
 47:15 58:6
part-one 16:19
 16:19
participated

 48:14
participating
 8:9
particular 18:10
 29:19 57:4
 58:3 59:1
partnership
 41:13
party 31:1 62:18
passed 53:4
pastor 6:7,9
patch 30:1
patent 27:5
patrol 37:4
patterns 26:15
 26:18 27:7
 30:23
Paulene 11:2
 14:23
pause 6:5
pay 30:6 32:11
 48:22 49:3,15
 49:17
payouts 20:11,18
 22:4
Peace 53:18
people 7:2 30:15
 30:16 41:14
 42:18 43:15
 58:3,23 60:17
people's 5:11
 46:7
percent 15:25
 16:1,17,18,18
 16:20 21:1,3
 34:14 51:2,3
 51:15
period 4:16
 49:24 51:1
periods 13:8
permission 6:17
person 35:19
 36:1 58:20
personal 7:8
personally 26:11
personnel 10:20
 33:17
perspective
 13:24 45:4,7
 46:24
Petty 50:1

Petty's 50:1
phase 37:19
 44:17,18
phone 17:10
 58:20
pick 53:1
pie 21:6
piece 42:22
pinpoint 40:15
pipeline 24:8
pit 8:24
pitch 19:13
pivotal 4:23
place 7:10 20:4
 31:21 55:19
 58:13 62:10
placed 47:25
plain 27:5
plaintiff 21:18
plan 40:18 41:7
plans 40:17
plates 57:19
play 29:6
players 21:24
 26:23
plays 38:21
please 6:13,21
 10:11 12:20,21
 14:11,13 15:1
 15:4 18:15
 53:23,25 54:2
 59:20
pleased 8:19
 14:14 45:1
PM 1:3
point 26:17 27:4
 28:23 29:23
 32:18 37:12
 44:19 55:13
points 20:7,10
 44:8
police 1:1 3:7
 4:7 5:21 6:9
 10:12 12:10,15
 12:23 13:6,9
 13:13,14,18,19
 16:11 20:16
 26:4 27:2
 28:11 32:2
 33:15,16,25
 34:7,15,16,21

Regular Meeting
3/29/2018

35:3 36:12,16
36:17,22,23
38:13 39:15,16
40:7,24 41:15
43:7,9 46:5,25
47:1,11 49:1
49:18 51:17
54:19,22,25
55:1,19,20
56:3,5,10 60:3
POLICE'S 3:6
policies 34:1,8
37:2
policing 13:25
policy 4:25
10:25 13:4,19
14:21 47:15,16
48:7,9,22
poor 5:11 29:20
populated 24:18
possible 20:13
35:24
post 18:19
powers 14:3
practice 44:6
Prairie 56:8
pray 7:14
preaching 42:16
precinct 6:15
17:6 44:13,20
44:23 53:9,18
56:5,23,24
58:17,18
precincts 34:21
precious 7:4
premiums 30:5
prepared 23:11
preparing 5:11
preponderance
33:23 34:5
Presbyterian 6:8
presence 6:24
7:9 39:13,15
present 41:19
49:8 52:21
presentation
19:20 31:18,22
47:6 54:12
presentations
14:14
presented 28:21

presenting 42:7
President 43:16
43:16,17 54:18
pretty 20:21
26:15 35:22
36:11 44:4
50:2
prevailed 28:8
prevention 25:18
prime 30:10
principles 14:1
14:2,5
print 15:1
private 7:8
probably 21:11
47:4
problem 22:24
40:16
problems 50:16
procedure 33:19
35:7,13 48:23
procedures 34:1
34:8 37:2
proceeding 61:1
process 27:15
48:9,9 49:4
50:12 51:11
52:5
profanity 46:6
47:10
profile 27:14
program 37:19
39:22
progress 23:13
33:11
proliferation
47:19
proper 8:11
19:13
property 21:5
33:19
proposal 22:10
proposals 22:8
proposing 22:14
proposition 22:7
prosecution
20:24
prosper 7:5,10
protect 20:12
protection 7:3
7:11

proven 35:9
37:11
provide 13:13,21
14:11 27:8
provided 23:17
51:1,24
providing 10:17
22:21 27:21
28:19
public 1:4 15:5
21:15 38:3
43:8 50:18
53:15 62:8,23
publish 21:13
pull 18:12
pulpit 5:13
punched 42:25
purposes 42:17
50:18
push 47:20
put 15:20,21
29:14 30:13
39:24 41:6
47:5 51:16
55:1
puts 30:7
putting 55:18

