

**DBOPC
12/13/2018**

1 DETROIT BOARD OF POLICE COMMISSIONERS

2 WEEKLY MEETING

3 THURSDAY, DECEMBER 13, 2018

4 6:30 P.M.

5 WAYNE STATE UNIVERSITY MCGREGOR CENTER

6 495 FERRY MALL

7 DETROIT, MICHIGAN 48202

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1 COMMISSIONERS:

2 Willie E. Bell - Chairperson (District 4)

3 Darryl D. Brown - (District 1)

4 Evette Hollins-Griffie - (District 2)

5 Shirley A. Burch - (District 3)

6 Willie E. Burton - (District 5)

7 Lisa Carter - (District 6)

8 William M. Davis - (District 7)

9 Elizabeth Brooks - At-Large

10 Jim Holley - At-Large

11 Eva Garza Dewaelsche - At-Large

12

13

14 BOARD SECRETARY: Gregory Hicks

15 Robert Brown

16

17 REPRESENTING THE CHIEF OF POLICE:

18 Todd Bettison - Deputy Chief

19

20

21

22

23

24

25

	PAGE
1	
2 Call to Order, Chairperson Bell	4
3 Invocation, Commander Shannon	7
4 Introduction of Commissioners	8
5 Introduction of BOPC Staff	11
6 Approval of December 13, 2018 Agenda	15
7 Approval of December 5, 2018 Minutes	16
8 Chairman Bell's Report	16
9 Chief of Police Report	20
10 Police Department Human Resources Report	29
11 Recreational Marijuana Report	54
12 Third Precinct Report	74
13 Board Secretary report	88
14 Oral Communication From the Audience	90
15 Adjournment	106

16
17
18
19
20
21
22
23
24
25

1 Detroit, Michigan

2 Thursday, November 13, 2018

3 (At about 6:31 P.M.)

4 — — —

5 CHAIRMAN BELL: Good evening. Say good
6 evening again. Can you hear me?

7 AUDIENCE: Good evening.

8 CHAIRMAN BELL: I am Police Commissioner
9 Willie Bell. I represent District 4. I serve as
10 chair of the board and will be conducting our
11 meeting today. On behalf of the board, for those in
12 attendance, thank you for joining us. For people
13 viewing this meeting on our government cable
14 channel, thank you for viewing our meeting. Welcome
15 to District 6 in the McGregor Memorial Conference
16 Center. And before we do anything else, I'll
17 mention the McGregor Center opened in 1958 winning
18 the first honor awards from the American Institute
19 of Architects. The center was designed by world
20 renown architect, Minoru Yamasaki. Mr. Yamasaki was
21 an American architect best known for designing the
22 original World Trade Center in New York City and One
23 Woodward Avenue, the old home of Michigan
24 Consolidated Gas Company.

25 At this time I would like to bring forth

1 our Wayne State Vice President, Patrick Lindsey, to
2 give us a warm welcome in this great facility in the
3 heart of the city of Detroit.

4 MR. LINDSEY: Thank you, Chairman Bell,
5 and to all of our esteemed members of the board of
6 police commissioners, we welcome you to the members
7 of the Detroit Police Department and to all the
8 citizens here. Welcome to Wayne State on behalf of
9 our president, Dr. M. Roy Wilson, our board of
10 governors, our 27,000 plus students and our
11 administration and staff, I welcome you to this
12 wonderful campus, 150 years old this year. We're
13 getting up there in age. But in many respects we're
14 just getting started. We appreciate you convening
15 this very important meeting here. The work that you
16 all do, we are so proud and appreciative of our very
17 own police chief, Anthony Holt, who is a member of
18 the DPD in many respects and our chief here at Wayne
19 State. His officers do a phenomenal job helping to
20 make this be recognized as one of the 50 safest
21 campuses in this country, and that's in no small
22 part not only due to our officers, but the
23 partnerships they have along with the other
24 precincts in the DPD. So we're proud to have you
25 all here.

1 One last thing I will say is that I work
2 with many of those of you on the commission and in
3 the audience in various areas of the community.
4 Wayne State, having been here 150 years, I'll only
5 say this, you haven't seen anything yet. One of the
6 great programs that has been started to help our
7 police officers grow and develop in their executive
8 leadership is one that started last year in the Mike
9 Ilitch School of Business. It's a leadership
10 program that has already met with phenomenal
11 success. And we're looking forward to not only
12 that, but many other programs where we can help
13 public safety become more of a reality here in the
14 city of Detroit.

15 Again, I welcome you all to our campus.
16 Feel free to come back at anytime, and when you do,
17 call Chief Holt.

18 CHAIRPERSON BELL: Thank you,
19 Mr. Lindsey, thank you. I would be remiss if I
20 didn't call up our public safety chief, Mr. Holt,
21 to -- I know he's moving chairs now and that's the
22 type of man that he is. But you got to come to the
23 mic and say hi at least.

24 MR. HOLT: Hello, I'm done.

25 CHAIRMAN BELL: He's a very humble young

1 man, and I just want to say we appreciate his
2 support. And I know we've got quite a few Wayne
3 State grads in-house, and we're standing strong and
4 have taken to another level as far as this campus
5 expanding in so many areas, northeast, east and
6 west. This is the heart of the city, so I just hope
7 that we can -- and that grant program for officers
8 is really outstanding. I wish we had that when I
9 was a young officer. I would have taken advantage
10 of that, and I know that officers should take
11 advantage of that as we really emphasize education.
12 So there's another highlight in terms of what you're
13 offering to DPD in terms of the family and as we go
14 forward. At this time I'm going to ask --
15 invocation would be by Hattie Grady? We have a
16 substitute? I'm sorry, my mistake, it's not listed
17 here, but come to us in your own way and introduce
18 yourself.

19 COMMANDER SHANNON: My name is Commander
20 Anthony Shannon, Chaplain Corps of the 3rd Precinct.
21 So under our great direction of our Deputy Chief
22 Todd Bettison.

23 All right, so we bow our heads today,
24 please. Father, in the name of Jesus, we thank you
25 for this gathering of the minds. We ask that you

1 would come in right now, pour out your anointing
2 upon each and every one of us. Allow us, Father
3 God, to do the business according to this city.
4 We're looking for you to touch it. We're looking
5 for you to give us wisdom, knowledge, understanding,
6 answers to stop some of this, Father, progression,
7 and we know that you're able to do it because
8 nothing's too hard for you. So we thank you as you
9 bring peace, as you bring joy and you bring love
10 into this city as well as enforcing the law, in
11 Jesus's name, amen.

12 CHAIRMAN BELL: Thank you, Chaplain
13 Shannon. Tonight's meeting is being hosted by
14 Police Commissioner Lisa Carter and Commissioner
15 Willie Burton. And this is the third police brief
16 that is shared by two districts, District 6 and
17 District 5. I'm going to ask Commissioner Carter
18 and Commissioner Burton to bring some remarks in
19 terms of the welcome format for their district.

20 COMMISSIONER BURTON: Hi, I am
21 Commissioner Willie Burton. I represent District 5.
22 I just want to welcome the community to this
23 evening's event. Thank you.

24 COMMISSIONER CARTER: Good afternoon,
25 Lisa Carter, District 6. Welcome to Wayne State. I

1 am a staff member here at Wayne State, and I'm glad
2 to see you all here tonight. Thank you.

3 CHAIRMAN BELL: Thank you, Commissioners,
4 for that warm welcome from cross district in terms
5 of the two districts. I'm going to start to my far
6 right and ask the commissioners to introduce
7 themselves.

8 COMMISSIONER DAVIS: Commissioner William
9 Davis, District 7 and proud Wayne State alumni.

10 COMMISSIONER BURCH: Good evening,
11 Shirley Burch, District 3, the famous District 3.

12 COMMISSIONER BROOKS: Elizabeth Brooks,
13 appointed.

14 MR. BROWN: Commissioner Darryl Brown,
15 vice chair, District 1.

16 COMMISSIONER CARTER: Lisa Carter,
17 District 6.

18 COMMISSIONER HOLLEY: Jim Holley,
19 at-large and also a proud alumni of Wayne State.

20 COMMISSIONER DEWAELSCHE: Eva Garza
21 Dewaelsche, at-large, also a very proud alumni of
22 Wayne State.

23 CHAIRMAN BELL: And the next commissioner
24 I want her to elaborate a little bit more. This is
25 her second meeting of the Board of Police

1 Commission. This is her first community meeting.
2 So once she finishes introducing herself I want you
3 to give her a really warm round of applause.

4 COMMISSIONER HOLLINS-GRIFFIE: Evette
5 Griffie, District 2, very happy to be here. I'm a
6 new commissioner but very excited. In my day job, I
7 work for DTE Energy as a chief of staff for the
8 customer service department where we work with all
9 of our customers to provide a great experience. And
10 I'm happy to use my skills that I've gained in the
11 private sector to kind of help to make sure that we
12 keep our streets safe.

13 COMMISSIONER BURTON: I'm Willie Burton,
14 Commissioner Willie Burton, District 5. Earlier
15 this year I was very fortunate and proud that we
16 started to make a help task force right here at
17 Wayne State University partnered with the School of
18 Social Work.

19 CHAIRMAN BELL: Thank you, and we have
20 heard from the commissioners. I just somewhat
21 skipped ahead of my notes somewhat, but I just want
22 to state that Mr. Patrick Lindsey, the vice
23 president of government and community affairs, and
24 he started his current post in 2012. And he's also
25 the Pastor of the Greater Bibleway Baptist Church on

1 the lower east side of Detroit. I just want to
2 share that with you since he's definitely an east
3 sider, so we appreciate him.

4 I would ask our Board Secretary,
5 Gregory Hicks, Mr. Hicks, would you introduce the
6 board staff please?

7 SECRETARY HICKS: Thank you,
8 Mr. Chairman. Prior to introducing the staff, it's
9 customary -- I want to just run through a couple of
10 quick notes. One is that Sergeant Quinn is taping
11 tonight's meeting. Media Services is doing the
12 audio/visual work, and Theresa Roberts is the court
13 reporter for tonight. And then I want to introduce
14 the staff of the Board of Police Commissioners. And
15 as I introduce you, I would appreciate it, since
16 we're kind of a closed-in room, if you could stand
17 up and so that everybody would see who the
18 individual is. To my immediate right is Robert
19 Brown. Then as we draw our attention to the first
20 row: Mrs. Blossom, who is our media outreach
21 person; Ms. White, who is a policy manager for us;
22 and Mr. Wyrick, who is an attorney to the board; and
23 Ms. Johnson, who is in charge of our fiscal area.
24 And I'm looking over across over the room a little
25 bit and, of course, Dr. Marcella Anderson, who is

1 the personnel director for the police department.

2 And I'm looking for Dr. McAllister.

3 CHAIRMAN BELL: She's not in attendance.

4 SECRETARY HICKS: You've changed your
5 look. Mr. Akbar, who is standing in for
6 Dr. McAllister. Mr. Akbar, it's customary I'd like
7 for you to not only introduce yourself, but the
8 balance of the OCI staff who is present.

9 MR. AKBAR: Good evening, honorable
10 board.

11 BOARD MEMBERS: Good evening.

12 MR. AKBAR: I'd like to also give my
13 greetings to Wayne State University faculty and
14 staff and students that are present and not last,
15 but most important, our residents of the city of
16 Detroit. It's my honor to step in for
17 Dr. McAllister, who is feeling ill this evening. My
18 name is Supervisor Investigator Lawrence Akbar. I
19 have with me Senior Investigator Lisonya Sloan.
20 Investigator Marquitta Stanton, Investigator
21 Lashanda Hobs-Neely and Investigator Makiba James.
22 And that's all we have this evening. Thank you.

23 SECRETARY HICKS: Mr. Chairman, you have
24 a quorum.

25 CHAIRMAN BELL: I want to thank you, sir.

1 This young man don't need no introduction also.
2 He's one of those community persons that represent
3 Chief Craig, our Deputy Chief Bettison. Good to see
4 you. Would you introduce yourself?

5 DEPUTY CHIEF BETTISON: I'm Deputy Chief
6 Todd Bettison for the record. Greetings, on behalf
7 of the chief. At this point I would ask all sworn
8 law enforcement officers to stand up and introduce
9 yourselves and state where you're from and your
10 duty. So we'll start with you, Lieutenant Coles.

11 LIEUTENANT COAL: Lieutenant James Coles,
12 Detroit Police Recruiting.

13 SERGEANT CURTIS: Sergeant Phillip
14 Curtis, Detroit Police Recruiting.

15 COMMANDER MAHONE: Commander Mahone,
16 No. 7.

17 COMMANDER BREWSON: Commander Doctor
18 Mike Brewson.

19 CAPTAIN CHAMBERS: Captain Michael
20 Chambers, Internal Patrol.

21 CAPTAIN COX: Captain Rodney Cox, 3rd
22 Precinct.

23 CAPTAIN GARDENER: Captain Melissa
24 Gardener, 5th Precinct.

25 CAPTAIN HOLTMAN: Captain Holtman of the

1 7th.

2 SERGEANT SHANK: Sergeant Steve Shank,
3 Gaming, downtown services.

4 COMMANDER JOHNSON: Commander Johnson,
5 11th Precinct.

6 NEIGHBORHOOD POLICE OFFICER:
7 Neighborhood police officer, 3rd Precinct.

8 NEIGHBORHOOD POLICE OFFICER:
9 Neighborhood police officer, Brad Hopkins, 3rd
10 Precinct.

11 COMMANDER THOMAS: Commander Johnny
12 Thomas, 3rd precinct.

13 DEPUTY CHIEF BETTISON: Thank you all,
14 and I forgot to say that I'm a proud Wayne State
15 alumni also.

16 CHAIRMAN BELL: Outstanding, and thank
17 you for DPD attendance along with the board staff.
18 At this time do we have any elected officials in the
19 room or representative of an elected official, would
20 you please stand?

21 MR. STUART: Michael Stewart representing
22 Councilman Scott Vinson, District 3.

23 CHAIRMAN BELL: Thank you.

24 MR. MARTIN: Good evening, members of the
25 board, Alfred Martin representing Councilman Roy

1 McCalister.

2 CHAIRMAN BELL: Thank you.

3 MS. GROSEN: Theo Groesen, precinct
4 delegate, and often you should ask for them because
5 we are elected officials. Foundation other than
6 district.

7 CHAIRMAN BELL: Yes, ma'am.

8 MS. MORRIS: Rhonda Morris, State Senator
9 Representative, Democratic Party, 13th District.

10 CHAIRMAN BELL: Thank you.

11 MS. SMITH: Well, I am Bernice Smith,
12 Precinct Delegate 149. This is my precinct that
13 you're in.

14 MR. BODERMAN: Art Boderman,
15 representing one of the council's staff, District 2.

16 CHAIRMAN BELL: Thank you.

17 MR. BOWMAN: Scottie Bowman, precinct
18 delegate.

19 CHAIRMAN BELL: Thank you. You are
20 correct. Heart and soul of democracy is precinct
21 delegate. We appreciate your involvement. Thank
22 you.

23 I just want to thank all of you for
24 coming out this evening. All of you are very
25 important to us in terms of attending our meeting.

1 If this is your first time, would you please stand?

2 If this is your first meeting, would you please
3 stand? Give them a round of applause for coming
4 out. (Applause)

5 At this time commissioner -- the chair is
6 going to ask for a motion to entertain an agenda for
7 this evening.

8 MR. BROWN: Moved and supported.

9 CHAIRMAN BELL: It's been properly moved
10 and supported, discussion. Those in favor?

11 BOARD MEMBERS: Aye.

12 CHAIRMAN BELL: Those opposed? Motion
13 carried.

14 The next item of business will be
15 approval of the minutes for December 5, 2018.

16 MR. BROWN: So moved.

17 BOARD MEMBERS: Supported.

18 CHAIRMAN BELL: It's been properly moved
19 and supported. Discussion? Those in favor, Aye?

20 BOARD MEMBERS: Aye.

21 CHAIRMAN BELL: Those opposed? Motion
22 carried.

23 The next item on the agenda is my report.
24 On behalf of the board, I want to express our
25 concern and support for fallen and injured officers.

1 Our concern for officer safety and citizen
2 protection is ranked as two of the most important
3 priorities of the board. Our board receives a
4 weekly report from the department listing injured
5 officers. I would ask the deputy chief during his
6 remarks to provide us with any additional
7 information related to injured and fallen officers.

8 The Board of Police Commissioners meet
9 every week except for Thanksgiving and Christmas
10 holiday. Thank God for Christmas holiday coming up.
11 We meet at Police Headquarters three weeks of the
12 month on Thursday at 3:00 P.M. We also meet in the
13 community every second Thursday of the month at 6:30
14 P.M.

15 Under the Detroit city charter, Article
16 7, Chapter 8 of the Board of Police Commissioners,
17 empowered by civilian oversight and supervisory
18 control of the police department, our citizens are
19 justified in asking how does civilian oversight of
20 law enforcement help you as citizens within our
21 community? I'm glad that you asked. Our answer is
22 we protect the civil rights of citizens. Oversight
23 organizations like the BOPC are at the forefront of
24 investigating, reviewing all individual cases of
25 citizen complaints and have an operation by police

1 agency to eliminate misconduct, discriminatory
2 police practice, unnecessary use of force by police.
3 Our work is based on development and supporting
4 effective policing. Mutual trust and respect
5 between the police and community is critical toward
6 increasing the quality of life of residents and
7 visitors to Detroit.

8 The Board of Police Commission exists to
9 provide civilian oversight of the work of the
10 Detroit Police Department. As a board we receive
11 and investigate noncriminal citizen complaints,
12 monitor operation of the department and work with
13 the mayor and the chief of police to meet and modify
14 police policy.

15 I want to remind members of the board on
16 Friday, December 14th at 10:30 A.M. a promotion
17 ceremony will be held at Greater Grace Temple, 23500
18 West Seven Mile. I encourage all commissioners
19 interested to attend this ceremony, an opportunity
20 to wish each member of the promotion class well as
21 they embark on a new challenge in the department.
22 And we're speaking of sergeant and lieutenants, and
23 I think there might be some other ranks involved,
24 but primarily it is for the rank of sergeant,
25 lieutenant.

1 I also want to remind you that tonight is
2 the last scheduled meeting of the year. I'm going
3 to say that again. Tonight is the last scheduled
4 meeting of the year. We will return on Thursday,
5 January 3rd starting at 3 P.M. in the Public Safety
6 Headquarters Building. In your packet there is a
7 proposed scheduled meeting dates and presentation.
8 I ask that each member review the presentation and
9 make any suggestions to our 2019 calendar. Under
10 the old meeting act, we will vote on the calendar at
11 our January 3rd board meeting. Additionally in your
12 packet is a copy of the most recent CompStat data
13 for the police precinct number 3.

14 Tonight we have three presentations. We
15 have our monthly HR report, human resource report,
16 by Dr. Marcella Anderson, the director of police
17 personnel. Second, we will have a brief report on
18 the impact of proposal one, legal marijuana.
19 Attorney Kim James, Assistant Corporation Counsel
20 for the City of Detroit, will discuss legal
21 approaches and options following the passage of
22 Proposal Number 1. Many of you know in the last
23 election Michigan voters approved legal marijuana
24 use in the state. I note for the public under
25 federal law, marijuana is still a controlled

1 substance.

2 Finally, we'll hear from police precinct
3 number 3 on the regular precinct report. Commander
4 John Thomas and Captain Rodney Cox will make the
5 presentation. Under the chief of police report, the
6 deputy chief will report on some of the recent crime
7 data tracked by CompStat along with other important
8 information within the department. I also want to
9 remind the deputy chief and board that request of
10 verification of policy change announcing department
11 administrator message teletype 180739 wherein DPOA
12 members could use in lieu of disciplinary suspension
13 time bank to offset the time off given under the
14 disciplinary process.

15 Towards the end of the meeting we have
16 oral communication from the audience. Please make
17 sure you print your name on the speaker cards.
18 Cards are located in the back of the room. If not,
19 you can see Mr. Brown to my far right. We need your
20 card before the beginning of public comments. We're
21 going to try to conduct our meeting in a timely
22 manner to get you out of here, and you can have
23 fellowship in terms of refreshments. You have two
24 minutes and we would hopefully confine yourself to
25 public safety issues and be respectful, because we

1 respect you to give you that opportunity.

2 So as we move on, I'm going to ask the
3 deputy chief. You have the mic, sir.

4 DEPUTY CHIEF BETTISON: Thank you,
5 Chairperson Bell. In regards to crime, via our
6 CompStat and statistical reporting, year to date
7 compares 2018 versus 2017. In regards to homicides,
8 we're down one percent. So what that would mean is
9 in comparison of whole numbers, last year at this
10 time we had 252 homicides; this year we have 249.

11 In the category of sexual assault, which
12 is the only category that we are up in crime, we're
13 up 40 percent. Now normally that would cause an
14 alarm, but we actually changed the way that we
15 report or take in reports of sexual assault, and
16 that's called LEN reporting where we receive reports
17 from hospitals, schools, things of that nature. And
18 LEN, The acronym stands for law enforcement
19 notification. So certain professions have a
20 responsibility to report those type of assaults,
21 especially involving children and things of that
22 nature. We now, when they come in, we categorize
23 that as a crime and we investigate it, whereas
24 before, last year at this time, we didn't do that.
25 It was categorized a different way. It wasn't

1 counted in the crime stat category.

2 Robbery, we're down 12 percent. To give
3 you an idea of what that looks like, last year at
4 this time we had 2,486. This year we have 2,177, so
5 down a total of 12 percent. And then if we compare
6 to 2016, we're down 25 percent. So we're looking at
7 a two-year comparison period to just show that in
8 the city of Detroit under Chief Craig's leadership
9 and the hard work, crime has steadily been going
10 down year after year.

11 Now some of you say based off news media
12 reports and other things it doesn't feel like that.
13 But the actual numbers, they are going down. We're
14 not waiting for a black or white success. We still
15 have much work to do. We're definitely trending in
16 the right direction.

17 The sub category of robbery, car jacking,
18 we're actually up 2 percent compared to 2017. 2017
19 we had 283. This year we have 289. And I would
20 just blast through nonfatal shootings, we're down 11
21 percent. In 2017, 807 people were shot, and that
22 didn't pass, so that's a nonfatal shooting; and this
23 year's it's been 717. So for total violent offenses
24 we're down a total of 3 percent.

25 Something also that's very impactful, and

1 when you experience the crime of a burglary to your
2 home, that's very disturbing, we're down 11 percent
3 in that category. Larceny is zero percent
4 reduction, so we're at the same point as we were at
5 last year at this time. Stolen vehicles we're down
6 20 percent. Total property crime down 9 percent.
7 We attribute that to just community outreach,
8 citizens working with us and also utilizing
9 technology, adding more police officers to the
10 streets and just, you know, very, very -- working
11 hard and commitment in new partnerships.

12 Commissioner Bell, you also asked me to
13 briefly state about our critically injured officers
14 in the line of duty. I'll go through this pretty
15 fast. Officer James Kisselburg is recuperating at
16 home. Officer Wallace Johnson, his current status
17 is he's still the same. He's in a nursing care
18 facility. Both of those officers received gunshot
19 wounds in the performance of their duty. Officer
20 Justin Marquin, currently restricted duty. Officer
21 Christopher Thurston was involved in a motorcycle
22 accident while on duty. He's recuperating, being
23 carried disabled.

24 Police Officer William Sims assigned to
25 the 8th Precinct, he injured himself during a foot

1 pursuit. He's recuperating, as well, scheduled to
2 report back to work in January 2019. Officer
3 Justin Barkoway assigned to the 10th Precinct was
4 involved in an on-duty traffic accident. He's
5 recuperating at home. Police Officer Paul Polowsky
6 assigned to the 10th Precinct also involved in a
7 traffic accident, the same traffic accident as
8 Officer Barkoway, also recuperating.

9 Police Officer Don Painter assigned to
10 the 3rd Precinct was involved in an altercation
11 while attempting to arrest a suspect. He's disabled
12 right now, recuperating at home. Police Officer
13 Robert Sholtak involved in an on-duty altercation,
14 as well, trying to arrest a suspect, and he's
15 recuperating from the same incident. And Officer
16 Max Doltlegger assigned to the 6th Precinct was
17 injured during a foot pursuit, and he's scheduled to
18 return to work later this month. And that concludes
19 my report. Thank you.

20 CHAIRMAN BELL: Commissioners, do you
21 have any question or concern for the deputy chief?
22 Thank you, sir.

23 The one issue we didn't cover, I assume
24 that we will be getting a report about the DPOA
25 leave day. Will that be forthcoming?

1 DEPUTY CHIEF BETTISON: Yes, it will be
2 forthcoming, we'll provide that for you with a
3 written statement sir.

4 CHAIRMAN BELL: Okay, thank you, sir.
5 I'm going to get back on point with the agenda. Is
6 Ms. Sarah James present, Sarah James? Thank you.
7 I'm going to ask Commissioner Carter, would you
8 please come forward, Ms. James. And once we
9 complete that task before you speak, Ms. James, I'm
10 going to ask the full board to come to the front to
11 take a photo with you. Do we have a wide angle?

12 THE PHOTOGRAPHER: Certainly.

13 COMMISSIONER HOLLEY: What you know about
14 wide angles?

15 CHAIRMAN BELL: I'm a amateur
16 photographer.

17 COMMISSIONER CARTER: Good evening,
18 everyone. Ms. Sarah James works at Wayne State, and
19 I just recognized her from a previous meeting that
20 we had when she first moved here.