Q

quality 13:22
26:4
question 17:1
28:18 31:25
32:10 50:6
questions 16:21
16:24 17:5
18:22 23:10
24:2 25:11
32:24 38:23
52:7,8 62:13
Quesy 15:17
quick 15:9
quickly 59:21,23
Quinn 10:16
quite 27:5,5
39:3
quorum 9:14

R

racial 5:16
raise 38:18

raised 58:5
rank 36:22
rate 15:24 30:4
Ravitz 26:2
Ray 52:11
reach 44:1
reactivated 29:9
read 32:10 38:11
45:22
reading 39:2
ready 30:10
37:16
real 36:20 43:2
realize 46:9
realized 8:10
really 14:16
17:24 19:1
20:18 23:10
24:23 25:5
29:13,17 30:7
32:21 33:22
34:2 35:2
36:25 38:16,19
39:17 41:18,25
45:8 49:13
58:9
reason 22:13
32:9
reassuring 23:8
recall 8:6
receive 13:15
14:22 34:25
received 36:8
49:19
receives 15:22
recognize 10:19
recommend 51:10
recommendations
50:15
recommended 43:3
reconstruct
50:12
record 12:14,21
18:7,11 54:14
recorded 18:9
62:14
recording 24:10
recover 4:14
50:5
recovery 51:2,3
51:4

Regular Meeting
3/29/2018

recruiting 12:9
12:11 45:16
Recruitment
40:23
recruits 40:22
52:4
recuperating
15:10,11,13,14
15:16,17
red 30:5 57:15
reduce 37:23
reduced 37:3
62:15
reduction 15:25
16:1
reductions 15:24
reference 7:23
29:23
referring 16:10
reflect 4:16 5:7
reflects 34:12
reforming 30:23
regarding 19:21
22:3 38:15
regards 57:2
REGULAR 1:2
regularly 5:5
related 14:12
50:3,6 62:17
relationship
41:15
relaxed 37:13
religious 6:19
remains 4:23
remark 8:21
remarks 7:23
14:11 46:10
52:6
remember 6:5
52:22
rendered 4:24
repeat 21:24
26:23
repetition 29:15
report 14:22
15:6 19:19
20:6 24:11,17
28:4 32:1 33:3
39:1 46:13
48:16 51:18,19
52:7 56:16,23

reported 16:14
23:2
reporter 10:18
62:8
reporting 16:8,8
22:3 48:12
reports 16:10
17:6 24:6 48:6
48:6
represent 4:8
representations
21:15
representatives
12:19
represented 7:1
REPRESENTING 3:6
request 6:24
requested 51:22
requesting 23:21
28:20 52:1
rereading 45:17
research 27:20
37:11,15
reside 56:24
58:7
residents 57:21
resolutions
14:17
resolved 29:5
35:15
resources 6:2
respective 49:2
response 5:23
51:9
responsibilities
37:1
responsibility
20:12 37:14
responsible 23:1
41:13
rest 10:12
result 5:21
retirement 37:17
retraining 25:19
35:12,13,13
37:1 45:9
return 51:15
reveal 50:22
revealed 34:9
review 33:18
38:7

reviewing 14:20
rewarding 45:15
Rhodes 24:22,24
24:25,25 25:1
ride 18:24,25
rifle 56:6
right 7:4 12:16
12:17,21 14:5
17:9 19:1,16
19:19 24:23
32:14,23 35:10
36:13 39:9
42:9 45:12
46:23 47:22
49:25 52:17
57:9
right-hand 21:23
rights 5:1 8:15
8:16 20:23
risk 30:8
River 5:13
road 29:25 30:11
Robby 43:1
ROBERT 2:11
role 38:21 39:19
45:16 55:3
roles 36:25
37:14
rolled 31:19
room 10:20
root 22:11
roughly 51:22
row 10:19,22
rules 30:19
49:13
run 43:15
running 23:12

S

Sacramento 5:19
54:20 55:5
safer 43:9
safety 1:4 7:3
53:15
sake 4:19
sale 57:25
Sanders 2:5 9:9
9:9 18:23 24:4
sanitation 5:10
sat 42:24
Saturday 59:12

saying 26:14
40:1
says 35:9
scared 30:14
58:3 59:2
scenario 35:24
38:10
scheduled 5:6
scheduling 49:17
scholar 24:25
school 4:21
39:24
schools 16:9
scout 35:16
search 33:20
seated 10:21
Seattle 27:2
second 13:11
18:12 44:18
56:10
second-handed
58:13
Secondarily
49:23
Secretary 2:12
48:17
Section 10:25
see 18:5 19:12
20:20 21:24
22:6 24:12,14
25:24 26:18
27:7 29:1,10
29:15 30:23
44:6,11 53:9
55:10 56:22
59:11
seeing 47:18
54:24
seen 26:25
segregation 4:21
select 51:7
selects 49:10
sell 58:15
Senator 55:17
send 18:14 28:4
46:3
senior 37:10,11
37:20 44:14,15
44:18
seniority 36:23
39:23

Regular Meeting
3/29/2018

sensitive 22:18	shop 47:8	21:10 23:3	43:17
sent 17:8 49:21	Shorthand 62:7	29:16	statistics 36:12
Separation 14:3	shot 8:1	sought 21:15	status 38:18
Sergeant 10:16	shots 56:1	speak 15:1 26:11	stay 25:6
12:1,1,4,4,6,6	show 15:23 21:22	26:24 38:14	stayed 29:8
12:10,10 15:17	28:9 30:11	39:18,25 40:1	stenographic
60:10	52:25 53:2	40:2,13 43:20	62:16
sermon 5:13	shows 33:23 34:6	53:6 54:17	stenographically
serve 7:4 26:19	shrew 29:8	55:16	62:14
service 26:5	sick 6:8	speaker 54:4	Step 6:12
27:22 33:15,20	side 5:14 10:20	56:17,18	Stephon 5:20 6:6
35:3,8,14	27:12 36:23	speaker's 15:2	steps 7:6
41:25	56:9	speaking 41:8	stop 22:16
services 10:17	sidewalk 57:23	special 6:23	stopped 59:12
50:4,25 51:2	silence 4:16	11:22 51:17	story 28:9
51:17	6:18,21	specific 52:7	straight 30:14
serving 7:25	simply 35:8	speech 44:4	straightened
8:16 42:1	sir 7:16 17:3	spirit 19:14,15	19:1
session 49:10	18:12 19:7,16	20:6 26:19	street 1:5 29:25
sessions 13:10	32:25 52:12	split 20:21	30:21 37:20
31:10	sit 41:18	spoke 42:15,15	45:20,25 53:16
set 38:1 44:20	site 8:14 17:12	42:22,23 45:8	56:7 57:16
49:13 50:15	17:19,23	55:17 58:23	streets 36:25
62:11	sitting 57:11	sports 50:7	38:20
settled 32:3	situation 22:25	spread 21:14	stress 37:17,23
settlement 14:18	situations 25:24	spreadsheet	string 6:3
22:14	six 43:23	24:13,18	strong 36:16
settlements	slice 21:6	SS 62:4	struck 28:21
19:22 22:9,19	slide 20:20	Stabenow 55:17	29:17
29:20 30:16	34:12 35:5	staff 10:13 11:3	student 46:25
settling 29:12	slides 41:21	11:10 24:21	stuff 47:24,25
Sexual 16:4	small 21:6 47:23	50:1	58:14
Shacara 10:18	Smith 15:15 54:5	stage 44:2	substantial
62:7,22	56:18,19,22	stand 11:17	50:23
share 8:21 19:25	57:25 59:18,20	12:20 18:8	substantiated
21:8 23:11	59:22,24 60:2	standard 48:25	23:1 32:18
24:16 25:7	60:5,6,8,16	standing 11:12	substantiates
28:3,14 31:11	so-called 44:14	11:15 48:5	32:21
43:10 55:22	social 4:25	start 8:8 11:18	sued 24:15 27:13
shared 14:18	soldier 8:17	15:8 24:5,7,10	suggest 31:8
42:20 52:4	soldiers 8:7	30:22 33:7,10	37:19
sharing 20:4,8	53:3	33:13 41:18	summaries 22:10
25:14 26:13	solution 40:16	44:5,21	summary 22:15
38:5	somebody 26:17	started 34:14	Sunday 59:12
Shawn 4:13 15:19	56:11,12	38:8 41:10	Sundays 57:13
sheet 21:14	son 58:4	42:2	support 9:20
Shirley 2:8 9:7	son's 57:13	starts 24:9	10:5 14:9
shoot-out 55:25	sorry 16:18	state 46:23 47:2	34:10
shooting 5:25	20:19 31:3	62:3,9	supported 9:22
54:24 56:6	54:15 57:18	statement 47:9	10:6
shootings 5:19	sort 17:17 21:9	States 5:25	Supreme 4:20,24