21 ATTORNEY JAMES: I grew up here.

22 COMMISSIONER CARTER: You wanted to
23 start a block club or something like that, so we
24 communicated at that time.

25 So anyway, we're going to get to the

1 resolution honoring Ms. Sarah James. Whereas Ms.
2 Sarah James attended the University of Detroit and
3 received an undergraduate degree in English. She
4 furthered her education and earned a master's degree
5 in comparative literature from Wayne State
6 University. And whereas community organizing and
7 community building have also been a big part of
8 Ms. James's life, while living in the university
9 district community she served on the people board,
10 Palmer Park PFPP board as a fundraising membership
11 chair for four years initiating and securing funds
12 for many free recreational and family activities in
13 the park area. And, whereas Ms. James moved into
14 the New Center area and the 3rd Precinct three years
15 ago, where she lives with her husband, Peter Mays,
16 she quickly became involved in the community
17 building in her new neighborhood. She joined the
18 Community Association of New Center Commons area
19 CANSAN board, and became the president last year.
20 As president of CANSAN, Ms. James is working to
21 develop relationships with property managers, owners
22 and key community organizations invested in New
23 Center to develop short-term and long-term
24 strategies for improving its natural, architectural
25 and community assets. And whereas Ms. James worked

1 diligently over the years to organize a radio patrol
2 in conjunction with the Detroit Police Department
3 and currently serves as the president of its board.
4 The New Center PD, Heidi Hill radio patrol, has
5 helped build unity in connections across the New
6 Center area's neighborhoods. And whereas Ms. James
7 has relentlessly communicated with both 3rd Precinct
8 leaders and neighborhood police officers, as well as
9 Wayne State University police to bring awareness to
10 the needs and concerns of her community, she
11 continues to work toward developing the strongest
12 possible relationship among the police and her
13 neighbors to improve neighborhood safety and quality
14 of life in New Center. One of her top priorities
15 has been outreach to apartment building tenants to
16 ensure that their voices were included in area
17 priorities and efforts and to help build a more
18 intricately woven community.

19 Now, therefore, be it resolved that the
20 Detroit Board of Police Commissioner speaking for
21 the citizens of the city of Detroit and the Detroit
22 Police Department acknowledges the dedicated,
23 hard-working committed support of Ms. Sarah James.
24 Her service and devotion to improving the quality of
25 life of all citizens in her community and throughout

1 the city of Detroit merits our highest regards.

2 And it's signed by the Board of Police
3 Commissioners, December 13, 2018. Congratulations.

4 DEPUTY CHIEF BETTISON: Well, thank you,
5 first of all. I remember the first time I met you,
6 and you were very energetic and you were talking
7 about starting your own radio patrol, and you worked
8 with Myra Gracey and you did it. And that's what
9 it's about, citizens working together with the
10 police department to lower crime in our community,
11 take control.

12 So the Spirit of Detroit award presented
13 by your Detroit City Council presents this herewith
14 as an expression of the gratitude and esteem of the
15 citizens of Detroit to Ms. Sarah James in
16 recognition of exceptional achievement, outstanding
17 leadership and dedication to improve the quality of
18 life by the Detroit City Council of Detroit,
19 Michigan signed by all council members dated today,
20 December 13th. We present this to you. So here you
21 are. Congratulations. And, of course, because
22 you're so near and dear to the Detroit Police
23 Department, Chief Craig would not let you get out of
24 here without giving a award to you as well. So the
25 Detroit Police Department certificate of recognition

1 to Ms. Sarah James, resident of the City of Detroit
2 in recognition for the following outstanding service
3 in cooperation for your involvement in the community
4 of service to the City of Detroit and demonstrates a
5 spirit of commitment that is worthy of recognition,
6 December 13, 2018 signed by your chief of police,
7 James E. Craig.

8 CAPTAIN COX: So Deputy Chief Bettison
9 has said primarily everything that I want to say.
10 He kind of stole everybody's thoughts. But, Sarah,
11 you know that you are one of the most dedicated,
12 committed leaders within the 3rd Precinct. So I
13 just want to come up and tell you that I really
14 appreciate the time that you take to work with the
15 officers and the community, and your commitment and
16 your dedication is very much appreciated. So on
17 behalf of myself, Commander Johnny Thomas and the
18 men and women of the Detroit Police Department's 3rd
19 Precinct, I would like to present to you this
20 certificate of appreciation.

21 (Photo taken)

22 COMMISSIONER CARTER: Behind every good
23 woman there usually a good man. Is your husband
24 here?

25 ATTORNEY JAMES: He actually is having a

1 medical --

2 COMMISSIONER CARTER: Okay, all right.

3 ATTORNEY JAMES: He is coming afterwards.

4 COMMISSIONER CARTER: So he might miss
5 the pictures this time.

6 (Photos taken)

7 ATTORNEY JAMES: So I'm told I can make
8 some remarks, which is a dangerous thing. A lot of
9 people know that I am not concise. But I do want to
10 really thank Captain Cox because when they stated
11 that I was relentless in communication, I'm
12 surprised he has not changed his cell phone number.
13 Same with Officer Dorsey. They have been fabulous
14 to work with and so responsive, and I couldn't do
15 anything that I do in the neighborhood without that
16 kind of response. So I really appreciate that and
17 appreciate the police department and all the
18 officers here who work so very hard. And I want to
19 thank my neighbors who came out to support me and my
20 family. It's just really important to me. And I
21 just really appreciate this award and being
22 selected. So thank you very much.

23 (Applause)

24 CHAIRMAN BELL: Let's give her another
25 round of applause.

1 (Applause) .

2 CHAIRMAN BELL: We're going to move on to
3 our HR, human resource report by Dr. Anderson,
4 please.

5 DR. ANDERSON: Good evening, Board and
6 the community. I am Dr. Marcella Anderson, and I am
7 here on behalf of the police personnel department to
8 bring to you our monthly report. I provided two
9 handouts. The first handout that I am going to go
10 through is the one that's labeled human resources
11 bureau monthly report. The first page basically
12 outlines the number of staff that we have sworn, and
13 civilian. Currently we have 2,462 sworn officers,
14 611 civilians, which gives us a total staff of 3,073
15 people. We have currently 249 vacancies. Out of
16 those we have 177 police vacancies and 72 civilian
17 vacancies. I want to make it clear that the 72
18 civilian vacancies are not all posted. Some of the
19 positions are under review for budget cuts.

20 Down below that column is our sworn
21 recruiting officers. Also have Lieutenant Coles and
22 Sergeant Curtis here from recruiting, if the
23 commissioners have any additional questions towards
24 that end.

25 For our fiscal year, which started July

1 1st until now or shall I say to the end of November,
2 we had 1,600 -- over 1,600 applicants. Out of those
3 1,600 applicants, we have 103 that's awaiting
4 MCOLES, that's those who are waiting to take the
5 physical or written agility exam. We have 49 that's
6 in process. They're still in investigation process.
7 We have 22 that we hired, 312 that have expressed a
8 lack of interest since their initial application.
9 And then we also have approximately 312, and I say
10 approximately because these two numbers are the
11 exact same, but I know that's not right.
12 Approximately 312 that have been disqualified
13 temporarily or permanently. And right now we have
14 five that's ready to hire for our January police
15 academy.

16 For the month of November we've had 13
17 applicants that came out and took the written exam.
18 Out of the 13 who were scheduled, all 13 appeared,
19 11 passed and two failed. For the physical agility,
20 we had 84 applicants that were scheduled, only 53
21 appeared, only 20 passed, 33 failed and 31 were
22 no-shows.

23 On the next page gives an outline for the
24 number of recruits we actually hired in November,
25 and that was 19, and we hired seven civilians and

1 one police assistant. Out of our total number of
2 staff members, 578 sworn officers live in the city
3 of Detroit, 357 civilians live in the city and 32
4 police assistants. Non-Detroit residents, we have
5 1,821, 254 civilians and 31 police assistants.

6 This year -- this month we lost 18 sworn
7 officers, 13 civilians, one police assistant, for a
8 total number of 32 for a loss in attrition.

9 The bottom of that page gives us a list
10 of our officers that are on leave, 141 officers are
11 on restricted duty, approximately ten on continuous
12 FMLA, 73 on intermittent FMLA and approximately 60
13 that are sick and disabled. Our civilian numbers
14 are much smaller, but we also have a lot less
15 civilian staff members. Six on continuous FMLA, 82
16 on FMLA intermittent, six sick or disabled, two out
17 on military and one is on personal education leave.
18 The board asked me to bring before them a list of
19 suspended officers. If you go to your employee
20 staffing tab, which is the first tab, the last chart
21 gives us a list of the officers that are on
22 suspension. Currently we have eight officers
23 suspended, two detectives, two sergeants, one
24 corporal and one command officer.

25 I was also asked to bring numbers and

1 information on separation. If you go to the
2 attrition tab, the last spreadsheet for the
3 attrition tab will give us a list of officers that
4 separated during the month of November. We also
5 listed the years of service. I think the year of
6 service is important because we have a lot of new
7 officers that are coming in and leaving the
8 department in less than two years. And if you
9 notice from your report, it shows where they're
10 going. Columbia Township, Ferndale PD, Warren PD,
11 Gaylord, Warren PD. These officers are actually
12 going with the certification that they received in
13 training that they received at the Detroit Police
14 Academy. So those numbers speak volumes.

15 I want to draw your attention to our last
16 tab, and the last tab is a PowerPoint, PowerPoint
17 that was prepared by Lieutenant Coles, Sergeant
18 Curtis and myself. In addition to that PowerPoint,
19 we provided an MCOLES standards of operation
20 procedures, as well as the Detroit Police
21 operational procedures. What this binder will do is
22 it will give the commissioners a thorough view of
23 what is required to hire a police officer. We have
24 to follow state mandates as well as department
25 mandates, so we wanted to print that for you so that

1 you could have something to read later. But if you
2 look at the last tab again, the PowerPoint where it
3 says sworn recruiting, we provided a list outlining
4 the application process. From the time the
5 application is received until the person is ready
6 for hire, these are the steps that we must take.

7 The next handout shows you how we
8 classify the applicants, either they're waiting
9 MCOLES, they're in process, lack of interest,
10 temporarily disqualified, permanently disqualified,
11 ready for hire and thus hired.

12 The next tab just kind of gives you an
13 overview of our numbers for the fiscal year, and
14 actually this slide here shows that our
15 disqualified, permanent and temporarily disqualified
16 applicants is 1,122. On the other slide it was
17 incorrect. It said, I believe, it was 312. So this
18 slide is correct. That is my report.

19 I'm going to ask Lieutenant Coles and I'm
20 going to ask Sergeant Curtis to step up, because I
21 know there's going to be some recruiting questions.

22 CHAIRMAN BELL: Commissioners, do you
23 have any questions or comments? Okay. I'm going to
24 start to my left, Commissioner Holley and then
25 Commissioner Watts, and then we'll go to my right.

1 COMMISSIONER HOLLEY: Mr. Chairman, it's
2 not so much -- this is a very nice comprehensive
3 report, but to have it on tonight, to have questions
4 on it tonight is kind of unfair. I would really
5 like to see this report given to us before we get
6 here so we can really, really go through this. This
7 would be fair to the personnel department.

8 CHAIRMAN BELL: We can entertain that and
9 we probably send it by email to you, probably
10 before --

11 COMMISSIONER HOLLEY: This is a nice
12 report, but I --

13 CHAIRMAN BELL: Okay, out there they're
14 saying yes, yes --

15 COMMISSIONER HOLLEY: I am a graduate of
16 Wayne State, but I'm not that --

17 CHAIRMAN BELL: We can entertain that.

18 COMMISSIONER HOLLEY: The second thing
19 is, Mr. Chairman, what did we decide or was it
20 decided, what is our role in terms of dealing with
21 police officers quitting before two years? What was
22 that -- it seems there was some discussion about it,
23 but what was the outcome of that discussion and what
24 role do we play or can we play or do we play in
25 terms of basically dealing with that situation?

1 CHAIRMAN BELL: Good question. The mayor
2 has stated early this summer that he would be
3 looking at corporation counsel to come up with some
4 type of contract, and since you raised that
5 question, we would contact the mayor's office Monday
6 and see where we are with that. So that was
7 something that was a hot topic throughout the
8 community. We have a concern and they have tried in
9 the past, but he was trying to work something a
10 little bit different in terms of -- so hopefully we
11 can respond by the year end, and we'll let you know
12 this week what type of response we receive, are they
13 still working on it or whatever. But I will reach
14 out to the mayor's office because it falls within
15 the hands of the mayor, as you well know. Council
16 got a great deal of concern with Brenda Jones'
17 leadership on that issue, we have a great deal of
18 concern. So they was trying to work out the legal
19 part of it. We ask for a response.

20 COMMISSIONER BURTON: Through the
21 chair --

22 CHAIRMAN BELL: Yes, sir. Could you hold
23 up a second? Eva Dewaelsche, I recognized her.

24 COMMISSIONER DEWAELSCHE: Thank you,
25 Mr. Chair. With regard to the numbers of

1 disqualified -- I'm sorry, not that one, the MCOLES
2 testing, the physical agility, you indicate that 33
3 failed, and I know that we have a process where we
4 allow them to come back. So those 33 are not
5 totally, permanently disqualified, right?

6 LIEUTENANT COLES: There's always a
7 second opportunity, yes, ma'am.

8 COMMISSIONER DEWAELSCHÉ: Okay.

9 LIEUTENANT COLES: That number doesn't
10 represent if it's their first or second chance. But
11 after the first one, they do. And we also have
12 reconditioning where we allow them to come in on
13 Saturday and work out with the staff of the academy
14 to see where their level is and try to give them
15 more pointers on how to do whatever they're doing
16 better so that they can pass a second time.

17 COMMISSIONER DEWAELSCHÉ: Great, thank
18 you.

19 CHAIRMAN BELL: Would you give your name
20 for the record, please?

21 LIEUTENANT COLES: I'm sorry, through the
22 Chair, I'm Lieutenant James Coles, Detroit Police
23 recruiting.

24 COMMISSIONER DEWAELSCHÉ: Great, thank
25 you. I thought they did have a second chance so

1 they're not totally lost. And I notice the numbers
2 of the attrition rate, and I'm wondering are we
3 trending again towards not being able to fill the
4 positions fast enough that officers are leaving in
5 the same number as we're replacing them? I say that
6 because we hired 19 and 18 left.

7 DR. ANDERSON: Yes.

8 COMMISSIONER DEWAELSCHÉ: I thought we
9 were trending away from that a little bit. Are we
10 losing more officers now?

11 DR. ANDERSON: I think that we're -- it's
12 kind of consistent and that what has happened is
13 that to my understanding, that in the last budget we
14 received quite a few additional police officer
15 positions. And we were not able, unfortunately, to
16 staff the positions that we originally had. But
17 then we don't want to turn down the opportunity to
18 expand the police department. So we received
19 additional positions. We had trouble identifying
20 candidates to fill the other ones, and it's making
21 it really difficult, and I think that that's why I
22 wanted to bring before you the requirements that it
23 takes to hire an officer.

24 We have a lot -- 1,600 applicants in the
25 period from July the 1st until November the 30th.

1 That's a lot of people. We're losing people for
2 felony convictions, for drug use, for outstanding
3 warrants. It's really challenging, but we will
4 continue to strive towards that success.

5 COMMISSIONER HOLLEY: That's the police
6 department you're talking about?

7 DR. ANDERSON: Yes, sir.

8 COMMISSIONER HOLLEY: With applicants?

9 DR. ANDERSON: Applicants.

10 COMMISSIONER DEWAELESCHE: I believe it's
11 applicants.

12 DR. ANDERSON: Not our current staff.
13 These are applicants.

14 COMMISSIONER DEWAELESCHE: Thank you for
15 that. Just one final note, and that is your monthly
16 separations report, it's -- I think this is great
17 the way you've outlined. It looks as if for the 18
18 that left in the month of November, five left for
19 other police departments. Now the others, a lot of
20 them left for retirement reasons, another, I don't
21 know, five or so.

22 DR. ANDERSON: And we're going to
23 experience that as well. So we're going to lose
24 officers to other departments and we're going to
25 lose them to retirement. But we really have to come

1 up with a strategy, and I've reached out to Star,
2 she's our field recruiter, and we're going to all
3 partner together with Commissioner Brooks and
4 Reverend Holley --

5 COMMISSIONER DEWAELESCHE: And myself, I'm
6 on the committee as well.

7 DR. ANDERSON: -- who wants to try to
8 come up with a strategy so that we can gather and
9 get qualified applicants. We lost eight applicants
10 this week to the psychological evaluation.

11 COMMISSIONER DEWAELESCHE: Thank you. My
12 question with regard to the report also was, are you
13 going to be providing us with this report every
14 month and will you keep this page -- and I'm asking
15 if you'll keep November in just so it can be a
16 cumulative report so we can see what the numbers are
17 as each month passes?

18 DR. ANDERSON: Yes, ma'am, that's a great
19 idea.

20 COMMISSIONER DEWAELESCHE: Thank you.
21 That's all. Thank you very much.

22 CHAIRMAN BELL: I stated I would move to
23 my right, and I'd come back to my left.
24 Commissioner Davis.

25 COMMISSIONER DAVIS: Question. Do you --

1 does the department do an exit interview for the
2 people that's leaving? And if so, is it frequently
3 that they're leaving because of -- outside of
4 retirement, is it because of pay and benefits?

5 DR. ANDERSON: Yes, sir.

6 COMMISSIONER DAVIS: That's it.

7 CHAIRMAN BELL: Thank you.

8 COMMISSIONER BURCH: It's a beautiful
9 report. As they stated, but we do need time to
10 digest all of this. My question is with all of the
11 officers that do not -- where it says disqualified
12 temporarily and then disqualified permanently, what
13 is the time frame that you reach back out to these
14 people? How do you keep track of making sure they
15 come back, you don't lose them automatically? So
16 what's the time frame to receive them back?

17 DR. ANDERSON: So we have two different
18 categories. Next month is our goal to have them
19 distinguish where you'll know how many number of
20 applicants are temporarily disqualified and how many
21 are permanently disqualified. Those candidates that
22 are permanently disqualified, we would not reach
23 back out to them ever. The applicants that are
24 temporarily disqualified, it is typically for a
25 period of two years, one year, and then they're

1 allowed to come back and go through the process.

2 COMMISSIONER BURCH: But that's my point.
3 We lose so many people, I don't know what it is
4 like, Reverend Holley, just what makes a person when
5 they sign up, is there some kind of maybe another
6 process that you all could come up with earlier to
7 see what interest do they really have on a younger
8 level? Like I think we mentioned before here at the
9 board about going into the schools earlier to reach
10 out to the young people to see what their thoughts
11 are about being a police officer. Have you
12 considered that going into the high schools or even
13 middle schools?

14 DR. ANDERSON: Yes, that's one of the
15 plans with the committee, yes, ma'am.

16 CHAIRMAN BELL: Thank you. Commissioner
17 Burton.

18 COMMISSIONER BURTON: Thank you,
19 Mr. Chairman. The question that I have is that
20 looking at the separation report, where do the city
21 of Detroit measure up to other cities like Chicago,
22 Cleveland, L.A. For instance, I see that we have
23 9,900 hundred -- 99 officers who in July up until
24 now have separated. But what is the overall number
25 and are there a trend there of separation for

1 previous years?

2 DR. ANDERSON: Well, for the year, for
3 2018, we've lost a total of 216 officers, be it
4 because of resignation or retirement. I have not
5 done the research to compare us to other large
6 agencies, so I would not be able to answer that
7 question.

8 COMMISSIONER BURTON: Thank you. Is
9 there any way that we can properly get some type of
10 report just to see a trend from other agencies, far
11 as their separation compared to Detroit, just so we
12 can have something to look at like early on in the
13 first of the year, maybe January, toward the end of
14 January perhaps or February, whatever works best?

15 DR. ANDERSON: I would look into it,
16 Commissioner Burton. Sometimes other agencies
17 struggle to give us their data, and that's very
18 specific data. But I would look into it to see what
19 I could find out, absolutely.

20 COMMISSIONER BURTON: Thank you. And
21 follow-up question, how many new recruits have we
22 lost from the start of this year up until now?

23 DR. ANDERSON: I don't have the answer to
24 that one. We do have a report that identifies how
25 many new recruits that we've lost. I can provide

1 that data.

2 COMMISSIONER BURTON: You know, the
3 reason I raise that question is because I actually
4 agree with my colleague, Reverend Holley, when he
5 said that we need to be able to do something as far
6 as, you know, to keep those officers, those young
7 officers on the force far as, you know, a couple
8 years prior to transferring to other departments. I
9 think it's a lot of resources being invested and a
10 lot of resources actually going to other agencies,
11 wherein we need to be able to keep those that we
12 train here.

13 DR. ANDERSON: Yes, officers that are
14 leaving during the academy are not actually
15 certified. They have not completed the academy. A
16 lot of them, we may lose a few during the first week
17 because they just can't cut it. Those officers are
18 not -- they don't meet the qualifications to go to
19 another department because they haven't met the
20 certification. They can go to another department,
21 but that department would have to certify them, put
22 them through the police academy. But I will find
23 out how many recruits we have lost. I guess my
24 question is this year alone, I can give you a number
25 from those who left who did not make it through the

1 police academy, I can do that. But finding out how
2 many people who have left to go to different
3 departments for the entire year, that's a separate
4 number. I can give you that as well.

5 COMMISSIONER BURTON: Thank you.

6 COMMISSIONER HOLLINS-GRIFFIE: Mr. Chair.

7 CHAIRMAN BELL: Yes, ma'am.

8 COMMISSIONER HOLLINS-GRIFFIE: I have one
9 quick question. First off, this is a great report.
10 I agree with my colleagues. My first question is
11 the total number of applicants is listed as 1,607.
12 Is that the number of applications that we received
13 throughout the entire year?

14 DR. ANDERSON: No, ma'am, fiscal year
15 starts July 1st.

16 COMMISSIONER HOLLINS-GRIFFIE: I see.
17 So we've gotten 1,600 applications, roughly, since
18 July of this year?

19 DR. ANDERSON: Yes.

20 COMMISSIONER HOLLINS-GRIFFIE: I see. My
21 next question is, I like how you detailed out the
22 application process. How long -- what's the cycle
23 time? So how long does it take from the time
24 someone applies until the time that they actually
25 could potentially become a police officer?

1 LIEUTENANT COLES: We average at about
2 two months. There have been times when we can do it
3 in less. But we normally tell them two months, that
4 gives us time to get all of their information
5 together. Sometimes they will have -- we have to
6 reach out to their employers, we need to reach out
7 to that don't give us information, so we have to
8 send someone out to gather that information. But
9 usually, we will average about two months, but we've
10 gone longer and we've gone shorter.

11 COMMISSIONER HOLLINS-GRIFFIE: That's
12 pretty good for industry standards. I've had call
13 center reps that take longer than that, so that's
14 pretty fast.

15 My third question is, you mentioned that
16 we have a number of -- that retirement is going to
17 be something that we have to look to in the future.
18 And I was wondering if there was a report that you
19 could give us on the demographics in addition to
20 this. So the number of retirement eligible police
21 officers for the upcoming -- so kind of forecasting
22 and then perhaps some demographics information by
23 age so that we can understand what the makeup of our
24 police force looks like.

25 DR. ANDERSON: Okay. Absolutely. I will

1 forecast the retirements to the next year.

2 COMMISSIONER HOLLINS-GRIFFIE: Yeah.

3 DR. ANDERSON: And further, if we are
4 able to do that, and I'm sure that we are, one of
5 the reports does provide demographics. Excuse me,
6 just give me one quick second. It's only 20 of
7 them. Okay, I don't see the demographic report
8 located. But we absolutely do provide it.

9 COMMISSIONER DEWAELSCHE: It is.

10 COMMISSIONER HOLLINS-GRIFFIE: Do you
11 have it by age?

12 COMMISSIONER DEWAELSCHE: Just totals.

13 COMMISSIONER HOLLINS-GRIFFIE: That's
14 what I was concerned about, the age, just wondering
15 what the makeup was, you know, the new millennials
16 moving into the work force, just trying to get a
17 gauge on that. And finally, I was very happy to
18 hear that you are recruiting using high schools. I
19 mentor a group of girls at Davis/Golightly Academy.
20 This morning I walked in and there were three young
21 woman in my 30-person class, 30 young women class,
22 and they were in uniform. They were going to their
23 special vocational program. It made me smile to see
24 that. So, I hope that Golightly is one of the
25 schools that we work with. They were very bright,

1 and I think that they would make excellent police
2 officers.

3 DR. ANDERSON: Were they in the
4 protective services program?

5 COMMISSIONER HOLLINS-GRIFFIE: I'm not
6 quite sure what the name of the program was. But I
7 know that it's offered through the vocational school
8 there.

9 DR. ANDERSON: We want to kind of partner
10 with Golightly, and the chief has two magnet schools
11 as well. My idea is to marry the two programs so
12 that we can kind of enhance the success. The magnet
13 programs are producing maybe three to four at the
14 end of the year. I would like to marry that program
15 with the Golightly program. One thing about the
16 Golightly program is that students don't have to
17 live in the city of Detroit to participate. They
18 just have to have transportation. And if we could
19 go out and kind of recruit, if you will, almost like
20 military recruiters, meet with parents, go to parent
21 teacher conferences and different things like that
22 to set up a table so that parents know that we do
23 care about their students, their children and that
24 we want to train them and we want to bring them into
25 the Detroit Police Department.

1 COMMISSIONER HOLLINS-GRIFFIE: Awesome.

2 Thank you.

3 DEPUTY CHIEF BETTISON: Mr. Chair, I have
4 a comment.

5 CHAIRMAN BELL: Yes, sir.

6 DEPUTY CHIEF BETTISON: One thing I
7 wanted to mention is when we talk about the apps
8 process. Those level of reports, you know, very
9 thorough, but with our applicants, with that large
10 number, that 1,600 plus. Oftentimes anyone can put
11 in an interest card or, you know, apply. But a lot
12 of our applicants, one of the prerequisites to be a
13 Detroit police officer or a police officer in
14 general is to have a driver's license. So we get a
15 lot of applicants that will apply that don't have
16 driver's license. One of the things that we did,
17 because Sergeant Gonzales recognized that as an
18 issue and brought it to our attention, we wrote a
19 grant in partner with Detroit Public Schools, and
20 we're in two high schools now where students,
21 through a program called Drive to Thrive because
22 they really don't have driver's education in Detroit
23 Public Schools and in schools like they used to. It
24 typically cost \$600 for an individual to get their
25 driver's license training now. So this is our

1 second year with the grant, and we have students
2 over at Cody, and I can't think of the other school
3 right now that's in our Drive to Thrive program,
4 where they're getting driver's license. And we're
5 also teaching them how to interact with the police,
6 other conflict resolution-type skills. And it has
7 some side benefits, too, because driving is a
8 privilege and the students appreciate it, and it has
9 improved their attendance, and their grades are
10 starting to go up, too. So this is what your
11 Detroit Police Department is doing to make sure that
12 our kids have a shot at employment.

13 CHAIRMAN BELL: Commissioner Carter.

14 COMMISSIONER CARTER: Through the Chair.
15 Thank you, Dr. Anderson, for your very detailed
16 report and providing information that we've been
17 requesting for quite awhile.

18 I just have one question about the
19 student intern program. Do you know about it and do
20 you plan to continue it? And how would you go about
21 recruiting?

22 DR. ANDERSON: When I came on last month
23 I was told that the program had been put on hold.
24 We are going to reinstate the program. We have a
25 person in our office that actually kind of was one

1 of the initial ones who spearheaded the program.
2 The school that I work for, actually, we were a
3 feeder to that program. So I absolutely want to
4 start it back, and I believe that we're going to
5 start it back for the next summer.

6 COMMISSIONER CARTER: And for people who
7 don't know about the program, could you please just
8 briefly detail what it is? Thank you.

9 DR. ANDERSON: So what it is is that we
10 have student interns that come in and they kind of,
11 I would say, shadow police officers. We mentor the
12 students and we prepare them for jobs in the law
13 enforcement field, not necessarily police. We do
14 try to mentor them because some people are
15 interested in law enforcement, but they don't want
16 to be police officers. But we want to make sure
17 that we meet their needs, as long as they're
18 interested in the field, they can be a part of the
19 program. And the program was -- Wayne State
20 actually, we got a lot of students to my
21 understanding from Wayne State University, it was a
22 very competitive program.

23 COMMISSIONER CARTER: So it's college
24 students?

25 DR. ANDERSON: College students, college

1 students for our internship program, yes.

2 COMMISSIONER CARTER: Thank you.

3 CHAIRMAN BELL: Thank you, Dr. Anderson.

4 We appreciate your report and looking forward to
5 more dialogue. As we all know, it's difficult to
6 recruit police officers not just in the city of
7 Detroit, throughout the nation, but we can't compete
8 with Chicago, L.A. and New York. We can look at
9 Baltimore and maybe Cleveland, but as you well know
10 they don't really want to share their concern. And
11 also you know that one way that the military deal
12 with retention is to offer a cash bonus. That's the
13 bottom line. We are not in the position to offer a
14 cash bonus for a person to stay another two or three
15 years, but that's how they approach it. But in the
16 real world of policing, it's difficult to compete
17 with the salaries of other cities like in
18 metropolitan Detroit. That's what -- we're
19 experiencing that, so we're trying to address it in
20 terms of once they sign on board, that was the
21 discussion that Commissioner Holley had in terms of
22 the mayor responding back to us. But it costs over
23 \$80,000 to train and certify an officer. We have no
24 problem if they leaving the academy and not
25 certified because we are concerned, but we not

1 certify them to go to another department. So this
2 is an ongoing issue.

3 Perhaps if the board have more concerns,
4 do not wait until the next meeting. You can fire
5 off an email or text to Dr. Anderson, and I'm pretty
6 sure she will share with the rest of the board and
7 get a response back to you. So let's do that.
8 Maybe we need to hear more in terms of other
9 meetings about the recruiting aspect of it. I think
10 that would save us a whole lot of time in terms of
11 our agenda in the community. So thank you once
12 again.

13 DR. ANDERSON: Thank you.

14 COMMISSIONER HOLLEY: Mr. Chairman, may I
15 have --

16 CHAIRMAN BELL: Yes, sir.

17 COMMISSIONER HOLLEY: Has it been
18 established by voters or by the law department, our
19 law department, that it is the mayor's
20 responsibility to talk about the -- whether or not
21 police officers leave the force?

22 CHAIRMAN BELL: Contract wise?

23 COMMISSIONER HOLLEY: Yes.

24 CHAIRMAN BELL: It's the mayor in terms
25 of any contracts and council approval and all that.

1 They tried that years ago and it did not fly. They
2 lost in terms of a lawsuit, that's my understanding.
3 So therefore they want to approach it from a
4 different angle, and they've been working on it ever
5 since we raised that issue, ever since we've been on
6 this board.

7 COMMISSIONER HOLLEY: This is my second
8 term.

9 CHAIRMAN BELL: Yes, sir.

10 COMMISSIONER HOLLEY: And so I'm just
11 saying, perhaps maybe we ought to have some say-so
12 or some recommendation to the mayor's office and the
13 city council as to how we can do that, because I
14 just feel like we don't -- well, anyway.

15 CHAIRMAN BELL: I would ask our attorney
16 to weigh in on it and Dr. Anderson to weigh in on
17 that issue to see can we find out where we are and
18 how we might make some suggestions in that
19 particular area. So is that --

20 COMMISSIONER HOLLEY: Yes, sir.

21 CHAIRMAN BELL: Thank you. We can move
22 on. Thank you again.

23 COMMISSIONER HOLLEY: Thank you very
24 much.

25 CHAIRMAN BELL: Now we're going to hear

1 an update on recreational marijuana by Attorney
2 Kimberly James from corporation counsel's office.

3 ATTORNEY JAMES: Good evening. How are
4 you tonight?

5 CHAIRMAN BELL: Good evening. Good to
6 see you again. Thank you for coming out.

7 ATTORNEY JAMES: Thank you. Thank you so
8 much for having me. So I want to talk about
9 recreational marijuana. So the actual real name of
10 the bill, everyone keeps calling it the recreational
11 marijuana law. It's actually called the Michigan
12 Regulation and Taxation of Marijuana Act or the
13 MRTMA. There's a whole bunch of acronyms in the
14 marijuana regulation industry, but that's what this
15 law is called. So it's basically two parts to it.
16 One is the personal part and then the other would be
17 the commercial part. I'm going to talk about the
18 personal possession and those kinds of things first
19 and then we'll get into the commercial aspect. I
20 just want to say this was a brand new law that was
21 just passed by the voter initiative in November.
22 And so, in the law department we're still kind of
23 analyzing it, so I'm not going to have all the
24 answers that you may need tonight. But I can give
25 you some of the main points and then we can talk

1 about it a little bit.

2 So if you're an adult over the age of 21,
3 now in the state of Michigan you are allowed to
4 possess and transport up to two and a half ounces of
5 marijuana. You're also allowed to possess and store
6 up to ten ounces of marijuana at your home, and
7 that's a lot. So in any excess amount over 2.5
8 ounces has to be kept in a locked container. So you
9 can have 2.5 ounces on you at anytime, and you can
10 have ten ounces at home, but the excess over 2.5 has
11 to be kept in a locked container or restricted from
12 anyone else in the home.

13 You can only have up to a total of 15
14 grams of marijuana concentrate at any given time,
15 and that's like they make like oils and things like
16 that that they use for vaping, and still this is,
17 you know, current law. It's still the same for
18 recreational possession of any amount of marijuana
19 on the grounds of a public or a private school or
20 school bus or correctional facility is still
21 prohibited.

22 You can -- a person can grow up to 12
23 marijuana plants per residence. Now that's per
24 house, not per person at the house. Every single
25 home, you can only grow 12 plants, not the whole

1 family. The rules for that, they can't be visible
2 to the public. That's basically the rule, you know,
3 but you can have it anywhere in your house as long
4 as it's not visible from the outside.

5 Landlords can prohibit -- you know, if
6 you're a tenant in a commercial building or you're a
7 tenant in an apartment building, a landlord can tell
8 you that you cannot grow or cultivate or display or
9 sell marijuana from your apartment. However,
10 tenants cannot be prohibited from using marijuana
11 products other than smoking. So if they're taking
12 edibles or doing things that don't create smoke,
13 they're allowed to possess it in any rental home,
14 you just can't prohibit them from doing that unless
15 it's over the amount that they're allowed to have.

16 The law hasn't changed as it pertains to
17 employment. So employers, the state of law in
18 Michigan is that employers can still prohibit you,
19 even though it's allowed medically for everyone now,
20 they can still drug test you, they can still not
21 hire you if you test positive. And that's still the
22 case in the city of Detroit employment, and that's
23 not going to change. So that's still the law and
24 that's not going to change.

25 For crimes, there is -- some of the

1 possession crimes have changed. So there's a \$100
2 civil infraction now, and this is every time you get
3 caught doing it. If you get caught doing this every
4 day, it's still a \$100 civil infraction. That's
5 using marijuana in public, cultivating plants that
6 are visible to the public or possession of more than
7 two and a half ounces at home and not having it
8 secured. So if you get caught doing any of those
9 things, it's a \$100 ticket. If you are possessing
10 less than two times the legal amount, so if you
11 have -- you're in a car and you have four ounces on
12 you and that's less than -- 2.5 ounces is the legal
13 amount. Five ounces would be two times that. So if
14 you have four ounces, the first violation for that
15 is a civil infraction, punishable by up to a \$500
16 fine. The second violation is a civil infraction
17 punishable by a fine not more than a \$1,000. The
18 third and subsequent violation of that, possession
19 of less than two times the legal amount, is a
20 misdemeanor punishable with a fine not more than
21 \$2,000.

22 If you're caught with more than two times
23 the legal amount, so let's say you're driving and
24 you have six ounces, that's a misdemeanor up to one
25 year. And one of the offenses that hasn't changed

1 is delivery to people who are under the age of 21,
2 and so that's still a four-year felony. That has
3 not changed.

4 So that's basically in a nutshell what
5 possession, what's allowed now. It's a really big
6 change, and so I think that the police department
7 and the law department are working really hard to
8 try to figure out the best way to deal with citizens
9 and arrestees and all kinds of situations like that,
10 where they may have a small amount of marijuana on
11 them and figuring out what to do with that. So
12 that's -- you know, going forward, there will be
13 more details about that.

14 So on the commercial side, as you know, I
15 talked about this a little bit last time in the
16 building department and in BC, there's a pretty
17 robust program going on right now to license
18 commercial medical marijuana establishments. And so
19 the state law -- the new state law for the MRTMA
20 will also allow commercial establishments for
21 recreational. And so after a while there will be
22 marijuana dispensaries that anybody can go into and
23 buy. But that's not going to be for about a year.
24 The state still has to develop rules for that, and
25 so there won't be any opening up randomly, you know,

1 around -- the police department and the law
2 department did a pretty good job of shutting down
3 most of the illegally operating marijuana
4 dispensaries and we're still working through that
5 process with the state at this point. But there
6 won't be any -- for the first two years of the
7 recreational program, the only people who can get
8 licenses to sell recreational marijuana commercially
9 would be someone who has a medical license already.
10 So they have to go through the medical program
11 first, and then they can get a license to sell
12 recreational marijuana to the public.

13 The funny thing about this law is that
14 they created the same types of facilities that the
15 medical law has except they call them different
16 things. So they're still going to have
17 dispensaries, transporters, testing facilities,
18 processing facilities and cultivation facilities.
19 And then this law adds a new use, which is called a
20 microprocessor, and that's kind of a mini license
21 that may allow more -- less sophisticated people to
22 enter into the market because it's kind of an
23 integrated program where you can grow 150 plants and
24 sell and process them into products. And you can do
25 that in a small-type commercial space. But in order

1 for that to happen, the city of Detroit would have
2 to pass zoning and licensing ordinances to make that
3 happen. So right now we're just kind of in the
4 process of thinking what's, you know, the best
5 policies, talking about it with the mayor's office
6 and the city council, police. And in the coming
7 year the city will develop probably some ordinances
8 to regulate and they'll -- we'll start to add this
9 to our medical program. So that's about it. Do you
10 have any questions for me?

11 CHAIRMAN BELL: Commissioner, I'm going
12 to ask you to limit your questions to like five
13 minutes because we want to give the audience five
14 minutes also, and we going to ask our attorney to
15 work with Ms. James in terms of ongoing issues
16 impacting the issue that we raised tonight. So he
17 could keep us in the loop, and we perhaps want to
18 see you next year at some point in time, but we know
19 this issue is ongoing. Commissioner Dewaelsche.

20 COMMISSIONER DEWAELSCHE: Oh, yes, thank
21 you, Mr. Chair. I just wanted to make some points
22 that, you know, you did not present, and that is
23 that the act does not require an employer to permit
24 or accommodate, right, the use of --

25 ATTORNEY JAMES: Yes, I believe I did

1 mention that.

2 COMMISSIONER DEWAELSCHE: Oh, I'm sorry.

3 MR. JAMES: The law is the same on that.
4 Employers now, and going forward, don't have to
5 allow you to do it.

6 COMMISSIONER DEWAELSCHE: And it also
7 allows a person to prohibit the use on the
8 properties that they own.

9 ATTORNEY JAMES: Absolutely, so a
10 landlord or, you know, you're with your children --

11 COMMISSIONER DEWAELSCHE: Right. And
12 then this is one area that really concerns me,
13 because I live in a neighborhood where there were a
14 lot of medical marijuana facilities last year. And
15 as you mentioned, several have been closed. And
16 that is the number for Detroit, there is an
17 ordinance that was approved by city council for 75,
18 correct, in the city?

19 ATTORNEY JAMES: That's correct.

20 COMMISSIONER DEWAELSCHE: And I ask this
21 question every time again because they're all over
22 my neighborhood; Woodward, Eight Mile, Seven Mile,
23 Livernois area. What will happen once these other
24 dispensaries come into existence? Will that number
25 go up or is that a city council action that has to

1 be taken? And how do we stop it, because I would
2 want to know how not to increase the number of 75.

3 ATTORNEY JAMES: Well, that's the
4 question of the day, and a lot of -- you know, with
5 the mayor's office and many city council members,
6 there doesn't seem to be much interest in changing
7 that number. It's kind of confusing because we have
8 a number of facilities that are in the process of
9 getting approved, and the State is also licensing
10 them at the same time. And so many of the
11 applicants that have come through the City of
12 Detroit have been denied by the State. And so as
13 the time goes by, I think it will shake out where
14 there will be many less approved than we expect.
15 It's just that we kind of have to wait because the
16 State was trying to close them, but then the courts
17 keep telling them they have to allow them to remain
18 open through the application process. So it's
19 really challenging to get the number down. There's
20 only ten that have been licensed by the State in the
21 city of Detroit.

22 COMMISSIONER DEWAELESCHE: And I just want
23 to make the point that section 6136.1 says, except
24 as provided in section 4, a municipality may
25 completely prohibit or limit the number of marijuana

1 establishments within its boundaries. I just want
2 the community to know that, that we don't have to
3 accept these if we have an ordinance in the city.
4 And, you know, and my thing is if Ferndale only has
5 one and Royal Oak probably has none or two or
6 whatever, we have 75, we need to leave it at 75, so
7 that's my point.

8 ATTORNEY JAMES: I think that that is --
9 it sounds pretty much to me like that's the will of
10 most of the people in authority who make those
11 decisions. What we're kind of talking about now is
12 using that 75 and kind of including all of this in
13 it but not going beyond that. It's difficult to get
14 smaller, but we can definitely prevent us from
15 getting bigger.

16 COMMISSIONER DEWAELSCHÉ: And then just
17 one final, I promise. I have a lot of questions,
18 but one final. There is an administrative fee of
19 5,000 that the city will be able to charge for these
20 facilities. Then there are additional fees, and my
21 question is the \$5,000 fee, is it included in the
22 collecting of the fees for licensures, fines and
23 violations? Is that the administrative fee included
24 in there?

25 ATTORNEY JAMES: Correct, the City of

1 Detroit already has a \$5,000 fee for marijuana
2 business license for all of the types of facilities.
3 So we passed that maybe last May, so that's already
4 in place.

5 COMMISSIONER DEWAELESCHE: And where do
6 those funds go and how does the department benefit?
7 I mean does the department benefit, the police
8 department?

9 ATTORNEY JAMES: The police department?
10 Well, I don't know. Those are collected by the
11 building department, by the business license center.
12 So I think it goes to the general fund, that fee.
13 But there's also, with the Marijuana Facilities Act,
14 there's also a three percent tax that is applied.
15 And so a portion of that is supposed to come to
16 cities for law enforcement as well. But that
17 probably hasn't happened yet because the State is
18 still licensing facilities, and they haven't even
19 gotten through a full tax year.

20 COMMISSIONER DEWAELESCHE: And I hope it
21 does because we're going to need additional law
22 enforcement officers to ensure compliance after all
23 these regulations. Thank you, Mr. Chair.

24 COMMISSIONER HOLLINS-GRIFFIE: Mr. Chair.

25 CHAIRMAN BELL: Yes, ma'am.

1 COMMISSIONER HOLLINS-GRIFFIE: I'm not
2 sure if you can address this or not, but I'm going
3 to ask anyway, and if there's someone else that's
4 more appropriate, we can address that later. So I
5 know that the law, this new law says that you -- it
6 is not authorized, you operating, navigating or
7 being in physical control of any motor vehicle while
8 you're under the influence. How will we police
9 this? So if you're driving under the influence of
10 alcohol, all kinds of tests, breathalyzer tests and
11 blood tests that you can take. I'm concerned with
12 this law passing about how we, how our police
13 department, will police it. What I don't want to
14 happen is the number of complaints go up from
15 citizens because they feel as though they're being
16 over-policed and the police officers are trying to
17 do their jobs, but don't have a really good
18 measurement system by which to enforce this law.
19 And so I don't know if we thought about that. Even
20 though we don't have facilities opening based on the
21 fact that the state has not finished their process,
22 people can still home grow, I believe.

23 ATTORNEY JAMES: Absolutely, and although
24 the medical use shows me, it doesn't take the impact
25 away just because it's medical.

1 COMMISSIONER HOLLINS-GRIFFIE: Exactly.

2 ATTORNEY JAMES: I'm not a criminal
3 lawyer, so I don't know. I don't think that
4 anything really changed, but I'm sure whatever the
5 police do now to determine whether you're
6 intoxicated is probably the same that they would do
7 in this instance. But I don't know.

8 UNIDENTIFIED SPEAKER: Blood test is what
9 is usually done. You have to get a search warrant.

10 ATTORNEY JAMES: Oh, but you can't do
11 that on the side of the road, can you?

12 UNIDENTIFIED SPEAKER: No, but you have
13 to get a search warrant with prior approval and then
14 you can --

15 ATTORNEY JAMES: So that doesn't really
16 affect how you tell if he's intoxicated. But I
17 think that they have, you know, like walk on the
18 line and say the alphabet backwards and those kinds
19 of tests. Thank you.

20 COMMISSIONER BURCH: Could I say,
21 Mr. Chair?

22 CHAIRMAN BELL: Yes, ma'am.

23 COMMISSIONER BURCH: I just want to speak
24 on District 3. It's full of marijuana dispensaries.
25 When Commissioner Dewaelsche said, stay at 75, is

1 there a way maybe to lower it? We don't -- wait a
2 minute, that's one question. And then I want to say
3 with now this being the law that you can use it, who
4 is going to, like the other commissioner said, the
5 police have enough on their plate. So now they're
6 supposed to arrest people that have X amount of
7 marijuana. How are they going to do that when they
8 can't take care of the rest of the crime going on?
9 And who is going to be the person to educate the
10 people that really use the marijuana for the wrong
11 purposes, like mixing it with opium? They're going
12 to have a ball out there. So you're really opening
13 this up for citizens to be more in danger of passing
14 that law in the first place. We know it's done, but
15 how are you going to educate the public, what you
16 just said in your report?

17 ATTORNEY JAMES: Those are really great
18 questions. And as you know, the voters initiated
19 this law, so it wasn't the City of Detroit Law
20 Department who wrote it or anything like that. I
21 think those are good questions and I, you know --

22 COMMISSIONER BURCH: You don't have
23 answers for me?

24 ATTORNEY JAMES: No, I don't have answers
25 for you.

1 COMMISSIONER BURCH: Who is going to
2 answer these questions for me later?

3 ATTORNEY JAMES: I'm not sure. Those are
4 great questions.

5 COMMISSIONER BURCH: Help me, you all.

6 COMMISSIONER DEWAELSCHE: Mr. Chair, if I
7 could just --

8 CHAIRMAN BELL: Yes, ma'am.

9 COMMISSIONER DEWAELSCHE: I believe that
10 we have to go through city council, right, if we
11 want to lower that number?

12 ATTORNEY JAMES: Yes, it's unlikely that
13 that number would be lowered because it's in the
14 zoning ordinance, and those permits have already
15 been granted.

16 COMMISSIONER DEWAELSCHE: Right.

17 ATTORNEY JAMES: So it's unlikely that
18 the numbers would get lower, but what could happen
19 is that the number won't grow. And that's going to
20 be our goal.

21 COMMISSIONER BURCH: One more. With all
22 the mental health in Detroit, we need to close down
23 this hope that people out there are listening. Can
24 we close those things and open up more mental health
25 places for people to go get help? Because a lot of

1 people are using that marijuana and it's making
2 them, you know, really crazy, and they don't use it
3 for real healing. Do you see?

4 ATTORNEY JAMES: I do and I'm sorry, I
5 don't have all those answers today. But I think,
6 you know, you're right, mental health is a huge
7 need. There should be more facilities in the city.
8 Maybe some developers will decide to do that.

9 COMMISSIONER BURCH: Thank you.

10 CHAIRMAN BELL: Could we entertain one
11 more question? I just want to say to you,
12 recreational marijuana is the law of the state of
13 Michigan, and Councilman Tate is the leading person
14 that advocated this fight in terms of the city of
15 Detroit. So you can contact his office or your
16 councilperson, they have weighed in on that. You
17 don't have all the answers because those are not --
18 they reached a ceiling at 75. So keep that in mind,
19 so we want to move on after this, because we spent a
20 lot of time and we're not solving anything. But I
21 do want the community to give them the opportunity
22 to weigh in on the commissioner.

23 COMMISSIONER BROOKS: I don't think you
24 can answer this question. Today's paper stated a
25 gentleman who's coming -- moving to Detroit or

1 coming to Detroit to deliver marijuana gifts along
2 with t-shirts and all kinds of funny things. Who
3 will be in charge of that? I don't think that's a
4 great idea.

5 ATTORNEY JAMES: I'm not familiar with
6 that article.

7 COMMISSIONER BROOKS: It's in today's
8 Free Press.

9 ATTORNEY JAMES: He wants to just give
10 away?

11 COMMISSIONER BROOKS: No, he's selling
12 the -- he's giving away gifts and he's selling
13 t-shirts --

14 ATTORNEY JAMES: Okay.

15 COMMISSIONER BROOKS: -- and other things
16 like that.

17 ATTORNEY JAMES: I'm sure if he's on the
18 street --

19 CHAIRMAN BELL: I can respond to that.
20 The article indicated that this business person come
21 up with a -- with his attorney, a loophole that the
22 article in today's paper, that he can give a gift if
23 you buy A, B and C. So he come up with a loophole,
24 so I guess you would be responding whatever that is.
25 This is the State of Michigan, if you come up with a

1 loophole, you can make a gift right now, but you
2 can't buy whatever it is. So that article is there.
3 So, once again, she can't answer that question
4 because it just materialized.

5 ATTORNEY JAMES: What I could say is
6 that, you know, it's still prevented to be doing
7 transactions in public. So if somebody's walking
8 around the street --

9 CHAIRMAN BELL: He looked at a loophole.
10 This article speaks to that. So you can weigh in on
11 it.

12 ATTORNEY JAMES: Yeah, that's
13 interesting. Sounds like litigation to me.

14 CHAIRMAN BELL: Okay. At this particular
15 time, I'm going to -- if you raise your hand and
16 stand, we're going to entertain about four or five
17 questions, and please do not repeat what you already
18 heard because there's no solid answer. This is off
19 the ground. I'm going to ask our attorney to repeat
20 the question so we can share in terms of the answer.
21 Could we do that? Please stand. Mr. Rhoades, I saw
22 your hand go first. Be brief and to the point.