Regular Meeting
3/29/2018

sure 15:1,4,22
18:4 20:3
22:10,18 28:14
28:25 29:11
47:14,21 48:1
56:13 60:12,13
suspension 49:3
49:14,17
suspensions
48:22
sustained 33:22
34:2
sweepers 29:25
sworn 11:17
62:11
System 16:9
systems 20:3,8
26:16 35:16
39:24

T

Tabernacle 59:10
table 15:3 21:17
take 6:18,20
22:8 23:10
24:8 25:19
37:20 50:25
57:4
taken 27:4 34:22
62:10,17
takes 58:22
talk 41:16,21
58:18,19 60:10
60:12
talked 31:5
43:25 44:3
55:5
talking 18:10
21:17 31:3
42:6 55:11
talks 35:5
Tammy 49:18
tax 13:21
team 25:23 41:16
Telephone 34:24
tell 7:13 26:11
55:21 59:14
telling 54:19
Temple 6:16
ten 33:11
Tennessee 5:10

7:24 8:2
Tenth 58:17,18
Teresa 40:5
terms 25:15,18
25:20 26:4
41:4 45:1 51:4
51:5,6,13 55:3
55:21
testify 62:12
thank 4:9,11,17
6:7,11,14,22
6:23 7:14,16
8:25 9:1,16
10:14 11:11
12:12 13:5,5
17:1 18:18,20
18:21 19:8,15
19:16,19,24
23:14,15,25
24:1 25:4,14
27:11,17 28:16
28:18 31:24
32:1,23,25
33:1 38:25
39:3,5,7 40:8
40:10 42:5
43:19 46:10,11
46:14 48:2,3
48:10,15,18
52:9,12 53:11
53:21 56:15,16
60:1,5,6,7,19
Thanksgiving
13:7
thing 8:11 20:25
23:3 29:24
46:20 47:5
55:16,23
things 17:13
21:12 27:5
31:15 32:12,20
38:6 40:20
41:11 44:12
46:20 48:2
55:18
think 20:8 21:10
22:23 23:2,6
26:8,13,18
29:6,14,16
32:3,14,15,17
32:22 34:25

36:15,17,19
37:6 38:15,16
38:21 39:16
40:15 41:13,24
43:25 44:9
45:11,11,13
47:4,21,23
48:13 50:11,12
50:15 52:18
53:5 60:16
thinking 34:18
Third 1:5 53:15
56:23
third-party 31:2
thought 28:9
51:8
thread 46:2
three 13:10 23:1
32:11 38:8
43:20,24 46:10
46:13 56:4
Thursday 1:3 4:2
13:11 53:14,17
Thursdays 13:10
time 7:17 9:17
10:2,11 11:12
12:18 15:6,20
16:2 19:20
24:12 29:9
30:10,13 31:21
33:2 37:8,12
41:12 42:3
44:11 46:16
48:5,16 49:24
52:10,14 53:24
56:2,13 59:18
60:14 62:10
timely 21:12
times 32:12 56:5
Tireman 55:24
60:15
title 39:8
today 5:18 6:8
6:10 7:2,7
10:18 14:14
15:25 16:2
19:25 20:7
23:11 41:23
48:24 56:22
60:6
today's 10:16

11:6
Todd 11:19
told 42:17 59:3
59:13
tolerate 46:5,6
tolerating 46:4
tomorrow 19:13
19:14
top 14:7 21:8
torn 57:7
total 16:20 29:5
totally 27:24
touch 25:6 41:11
45:11
touched 45:1
touching 16:13
tracking 51:6
traction 31:23
traffic 22:16
tragic 5:7 6:3,4
training 31:10
34:1,8 37:3
42:11 44:10
45:4,10 46:24
55:6,8
transcript 62:16
transcription
62:15
transition 4:22
transparency
14:4
trend 22:1,22
trends 23:4 38:7
38:11
trial 28:7
trucks 30:1
true 62:16
trust 38:3
truth 62:12,12
try 28:4 30:15
32:5 38:12
44:1 46:6 55:4
trying 20:3
22:18 32:18
59:6
Tucker 11:22,22
tuning 4:11
turned 22:16
twenty-some 5:21
two 14:14 20:19
21:3 23:13

Regular Meeting
3/29/2018

38:11 43:24,24
44:8 46:19
54:1,3 57:3
type 20:22,25
21:10 27:21,22
35:24 44:14
46:8
types 20:17 52:4
Typically 50:6

U

U.S 4:24
ultimately 51:11
unable 4:14
unaccounted
50:21
unarmed 54:24
understand 23:12
39:18 47:21,23
58:1,13,16
59:1 60:2
understanding
7:6
Unfounded 34:9
unions 49:2
unique 13:24
Unit 11:23
United 5:25
43:17
unnaturally 30:5
unsure 36:25
37:2
up-to-date 52:3
update 15:9
upset 59:9
uptake 29:7
usage 47:19
use 13:21 30:13
48:23
user 18:4
user-friendly
17:14

V

V 62:7,22
value 19:25
29:20
van 57:6
various 6:19
varying 50:3
vehicle 15:12,15

21:2 29:18,21
30:2,8 35:18
vehicles 35:25
vendor 26:22
venue 28:7
venues 50:7
versus 4:20
Vice 9:3,4,19
10:5 24:1
28:17 31:6,14
31:24 40:10
42:5,10
Vice-Chairperson
2:3
Victims 11:23
video 35:21 36:3
video/audio
35:16
Vietnam 5:13 8:1
view 22:1
viewing 4:10
viewpoint 13:25
violate 34:7
violated 33:25
violation 22:17
47:13
violations 20:22
20:23 29:21
violence 55:21
violent 16:5,17
visible 43:7
visit 8:14
visited 41:10
visiting 33:9
vitality 18:3
volumes 22:1

W

wait 46:15
Waldis 15:9
walk-ins 34:24
want 5:2 7:22
10:14,19 11:1
19:11,18 25:18
27:11 28:18
32:21 38:25
42:21 43:1,15
43:18 44:24
45:14 46:11,19
46:20 47:7,14
48:9,19,21

49:23 50:19
53:22 54:10
55:16,23 58:4
59:4,10
wanted 8:8,21
20:6 41:11
43:10 48:1
51:10 52:21
55:12
wants 38:18
Warren 55:24
56:8 57:10
58:11 59:4
60:14
Warwick 10:23
wasting 50:23
watching 39:15
water 17:9
way 6:21 8:19,20
8:21 17:17
20:3 21:24
39:23 40:15
59:11
ways 7:9,9 44:21
we'll 7:12,17
11:18 12:21
15:21 19:20
47:20 48:12,16
48:25
we're 15:25
16:17,19 18:9
22:6,10,18
23:21 24:9
27:24 28:20
30:11,21 31:17
35:2,9 38:19
39:19,21 40:25
41:13 42:18
45:2,16 47:18
54:23 55:10
59:6 60:3,11
we've 16:6 29:24
34:13 37:4
40:5 50:16
weapon 55:25
web 17:23
website 18:4,9
18:10,13,20
week 13:7 24:17
28:4,6,6 48:21
49:5,15