23 MR. RHOADES: Can City Council do an
24 overlay zoning from Eight Mile Road to Seven Mile
25 Road, from Telegraph Road on the far west side,

1 Kelly Road on the far east side to prohibit
2 recreational marijuana sales? Next, can city
3 council put a firm cap on the number of recreational
4 marijuana provisioning centers to 28? That would be
5 four per city council district that would spread it
6 out and keep it off Eight Mile.

7 CHAIRMAN BELL: Please, please, please.

8 ATTORNEY JAMES: Thanks, Pete Rhoades.
9 Pete Rhoades used to be in the law department, so
10 that's why he's asking the hard questions.

11 CHAIRMAN BELL: Thank you. Okay.

12 ATTORNEY JAMES: Yes, in zoning you can
13 do an overlay district. We still have to analyze
14 the law a little more because there are restrictions
15 on telling people where they can and cannot go. And
16 since we already have facilities in place in those
17 districts, we cannot tell a recreational applicant
18 that they can't co-locate in a medical facility. So
19 that would be the challenge to that. But they can
20 be -- the number can be limited, yes, and they will
21 be restricted, at least for the first two years, to
22 the medical provisioning centers.

23 CHAIRMAN BELL: Please stand and give
24 your name, please, and she's going to repeat your
25 question.

1 MR. PAGE: Yes, my name is Tom Page, and
2 I want to make a comment about the drug impaired
3 driving issue. My comment is this: That's my area
4 of expertise in identifying the drug impaired
5 driver. The same standardized field sobriety test
6 that's used for alcohol will still be used for the
7 other drugs. There is additional training that
8 officers can receive. One is called ARIDE, which
9 stands for advanced roadside impaired driver
10 enforcement, and the drug recognition expert
11 program, which are basically considered to be the
12 state of the art in terms of training officers to be
13 able to identify the signs and symptoms.

14 The way the law is now, the marijuana is
15 a schedule one drug, but by federal law is that it's
16 a zero tolerance in terms of driving so -- which
17 causes a problem and will cause a problem in the
18 courts on down the road. Is that as long as the
19 officer has the cause in order to command blood or
20 another physical specimen is that the person cannot
21 have any THC, not the metabolite, but
22 tetrahydrocannabinol.

23 CHAIRMAN BELL: Thank you, sir, I didn't
24 ask for comments. What I want is, do we have any
25 questions before we close this out? The third one.

1 We hear, you know, but we want to have a couple
2 questions.

3 UNKNOWN ATTENDEE #1: I was downtown and
4 these teenagers passed me and they were smoking
5 marijuana. Immigration officers stopped them. They
6 could have arrested them. Customs could go 300
7 miles from the port of entry. They could put them
8 in jail. I think they should make people aware of
9 this.

10 CHAIRMAN BELL: Again, that was a
11 comment. Do we have -- this the fourth one?

12 MR. BROWN: Yes, sir.

13 CHAIRMAN BROWN: Young lady, right here.
14 Do you have a question, do you have a question? No
15 comments, do you have a question for the attorney?

16 UNKNOWN ATTENDEE #2: I want to know how
17 many alcohol establishments, how many, you know,
18 liquor stores do we have in the city of Detroit?
19 And I also want to know are you violating the
20 Sherman antitrust act by trying to limit commerce
21 the way you're doing where you had over 200, almost
22 300 dispensaries and cut it down to 75? I think
23 there's a big difference between alcohol and
24 marijuana, and I want to know how many of you have
25 ever smoked marijuana?

1 CHAIRMAN BELL: Thank you, ma'am, thank
2 you, ma'am. Thank you. Thank you, ma'am.

3 (Multiple people talking)

4 UNKNOWN ATTENDEE #2: And I want to say
5 this. If you --

6 CHAIRMAN BELL: Thank you.

7 ATTORNEY JAMES: So the question was how
8 many liquor stores are in the city of Detroit and
9 whether or not it's a violation of -- whether it's
10 antitrust violation to restrict the number? I don't
11 know the number of liquor stores in Detroit. I
12 think it's over 200. It's not a violation of the
13 Sherman antitrust act because all of the two to
14 three hundred that were operating were operating
15 illegally. So since they weren't operating legally,
16 they didn't have any vested property rights.

17 CHAIRMAN BELL: Okay, one final question.
18 Is that it?

19 ATTORNEY JAMES: That's it.

20 CHAIRMAN BELL: Oh, I'm sorry, that was
21 it. Thank you, thank you. We're looking forward.
22 Okay, thank you.

23 Now we are we going to hear from the 3rd
24 Precinct, Commander Thomas.

25 COMMANDER THOMAS: Good evening.

1 CHAIRMAN BELL: You have our undivided
2 attention, thank you.

3 COMMANDER THOMAS: I'm Commander Thomas
4 3rd Precinct, and I have with me Captain Rodney Cox.
5 We have various officers here from 3rd Precinct, as
6 well as downtown services. Can you stand and
7 introduce yourself?

8 NPO HARRIS-HARDY: Neighborhood police
9 officer, Tamyra Harris-Hardy.

10 NPO HOPKINS: Neighborhood Officer Brad
11 Hopkins.

12 SERGEANT SHANK: Sergeant Steven Shank,
13 downtown services. I'm in charge of the
14 neighborhood police officers downtown. And I got
15 that fine officer over there.

16 COMMANDER THOMAS: So the tickets I gave
17 you for the 3rd Precinct will encompass the hard
18 work with our partnership with Wayne State
19 University Police Department, as well as downtown
20 services. And that's why I had them introduce
21 themselves.

22 CHAIRMAN BELL: Thank you.

23 COMMANDER THOMAS: So currently we are
24 doing very well when it comes to crime in the
25 downtown area. As far as violent offenses go, we're

1 down in every category. We're down in homicides by
2 50 percent, we're down in robberies by 12 percent
3 and we're even at aggravated assaults. We are up in
4 criminal sexual conduct with the DC, Bettison
5 explained our reporting change which counts for
6 that. But even with that we only have 13 events, so
7 we're still doing very well.

8 As far as property offenses, we are down
9 in every category except for larceny. I will touch
10 on that a little bit later in this presentation.
11 We're down two percent in burglaries and 32 percent
12 in motor vehicle thefts. And the packet that we
13 gave you, we also did a breakdown by quarter, and as
14 you see for nonfatal shootings we've been down every
15 quarter except for the third quarter, which is
16 ending in September of 2018. In that quarter we
17 were actually up by two incidents. However, in one
18 of our -- well, two shootings. It was in one
19 incidents, it was a -- four people that were injured
20 in the incident, which is anomaly. Had that been
21 taken out of there, we would have been down for the
22 entire year.

23 Same goes for the homicides. We have
24 been down consistently the entire year in homicides.
25 Only in the second quarter did we have -- break

1 even. We had three during that three-month period,
2 but other than that we have been consistently down.
3 And as a matter of fact, that stands now with 50
4 percent down in both homicides and nonfatal
5 shootings.

6 Now the strategies we used to accomplish
7 these things were pretty much targeted enforcement
8 using current historical data that we get. We went
9 after our high impact offenders. We enacted a
10 Greektown detail. We have a club detail for the
11 clubs downtown and we use high visibility and direct
12 patrols. As I said, the result of that the
13 homicides are down 50 percent, the nonfatal
14 shootings are down 50 percent and the armed
15 robberies are down 12 percent.

16 Now, one thing that we do have to deal
17 with is the larcenies. Larcenies, we're up six
18 percent for the year. The one thing about larceny
19 is that they're event driven, they're pretty much
20 crimes of opportunity, and a lot of them are dealing
21 with vehicles, and that's because of the influx of
22 people we have in the downtown area that we didn't
23 have before. We have a Little Caesar's Arena that
24 is now downtown. They hold over 25,000 people.
25 They've had 150 events so far this year. We have

1 Ford Field who holds 65,000 people, and we've had 20
2 events there. We have Comerica Park, they hold
3 30,000 people, and we've had 200 events there, as
4 well as 165 licensed establishments which are
5 downtown in the 3rd Precinct which includes the
6 clubs and the bars. So in saying that, if you look
7 at the six percent raise in larcenies compared to
8 the amount of traffic we get downtown, I think we're
9 doing very well, and we're going to continue with
10 the strategies we used for that. Like I said, it's
11 interesting because the violent crimes mirror the
12 property crimes and where they happen. So the same
13 strategies have been working on both sides.

14 Like I say, we have a partnership with
15 Wayne State. We deal with the ticket and tolls
16 because what we have is that people come downtown
17 and they don't want to pay for parking. So they
18 park in like dark, unlit areas, they park illegally.
19 If they walk by your car, they see say a laptop or
20 money and they break into the car and take it, just
21 a quick second. What we have been doing is we've
22 been talking to the parking lot owners. We
23 convinced a lot of them to get better lighting, we
24 got them to get some fencing, and we got them to get
25 security. So that has helped us deal with those

1 issues.

2 We also have a couple of Green Light
3 corridors. We have Greektown who is now a Green
4 Light corridor, as well as a corridor on Michigan
5 Avenue. We have four foot-beats within our
6 precinct, Woodbridge, New Center, Corktown and
7 Greektown. And we also do a lot of education of the
8 public that includes the businesses and their
9 patrons. We go to the citizens' groups and we talk
10 to the visitors. We have a community CompStat with
11 various community groups within our precinct. And
12 with the help of the alert codes, they see when it
13 takes -- when they go off, when they see a car that
14 puts themselves in jeopardy, they leave the charging
15 ticket explaining exactly what they did to a T.

16 We also deal with the high impact
17 offenders. We have details with Greektown and the
18 clubs, and we also partner with DTE. We have big
19 parks and big lights. That helped us also. Some of
20 the supplemental strategies we use is we have what
21 we call a gun stat, and that's where we send our
22 detectives through the court when they have a gun
23 crime to ensure that they have an appropriate bond
24 that's given to them. We also currently have a
25 partnership with Judge Shannon Walker, the Wayne

1 County Prosecutor's Office and Michigan Department
2 of Corrections where we do home checks with parolees
3 and probationers.

4 With that I'm going to have Captain Cox
5 talk about our community involvement.

6 CAPTAIN COX: Good evening.

7 RESPONSE: Good evening.

8 CAPTAIN COX: So we have a social worker
9 on staff at the 3rd Precinct, and her primary
10 responsibility is to reach out to victims of
11 assaultive crimes, particularly those that involve
12 domestic violence, aggravated assault. But this
13 also includes malicious destruction of property,
14 arson and threats and also sexual assaults. She's
15 made a number of contacts this year. She's made 768
16 contacts, to which 236 of those contacts have
17 accepted services. Some of those services can be
18 anywhere from providing psycho education, which
19 deals with power and control dynamics, anxiety and
20 stress and just simply explain the criminal justice
21 process. Sometimes she has to explain to the
22 victims how to press charges, how to deal with civil
23 issues of divorce, custody and how to file for
24 property damage and personal protection orders.

25 We also have five neighborhood police

1 officers, two of which live within the precinct, and
2 they have marked scout cars that they take home with
3 them as well. We have several radio patrols, and we
4 support those patrols by having an officer train
5 them on what to look for and what to report out for.
6 They're trained by one of our officers and one of
7 our police assistants who work at the 3rd Precinct.

8 We just completed our annual Stuff the
9 Cop Car in which the gifts were donated by various
10 citizens, and we're going to provide those gifts to
11 families this upcoming Saturday, which I'll talk
12 about later on in the presentation about what we
13 have planned for Saturday.

14 The neighborhood police officers also do
15 security surveys for homes and businesses,
16 particularly those that have been the victims of
17 break-ins. We give them information as to how to
18 avoid becoming a victim of a break-in, certain locks
19 that they use, certain times of day, certain
20 lighting. Things that they can use to avoid
21 becoming a victim of that.

22 Also our neighborhood police officers
23 have other programs that they're involved in in
24 certain locations. Now these locations include
25 schools, daycare, hospitals and churches. Some of

1 the programs include the following: They have
2 bullying workshops, anti-bullying workshops. This
3 is usually presented with a PowerPoint presentation
4 where students are told the consequences of
5 bullying, the symptoms of being bullied, how to
6 prevent it. And we also partner with the United
7 States Attorney's Office and the Michigan State
8 Police where we've gone on to these schools. So,
9 they would also send representatives to accompany
10 our neighborhood police officers.

11 We have 50 conflict resolution events as
12 well. This involves talking to the students about
13 recognizing what conflict is, how to deal with it
14 and how to work -- how to deal with it in a positive
15 way and look for other alternatives rather than
16 violence, resorting to violence.

17 We also have what's called a gun violence
18 workshop. We've done 50 of those from the beginning
19 of the year. This includes providing gun locks.
20 And we keep these on hand, but we also get them from
21 an organization called Project ChildSafe, and this
22 is an organization that focuses on the safety of
23 children.

24 We've done 50 restorative justice events.
25 This is one of the ones I favor. Now this deals

1 with getting -- with the parents' permission, we go
2 into the schools, we discuss the problems with the
3 particular students and whoever they offended, and
4 we conduct what's called a restorative circle of
5 resolution which is a counseling session with the
6 police, the principal and the person offended to
7 talk about what happened and what they did, why they
8 did it and how they can avoid this from occurring
9 again in the future. This of course serves as an
10 alternative to the student being suspended from
11 school. And I think what's important to note here
12 is that the police being a part of this builds that
13 relationship with the police as well. So it's not
14 just the parents and the principals, it's the police
15 as well.

16 We've also done 30 drug prevention
17 workshops where we bring booklets and we provide a
18 list of resources that can assist anyone who may
19 need it. Typically, we give this to the teacher who
20 then gives this to the parents.

21 Some of the schools to name that we've
22 been to: Of course, University Preparatory Academy,
23 the middle school and high school. These are
24 schools, of course, within the 3rd Precinct, Henry
25 Ford Academy High School, Ben Carson High School,

1 Gee Edmonson Academy and George Crockett, just to
2 name a few.

3 So we have some upcoming events as well.
4 As I mentioned earlier we had Stuff a Cop Car, where
5 people donated gifts. So one of the upcoming events
6 is called Adopt a Family. It's a Christmas program
7 that's coming this Saturday. Every year during this
8 time we partner with sponsors who donate gifts for
9 families which include food, clothing, toys,
10 electronics. And during this event we take the
11 opportunity to recognize our sponsors, we break
12 bread with them as well as the recipients, and then
13 we hand out the gifts. And then we give the
14 families an opportunity to have words if they so
15 choose.

16 Also we have what's called Cereal with
17 the Captain. This is scheduled for the George
18 Crockett Academy. This is where I first get the
19 opportunity to go into the schools and talk to the
20 students, mentor them, and we talk about things like
21 making the right decisions, self-esteem and the
22 importance of education. I've had two opportunities
23 to do that this far. This will be my third one this
24 year because we just started to supplement them.
25 We're going to continue this throughout the year.

1 There is also a safety presentation in
2 the Cadillac Building scheduled for the 16th. And
3 then of course in 2019, Commander Thomas, he'll be
4 speaking at different and various schools to discuss
5 the concerns of students, which at some point he
6 will turn it into an open forum where the students
7 can talk about whatever their concerns are. And so
8 some of the schools that we plan to go to is
9 University Prep High School. We're going to start
10 with the high schools. We're going to do all the
11 schools, but we're going to start with the high
12 school, University Prep, Westside Academy, Ben
13 Carson and Detroit International Academy and
14 Frederick Douglas. And that concludes our
15 presentation.

16 CHAIRMAN BELL: Commissioners, any
17 comments or questions for the commander and the
18 captain?

19 COMMISSIONER BURCH: Yes, I have a
20 question.

21 CHAIRMAN BELL: Yes, ma'am.

22 COMMISSIONER BURCH: You said that you
23 have some authority over Little Caesars. Did you
24 say this is the precinct that --

25 COMMANDER THOMAS: Yes, it falls within

1 our program.

2 COMMISSIONER BURCH: We had some friends
3 that went to Little Caesars and there was an
4 incident. So my question is regarding the
5 marijuana, it was like a free-for-all inside the
6 arena. So I know they have their own security,
7 right? Do you ever intervene to help them?

8 COMMANDER THOMAS: Yes, we do.

9 COMMISSIONER BURCH: How do you help
10 them?

11 COMMANDER THOMAS: We even have a detail
12 by Little Caesars Arena, depending on what the event
13 is, we have officers actually stationed inside the
14 arena to assist.

15 COMMISSIONER BURCH: So how would you
16 have addressed all of the smoking inside of the
17 arena?

18 COMMANDER THOMAS: I would have to know
19 specifically what happened. I can't, you know,
20 anecdotally answer the question. But if it's
21 illegal, we're going to follow the letter of the
22 law.

23 COMMISSIONER BURCH: I'm just saying I
24 followed up as a commissioner with the security of
25 Little Caesars. You know it was like they didn't

1 have a plan to address it, so I'm just saying
2 free-for-all now. You all are going to have to
3 address these arenas where you go inside and people
4 just come in with that thinking it's okay. That's
5 all. Thank you.

6 COMMANDER THOMAS: You're welcome.

7 CHAIRMAN BELL: Commissioner Dewaelsche.

8 COMMISSIONER DEWAELSCHÉ: Yes, thank you,
9 Mr. Chair. I just wanted to -- excellent report and
10 I just wanted to commend you on following --
11 aligning it with the chief's report, because I can
12 make some comparisons of apples to apples. It just
13 flows very well, and I want to thank you for that.
14 It's easy to read and a lot of detail, and I
15 appreciate that.

16 COMMISSIONER BURCH: Good, good, very
17 good.

18 CHAIRMAN BELL: Any other commissioner?

19 COMMISSIONER BROOKS: I just have a
20 comment for the NPOs. You all are doing a great
21 job. And I would think that the anti-bullying
22 workshop and the conflict resolution events and gun
23 violence prevention workshops are great because
24 you're starting at the root of problems. And we
25 talk about a lot of problems, but we don't get down

1 in the roots. We're on the surface. So thank you
2 for such a wonderful program. I wish all the
3 precincts had this.

4 COMMISSIONER HOLLEY: Excellent report,
5 very engaging. Pardon me my naivete.

6 CAPTAIN COX: Yes, sir.

7 COMMISSIONER HOLLEY: You have the gold
8 bars on your sleeve. I looked around and I don't
9 see nobody but you, so I want to know what does that
10 mean?

11 CAPTAIN COX: So the chief allowed us to
12 implement, in addition to the Detroit police
13 uniform, specifically those that have time on the
14 job. So each hash tag was a hash bar, it's called a
15 hash bar, and each hash mark represents five years
16 of seniority on the Detroit Police Department.

17 COMMISSIONER HOLLEY: Is that right?

18 CAPTAIN COX: Yes.

19 COMMISSIONER HOLLEY: Very nice. And the
20 commander, he's got more time than you, you don't
21 have no bars.

22 CHAIRMAN BELL: It's a discretionary
23 thing, Commissioner Holley, and it's a military
24 concept for the hash mark. That's where Chief Craig
25 gallantly held that focus. So he brought it to

1 Detroit, so we bear with it. We old school.

2 COMMISSIONER HOLLEY: In my church, I get
3 mine on my robe.

4 CHAIRMAN BELL: I'm looking forward to
5 that. I will visit on Sunday.

6 If there's no other questions or
7 comments, I just want to say that was in-depth, I
8 like the community involvement, and you're just
9 doing an outstanding job. I'm pretty sure other
10 precincts are taking notes. But all the activities
11 of the precinct are outstanding. I just have one
12 little pet peeve, which is you grabbed one of my
13 officers from the 9th Precinct for one of your NPOs;
14 is that right?

15 CAPTAIN COX: Yes.

16 CHAIRMAN BELL: I still love him anyway.
17 He's outstanding, and so I understand he made a
18 career path, but he is outstanding. I just want to
19 make a note of that.

20 CAPTAIN COX: Yes, sir. Mr. Chairman, if
21 I may?

22 CHAIRMAN BELL: Yes, sir.

23 CAPTAIN COX: There's a couple people I'd
24 like to recognize.

25 CHAIRMAN BELL: Yes, sir, by all means.

1 CAPTAIN COX: Part of our team also
2 consists of the Detroit Police Chaplin Corp, and so
3 today we have with us Commander Shannon. He's been
4 very committed to the 3rd Precinct as well. Take a
5 moment to recognize him.

6 CHAIRMAN BELL: Thank you. Outstanding.

7 CAPTAIN COX: Thank you, sir.

8 DEPUTY CHIEF BETTISON: And I just also
9 second a great job, great job. Great job, Commander
10 Thomas, and Captain. Whole 3rd Precinct crew.

11 CHAIRMAN BELL: Thank you. We're going
12 to move on to any standing ad hoc community reports.
13 Hearing none, we're going to move on to the board
14 secretary report.

15 SECRETARY HICKS: Thank you, Mr. Chair.
16 I do want to simply call your attention to four
17 items that are listed in the report as incoming
18 communications. Two of them were proposed
19 directives of the chief. One relates to the
20 body-worn cameras and the other one to vehicle
21 pursuits. Both of these items had been reviewed by
22 the board in the last, I think, year and a half.
23 What we are currently doing is going through looking
24 for the new changes in this, and this has been
25 referred to the policy committee and will be

1 reviewed.

2 You did mention, Mr. Chair, in your
3 report of the proposed schedule for 2019. I want to
4 simply draw that to your attention again and then
5 the -- in addition to the minute reports you
6 received tonight on the 3rd Precinct, our office did
7 supply you with a map, as well, that highlights
8 some -- the distribution of some of the crime inside
9 of the 3rd Precinct. And with that, Mr. Chair,
10 unless you have any specific questions for me, that
11 would be my report for this evening.

12 CHAIRMAN BELL: Any questions or concerns
13 for the board secretary?

14 I do want to mention that this coming
15 Tuesday at 2 P.M. at the public safety headquarters
16 in our office, we have a study session that's going
17 to be conducted by our policy person, Ms. Melody
18 White. So if you got the email on that, you need
19 to do your RSVP, if at all possible. It's at 2
20 o'clock in the study session.

21 We move on to any old business? Any new
22 business?

23 Announcements. Next meeting will be on
24 Thursday, January 3, 2019 at 3 P.M., public safety
25 headquarters, 1301 Third Street. Our next community

1 meeting will be on Thursday, January 10, 2019 at
2 6:30 P.M., 12th Precinct, Unity Temple-Apostolic
3 Faith, 17376 Wyoming on the west side of Detroit.
4 So make a note of that. Our calendars should be up
5 in that time frame. We always send out notice.

6 Now we're moving to a timely and a very
7 important part of our meeting format. It's oral
8 communication from the audience. Please give your
9 name, and you have two minutes. We will give you
10 those two minutes, we want to keep it moving, but
11 you still have time to talk to the board staff and
12 DPD staff any concerns that might be not in that two
13 minutes. Can we abide by that time frame?

14 AUDIENCE: Yes.

15 CHAIRMAN BELL: Okay, Mr. Brown.

16 MR. BROWN: Mr. Chair, I have six cards.
17 Your first speaker will be Ms. Bernie Smith followed
18 by Ms. Faith.

19 CHAIRMAN BELL: Call your name, you can
20 come up. I mean, if he calls your name --

21 CHAIRMAN BELL: Okay. Just hold off for
22 one minute. We're going to honor the people who
23 filled the cards out first, okay? And then if you
24 need a card, we'll make sure you get a card in this
25 time, but we want to move the agenda.

1 MS. SMITH: Good evening. Bernice Smith,
2 political activist and a precinct delegate here in
3 the mighty, mighty 3rd Precinct. I am so proud of
4 them tonight, I don't know what to do. I'm so glad
5 that you're here and you're able to see what they're
6 doing here in our district. I've been in here 25
7 years, going on 26, so I'm quite proud of my area
8 and I'm here in midtown. We do have problems
9 somewhere but we always have police to take care of
10 it.

11 Now I was cut off the last time I came
12 before you. I wanted to tell you that I had an
13 engagement that following week with the towing
14 people. That was the -- Mike, Mike Scott, and I got
15 some things taken care of in regards to the prices
16 of the towing. I'm not going to go into it tonight
17 because of the fact that we got a limited time.

18 Also, my question is, how many towing
19 companies do we have that's working with the police
20 department? I want to know how many trucks that we
21 have or towing cars of the police department. Once
22 the cars are towed, are they at a certain length of
23 time? I think the Reverend Holley asked that last
24 year some time or early this year. What happens to
25 the cars? I asked Mr. Dobbs about it, and he said a

1 lot of times that they are sold. And the next thing
2 I want to tell you is that do we have auctions after
3 a certain length of time that people can go to the
4 auctions and buy the cars.

5 Also, again, I want you to know I am very
6 proud of my 3rd Precinct. I do wish for you to do
7 one thing for me before I close my eyes, because I
8 haven't been feeling too well. I'm an 86 year old
9 woman. So therefore, I know a lot of us don't have
10 time, but the good Lord is taking care of me, so I'm
11 not going to worry about it tonight. But the fact
12 is, congratulations young lady, we're happy to have
13 you here, you're going to be very good for this
14 board. Another thing I want to tell you is we do
15 have a good city. We just have to take care of it
16 and stop all this killing.

17 CHAIRMAN BELL: Mr. Brown, how are we
18 doing on the time?

19 MS. SMITH: Why? Are you timing me now?
20 You took my time last time; I'm not going to let you
21 take it this time. You took my time last time.

22 CHAIRMAN BELL: DC Bettison, can you
23 respond to the one or two questions that she posed
24 about towing?

25 DEPUTY CHIEF BETTISON: In regard to

1 auctions, I'll start with that one. Yes, we do have
2 auctions, and the auctions are put on -- it's a
3 notice that goes out to the community after they
4 advertise in the Legal News. And there's other ways
5 that the auctions are advertised so that the public
6 can know. The auctions are currently handled by the
7 Municipal Parking Department, that's who handles the
8 auctions.

9 In regards to how many tow trucks we
10 have, I don't have that exact number. I can get
11 that to you through the board in the next meeting
12 and definitely don't want to guess. I want to give
13 you specifics.

14 MS. SMITH: Okay. You know my number.
15 We communicate very well, compared.

16 CHAIRMAN BELL: Thank you.

17 MR. BROWN: Ms. Faith, followed by Ms.
18 Theo Broughton, followed by Ms. Quella Morris.

19 MS. FAITH: Welcome everybody on the
20 board. It's been a long time coming up to speak to
21 everyone. For the record my name is Ms. Faith. In
22 honor of our police commissioners and our officers,
23 first of all, Commissioner Burch, very fortunate at
24 this time. Commissioner Bell, yes, standing for
25 public safety for this city and still honoring

1 everyone. Commissioner Carter, everyone honors
2 everyone. 3rd Precinct, reaching out to the
3 students and the youth of our schools, honorable
4 mention for them and every one of them.

5 I wanted to read something that's very
6 short. I hope it is anyway. I thought about it
7 last few times. It says, in honor of the fine
8 officers who are extra sensory perception within the
9 great city of Detroit, who interact with all walks
10 of life, our men and women in blue, who living their
11 lives as heroes and heroines. Speaking of the
12 toughest representatives who passed away on the job,
13 but they stood voluntarily serving the communities
14 in which they serve. And they're not too tough to
15 cry when a fellow officer, as well as citizens, lose
16 their lives on their beat. I have known them to
17 cry. They have spoken to me, some of them. What
18 they may face they don't know from call to call.
19 And altercations and intercept wrongdoing,
20 investigating different things that come up in the
21 different homes in different neighborhoods, and they
22 go out selfishly and they voluntarily go out
23 according to the policies and procedures of the
24 training that they've had. I want to commend them
25 very highly for the things that they have done in

1 serving the community. They've saved my life many
2 times. That's how I know and I've seen others.

3 CHAIRMAN BELL: Thank you.

4 MR. BROWN: Ms. Broughten followed by
5 Ms. Morris.

6 MS. BROUGHTEN: Hello, my name is Theo
7 Broughten, co-founder of Hood Research. Good
8 evening. Thank you. I'd like to know the racial
9 makeup of the police department. That question was
10 asked earlier, but for whatever reason you never
11 seem to have the demographics because I asked that
12 question regularly. Number 2, according to the ADA
13 law, even though this facility is quite adequate,
14 quite adequate, it is not accessible for the
15 disabled.

16 The other question I have has to do with
17 the chief investigator's office. I met a young man
18 who was in the facility. He's an asthmatic, serious
19 asthmatic and asked for assistance and the officer
20 came back to wherever they were holding him, and he
21 says, well, when you pass out, we'll send somebody
22 here to see about you. It seems to me that that
23 violates his civil rights, and it is quite inhumane.
24 So I'd like to know, I'd like to recommend him where
25 he can file his complaint, because if you have one

1 officer like that, that's a bad apple in the whole
2 barrel, and there needs to be some sensitivity
3 training. And I know that they have to deal with
4 inmates who are not always easy to deal with. But
5 to treat somebody like that who happens to be an
6 asthmatic is unacceptable. So do you have the
7 answers to the first question I asked?

8 CHAIRMAN BELL: The racial makeup of the
9 department?

10 MS. BROUGHTEN: Yes.

11 CHAIRMAN BELL: We are African-Americans,
12 56.5 percent, and the department is 24.7 male and
13 25.3 female, and white is 37.4 percentage white, and
14 others is 6.2. You want to know about
15 African-Americans, it's 56.5.

16 MS. BROUGHTEN: Yes, thank you.

17 CHAIRMAN BELL: Okay.

18 MS. BROUGHTEN: Thank you. That's the
19 first time I finally got an answer. I appreciate
20 that because in a city that is predominantly
21 African-American, as opposed to the unacceptable
22 term majority minority, that's an insult. So I'm
23 glad that you were able to give me a response.
24 Thank you.

25 CHAIRMAN BELL: Thank you.

1 MR. BROWN: Ms. Morris followed by
2 Mr. Eric Blunt.

3 MS. MORRIS: Hello everyone, a lot of you
4 know me. Those of you that don't, I am a retired
5 Detroit police officer, as well as a member of the
6 Detroit coalition against police brutality. We came
7 a long way, people. Police department, it was a lot
8 of struggle. We came as a renegade. Now we are
9 welcome. Because of the struggle that the coalition
10 had with the police department, we resolved over
11 through the years. Now I go and I give accolades to
12 our department. Believe me. But the situation, I
13 was a little surprised when I found out about they
14 only do two months of training. I wish that you
15 could go through the -- visit the training center
16 because to me is it possible, you got the legal law
17 that you have to learn, the MCOLES laws that you
18 have to learn, which is required by the state. You
19 also have the defensive packet that you have to
20 learn, the physical training, the DPD vehicle
21 training. That's almost impossible inside of two
22 months, and then you going to go into a scout car.
23 That's impossible. We did three months when I came
24 on which was in the 80s, and back during that time
25 it was four to six months to get the accurate

1 training that you need.

2 CHAIRMAN BELL: Ms. Morris, may I cut you
3 off and interject? That is not the case of two
4 months. The director of personnel can respond to
5 it, and we do visit the academy for each class
6 that's in the academy, it's Board of Police
7 Commission, but you can speak to the issue about --

8 MS. MORRIS: Okay, I appreciate it,
9 because that's what I heard.

10 CHAIRMAN BELL: No. Well, we going to set
11 the record straight.

12 DR. ANDERSON: It's six months.

13 CHAIRMAN BELL: It's six months.

14 MS. MORRIS: Trust me, I heard two
15 months, and that's almost impossible.

16 CHAIRMAN BELL: It's six months. It's
17 been six months quite some time. It's quite
18 intense.

19 MS. MORRIS: You know I know.

20 CHAIRMAN BELL: It's not the academy that
21 you were familiar with, trust me. Right. Any other
22 comment? Thank you. Yes, ma'am.

23 MS. MORRIS: You want to know what would
24 keep the people, -- keep the officers staying?

25 CHAIRMAN BELL: Yes, ma'am.

1 MS. MORRIS: Benefits. Detroit has
2 suffered, we come through a bankruptcy, it's
3 nervous. People are being nervous when they come
4 through here. So benefits would help.

5 CHAIRMAN BELL: Thank you.

6 MR. BROWN: Mr. Eric Blount followed by
7 Mr. Peter Roads.

8 MR. BLOUNT: Good evening, board. For
9 the record my name is Eric Blount, a life-long
10 Detroiter. My heart is broken for this department.
11 As I hear the HR director talk about budget cuts and
12 there's so much money being given away through tax
13 abatements and other things, the fact that this
14 department has to go through budget cuts should be
15 criminal. I just don't know what else to say about
16 it. It's wrong, it's unjust and it's evil. Thank
17 you.

18 CHAIRMAN BELL: Thank you.

19 MR. BROWN: Peter Rhoades. Mr. Chair, I
20 got three additional cards after Mr. Peter
21 Roades.

22 CHAIRMAN BELL: Okay, we're going to
23 entertain those three.

24 MR. BROWN: Let's go ahead, Mr. Peter
25 Rhoades.

1 MR. RHOADES My name is Peter Rhoades.
2 I'm a resident of Green Acres subdivision, and
3 that's at Woodward and Eight Mile. I happen to be a
4 member of the board of the Green Acres Woodward
5 Civic Association, and I'm on the board of the Green
6 Acres Woodward Citizens Radio Patrol.

7 There's over a thousand houses, over two
8 thousand residents of Green Acres. There's an over
9 concentration of marijuana facilities on Eight Mile.
10 They're either 18 or 19 legalized dispensaries,
11 that's over 25 percent of the total amount here in
12 Detroit. If you drive down Eight Mile there are
13 over 30 storefronts that you will see that advertise
14 marijuana sales. They're a skid row effect. When
15 that's combined with the strip clubs and cheap
16 hotels, adult bookstores, liquor stores, you get a
17 skid row effect.

18 Now, the users operating along Eight Mile
19 Road is not just for Detroit residents, but it's
20 mostly for residents of Oakland County and Macomb
21 County. Residential marijuana and provisioning
22 centers will only compound the skid row effect.
23 That's why Green Acres Woodward Civic Association
24 proposes that there be overlay zoning to keep
25 recreational marijuana provision centers from

1 opening along Eight Mile Road. Ms. James said that
2 would be legal.

3 Green Acres Woodward Civic Association
4 also wants a hard cap on the number of facilities in
5 Detroit, 28 total. There are seven city council
6 districts, four per district, that would be 28.
7 That would be legal according to Ms. James.

8 I also support that the city has a
9 business license on each recreational marijuana
10 provisioning center. That way if they constantly
11 violate the law, you can yank their license after
12 giving them a due process hearing. Also, you should
13 have a special recreational marijuana unit of the
14 Detroit Police Department. I want to ask for your
15 support for the Green Acres proposal. Thank you
16 very much.

17 CHAIRMAN BELL: Thank you. We're going
18 to entertain -- there are three more cards, but
19 you're going to be limited to one minute.

20 COMMISSIONER DEWAELESCHE: Mr. Chair,
21 could we request a copy of the Green Acres proposal?

22 CHAIRMAN BELL: I'm pretty sure
23 Mr. Rhoades would entertain that.

24 COMMISSIONER DEWAELESCHE: Thank you.

25 CHAIRMAN BELL: Thank you.

1 MR. BROWN: Mr. Devo followed by
2 Ms. Grady.

3 CHAIRMAN BELL: You have one minute,
4 please.

5 COMMISSIONER BURTON: I move that every
6 speaker get the full two minutes, you know, that
7 we've been giving to all of the speakers.

8 UNKNOWN ATTENDEE #3: Thank you. I
9 agree.

10 CHAIRMAN BELL: Go ahead and speak, sir..

11 MR. BOWMAN: Last week you voted on the
12 status of Corporal Duane Jones, who was being
13 charged with the assault of an unarmed naked woman
14 at Detroit Receiving. I am appalled that five of
15 you voted to put this brutal abuser back on duty.
16 When a blue wall stands between you and the side of
17 righteousness, it's your job to scale it. But five
18 of you chose to be bricks in that wall. I applaud
19 the commissioners who asked for more time and the
20 two who voted to suspend. Of course Commissioner
21 Carter wasn't even there. I was most disturbed by
22 the fact that several officers who came before the
23 board and spoke highly of Jones's behavior, almost
24 all said they would do the same thing. That's
25 horrifying to me as a civilian. And if I were an

1 officer, I would be insulted. They insisted that
2 they were trained to do this and that any officer
3 would do the same. Again, I would be insulted if I
4 were an officer. They even referred to Jones as a
5 poster child of the DPD.

6 Clearly we have a serious problem with
7 training, but you guys just gave the DPD a green
8 light to beat civilians.

9 CHAIRMAN BELL: Thank you.

10 MR. BROWN: Ms. Glenn followed by
11 Ms. Dalton, who will be your last speaker.

12 MS. GLENN: Hello, my name is Valerie
13 Glenn. I am a life-long native of Detroit, and I
14 too am concerned about the police officer that, in
15 my opinion, went way beyond what should have been
16 reasonable DPD disciplinary or whatever, whatever
17 skilled training. My husband was on the police
18 force for over 35 years, and I honestly must say
19 that I know that Internal Affairs, there are rules
20 and regulations. Internal Affairs, I would like to
21 know what the Internal Affairs report said, if it's
22 going to be released to the public, as well as your
23 full recommendations, because I find this
24 deplorable. It's a form of police brutality, and it
25 also -- I know we may not have seen all of the

1 evidence, but clearly this lady had a mental
2 condition. She had special needs. She didn't have
3 any clothes on, and that went all over the
4 television and the internet. I just find it
5 deplorable, and I'm really disappointed with all of
6 you. Thank you.

7 CHAIRMAN BELL: Thank you. Ms. Dalton,
8 we're on a one-minute clock.

9 MS. DALTON: I was going to ask you about
10 that. They just answered it. Now you had an HR
11 report saying you lost 11 in the last month or
12 something for psychological. I want to know do you
13 give psychological tests before you take somebody
14 into the thing, troop. And I think the reason that
15 some of these people might be leaving, and you
16 should do some research on it, they're probably
17 scared, you know.

18 A friend of mine, they found a dead body
19 shot a block and a half from him just a couple days
20 ago. I found bullets out in the alley just a couple
21 days ago when I was picking up the garbage. So
22 that's probably -- they want to go somewhere where
23 it's safer.

24 Now, if you don't -- if you've been
25 listening to NPR, they're trying to get people

1 trained as officers so they don't shoot up the
2 public, and I wondered what you're doing about that,
3 training the officers so they can have good judgment
4 and don't abuse their power and murder our citizens.
5 So I'd just like to know that, and I would like to
6 know are you giving psychological tests.

7 And the other thing I'm really concerned
8 about is the fentanyl. I know two people: one, a
9 father; another, a friend -- a friend and a son died
10 of ODing. and you're talking about marijuana, and
11 it's really disgusting --

12 CHAIRMAN BELL: Ma'am, ma'am, your time
13 is up.

14 MS. DALTON: The real problem is the
15 opiate addiction and the fentanyl overdoses, they
16 buy it real cheap.

17 CHAIRMAN BELL: Ma'am, your time is up.

18 MS. DALTON: Are you doing anything? Can
19 I get any answers? I want to tell you about
20 marijuana. It tells you --

21 CHAIRMAN BELL: Ma'am your time is up.

22 MS. DALTON: -- it shows you how to
23 question an authority.

24 CHAIRMAN BELL: Ma'am, your time is up.

25 MS. DALTON: I have not heard anything

1 realistic from the people who come up and say they
2 don't want these. Where do you want them? Eight
3 Mile is an Industrial and Commercial, people are
4 driving 50 miles an hour.

5 CHAIRMAN BELL: Ma'am, your time is up.
6 Thank you.

7 MS. DALTON: That's not a bad place for
8 it. Where do you want it?

9 CHAIRMAN BELL: Thank you, thank you.

10 MS. DALTON: Let's put some fentanyl
11 stores up right next to the alcohol place.

12 CHAIRMAN BELL: Thank you, thank you.
13 The question about psychological tests, yes, we give
14 a psychological test.

15 MS. DALTON: It must not be good enough.

16 CHAIRMAN BELL: Your time is up. That is
17 the end of our session. We tried to entertain
18 people the last minute, and I want to thank you for
19 your participation.

20 There is refreshment outside this room,
21 and we look forward to seeing you next year. But
22 this is not the end of the meeting for the board.

23 COMMISSIONER DEWAELSCHÉ: Mr. Chair, I'd
24 like to make a motion that we go into executive
25 session to talk about some personal matters.

1 MS. CARTER: Second.

2 CHAIRMAN BELL: It's been properly moved
3 and second. Discussion? Those in favor, aye.

4 MEMBERS: Aye.

5 CHAIRMAN BELL: Those opposed? Motion
6 carried. Thank you.

7 (Proceedings concluded about 8:49 P.M.)

8 — — —

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1 CERTIFICATE OF NOTARY PUBLIC - COURT REPORTER

2 I do certify that the attached
3 proceedings were taken before me in the
4 above-entitled matter; that the witnesses were first
5 sworn to testify the truth; that the testimony
6 contained herein was by me reduced to writing in the
7 presence of the witness by means of stenography, and
8 afterwards transcribed upon a computer. The
9 attached pages are a true and complete transcript of
10 the testimony and proceedings.

11 I do further certify that I am not
12 connected by blood or marriage with any of the
13 parties, their attorneys or agents, and that I am
14 not an employee of either of them, nor interested,
15 directly or indirectly, in the matter of
16 controversy.

17 IN WITNESS WHEREOF, I have hereunto set
18 my hand and affixed my notarial seal at West
19 Bloomfield, Michigan, County of Oakland, this 29th
20 day of December 2018



21
22 Theresa L. Roberts, CSR

23 Certified Shorthand Reporter - CSR-4870

24 Notary Public - Oakland County, MI

25 My commission expires 10-4-2020

DBOPC
12/13/2018

1

#

#1 76:3
#2 76:16 77:4
#3 107:8

\$

\$1,000 59:17
\$100 59:1,4,9
\$2,000 59:21
\$5,000 65:21 66:1
\$500 59:15
\$600 50:24
\$80,000 53:23

1

1 9:15 19:22
1,122 35:16
1,600 32:2,3 39:24 46:17
50:10
1,607 46:11
1,821 33:5
10 95:1
103 32:3
10:30 18:16
10th 24:3,6
11 22:20 23:2 32:19 109:11
11th 14:5
12 22:2,5 57:22,25 79:2 80:15
12th 95:2
13 4:2 28:3 29:6 32:16,18 33:7
79:6
1301 94:25
13th 15:9 28:20
141 33:10

149 15:12
14th 18:16
15 57:13
150 5:12 6:4 61:23 80:25
165 81:4
16th 88:2
17376 95:3
177 31:16
18 33:6 39:6 40:17 105:10
180739 20:11
19 32:25 39:6 105:10
1958 4:17
1st 32:1 39:25 46:15

2

2 10:5 15:15 22:18 94:15,19
100:12
2,177 22:4
2,462 31:13
2,486 22:4
2.5 57:7,9,10 59:12
20 23:6 32:21 48:6 81:1
200 76:21 77:12 81:3
2012 10:24
2016 22:6
2017 21:7 22:18,21
2018 4:2 16:15 21:7 28:3 29:6
44:3 79:16
2019 19:9 24:2 88:3 94:3,24
95:1
21 57:2 60:1
216 44:3
22 32:7
23500 18:17
236 83:16

24.7 101:12
249 21:10 31:15
25 22:6 96:6 105:11
25,000 80:24
25.3 101:13
252 21:10
254 33:5
26 96:7
27,000 5:10
28 74:4 106:5,6
283 22:19
289 22:19

3

3 9:11 14:22 19:5,13 20:3
22:24 68:24 94:24
3,073 31:14
30 48:21 86:16 105:13
30,000 81:3
30-person 48:21
300 76:6,22
30th 39:25
31 32:21 33:5
312 32:7,9,12 35:17
32 33:3,8 79:11
33 32:21 38:2,4
35 108:18
357 33:3
37.4 101:13
3:00 17:12
3rd 7:20 13:21 14:7,9,12 19:5,
11 24:10 26:14 27:7 29:12,18
77:23 78:4,5,17 81:5 83:9
84:7 86:24 93:4,10 94:6,9
96:3 97:6 99:2

4

4 4:9 64:24
40 21:13
49 32:5

5

5 8:17,21 10:14 16:15
5,000 65:19
50 5:20 79:2 80:3,13,14 85:11,
18,24 111:4
53 32:20
56.5 101:12,15
578 33:2
5th 13:24

6

6 4:15 8:16,25 9:17
6.2 101:14
60 33:12
611 31:14
6136.1 64:23
65,000 81:1
6:30 17:13 95:2
6:31 4:3
6th 24:16

7

7 9:9 13:16 17:16
717 22:23
72 31:16,17
73 33:12
75 63:17 64:2 65:6,12 68:25
71:18 76:22
768 83:15

7th 14:1

8

8 17:16
807 22:21
80s 102:24
82 33:15
84 32:20
86 97:8
8:49 112:7
8th 23:25

9

9 23:6
9,900 43:23
99 43:23
9th 92:13

A

A.M. 18:16
abatements 104:13
abide 95:13
absolutely 44:19 47:25 48:8
52:3 63:9 67:23
abuse 110:4
abuser 107:15
academy 32:15 34:14 38:13
45:14,15,22 46:1 48:19 53:24
86:22,25 87:1,18 88:12,13
103:5,6,20
accept 65:3
accepted 83:17
accessible 100:14
accident 23:22 24:4,7
accolades 102:11

accommodate 62:24
accompany 85:9
accomplish 80:6
accurate 102:25
achievement 28:16
acknowledges 27:22
Acres 105:2,4,6,8,23 106:3,
15,21
acronym 21:18
acronyms 56:13
act 19:10 56:12 62:23 66:13
76:20 77:13
action 63:25
activist 96:2
activities 26:12 92:10
actual 22:13 56:9
ad 93:12
ADA 100:12
add 62:8
addiction 110:15
adding 23:9
addition 34:18 47:19 91:12
94:5
additional 17:6 31:23 39:14,
19 65:20 66:21 75:7 104:20
Additionally 19:11
address 53:19 67:2,4 90:1,3
addressed 89:16
adds 61:19
adequate 100:13,14
administration 5:11
administrative 65:18,23
administrator 20:11
Adopt 87:6
adult 57:2 105:16

advanced 75:9
advantage 7:9,11
advertise 98:4 105:13
advertised 98:5
advocated 71:14
affairs 10:23 108:19,20,21
affect 68:16
African-american 101:21
African-americans 101:11,15
afternoon 8:24
age 5:13 47:23 48:11,14 57:2
60:1
agencies 44:6,10,16 45:10
agency 18:1
agenda 16:6,23 25:5 54:11
95:25
aggravated 79:3 83:12
agility 32:5,19 38:2
agree 45:4 46:10 107:9
ahead 10:21 104:24 107:10
Akbar 12:5,6,9,12,18
alarm 21:14
alcohol 67:10 75:6 76:17,23
111:11
alert 82:12
Alfred 14:25
aligning 90:11
alley 109:20
allowed 43:1 57:3,5 58:13,15,
19 60:5 91:11
alphabet 68:18
altercation 24:10,13
altercations 99:19
alternative 86:10
alternatives 85:15

alumni 9:9,19,21 14:15
amateur 25:15
amen 8:11
American 4:18,21
amount 57:7,18 58:15 59:10,
13,19,23 60:10 69:6 81:8
105:11
analyze 74:13
analyzing 56:23
Anderson 11:25 19:16 31:3,5,
6 39:7,11 40:7,9,12,22 41:7,
18 42:5,17 43:14 44:2,15,23
45:13 46:14,19 47:25 48:3
49:3,9 51:15,22 52:9,25 53:3
54:5,13 55:16 103:12
anecdotally 89:20
angle 25:11 55:4
angles 25:14
Announcements 94:23
announcing 20:10
annual 84:8
anointing 8:1
anomaly 79:20
answers 8:6 56:24 69:23,24
71:5,17 101:7 110:19
Anthony 5:17 7:20
anti-bullying 85:2 90:21
antitrust 76:20 77:10,13
anxiety 83:19
anytime 6:16 57:9
apartment 27:15 58:7,9
appalled 107:14
appeared 32:18,21
applaud 107:18
applause 10:3 16:3,4 30:23,25
31:1
apple 101:1

apples 90:12
applicant 74:17
applicants 32:2,3,17,20 35:8,
16 39:24 40:8,9,11,13 41:9
42:20,23 46:11 50:9,12,15
64:11
application 32:8 35:4,5 46:22
64:18
applications 46:12,17
applied 66:14
applies 46:24
apply 50:11,15
appointed 9:13
appreciated 29:16
appreciation 29:20
appreciative 5:16
approach 53:15 55:3
approaches 19:21
approval 16:15 54:25 68:13
approved 19:23 63:17 64:9,14
approximately 32:9,10,12
33:11,12
apps 50:7
architect 4:20,21
Architects 4:19
architectural 26:24
area 11:23 26:13,14,18 27:16
55:19 63:12,23 75:3 78:25
80:22 96:7
area's 27:6
areas 6:3 7:5 81:18
arena 80:23 89:6,12,14,17
arenas 90:3
ARIDE 75:8
armed 80:14
arrest 24:11,14 69:6

arrested 76:6
arrestees 60:9
arson 83:14
art 15:14 75:12
article 17:15 72:6,20,22 73:2,
10
aspect 54:9 56:19
assault 21:11,15 83:12 107:13
assaultive 83:11
assaults 21:20 79:3 83:14
assets 26:25
assigned 23:24 24:3,6,9,16
assist 86:18 89:14
assistance 100:19
assistant 19:19 33:1,7
assistants 33:4,5 84:7
Association 26:18 105:5,23
106:3
assume 24:23
asthmatic 100:18,19 101:6
at-large 9:19,21
attempting 24:11
attend 18:19
attendance 4:12 12:3 14:17
51:9
attended 26:2
ATTENDEE 76:3,16 77:4
107:8
attending 15:25
attention 11:19 34:15 50:18
78:2 93:16 94:4
attorney 11:22 19:19 25:21
29:25 30:3,7 55:15 56:1,3,7
62:14,25 63:9,19 64:3 65:8,25
66:9 67:23 68:2,10,15 69:17,
24 70:3,12,17 71:4 72:5,9,14,
17,21 73:5,12,19 74:8,12
76:15 77:7,19

Attorney's 85:7
attribute 23:7
attrition 33:8 34:2,3 39:2
auctions 97:2,4 98:1,2,5,6,8
audience 4:7 6:3 20:16 62:13
95:8,14
audio/visual 11:12
authority 65:10 88:23 110:23
authorized 67:6
automatically 42:15
Avenue 4:23 82:5
average 47:1,9
avoid 84:18,20 86:8
awaiting 32:3
award 28:12,24 30:21
awards 4:18
aware 76:8
awareness 27:9
Awesome 50:1
awhile 51:17
aye 16:11,19,20 112:3,4