weekly 4:6
weeks 38:8 46:13
55:11,17
welcome 4:6 19:7
23:24
Wells-Jackson
12:4,5
went 8:13 17:12
17:19 18:24
19:4 48:13
weren't 29:12
35:20 36:1
Wesley 4:13,13
15:19
West 56:9 57:9
59:4
Whitaker 13:3,4
white 5:24 10:25
36:8 47:8
48:10
William 2:9 9:11
Williams 3:7
11:13,14,15
15:7,8 18:1,25
19:7 45:21
46:17,19 47:8
48:4 52:17
53:5 56:11,16
60:8
Willie 2:6 7:21
12:15
willing 55:13
willingness
23:17,23
Windquist 15:16
Windstar 57:6
wiped 29:8
wish 58:25
witness 62:11,14
women 59:25
wonder 41:6
wonderful 6:23
wondering 40:14
40:17
Worboys 12:3,3
word 45:18 47:20
words 57:7
work 10:17 13:14
19:2 23:7,12
23:17,23 24:21
24:24 27:2

**Regular Meeting
3/29/2018**

28:1,11 36:17
41:16 43:8
47:7 50:10
59:25
worked 26:22
workers 5:10
31:10
working 13:17
21:13 22:6
30:11 36:1
42:2 44:23
48:9 50:11
workshops 31:9
world 7:13
worldwide 7:3
worry 58:21
worth 24:11
wouldn't 26:1
wound 15:14
wrecked 57:8
wrong 41:17
wrongful 20:24
wrote 54:22

X

Y

Yea 9:24 10:8
60:25
Yeah 25:9 31:17
60:16
year 5:12 16:3
20:17 23:2
29:4,11 49:14
51:22
year-end 21:10
year-later 44:11
year-to-date
16:20
years 5:9 7:25
8:18,23 21:4
23:19 33:11
40:11 44:20
46:16 50:13
yesterday 54:16
54:22
York 5:14 36:14
55:11
young 8:22 43:2
44:1,9,16
45:19

Z

0

07-25-2024 62:25

1

11:8 2:7 34:16
36:6
1.5 28:24
100 36:6
104 1:8
114 36:10
11th 53:18
12th 53:18
1301 1:5 53:15
13450 53:19
14 16:18,19 36:7
1426 57:8
1469 57:17,18
15 44:20
15,000-dollar
22:14
16 35:16
17 16:1,18 35:9
18 15:24 35:8
1954 4:19
1968 5:3

2

20 8:4 44:20
2015 29:13
2016 20:14 28:22
29:13 34:16
2017 20:17 28:23
29:11 30:25
34:13 51:2
2018 1:3 4:2
9:18,23 10:3
34:12 38:1
39:2 51:3
22 10:3
22-year-old 5:20
6:6
2490 36:10
25 15:25
25th 16:17
273 34:17
28 35:23
29 1:3 4:2 9:18
9:22

3

3 2:8 9:8 30:24
3:00 1:3 4:3
13:10 53:14
36 35:23
38 8:23
3rd 6:15

4

4 2:6 5:3 7:22
4.9 28:22
4.972 20:14
4:00 55:25
4:17 61:1
40 31:18 44:9
44 35:7
45 20:25 56:1
48226 1:6

5

5 28:23
50-minute 31:18
50th 5:4
51 21:3
57 36:8
573 34:16
590 46:23
5th 49:16 53:14

6

6 2:2 4:9 16:17
6.461 20:17
6.5 28:23
6:30 13:12 53:18
62 35:7
621 36:7

7

7 2:9 9:12
70 51:3
75 4:23

8

8 35:23
80 35:4
86 29:4,19 32:3
32:4,7
869 36:6
89 51:2
8th 17:5

9

9-1-1 56:3
90 35:20 36:2,3
932 36:8
94 58:10 59:4