B

back 6:16 20:18 24:2 25:5
38:4 41:23 42:13,15,16,23
43:1 52:4,5 53:22 54:7 100:20
102:24 107:15
backwards 68:18
bad 101:1 111:7
balance 12:8
ball 69:12
Baltimore 53:9
bank 20:13
bankruptcy 104:2
Baptist 10:25

bar 91:14,15
Barkoway 24:3,8
barrel 101:2
bars 81:6 91:8,21
based 18:3 22:11 67:20
basically 31:11 36:25 56:15
58:2 60:4 75:11
BC 60:16
bear 92:1
beat 99:16 108:8
beautiful 42:8
beginning 20:20 85:18
behalf 4:11 5:8 13:6 16:24
29:17 31:7
behavior 107:23
Bell 4:5,8,9 5:4 6:18,25 8:12
9:3,23 10:19 12:3,25 14:16,23
15:2,7,10,16,19 16:9,12,18,21
21:5 23:12 24:20 25:4,15
30:24 31:2 35:22 36:8,13,17
37:1,22 38:19 41:22 42:7
43:16 46:7 50:5 51:13 53:3
54:16,22,24 55:9,15,21,25
56:5 62:11 66:25 68:22 70:8
71:10 72:19 73:9,14 74:7,11,
23 75:23 76:10 77:1,6,17,20
78:1,22 88:16,21 90:7,18
91:22 92:4,16,22,25 93:6,11
94:12 95:15,19,21 97:17,22
98:16,24 100:3 101:8,11,17,
25 103:2,10,13,16,20,25
104:5,18,22 106:17,22,25
107:3,10 108:9 109:7 110:12,
17,21,24 111:5,9,12,16 112:2,
5
Ben 86:25 88:12
benefit 66:6,7
benefits 42:4 51:7 104:1,4
Bernice 15:11 96:1
Bernie 95:17
Bettison 7:22 13:3,5,6 14:13

21:4 25:1 28:4 29:8 50:3,6
79:4 93:8 97:22,25

Bibleway 10:25

big 26:7 60:5 76:23 82:18,19

bigger 65:15

bill 56:10

binder 34:21

bit 9:24 11:25 37:10 39:9 57:1
60:15 79:10

black 22:14

blast 22:20

block 25:23 109:19

blood 67:11 68:8 75:19

Blossom 11:20

Blount 104:6,8,9

blue 99:10 107:16

Blunt 102:2

board 4:10,11 5:5,9 9:25 11:4,
6,14,22 12:10,11 14:17,25
16:11,17,20,24 17:3,8,16
18:8,10,15 19:11 20:9 25:10
26:9,10,19 27:3,20 28:2 31:5
33:18 43:9 53:20 54:3,6 55:6
93:13,22 94:13 95:11 97:14
98:11,20 103:6 104:8 105:4,5
107:23 111:22

Boderman 15:14

body 109:18

body-worn 93:20

bond 82:23

bonus 53:12,14

booklets 86:17

bookstores 105:16

BOPC 17:23

bottom 33:9 53:13

boundaries 65:1

bow 7:23

Bowman 15:17 107:11

Brad 14:9 78:10

brand 56:20

bread 87:12

break 79:25 81:20 87:11

break-in 84:18

break-ins 84:17

breakdown 79:13

breathalyzer 67:10

Brenda 37:16

Brewson 13:17,18

bricks 107:18

briefly 23:13 52:8

bright 48:25

bring 4:25 8:9,18 27:9 31:8
33:18,25 39:22 49:24 86:17

broken 104:10

Brooks 9:12 41:3 71:23 72:7,
11,15 90:19

brought 50:18 91:25

Broughten 100:4,6,7 101:10,
16,18

Broughton 98:18

Brown 9:14 11:19 16:8,16
20:19 76:12,13 95:15,16
97:17 98:17 100:4 102:1
104:6,19,24 107:1 108:10

brutal 107:15

brutality 102:6 108:24

budget 31:19 39:13 104:11,14

build 27:5,17

building 19:6 26:7,17 27:15
58:6,7 60:16 66:11 88:2

builds 86:12

bullets 109:20

bullied 85:5

bullying 85:2,5

bunch 56:13

Burch 9:10,11 42:8 43:2
68:20,23 69:22 70:1,5,21 71:9
88:19,22 89:2,9,15,23 90:16
98:23

bureau 31:11

burglaries 79:11

burglary 23:1

Burton 8:15,18,20,21 10:13,14
37:20 43:17,18 44:8,16,20
45:2 46:5 107:5

bus 57:20

business 6:9 8:3 16:14 66:2,
11 72:20 94:21,22 106:9

businesses 82:8 84:15

buy 60:23 72:23 73:2 97:4
110:16

C

cable 4:13

Cadillac 88:2

Caesar's 80:23

Caesars 88:23 89:3,12,25

calendar 19:9,10

calendars 95:4

call 6:17,20 47:12 61:15 82:21
93:16 95:19 99:18

called 21:16 50:21 56:11,15
61:19 75:8 85:17,21 86:4
87:6,16 91:14

calling 56:10

calls 95:20

cameras 93:20

campus 5:12 6:15 7:4

campuses 5:21

CANCAN 26:19,20

candidates 39:20 42:21
cap 74:3 106:4
captain 13:19,21,23,25 20:4
29:8 30:10 78:4 83:4,6,8
87:17 88:18 91:6,11,18 92:15,
20,23 93:1,7,10
car 22:17 59:11 81:19,20
82:13 84:9 87:4 102:22
card 20:20 50:11 95:24
cards 20:17,18 95:16,23
104:20 106:18
care 23:17 49:23 69:8 96:9,15
97:10,15
career 92:18
carried 16:13,22 23:23 112:6
cars 84:2 96:21,22,25 97:4
Carson 86:25 88:13
Carter 8:14,17,24,25 9:16
25:7,17,22 29:22 30:2,4
51:13,14 52:6,23 53:2 99:1
107:21 112:1
case 58:22 103:3
cases 17:24
cash 53:12,14
categories 42:18
categorize 21:22
categorized 21:25
category 21:11,12 22:1,17
23:3 79:1,9
caught 59:3,8,22
ceiling 71:18
cell 30:12
center 4:16,17,19,22 26:14,18,
23 27:4,6,14 47:13 66:11 82:6
102:15 106:10
centers 74:4,22 105:22,25
Cereal 87:16
ceremony 18:17,19

certificate 28:25 29:20
certification 34:12 45:20
certified 45:15 53:25
certify 45:21 53:23 54:1
chair 4:10 9:15 16:5 26:11
37:21,25 38:22 46:6 50:3
51:14 62:21 66:23,24 68:21
70:6 90:9 93:15 94:2,9 95:16
104:19 106:20 111:23
Chairman 4:5,8 5:4 6:25 8:12
9:3,23 10:19 11:8 12:3,23,25
14:16,23 15:2,7,10,16,19
16:9,12,18,21 24:20 25:4,15
30:24 31:2 35:22 36:1,8,13,
17,19 37:1,22 38:19 41:22
42:7 43:16,19 46:7 50:5 51:13
53:3 54:14,16,22,24 55:9,15,
21,25 56:5 62:11 66:25 68:22
70:8 71:10 72:19 73:9,14
74:7,11,23 75:23 76:10,13
77:1,6,17,20 78:1,22 88:16,21
90:7,18 91:22 92:4,16,20,22,
25 93:6,11 94:12 95:15,19,21
97:17,22 98:16 100:3 101:8,
11,17,25 103:2,10,13,16,20,
25 104:5,18,22 106:17,22,25
107:3,10 108:9 109:7 110:12,
17,21,24 111:5,9,12,16 112:2,
5
Chairperson 6:18 21:5
chairs 6:21
challenge 18:21 74:19
challenging 40:3 64:19
Chambers 13:19,20
chance 38:10,25
change 20:10 58:23,24 60:6
79:5
changed 12:4 21:14 30:12
58:16 59:1,25 60:3 68:4
changing 64:6
channel 4:14
Chaplain 7:20 8:12

Chaplin 93:2
Chapter 17:16
charge 11:23 65:19 72:3 78:13
charged 107:13
charges 83:22
charging 82:14
chart 33:20
charter 17:15
cheap 105:15 110:16
checks 83:2
Chicago 43:21 53:8
chief 5:17,18 6:17,20 7:21
10:7 13:3,5,7 14:13 17:5
18:13 20:5,6,9 21:3,4 22:8
24:21 25:1 28:4,23 29:6,8
49:10 50:3,6 91:11,24 93:8,19
97:25 100:17
chief's 90:11
child 108:5
children 21:21 49:23 63:10
85:23
Childsafe 85:21
choose 87:15
chose 107:18
Christmas 17:9,10 87:6
Christopher 23:21
church 10:25 92:2
churches 84:25
circle 86:4
cities 43:21 53:17 66:16
citizen 17:1,25 18:11
citizens 5:8 17:18,20,22 23:8
27:21,25 28:9,15 60:8 67:15
69:13 84:10 99:15 105:6
110:4
citizens' 82:9
city 4:22 5:3 6:14 7:6 8:3,10

12:15 17:15 19:20 22:8 27:21
28:1,13,18 29:1,4 33:2,3
43:20 49:17 53:6 55:13 58:22
62:1,6,7 63:17,18,25 64:5,11,
21 65:3,19,25 69:19 70:10
71:7,14 73:23 74:2,5 76:18
77:8 97:15 98:25 99:9 101:20
106:5,8

Civic 105:5,23 106:3

civil 17:22 59:2,4,15,16 83:22
100:23

civilian 17:17,19 18:9 31:13,
16,18 33:13,15 107:25

civilians 31:14 32:25 33:3,5,7
108:8

class 18:20 48:21 103:5

classify 35:8

clear 31:17

Cleveland 43:22 53:9

clock 109:8

close 64:16 70:22,24 75:25
97:7

closed 63:15

closed-in 11:16

clothes 109:3

clothing 87:9

club 25:23 80:10

clubs 80:11 81:6 82:18 105:15

co-founder 100:7

co-locate 74:18

COAL 13:11

coalition 102:6,9

codes 82:12

Cody 51:2

Coles 13:10,11 31:21 34:17
35:19 38:6,9,21,22 47:1

colleague 45:4

colleagues 46:10

collected 66:10

collecting 65:22

college 52:23,25

Columbia 34:10

column 31:20

combined 105:15

Comerica 81:2

COMMISSIONER 91:19

command 33:24 75:19

commander 7:19 13:15,17
14:4,11 20:3 29:17 77:24,25
78:3,16,23 88:3,17,25 89:8,
11,18 90:6 91:20 93:3,9

commend 90:10 99:24

comment 50:4 75:2,3 76:11
90:20 103:22

comments 20:20 35:23 75:24
76:15 88:17 92:7

commerce 76:20

commercial 56:17,19 58:6
60:14,18,20 61:25 111:3

commercially 61:8

commission 6:2 10:1 18:8
103:7

commissioner 4:8 8:14,17,18,
20,21,24 9:8,10,12,14,16,18,
20,23 10:4,6,13,14 16:5 23:12
25:7,13,17,22 27:20 29:22
30:2,4 35:24,25 36:1,11,15,18
37:20,24 38:8,17,24 39:8
40:5,8,10,14 41:3,5,11,20,24,
25 42:6,8 43:2,16,18 44:8,16,
20 45:2 46:5,6,8,16,20 47:11
48:2,9,10,12,13 49:5 50:1
51:13,14 52:6,23 53:2,21
54:14,17,23 55:7,10,20,23
62:11,19,20 63:2,6,11,20
64:22 65:16 66:5,20,24 67:1
68:1,20,23,25 69:4,22 70:1,5,
6,9,16,21 71:9,22,23 72:7,11,
15 88:19,22 89:2,9,15,23,24
90:7,8,16,18,19 91:4,7,17,23

92:2 98:23,24 99:1 106:20,24
107:5,20 111:23

commissioners 5:6 9:3,6
10:20 11:14 17:8,16 18:18
24:20 28:3 31:23 34:22 35:22
88:16 98:22 107:19

commitment 23:11 29:5,15

committed 27:23 29:12 93:4

committee 41:6 43:15 93:25

Commons 26:18

communicate 98:15

communicated 25:24 27:7

communication 20:16 30:11
95:8

communications 93:18

communities 99:13

community 6:3 8:22 10:1,23
13:2 17:13,21 18:5 23:7 26:6,
7,9,16,18,22,25 27:10,18,25
28:10 29:3,15 31:6 37:8 54:11
65:2 71:21 82:10,11 83:5 92:8
93:12 94:25 98:3 100:1

companies 96:19

Company 4:24

comparative 26:5

compare 22:5 44:5

compared 22:18 44:11 81:7
98:15

compares 21:7

comparison 21:9 22:7

comparisons 90:12

compete 53:7,16

competitive 52:22

complaint 100:25

complaints 17:25 18:11 67:14

complete 25:9

completed 45:15 84:8

completely 64:25
compliance 66:22
compound 105:22
comprehensive 36:2
Compstat 19:12 20:7 21:6
82:10
concentrate 57:14
concentration 105:9
concept 91:24
concern 16:25 17:1 24:21
37:8,16,18 53:10
concerned 48:14 53:25 67:11
108:14 110:7
concerns 27:10 54:3 63:12
88:5,7 94:12 95:12
concise 30:9
concluded 112:7
concludes 24:18 88:14
condition 109:2
conduct 20:21 79:4 86:4
conducted 94:17
conducting 4:10
Conference 4:15
conferences 49:21
confine 20:24
conflict 51:6 85:11,13 90:22
confusing 64:7
congratulations 28:3,21
97:12
conjunction 27:2
connections 27:5
consequences 85:4
considered 43:12 75:11
consistent 39:12
consistently 79:24 80:2
consists 93:2

Consolidated 4:24
constantly 106:10
contact 37:5 71:15
contacts 83:15,16
container 57:8,11
continue 40:4 51:20 81:9
87:25
continues 27:11
continuous 33:11,15
contract 37:4 54:22
contracts 54:25
control 17:18 28:11 67:7
83:19
controlled 19:25
convening 5:14
convictions 40:2
convinced 81:23
cooperation 29:3
Cop 84:9 87:4
copy 19:12 106:21
Corktown 82:6
Corp 93:2
corporal 33:24 107:12
corporation 19:19 37:3 56:2
Corps 7:20
correct 15:20 35:18 63:18,19
65:25
correctional 57:20
Corrections 83:2
corridor 82:4
corridors 82:3
cost 50:24
costs 53:22
council 28:13,18,19 37:15
54:25 55:13 62:6 63:17,25
64:5 70:10 73:23 74:3,5 106:5

council's 15:15
Councilman 14:22,25 71:13
councilperson 71:16
counsel 19:19 37:3
counsel's 56:2
counseling 86:5
counted 22:1
country 5:21
counts 79:5
County 83:1 105:20,21
couple 11:9 45:7 76:1 82:2
92:23 109:19,20
court 11:12 82:22
courts 64:16 75:18
cover 24:23
Cox 13:21 20:4 29:8 30:10
78:4 83:4,6,8 91:6,11,18
92:15,20,23 93:1,7
Craig 13:3 28:23 29:7 91:24
Craig's 22:8
crazy 71:2
create 58:12
created 61:14
crew 93:10
crime 20:6 21:5,12,23 22:1,9
23:1,6 28:10 69:8 78:24 82:23
94:8
crimes 58:25 59:1 80:20
81:11,12 83:11
criminal 68:2 79:4 83:20
104:15
critical 18:5
critically 23:13
Crockett 87:1,18
cross 9:4
cry 99:15,17

cultivate 58:8
cultivating 59:5
cultivation 61:18
cumulative 41:16
current 10:24 23:16 40:12
57:17 80:8
Curtis 13:13,14 31:22 34:18
35:20
custody 83:23
customary 11:9 12:6
customer 10:8
customers 10:9
Customs 76:6
cut 45:17 76:22 96:11 103:2
cuts 31:19 104:11,14
cycle 46:22

D

Dalton 108:11 109:7,9 110:14,
18,22,25 111:7,10,15
damage 83:24
danger 69:13
dangerous 30:8
dark 81:18
Darryl 9:14
data 19:12 20:7 44:17,18 45:1
80:8
date 21:6
dated 28:19
dates 19:7
Davis 9:8,9 41:24,25 42:6
Davis/golightly 48:19
day 10:6 24:25 59:4 64:4
84:19
daycare 84:25
days 109:19,21

DC 79:4 97:22
dead 109:18
deal 37:16,17 53:11 60:8
80:16 81:15,25 82:16 83:22
85:13,14 101:3,4
dealing 36:20,25 80:20
deals 83:19 85:25
dear 28:22
December 16:15 18:16 28:3,
20 29:6
decide 36:19 71:8
decided 36:20
decisions 65:11 87:21
dedicated 27:22 29:11
dedication 28:17 29:16
defensive 102:19
degree 26:3,4
delegate 15:4,12,18,21 96:2
deliver 72:1
delivery 60:1
democracy 15:20
Democratic 15:9
demographic 48:7
demographics 47:19,22 48:5
100:11
demonstrates 29:4
denied 64:12
department 5:7 10:8 12:1
17:4,18 18:10,12,21 20:8,10
27:2,22 28:10,23,25 30:17
31:7 34:8,24 36:7 39:18 40:6
42:1 45:19,20,21 49:25 51:11
54:1,18,19 56:22 60:6,7,16
61:1,2 66:6,7,8,9,11 67:13
69:20 74:9 78:19 83:1 91:16
96:20,21 98:7 100:9 101:9,12
102:7,10,12 104:10,14 106:14
Department's 29:18

departments 40:19,24 45:8
46:3
depending 89:12
deplorable 108:24 109:5
deputy 7:21 13:3,5 14:13 17:5
20:6,9 21:3,4 24:21 25:1 28:4
29:8 50:3,6 93:8 97:25
designed 4:19
designing 4:21
destruction 83:13
detail 52:8 80:10 89:11 90:14
detailed 46:21 51:15
details 60:13 82:17
detectives 33:23 82:22
determine 68:5
Detroit 4:1 5:3,7 6:14 11:1
12:16 13:12,14 17:15 18:7,10
19:20 22:8 26:2 27:2,20,21
28:1,12,13,15,18,22,25 29:1,
4,18 33:3 34:13,20 38:22
43:21 44:11 49:17,25 50:13,
19,22 51:11 53:7,18 58:22
62:1 63:16 64:12,21 66:1
69:19 70:22 71:15,25 72:1
76:18 77:8,11 88:13 91:12,16
92:1 93:2 95:3 99:9 102:5,6
104:1 105:12,19 106:5,14
107:14 108:13
Detroitier 104:10
develop 6:7 26:21,23 60:24
62:7
developers 71:8
developing 27:11
development 18:3
Devo 107:1
devotion 27:24
Dewaelsche 9:20,21 37:23,24
38:8,17,24 39:8 40:10,14
41:5,11,20 48:9,12 62:19,20
63:2,6,11,20 64:22 65:16
66:5,20 68:25 70:6,9,16 90:7,

8 106:20,24 111:23
dialogue 53:5
died 110:9
difference 76:23
difficult 39:21 53:5,16 65:13
digest 42:10
diligently 27:1
direct 80:11
direction 7:21 22:16
directives 93:19
director 12:1 19:16 103:4
104:11
disabled 23:23 24:11 33:13,16
100:15
disappointed 109:5
disciplinary 20:12,14 108:16
discretionary 91:22
discriminatory 18:1
discuss 19:20 86:2 88:4
discussion 16:10,19 36:22,23
53:21 112:3
disgusting 110:11
dispensaries 60:22 61:4,17
63:24 68:24 76:22 105:10
display 58:8
disqualified 32:12 35:10,15
38:1,5 42:11,12,20,21,22,24
distinguish 42:19
distribution 94:8
district 4:9,15 8:16,17,19,21,
25 9:4,9,11,15,17 10:5,14
14:22 15:6,9,15 26:9 68:24
74:5,13 96:6 106:6
districts 8:16 9:5 74:17 106:6
disturbed 107:21
disturbing 23:2

divorce 83:23
Dobbs 96:25
Doctor 13:17
Doltlegger 24:16
domestic 83:12
Don 24:9
donate 87:8
donated 84:9 87:5
Dorsey 30:13
Douglas 88:14
downtown 14:3 76:3 78:6,13,
14,19,25 80:11,22,24 81:5,8,
16
DPD 5:18,24 7:13 14:17 95:12
102:20 108:5,7,16
DPOA 20:11 24:24
draw 11:19 34:15 94:4
drive 50:21 51:3 105:12
driven 80:19
driver 75:5,9
driver's 50:14,16,22,25 51:4
driving 51:7 59:23 67:9 75:3,
16 111:4
drug 40:2 58:20 75:2,4,10,15
86:16
drugs 75:7
DTE 10:7 82:18
Duane 107:12
due 5:22 106:12
duty 13:10 23:14,19,20,22
33:11 107:15
dynamics 83:19

E

earlier 10:14 43:6,9 87:4
100:10

early 37:2 44:12 96:24
earned 26:4
east 7:5 11:1,2 74:1
easy 90:14 101:4
edibles 58:12
Edmonson 87:1
educate 69:9,15
education 7:11 26:4 33:17
50:22 82:7 83:18 87:22
effect 105:14,17,22
effective 18:4
efforts 27:17
elaborate 9:24
elected 14:18,19 15:5
election 19:23
electronics 87:10
eligible 47:20
eliminate 18:1
Elizabeth 9:12
email 36:9 54:5 94:18
embark 18:21
emphasize 7:11
employee 33:19
employer 62:23
employers 47:6 58:17,18 63:4
employment 51:12 58:17,22
empowered 17:17
enacted 80:9
encompass 78:17
encourage 18:18
end 20:15 31:24 32:1 37:11
44:13 49:14 111:17,22
ending 79:16
energetic 28:6
Energy 10:7

enforce 67:18
enforcement 13:8 17:20 21:18
52:13,15 66:16,22 75:10 80:7
enforcing 8:10
engagement 96:13
engaging 91:5
English 26:3
enhance 49:12
ensure 27:16 66:22 82:23
enter 61:22
entertain 16:6 36:8,17 71:10
73:16 104:23 106:18,23
111:17
entire 46:3,13 79:22,24
entry 76:7
Eric 102:2 104:6,9
established 54:18
establishments 60:18,20 65:1
76:17 81:4
esteem 28:14
esteemed 5:5
Eva 9:20 37:23
evaluation 41:10
evening 4:5,6,7 9:10 12:9,11,
17,22 14:24 15:24 16:7 25:17
31:5 56:3,5 77:25 83:6,7
94:11 96:1 100:8 104:8
evening's 8:23
event 8:23 80:19 87:10 89:12
events 79:6 80:25 81:2,3
85:11,24 87:3,5 90:22
everybody's 29:10
Evette 10:4
evidence 109:1
evil 104:16
exact 32:11 98:10

exam 32:5,17
excellent 49:1 90:9 91:4
exceptional 28:16
excess 57:7,10
excited 10:6
Excuse 48:5
executive 6:7 111:24
existence 63:24
exists 18:8
exit 42:1
expand 39:18
expanding 7:5
expect 64:14
experience 10:9 23:1 40:23
experiencing 53:19
expert 75:10
expertise 75:4
explain 83:20,21
explained 79:5
explaining 82:15
express 16:24
expressed 32:7
expression 28:14
extra 99:8
eyes 97:7

F

fabulous 30:13
face 99:18
facilities 61:14,17,18 63:14
64:8 65:20 66:2,13,18 67:20
71:7 74:16 105:9 106:4
facility 5:2 23:18 57:20 74:18
100:13,18
fact 67:21 80:3 96:17 97:11

104:13 107:22
faculty 12:13
failed 32:19,21 38:3
fair 36:7
Faith 95:3,18 98:17,19,21
fallen 16:25 17:7
falls 37:14 88:25
familiar 72:5 103:21
families 84:11 87:9,14
family 7:13 26:12 30:20 58:1
87:6
famous 9:11
fast 23:15 39:4 47:14
father 7:24 8:2,6 110:9
favor 16:10,19 85:25 112:3
February 44:14
federal 19:25 75:15
fee 65:18,21,23 66:1,12
feeder 52:3
feel 6:16 22:12 55:14 67:15
feeling 12:17 97:8
fees 65:20,22
fellow 99:15
fellowship 20:23
felony 40:2 60:2
female 101:13
fencing 81:24
fentanyl 110:8,15 111:10
Ferndale 34:10 65:4
field 41:2 52:13,18 75:5 81:1
fight 71:14
figure 60:8
figuring 60:11
file 83:23 100:25

fill 39:3,20
filled 95:23
final 40:15 65:17,18 77:17
finally 20:2 48:17 101:19
find 44:19 45:22 55:17 108:23
109:4
finding 46:1
fine 59:16,17,20 78:15 99:7
fines 65:22
finished 67:21
finishes 10:2
fire 54:4
firm 74:3
fiscal 11:23 31:25 35:13 46:14
flows 90:13
fly 55:1
FMLA 33:12,15,16
focus 91:25
focuses 85:22
follow 34:24 89:21
follow-up 44:21
food 87:9
foot 23:25 24:17
foot-beats 82:5
force 10:16 18:2 45:7 47:24
48:16 54:21 108:18
Ford 81:1 86:25
forecast 48:1
forecasting 47:21
forefront 17:23
forgot 14:14
form 108:24
format 8:19 95:7
forthcoming 24:25 25:2
fortunate 10:15 98:23

forum 88:6
forward 6:11 7:14 25:8 53:4
60:12 63:4 77:21 92:4 111:21
found 102:13 109:18,20
Foundation 15:5
four-year 60:2
fourth 76:11
frame 42:13,16 95:5,13
Frederick 88:14
free 6:16 26:12 72:8
free-for-all 89:5 90:2
frequently 42:2
Friday 18:16
friend 109:18 110:9
friends 89:2
front 25:10
full 25:10 66:19 68:24 107:6
108:23
fund 66:12
fundraising 26:10
funds 26:11 66:6
funny 61:13 72:2
furthered 26:4
future 47:17 86:9

G

gained 10:10
gallantly 91:25
Gaming 14:3
garbage 109:21
Gardener 13:23,24
Garza 9:20
Gas 4:24
gather 41:8 47:8
gathering 7:25

gauge 48:17
gave 78:16 79:13 108:7
Gaylord 34:11
Gee 87:1
general 50:14 66:12
gentleman 71:25
George 87:1,17
get all 47:4
gift 72:22 73:1
gifts 72:1,12 84:9,10 87:5,8,13
girls 48:19
give 5:2 8:5 10:3 12:12 16:3
21:1 22:2 30:24 34:3,22
38:14,19 44:17 45:24 46:4
47:7,19 48:6 56:24 62:13
71:21 72:9,22 74:23 84:17
86:19 87:13 95:8,9 98:12
101:23 102:11 109:13 111:13
giving 28:24 72:12 106:12
107:7 110:6
glad 9:1 17:21 96:4 101:23
Glenn 108:10,12,13
goal 42:18 70:20
God 8:3 17:10
gold 91:7
Golightly 48:24 49:10,15,16
Gonzales 50:17
good 4:5,7 8:24 9:10 12:9,11
13:3 14:24 25:17 29:22,23
31:5 37:1 47:12 56:3,5 61:2
67:17 69:21 77:25 83:6,7
90:16,17 96:1 97:10,13,15
100:7 104:8 110:3 111:15
government 4:13 10:23
governors 5:10
grabbed 92:12
Grace 18:17
Gracey 28:8

grades 51:9
grads 7:3
graduate 36:15
Grady 7:15 107:2
grams 57:14
grant 7:7 50:19 51:1
granted 70:15
gratitude 28:14
great 5:2 6:6 7:21 10:9 37:16,
17 38:17,24 40:16 41:18 46:9
69:17 70:4 72:4 90:20,23 93:9
99:9
Greater 10:25 18:17
Greektown 80:10 82:3,7,17
green 82:2,3 105:2,4,5,8,23
106:3,15,21 108:7
Gregory 11:5
grew 25:21
Griffie 10:5
Grosen 15:3
ground 73:19
grounds 57:19
group 48:19
groups 82:9,11
grow 6:7 57:22,25 58:8 61:23
67:22 70:19
guess 45:23 72:24 98:12
gun 82:21,22 85:17,19 90:22
gunshot 23:18
guys 108:7

H

half 57:4 59:7 93:22 109:19
hand 73:15,22 85:20 87:13
handled 98:6
handles 98:7

handout 31:9 35:7
handouts 31:9
hands 37:15
happen 62:1,3 63:23 67:14
70:18 81:12 105:3
happened 39:12 66:17 86:7
89:19
happy 10:5,10 48:17 97:12
hard 8:8 22:9 23:11 30:18 60:7
74:10 78:17 106:4
hard-working 27:23
Harris-hardy 78:8,9
hash 91:14,15,24
Hattie 7:15
he'll 88:3
headquarters 17:11 19:6
94:15,25
heads 7:23
healing 71:3
health 70:22,24 71:6
hear 4:6 20:2 48:18 54:8 55:25
76:1 77:23 104:11
heard 10:20 73:18 103:9,14
110:25
hearing 93:13 106:12
heart 5:3 7:6 15:20 104:10
Heidi 27:4
held 18:17 91:25
helped 27:5 81:25 82:19
helping 5:19
Henry 86:24
herewith 28:13
heroes 99:11
heroines 99:11
Hicks 11:5,7 12:4,23 93:15
high 43:12 48:18 50:20 80:9,

11 82:16 86:23,25 88:9,10,11
highest 28:1
highlight 7:12
highlights 94:7
highly 99:25 107:23
Hill 27:4
hire 32:14 34:23 35:6,11 39:23
58:21
hired 32:7,24,25 35:11 39:6
historical 80:8
Hobs-neely 12:21
hoc 93:12
hold 37:22 51:23 80:24 81:2
95:21
holding 100:20
holds 81:1
holiday 17:10
Holley 9:18 25:13 35:24 36:1,
11,15,18 40:5,8 41:4 43:4
45:4 53:21 54:14,17,23 55:7,
10,20,23 91:4,7,17,19,23 92:2
96:23
HOLLINS-GRIFFIE 10:4 46:6,
8,16,20 47:11 48:2,10,13 49:5
50:1 66:24 67:1 68:1
Holt 5:17 6:17,20,24
Holtman 13:25
home 4:23 23:2,16 24:5,12
57:6,10,12,25 58:13 59:7
67:22 83:2 84:2
homes 84:15 99:21
homicides 21:7,10 79:1,23,24
80:4,13
honestly 108:18
honor 4:18 12:16 95:22 98:22
99:7
honorable 12:9 99:3
honoring 26:1 98:25

honors 99:1
Hood 100:7
hope 7:6 48:24 66:20 70:23
99:6
Hopkins 14:9 78:10,11
horrifying 107:25
hospitals 21:17 84:25
hosted 8:13
hot 37:7
hotels 105:16
hour 111:4
house 57:24 58:3
houses 105:7
HR 19:15 31:3 104:11 109:10
huge 71:6
human 19:15 31:3,10
humble 6:25
hundred 43:23 77:14
husband 26:15 29:23 108:17

I

idea 22:3 41:19 49:11 72:4
identifies 44:24
identify 75:13
identifying 39:19 75:4
Ilitch 6:9
ill 12:17
illegal 89:21
illegally 61:3 77:15 81:18
Immigration 76:5
impact 19:18 67:24 80:9 82:16
impactful 22:25
impacting 62:16
impaired 75:2,4,9

implement 91:12
importance 87:22
important 5:15 12:15 15:25
17:2 20:7 30:20 34:6 86:11
95:7
impossible 102:21,23 103:15
improve 27:13 28:17
improved 51:9
improving 26:24 27:24
in-depth 92:7
in-house 7:3
incident 24:15 79:20 89:4
incidents 79:17,19
include 84:24 85:1 87:9
included 27:16 65:21,23
includes 81:5 82:8 83:13
85:19
including 65:12
incoming 93:17
incorrect 35:17
increase 64:2
increasing 18:6
individual 11:18 17:24 50:24
Industrial 111:3
industry 47:12 56:14
influence 67:8,9
influx 80:21
information 17:7 20:8 34:1
47:4,7,8,22 51:16 84:17
infraction 59:2,4,15,16
inhumane 100:23
initial 32:8 52:1
initiated 69:18
initiating 26:11
initiative 56:21

injured 16:25 17:4,7 23:13,25
24:17 79:19
inmates 101:4
inside 89:5,13,16 90:3 94:8
102:21
insisted 108:1
instance 43:22 68:7
Institute 4:18
insult 101:22
insulted 108:1,3
integrated 61:23
intense 103:18
interact 51:5 99:9
intercept 99:19
interest 32:8 35:9 43:7 50:11
64:6
interested 18:19 52:15,18
interesting 73:13 81:11
interject 103:3
intermittent 33:12,16
intern 51:19
Internal 13:20 108:19,20,21
International 88:13
internet 109:4
interns 52:10
internship 53:1
intervene 89:7
interview 42:1
intoxicated 68:6,16
intricately 27:18
introduce 7:17 9:6 11:5,13,15
12:7 13:4,8 78:7,20
introducing 10:2 11:8
introduction 13:1
invested 26:22 45:9

investigate 18:11 21:23
investigating 17:24 99:20
investigation 32:6
Investigator 12:18,19,20,21
investigator's 100:17
invocation 7:15
involve 83:11
involved 18:23 23:21 24:4,6,
10,13 26:16 84:23
involvement 15:21 29:3 83:5
92:8
involves 85:12
involving 21:21
issue 24:23 37:17 50:18 54:2
55:5,17 62:16,19 75:3 103:7
issues 20:25 62:15 82:1 83:23
item 16:14,23
items 93:17,21

J

jacking 22:17
jail 76:8
James 12:21 13:11 19:19
23:15 25:6,8,9,18,21 26:1,2,
13,20,25 27:6,23 28:15 29:1,
7,25 30:3,7 38:22 56:2,3,7
62:15,25 63:3,9,19 64:3 65:8,
25 66:9 67:23 68:2,10,15
69:17,24 70:3,12,17 71:4
72:5,9,14,17 73:5,12 74:8,12
77:7,19 106:1,7
James's 26:8
January 19:5,11 24:2 32:14
44:13,14 94:24 95:1
jeopardy 82:14
Jesus 7:24
Jesus's 8:11
Jim 9:18

job 5:19 10:6 61:2 90:21 91:14
92:9 93:9 99:12 107:17
jobs 52:12 67:17
John 20:4
Johnny 14:11 29:17
Johnson 11:23 14:4 23:16
joined 26:17
joining 4:12
Jones 107:12 108:4
Jones' 37:16
Jones's 107:23
joy 8:9
Judge 82:25
judgment 110:3
July 31:25 39:25 43:23 46:15,
18
justice 83:20 85:24
justified 17:19
Justin 23:20 24:3

K

Kelly 74:1
key 26:22
kids 51:12
killing 97:16
Kim 19:19
Kimberly 56:2
kind 10:11 11:16 29:10 30:16
35:12 36:4 39:12 43:5 47:21
49:9,12,19 51:25 52:10 56:22
61:20,22 62:3 64:7,15 65:11,
12
kinds 56:18 60:9 67:10 68:18
72:2
Kisselburg 23:15
knowledge 8:5

L

L.A. 43:22 53:8
labeled 31:10
lack 32:8 35:9
lady 76:13 97:12 109:1
landlord 58:7 63:10
Landlords 58:5
laptop 81:19
larcenies 80:17 81:7
larceny 23:3 79:9 80:18
large 44:5 50:9
Lashanda 12:21
law 8:10 13:8 17:20 19:25
21:18 52:12,15 54:18,19
56:11,15,20,22 57:17 58:16,
17,23 60:7,19 61:1,13,15,19
63:3 66:16,21 67:5,12,18
69:3,14,19 71:12 74:9,14
75:14,15 89:22 100:13 102:16
106:11
Lawrence 12:18
laws 102:17
lawsuit 55:2
lawyer 68:3
leaders 27:8 29:12
leadership 6:8,9 22:8 28:17
37:17
leading 71:13
learn 102:17,18,20
leave 24:25 33:10,17 54:21
65:6 82:14
leaving 34:7 39:4 42:2,3 45:14
53:24 109:15
left 35:24 39:6 40:18,20 41:23
45:25 46:2
legal 19:18,20,23 37:18 59:10,
12,19,23 98:4 102:16 106:2,7

legalized 105:10
legally 77:15
LEN 21:16,18
length 96:22 97:3
letter 89:21
level 7:4 38:14 43:8 50:8
license 50:14,16,25 51:4
60:17 61:9,11,20 66:2,11
106:9,11
licensed 64:20 81:4
licenses 61:8
licensing 62:2 64:9 66:18
licensure 65:22
lieu 20:12
lieutenant 13:10,11 18:25
31:21 34:17 35:19 38:6,9,21,
22 47:1
lieutenants 18:22
life 18:6 26:8 27:14,25 28:18
99:10 100:1
life-long 104:9 108:13
light 82:2,4 108:8
lighting 81:23 84:20
lights 82:19
limit 62:12 64:25 76:20
limited 74:20 96:17 106:19
Lindsey 5:1,4 6:19 10:22
liquor 76:18 77:8,11 105:16
Lisa 8:14,25 9:16
Lisonya 12:19
list 33:9,18,21 34:3 35:3 86:18
listed 7:16 34:5 46:11 93:17
listening 70:23 109:25
listing 17:4
literature 26:5
litigation 73:13

live 33:2,3 49:17 63:13 84:1
Livernois 63:23
lives 26:15 99:11,16
living 26:8 99:10
located 20:18 48:8
locations 84:24
locked 57:8,11
locks 84:18 85:19
long 46:22,23 52:17 58:3
75:18 98:20 102:7
long-term 26:23
longer 47:10,13
looked 73:9 91:8
loop 62:17
loophole 72:21,23 73:1,9
Lord 97:10
lose 40:23,25 42:15 43:3
45:16 99:15
losing 39:10 40:1
loss 33:8
lost 33:6 39:1 41:9 44:3,22,25
45:23 55:2 109:11
lot 30:8 33:14 34:6 39:24 40:1,
19 45:9,10,16 50:11,15 52:20
54:10 57:7 63:14 64:4 65:17
70:25 71:20 80:20 81:22,23
82:7 90:14,25 97:1,9 102:3,7
love 8:9 92:16
lower 11:1 28:10 69:1 70:11,
18
lowered 70:13

M

Macomb 105:20
made 48:23 83:15 92:17
magnet 49:10,12

Mahone 13:15
main 56:25
majority 101:22
make 5:20 10:11,16 19:9 20:4,
16 30:7 31:17 45:25 49:1
51:11 52:16 55:18 57:15 62:2,
21 64:23 65:10 73:1 75:2 76:8
90:12 92:19 95:4,24 111:24
makes 43:4
makeup 47:23 48:15 100:9
101:8
Makiba 12:21
making 39:20 42:14 71:1
87:21
male 101:12
malicious 83:13
man 6:22 7:1 13:1 29:23
100:17
manager 11:21
managers 26:21
mandates 34:24,25
manner 20:22
map 94:7
Marcella 11:25 19:16 31:6
marijuana 19:18,23,25 56:1,9,
11,12,14 57:5,6,14,18,23
58:9,10 59:5 60:10,18,22
61:3,8,12 63:14 64:25 66:1,13
68:24 69:7,10 71:1,12 72:1
74:2,4 75:14 76:5,24,25 89:5
105:9,14,21,25 106:9,13
110:10,20
mark 91:15,24
marked 84:2
market 61:22
Marquin 23:20
Marquitta 12:20
marry 49:11,14

Martin 14:24,25
master's 26:4
materialized 73:4
matter 80:3
matters 111:25
Max 24:16
mayor 18:13 37:1,15 53:22
54:24
mayor's 37:5,14 54:19 55:12
62:5 64:5
Mays 26:15
Mcallister 12:2,6,17
Mccalister 15:1
Mcgregor 4:15,17
MCOLES 32:4 34:19 35:9 38:1
102:17
means 92:25
measure 43:21
measurement 67:18
media 11:11,20 22:11
medical 30:1 60:18 61:9,10,15
62:9 63:14 67:24,25 74:18,22
medically 58:19
meet 17:8,11,12 18:13 45:18
49:20 52:17
meeting 4:11,13,14 5:15 8:13
9:25 10:1 11:11 15:25 16:2
19:2,4,7,10,11 20:15,21 25:19
54:4 94:23 95:1,7 98:11
111:22
meetings 54:9
Melissa 13:23
Melody 94:17
member 5:17 9:1 18:20 19:8
102:5 105:4
members 5:5,6 12:11 14:24
16:11,17,20 18:15 20:12
28:19 33:2,15 64:5 112:4

membership 26:10
Memorial 4:15
men 29:18 99:10
mental 70:22,24 71:6 109:1
mention 4:17 50:7 63:1 94:2,
14 99:4
mentioned 43:8 47:15 63:15
87:4
mentor 48:19 52:11,14 87:20
merits 28:1
message 20:11
met 6:10 28:5 45:19 100:17
metabolite 75:21
metropolitan 53:18
mic 6:23 21:3
Michael 13:19 14:21
Michigan 4:1,23 19:23 28:19
56:11 57:3 58:18 71:13 72:25
82:4 83:1 85:7
microprocessor 61:20
middle 43:13 86:23
midtown 96:8
mighty 96:3
Mike 6:8 13:18 96:14
Mile 18:18 63:22 73:24 74:6
105:3,9,12,18 106:1 111:3
miles 76:7 111:4
military 33:17 49:20 53:11
91:23
millennials 48:15
mind 71:18
minds 7:25
mine 92:3 109:18
mini 61:20
minority 101:22
Minoru 4:20

minute 69:2 94:5 95:22 106:19
107:3 111:18
minutes 16:15 20:24 62:13,14
95:9,10,13 107:6
mirror 81:11
misconduct 18:1
misdemeanor 59:20,24
mistake 7:16
mixing 69:11
modify 18:13
moment 93:5
Monday 37:5
money 81:20 104:12
monitor 18:12
month 17:12,13 24:18 32:16
33:6 34:4 40:18 41:14,17
42:18 51:22 109:11
monthly 19:15 31:8,11 40:15
months 47:2,3,9 102:14,22,
23,25 103:4,12,13,15,16,17
morning 48:20
Morris 15:8 98:18 100:5
102:1,3 103:2,8,14,19,23
104:1
motion 16:6,12,21 111:24
112:5
motor 67:7 79:12
motorcycle 23:21
move 21:2 31:2 41:22 55:21
71:19 93:12,13 94:21 95:25
107:5
moved 16:8,9,16,18 25:20
26:13 112:2
moving 6:21 48:16 71:25 95:6,
10
MRTMA 56:13 60:19
multiple 77:3
Municipal 98:7

municipality 64:24
murder 110:4
Mutual 18:4
Myra 28:8

N

naivete 91:5
naked 107:13
nation 53:7
native 108:13
natural 26:24
nature 21:17,22
navigating 67:6
necessarily 52:13
neighborhood 14:6,7,8,9
26:17 27:8,13 30:15 63:13,22
78:8,10,14 83:25 84:14,22
85:10
neighborhoods 27:6 99:21
neighbors 27:13 30:19
nervous 104:3
news 22:11 98:4
nice 36:2,11 91:19
no-shows 32:22
Non-detroit 33:4
noncriminal 18:11
nonfatal 22:20,22 79:14 80:4,
13
northeast 7:5
note 19:24 40:15 86:11 92:19
95:4
notes 10:21 11:10 92:10
nothing's 8:8
notice 34:9 39:1 95:5 98:3
notification 21:19
November 4:2 32:1,16,24 34:4

39:25 40:18 41:15 56:21

NPO 78:8,10
NPOS 90:20 92:13
NPR 109:25

number 19:13,22 20:3 30:12
31:12 32:24 33:1,8 38:9 39:5
42:19 43:24 45:24 46:4,11,12
47:16,20 50:10 63:16,24 64:2,
7,8,19,25 67:14 70:11,13,19
74:3,20 77:10,11 83:15 98:10,
14 100:12 106:4

numbers 21:9 22:13 32:10
33:13,25 34:14 35:13 37:25
39:1 41:16 70:18

nursing 23:17

nutshell 60:4

O

Oak 65:5
Oakland 105:20
occurring 86:8
OCI 12:8
ODING 110:10
offended 86:3,6
offenders 80:9 82:17
offenses 22:23 59:25 78:25
79:8
offer 53:12,13
offered 49:7
offering 7:13
office 37:5,14 51:25 55:12
56:2 62:5 64:5 71:15 83:1
85:7 94:6,16 100:17
officer 7:9 14:6,7,8,9 17:1
23:15,16,19,20,24 24:2,5,8,9,
12,15 30:13 33:24 34:23
39:14,23 43:11 46:25 50:13
53:23 75:19 78:9,10,15 84:4
99:15 100:19 101:1 102:5
108:1,2,4,14

officers 5:19,22 6:7 7:7,10
13:8 16:25 17:5,7 23:9,13,18
27:8 29:15 30:18 31:13,21
33:2,7,10,19,21,22 34:3,7,11
36:21 39:4,10 40:24 42:11
43:23 44:3 45:6,7,13,17 47:21
49:2 52:11,16 53:6 54:21
66:22 67:16 75:8,12 76:5
78:5,14 84:1,6,14,22 85:10
89:13 92:13 98:22 99:8
103:24 107:22 110:1,3

official 14:19

officials 14:18 15:5

offset 20:13

Oftentimes 50:10

oils 57:15

on-duty 24:4,13

one-minute 109:8

ongoing 54:2 62:15,19

open 64:18 70:24 88:6

opened 4:17

opening 60:25 67:20 69:12
106:1

operating 61:3 67:6 77:14,15
105:18

operation 17:25 18:12 34:19

operational 34:21

opiate 110:15

opinion 108:15

opium 69:11

opportunities 87:22

opportunity 18:19 21:1 38:7
39:17 71:21 80:20 87:11,14,
19

opposed 16:12,21 101:21
112:5

options 19:21

oral 20:16 95:7

order 61:25 75:19

orders 83:24
ordinance 63:17 65:3 70:14
ordinances 62:2,7
organization 85:21,22
organizations 17:23 26:22
organize 27:1
organizing 26:6
original 4:22
originally 39:16
ounces 57:4,6,8,9,10 59:7,11,
12,13,14,24
outcome 36:23
outline 32:23
outlined 40:17
outlines 31:12
outlining 35:3
outreach 11:20 23:7 27:15
outstanding 7:8 14:16 28:16
29:2 40:2 92:9,11,17,18 93:6
over-policed 67:16
overdoses 110:15
overlay 73:24 74:13 105:24
oversight 17:17,19,22 18:9
overview 35:13
owners 26:21 81:22

P

P.M. 4:3 17:12,14 19:5 94:15,
24 95:2 112:7
packet 19:6,12 79:12 102:19
Painter 24:9
Palmer 26:10
paper 71:24 72:22
Pardon 91:5
parent 49:20

parents 49:20,22 86:14,20
parents' 86:1
park 26:10,13 81:2,18
parking 81:17,22 98:7
parks 82:19
parolees 83:2
part 5:22 26:7 37:19 52:18
56:16,17 86:12 93:1 95:7
participate 49:17
participation 111:19
partner 41:3 49:9 50:19 82:18
85:6 87:8
partnered 10:17
partnership 78:18 81:14 82:25
partnerships 5:23 23:11
parts 56:15
Party 15:9
pass 22:22 38:16 62:2 100:21
passage 19:21
passed 32:19,21 56:21 66:3
76:4 99:12
passes 41:17
passing 67:12 69:13
past 37:9
Pastor 10:25
path 92:18
Patrick 5:1 10:22
patrol 13:20 27:1,4 28:7 105:6
patrols 80:12 84:3,4
patrons 82:9
Paul 24:5
pay 42:4 81:17
PD 27:4 34:10,11
peace 8:9
peeve 92:12

people 4:12 22:21 26:9 30:9
31:15 40:1 42:2,14 43:3,10
46:2 52:6,14 60:1 61:7,21
65:10 67:22 69:6,10 70:23,25
71:1 74:15 76:8 77:3 79:19
80:22,24 81:1,3,16 87:5 90:3
92:23 95:22 96:14 97:3 102:7
103:24 104:3 109:15,25 110:8
111:1,3,18
percent 21:8,13 22:2,5,6,18,
21,24 23:2,3,6 66:14 79:2,11
80:4,13,14,15,18 81:7 101:12
105:11
percentage 101:13
perception 99:8
performance 23:19
period 22:7 39:25 42:25 80:1
permanent 35:15
permanently 32:13 35:10 38:5
42:12,21,22
permission 86:1
permit 62:23
permits 70:14
person 11:21 35:5 43:4 51:25
53:14 57:22,24 63:7 69:9
71:13 72:20 75:20 86:6 94:17
personal 33:17 56:16,18
83:24 111:25
personnel 12:1 19:17 31:7
36:7 103:4
persons 13:2
pertains 58:16
pet 92:12
Pete 74:8,9
Peter 26:15 104:7,19,20,24
105:1
PFPP 26:10
phenomenal 5:19 6:10
Phillip 13:13

phone 30:12
photo 25:11 29:21
photographer 25:12,16
photos 30:6
physical 32:5,19 38:2 67:7
75:20 102:20
picking 109:21
pictures 30:5
place 66:4 69:14 74:16 111:7,
11
places 70:25
plan 51:20 88:8 90:1
planned 84:13
plans 43:15
plants 57:23,25 59:5 61:23
plate 69:5
play 36:24
point 13:7 23:4 25:5 43:2 61:5
62:18 64:23 65:7 73:22 88:5
pointers 38:15
points 56:25 62:21
police 4:8 5:6,7,17 6:7 8:14,15
9:25 11:14 12:1 13:12,14
14:6,7,8,9 17:8,11,16,18,25
18:2,5,8,10,13,14 19:13,16
20:2,5 23:9,24 24:5,9,12 27:2,
8,9,12,20,22 28:2,10,22,25
29:6,18 30:17 31:7,16 32:14
33:1,4,5,7 34:13,20,23 36:21
38:22 39:14,18 40:5,19 43:11
45:22 46:1,25 47:20,24 49:1,
25 50:13 51:5,11 52:11,13,16
53:6 54:21 60:6 61:1 62:6
66:7,9 67:8,12,13,16 68:5
69:5 78:8,14,19 83:25 84:7,
14,22 85:8,10 86:6,12,13,14
91:12,16 93:2 96:9,19,21
98:22 100:9 102:5,6,7,10
103:6 106:14 108:14,17,24
policies 62:5 99:23

policing 18:4 53:16
policy 11:21 18:14 20:10
93:25 94:17
political 96:2
Polowsky 24:5
port 76:7
portion 66:15
posed 97:23
position 53:13
positions 31:19 39:4,15,16,19
positive 58:21 85:14
possess 57:4,5 58:13
possessing 59:9
possession 56:18 57:18 59:1,
6,18 60:5
post 10:24
posted 31:18
poster 108:5
potentially 46:25
pour 8:1
power 83:19 110:4
Powerpoint 34:16,18 35:2
85:3
practice 18:2
precinct 7:20 13:22,24 14:5,7,
10,12 15:3,12,17,20 19:13
20:2,3 23:25 24:3,6,10,16
26:14 27:7 29:12,19 77:24
78:4,5,17 81:5 82:6,11 83:9
84:1,7 86:24 88:24 92:11,13
93:4,10 94:6,9 95:2 96:2,3
97:6 99:2
precincts 5:24 91:3 92:10
predominantly 101:20
Prep 88:9,12
Preparatory 86:22
prepare 52:12

prepared 34:17
prerequisites 50:12
present 12:8,14 25:6 28:20
29:19 62:22
presentation 19:7,8 20:5
79:10 84:12 85:3 88:1,15
presentations 19:14
presented 28:12 85:3
presents 28:13
president 5:1,9 10:23 26:19,
20 27:3
press 72:8 83:22
pretty 23:14 47:12,14 54:5
60:16 61:2 65:9 80:7,19 92:9
106:22
prevent 65:14 85:6
prevented 73:6
prevention 86:16 90:23
previous 25:19 44:1
prices 96:15
primarily 18:24 29:9
primary 83:9
principal 86:6
principals 86:14
print 20:17 34:25
prior 11:8 45:8 68:13
priorities 17:3 27:14,17
private 10:11 57:19
privilege 51:8
probationers 83:3
problem 53:24 75:17 108:6
110:14
problems 86:2 90:24,25 96:8
procedures 34:20,21 99:23
proceedings 112:7
process 20:14 32:6 35:4,9

38:3 43:1,6 46:22 50:8 61:5,
24 62:4 64:8,18 67:21 83:21
106:12

processing 61:18

producing 49:13

products 58:11 61:24

professions 21:19

program 6:10 7:7 48:23 49:4,
6,14,15,16 50:21 51:3,19,23,
24 52:1,3,7,19,22 53:1 60:17
61:7,10,23 62:9 75:11 87:6
89:1 91:2

programs 6:6,12 49:11,13
84:23 85:1

progression 8:6

prohibit 58:5,14,18 63:7 64:25
74:1

prohibited 57:21 58:10

Project 85:21

promise 65:17

promotion 18:16,20

properly 16:9,18 44:9 112:2

properties 63:8

property 23:6 26:21 77:16
79:8 81:12 83:13,24

proposal 19:18,22 106:15,21

proposed 19:7 93:18 94:3

proposes 105:24

Prosecutor's 83:1

protect 17:22

protection 17:2 83:24

protective 49:4

proud 5:16,24 9:9,19,21 10:15
14:14 96:3,7 97:6

provide 10:9 17:6 18:9 25:2
44:25 48:5,8 84:10 86:17

provided 31:8 34:19 35:3
64:24

providing 41:13 51:16 83:18
85:19

provision 105:25

provisioning 74:4,22 105:21
106:10

psycho 83:18

psychological 41:10 109:12,
13 110:6 111:13,14

public 6:13,20 19:5,24 20:20,
25 50:19,23 57:19 58:2 59:5,6
61:12 69:15 73:7 82:8 94:15,
24 98:5,25 108:22 110:2

punishable 59:15,17,20

purposes 69:11

pursuit 24:1,17

pursuits 93:21

put 45:21 50:10 51:23 74:3
76:7 98:2 107:15 111:10

puts 82:14

Q

qualifications 45:18

qualified 41:9

quality 18:6 27:13,24 28:17

quarter 79:13,15,16,25

Quella 98:18

question 24:21 37:1,5 41:12,
25 42:10 43:19 44:7,21 45:3,
24 46:9,10,21 47:15 51:18
63:21 64:4 65:21 69:2 71:11,
24 73:3,20 74:25 76:14,15
77:7,17 88:20 89:4,20 96:18
100:9,12,16 101:7 110:23
111:13

questions 31:23 35:21,23
36:3 62:10,12 65:17 69:18,21
70:2,4 73:17 74:10 75:25 76:2
88:17 92:6 94:10,12 97:23

quick 11:10 46:9 48:6 81:21

quickly 26:16

Quinn 11:10

quitting 36:21

quorum 12:24

R

racial 100:8 101:8

radio 27:1,4 28:7 84:3 105:6

raise 45:3 73:15 81:7

raised 37:4 55:5 62:16

randomly 60:25

rank 18:24

ranked 17:2

ranks 18:23

rate 39:2

reach 37:13 42:13,22 43:9
47:6 83:10

reached 41:1 71:18

reaching 99:2

read 35:1 90:14 99:5

ready 32:14 35:5,11

real 53:16 56:9 71:3 110:14,16

realistic 111:1

reality 6:13

reason 45:3 100:10 109:14

reasonable 108:16

reasons 40:20

receive 18:10 21:16 37:12
42:16 75:8

received 23:18 26:3 34:12,13
35:5 39:14,18 46:12 94:6

receives 17:3

Receiving 107:14

recent 19:12 20:6

recipients 87:12

recognition 28:16,25 29:2,5
75:10
recognize 87:11 92:24 93:5
recognized 5:20 25:19 37:23
50:17
recognizing 85:13
recommend 100:24
recommendation 55:12
recommendations 108:23
reconditioning 38:12
record 13:6 38:20 98:21
103:11 104:9
recreational 26:12 56:1,9,10
57:18 60:21 61:7,8,12 71:12
74:2,3,17 105:25 106:9,13
recruit 49:19 53:6
recruiter 41:2
recruiters 49:20
recruiting 13:12,14 31:21,22
35:3,21 38:23 48:18 51:21
54:9
recruits 32:24 44:21,25 45:23
recuperating 23:15,22 24:1,5,
8,12,15
reduction 23:4
referred 93:25 108:4
refreshment 111:20
refreshments 20:23
regard 37:25 41:12 97:25
regular 20:3
regularly 100:12
regulate 62:8
regulation 56:12,14
regulations 66:23 108:20
reinstate 51:24
related 17:7

relates 93:19
relationship 27:12 86:13
relationships 26:21
released 108:22
relentless 30:11
relentlessly 27:7
remain 64:17
remarks 8:18 17:6 30:8
remember 28:5
remind 18:15 19:1 20:9
remiss 6:19
renegade 102:8
renown 4:20
rental 58:13
repeat 73:17,19 74:24
replacing 39:5
report 16:23 17:4 19:15,17
20:3,5,6 21:15,20 24:2,19,24
31:3,8,11 34:9 35:18 36:3,5,
12 40:16 41:12,13,16 42:9
43:20 44:10,24 46:9 47:18
48:7 51:16 53:4 69:16 84:5
90:9,11 91:4 93:14,17 94:3,11
108:21 109:11
reporter 11:13
reporting 21:6,16 79:5
reports 21:15,16 22:12 48:5
50:8 93:12 94:5
represent 4:9 8:21 13:2 38:10
representative 14:19 15:9
representatives 85:9 99:12
representing 14:21,25 15:15
represents 91:15
reps 47:13
request 20:9 106:21
requesting 51:17

require 62:23
required 34:23 102:18
requirements 39:22
research 44:5 100:7 109:16
residence 57:23
resident 29:1 105:2
Residential 105:21
residents 12:15 18:6 33:4
105:8,19,20
resignation 44:4
resolution 26:1 85:11 86:5
90:22
resolution-type 51:6
resolved 27:19 102:10
resorting 85:16
resource 19:15 31:3
resources 31:10 45:9,10
86:18
respect 18:4 21:1
respectful 20:25
respects 5:13,18
respond 37:11 72:19 97:23
103:4
responding 53:22 72:24
response 30:16 37:12,19 54:7
83:7 101:23
responsibility 21:20 54:20
83:10
responsive 30:14
rest 54:6 69:8
restorative 85:24 86:4
restrict 77:10
restricted 23:20 33:11 57:11
74:21
restrictions 74:14
result 80:12

retention 53:12
retired 102:4
retirement 40:20,25 42:4 44:4
47:16,20
retirements 48:1
return 19:4 24:18
Reverend 41:4 43:4 45:4
96:23
review 19:8 31:19
reviewed 93:21 94:1
reviewing 17:24
Rhoades 73:21,23 74:8,9
104:19,25 105:1 106:23
Rhonda 15:8
righteousness 107:17
rights 17:22 77:16 100:23
road 68:11 73:24,25 74:1
75:18 105:19 106:1
Roades 104:21
Roads 104:7
roadside 75:9
robberies 79:2 80:15
robbery 22:2,17
robe 92:3
Robert 11:18 24:13
Roberts 11:12
robust 60:17
Rodney 13:21 20:4 78:4
role 36:20,24
room 11:16,24 14:19 20:18
111:20
root 90:24
roots 91:1
roughly 46:17
round 10:3 16:3 30:25
row 11:20 105:14,17,22

Roy 5:9 14:25
Royal 65:5
RSVP 94:19
rule 58:2
rules 58:1 60:24 108:19
run 11:9

S

safe 10:12
safer 109:23
safest 5:20
safety 6:13,20 17:1 19:5 20:25
27:13 85:22 88:1 94:15,24
98:25
salaries 53:17
sales 74:2 105:14
Sarah 25:6,18 26:1,2 27:23
28:15 29:1,10
Saturday 38:13 84:11,13 87:7
save 54:10
saved 100:1
say-so 55:11
scale 107:17
scared 109:17
schedule 75:15 94:3
scheduled 19:2,3,7 24:1,17
32:18,20 87:17 88:2
school 6:9 10:17 49:7 51:2
52:2 57:19,20 86:11,23,25
88:9,12 92:1
schools 21:17 43:9,12,13
48:18,25 49:10 50:19,20,23
84:25 85:8 86:2,21,24 87:19
88:4,8,10,11 99:3
Scott 14:22 96:14
Scottie 15:17
scout 84:2 102:22

search 68:9,13
secretary 11:4,7 12:4,23
93:14,15 94:13
section 64:23,24
sector 10:11
secured 59:8
securing 26:11
security 81:25 84:15 89:6,24
selected 30:22
self-esteem 87:21
selfishly 99:22
sell 58:9 61:8,11,24
selling 72:11,12
Senator 15:8
send 36:9 47:8 82:21 85:9
95:5 100:21
Senior 12:19
seniority 91:16
sensitivity 101:2
sensory 99:8
separate 46:3
separated 34:4 43:24
separation 34:1 43:20,25
44:11
separations 40:16
September 79:16
sergeant 11:10 13:13 14:2
18:22,24 31:22 34:17 35:20
50:17 78:12
sergeants 33:23
serve 4:9 99:14
served 26:9
serves 27:3 86:9
service 10:8 27:24 29:2,4
34:5,6
services 11:11 14:3 49:4 78:6,

13,20 83:17
serving 99:13 100:1
session 86:5 94:16,20 111:17, 25
set 49:22 103:10
sexual 21:11,15 79:4 83:14
shadow 52:11
shake 64:13
Shank 14:2 78:12
Shannon 7:19,20 8:13 82:25 93:3
share 11:2 53:10 54:6 73:20
shared 8:16
Sherman 76:20 77:13
Shirley 9:11
Sholtak 24:13
shoot 110:1
shooting 22:22
shootings 22:20 79:14,18 80:5,14
short 99:6
short-term 26:23
shorter 47:10
shot 22:21 51:12 109:19
show 22:7
shows 34:9 35:7,14 67:24 110:22
shutting 61:2
sick 33:13,16
side 11:1 51:7 60:14 68:11 73:25 74:1 95:3 107:16
sider 11:3
sides 81:13
sign 43:5 53:20
signed 28:2,19 29:6
signs 75:13

simply 83:20 93:16 94:4
Sims 23:24
single 57:24
sir 12:25 21:3 24:22 25:3,4 37:22 40:7 42:5 50:5 54:16 55:9,20 75:23 76:12 91:6 92:20,22,25 93:7 107:10
situation 36:25 102:12
situations 60:9
skid 105:14,17,22
skilled 108:17
skills 10:10 51:6
skipped 10:21
sleeve 91:8
slide 35:14,16,18
Sloan 12:19
small 5:21 60:10
small-type 61:25
smaller 33:14 65:14
smile 48:23
Smith 15:11 95:17 96:1 97:19 98:14
smoke 58:12
smoked 76:25
smoking 58:11 76:4 89:16
sobriety 75:5
social 10:18 83:8
sold 97:1
solid 73:18
solving 71:20
somebody's 73:7
son 110:9
sophisticated 61:21
soul 15:20
sounds 65:9 73:13

space 61:25
speak 25:9 34:14 68:23 98:20 103:7 107:10
speaker 20:17 68:8,12 95:17 107:6 108:11
speakers 107:7
speaking 18:22 27:20 88:4 99:11
speaks 73:10
spearheaded 52:1
special 48:23 106:13 109:2
specific 44:18 94:10
specifically 89:19 91:13
specifics 98:13
specimen 75:20
spent 71:19
spirit 28:12 29:5
spoke 107:23
spoken 99:17
sponsors 87:8,11
spread 74:5
spreadsheet 34:2
staff 5:11 9:1 10:7 11:6,8,14 12:8,14 14:17 15:15 31:12,14 33:2,15 38:13 39:16 40:12 83:9 95:11,12
staffing 33:20
stand 11:16 13:8 14:20 16:1,3 73:16,21 74:23 78:6
standardized 75:5
standards 34:19 47:12
standing 7:3 12:5 93:12 98:24
stands 21:18 75:9 80:3 107:16
Stanton 12:20
Star 41:1
start 9:5 13:10 25:23 35:24 44:22 52:4,5 62:8 88:9,11

98:1
started 5:14 6:6,8 10:16,24
31:25 87:24
starting 19:5 28:7 51:10 90:24
starts 46:15
stat 22:1 82:21
state 5:1,8,19 6:4 7:3 8:25 9:1,
9,19,22 10:17,22 12:13 13:9
14:14 15:8 19:24 23:13 25:18
26:5 27:9 34:24 36:16 52:19,
21 57:3 58:17 60:19,24 61:5
64:9,12,16,20 66:17 67:21
71:12 72:25 75:12 78:18
81:15 85:7 102:18
stated 30:10 37:2 41:22 42:9
71:24
statement 25:3
States 85:7
stationed 89:13
statistical 21:6
status 23:16 107:12
stay 53:14 68:25
staying 103:24
steadily 22:9
step 12:16 35:20
steps 35:6
Steve 14:2
Steven 78:12
Stewart 14:21
stole 29:10
Stolen 23:5
stood 99:13
stop 8:6 64:1 97:16
stopped 76:5
store 57:5
storefronts 105:13
stores 76:18 77:8,11 105:16

111:11
straight 103:11
strategies 26:24 80:6 81:10,
13 82:20
strategy 41:1,8
street 72:18 73:8 94:25
streets 10:12 23:10
stress 83:20
strip 105:15
strive 40:4
strong 7:3
strongest 27:11
struggle 44:17 102:8,9
STUART 14:21
student 51:19 52:10 86:10
students 5:10 12:14 49:16,23
50:20 51:1,8 52:12,20,24,25
53:1 85:4,12 86:3 87:20 88:5,
6 99:3
study 94:16,20
Stuff 84:8 87:4
subdivision 105:2
subsequent 59:18
substance 20:1
substitute 7:16
success 6:11 22:14 40:4
49:12
suffered 104:2
suggestions 19:9 55:18
summer 37:2 52:5
Sunday 92:5
Supervisor 12:18
supervisory 17:17
supplement 87:24
supplemental 82:20
supply 94:7

support 7:2 16:25 27:23 30:19
84:4 106:8,15
supported 16:8,10,17,19
supporting 18:3
supposed 66:15 69:6
surface 91:1
surprised 30:12 102:13
surveys 84:15
suspect 24:11,14
suspend 107:20
suspended 33:19,23 86:10
suspension 20:12 33:22
sworn 13:7 31:12,13,20 33:2,6
35:3
symptoms 75:13 85:5
system 67:18

T

t-shirts 72:2,13
tab 33:20 34:2,3,16 35:2,12
table 49:22
tag 91:14
takes 39:23 82:13
taking 58:11 92:10 97:10
talk 50:7 54:20 56:8,17,25
82:9 83:5 84:11 86:7 87:19,20
88:7 90:25 95:11 104:11
111:25
talked 60:15
talking 28:6 40:6 62:5 65:11
77:3 81:22 85:12 110:10
Tamyra 78:9
taping 11:10
targeted 80:7
task 10:16 25:9
Tate 71:13

tax 66:14,19 104:12
Taxation 56:12
teacher 49:21 86:19
teaching 51:5
team 93:1
technology 23:9
teenagers 76:4
Telegraph 73:25
teletype 20:11
television 109:4
telling 64:17 74:15
tells 110:20
Temple 18:17
Temple-apostolic 95:2
temporarily 32:13 35:10,15
42:12,20,24
ten 33:11 57:6,10 64:20
tenant 58:6,7
tenants 27:15 58:10
term 55:8 101:22
terms 7:12,13 8:19 9:4 15:25
20:23 36:20,25 37:10 53:20,
21 54:8,10,24 55:2 62:15
71:14 73:20 75:12,16
test 58:20,21 68:8 75:5 111:14
testing 38:2 61:17
tests 67:10,11 68:19 109:13
110:6 111:13
tetrahydrocannabinol 75:22
text 54:5
Thanksgiving 17:9
thatthey 38:16
THC 75:21
thefts 79:12
Theo 15:3 98:18 100:6
Theresa 11:12

thing 6:1 30:8 36:18 49:15
50:6 61:13 65:4 80:16,18
91:23 97:1,7,14 107:24
109:14 110:7
things 21:17,21 22:12 49:21
50:16 56:18 57:15 58:12 59:9
61:16 70:24 72:2,15 80:7
84:20 87:20 96:15 99:20,25
104:13
thinking 62:4 90:4
Thomas 14:11,12 20:4 29:17
77:24,25 78:3,16,23 88:3,25
89:8,11,18 90:6 93:10
thought 38:25 39:8 67:19 99:6
thoughts 29:10 43:10
thousand 105:7,8
threats 83:14
three-month 80:1
Thrive 50:21 51:3
Thursday 4:2 17:12,13 19:4
94:24 95:1
Thurston 23:21
ticket 59:9 81:15 82:15
tickets 78:16
time 4:25 7:14 14:18 16:1,5
20:13 21:10,24 22:4 23:5
25:24 28:5 29:14 30:5 35:4
38:16 42:9,13,16 46:23,24
47:4 54:10 57:14 59:2 60:15
62:18 63:21 64:10,13 71:20
73:15 87:8 91:13,20 95:5,11,
13,25 96:11,17,23,24 97:3,10,
18,20,21 98:20,24 101:19
102:24 103:17 107:19 110:12,
17,21,24 111:5,16
timely 20:21 95:6
times 47:2 59:10,13,19,22
84:19 97:1 99:7 100:2
timing 97:19
today 4:11 7:23 28:19 71:5
93:3

today's 71:24 72:7,22
Todd 7:22 13:6
told 30:7 51:23 85:4
tolerance 75:16
tolls 81:15
Tom 75:1
tonight 9:2 11:13 19:1,3,14
36:3,4 56:4,24 62:16 94:6
96:4,16 97:11
tonight's 8:13 11:11
top 27:14
topic 37:7
total 22:5,23,24 23:6 31:14
33:1,8 44:3 46:11 57:13
105:11 106:5
totally 38:5 39:1
totals 48:12
touch 8:4 79:9
tough 99:14
toughest 99:12
tow 98:9
towed 96:22
towing 96:13,16,18,21 97:24
Township 34:10
toys 87:9
track 42:14
tracked 20:7
Trade 4:22
traffic 24:4,7 81:8
train 45:12 49:24 53:23 84:4
trained 84:6 108:2 110:1
training 34:13 50:25 75:7,12
99:24 101:3 102:14,15,20,21
103:1 108:7,17 110:3
transactions 73:7
transferring 45:8

transport 57:4
transportation 49:18
transporters 61:17
treat 101:5
trend 43:25 44:10
trending 22:15 39:3,9
troop 109:14
trouble 39:19
trucks 96:20 98:9
trust 18:4 103:14,21
Tuesday 94:15
turn 39:17 88:6
two-year 22:7
type 6:22 21:20 37:4,12 44:9
types 61:14 66:2
typically 42:24 50:24 86:19

U

unacceptable 101:6,21
unarmed 107:13
undergraduate 26:3
understand 47:23 92:17
understanding 8:5 39:13
52:21 55:2
undivided 78:1
unfair 36:4
UNIDENTIFIED 68:8,12
uniform 48:22 91:13
unit 106:13
United 85:6
unity 27:5 95:2
university 10:17 12:13 26:2,6,
8 27:9 52:21 78:19 86:22
88:9,12
unjust 104:16

UNKNOWN 76:3,16 77:4
107:8
unlit 81:18
unnecessary 18:2
upcoming 47:21 84:11 87:3,5
update 56:1
users 105:18
utilizing 23:8

V

vacancies 31:15,16,17,18
Valerie 108:12
vaping 57:16
vehicle 67:7 79:12 93:20
102:20
vehicles 23:5 80:21
verification 20:10
versus 21:7
vested 77:16
vice 5:1 9:15 10:22
victim 84:18,21
victims 83:10,22 84:16
view 34:22
viewing 4:13,14
Vinson 14:22
violate 106:11
violates 100:23
violating 76:19
violation 59:14,16,18 77:9,10,
12
violations 65:23
violence 83:12 85:16,17 90:23
violent 22:23 78:25 81:11
visibility 80:11
visible 58:1,4 59:6

visit 92:5 102:15 103:5
visitors 18:7 82:10
vocational 48:23 49:7
voices 27:16
volumes 34:14
voluntarily 99:13,22
vote 19:10
voted 107:11,15,20
voter 56:21
voters 19:23 54:18 69:18

W

wait 54:4 64:15 69:1
waiting 22:14 32:4 35:8
walk 68:17 81:19
walked 48:20
Walker 82:25
walking 73:7
walks 99:9
wall 107:16,18
Wallace 23:16
wanted 25:22 34:25 39:22
50:7 62:21 90:9,10 96:12 99:5
warm 5:2 9:4 10:3
warrant 68:9,13
warrants 40:3
Warren 34:10,11
Watts 35:25
Wayne 5:1,8,18 6:4 7:2 8:25
9:1,9,19,22 10:17 12:13 14:14
25:18 26:5 27:9 36:16 52:19,
21 78:18 81:15 82:25
ways 98:4
week 17:9 37:12 41:10 45:16
96:13 107:11
weekly 17:4

weeks 17:11
weigh 55:16 71:22 73:10
weighed 71:16
west 7:6 18:18 73:25 95:3
Westside 88:12
white 11:21 22:14 94:18
101:13
wide 25:11,14
William 9:8 23:24
Willie 4:9 8:15,21 10:13,14
Wilson 5:9
winning 4:17
wisdom 8:5
wise 54:22
woman 29:23 48:21 97:9
107:13
women 29:18 48:21 99:10
wondered 110:2
wonderful 5:12 91:2
wondering 39:2 47:18 48:14
Woodbridge 82:6
Woodward 4:23 63:22 105:3,
4,6,23 106:3
words 87:14
work 5:15 6:1 10:7,8,18 11:12
18:3,9,12 22:9,15 24:2,18
27:11 29:14 30:14,18 37:9,18
38:13 48:16,25 52:2 62:15
78:18 84:7 85:14
worked 26:25 28:7
worker 83:8
working 23:8,10 26:20 28:9
37:13 55:4 60:7 61:4 81:13
96:19
works 25:18 44:14
workshop 85:18 90:22
workshops 85:2 86:17 90:23

world 4:19,22 53:16
worry 97:11
worthy 29:5
wounds 23:19
woven 27:18
written 25:3 32:5,17
wrong 69:10 104:16
wrongdoing 99:19
wrote 50:18 69:20
Wyoming 95:3
Wyrick 11:22

Y

Yamasaki 4:20
yank 106:11
year 5:12 6:8 10:15 19:2,4
21:6,9,10,24 22:3,4,10,19
23:5 26:19 31:25 33:6 34:5
35:13 37:11 42:25 44:2,13,22
45:24 46:3,13,14,18 48:1
49:14 51:1 59:25 60:23 62:7,
18 63:14 66:19 79:22,24
80:18,25 83:15 85:19 87:7,24,
25 93:22 96:24 97:8 111:21
year's 22:23
years 5:12 6:4 26:11,14 27:1
34:5,8 36:21 42:25 44:1 45:8
53:15 55:1 61:6 74:21 91:15
96:7 102:11 108:18
York 4:22 53:8
young 6:25 7:9 13:1 43:10
45:6 48:20,21 76:13 97:12
100:17
younger 43:7
youth 99:3

Z

zoning 62:2 70:14 73:24 74:12
105:24