

09/10/2020

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

STATE OF MICHIGAN
DETROIT BOARD OF POLICE COMMISSIONERS
VIRTUAL REGULAR MEETING
_____ /

Taken via BOPC Remote
Detroit, Michigan
Commencing at 3:00 p.m.,
Thursday, September 10, 2020
Before Sheila D. Rice, CSR-4163, RPR, RMR
Notary Public, County of Wayne

1 APPEARANCES:

2 CHAIRPERSON WILLIE E. BELL, District 4

3 VICE CHAIRPERSON ANNIE HOLT, At-Large

4 COMMISSIONER MARTIN JONES, At-Large

5 COMMISSIONER DARRYL D. BROWN, District 1

6 COMMISSIONER SHIRLEY A. BURCH, District 3

7 COMMISSIONER WILLIAM M. DAVIS, District 7

8 COMMISSIONER JIM HOLLEY, At-Large

9 COMMISSIONER JESUS HERNANDEZ, At-Large

10 COMMISSIONER EVETTE GRIFFIE, District 2

11 COMMISSIONER WILLIE E. BURTON, District 5

12 SECRETARY MELANIE WHITE

13 ROBERT BROWN, Board Staff

14 TERESA BLOSSOM, Community Relations Coordinator

15 CHIEF JAMES CRAIG

16

17

18

19

20

21

22

23

24

25

1 Detroit, Michigan
2 Thursday, September 10, 2020
3 3:00 p.m.

4 - - -

5 MS. WHITE: Good afternoon, and welcome to
6 the Detroit Board of Police Commissioners meeting.
7 Today's date is Thursday, September 10, 2020. And
8 please note the following reminders for virtual
9 meetings on zoom.us.

10 A message regarding Zoom policies. Attendees
11 do not need to identify themselves unless they would
12 like to make a comment. Attendees can phone into the
13 meeting. Phone numbers will be masked by Zoom. If
14 attendees join in by computer without a Zoom account,
15 they may be prompted for a name and E-mail. The E-mail
16 is not visible to panelists or attendees. This is a
17 prompt from Zoom, not the City of Detroit.
18 Additionally, the E-mail address does not need to be
19 your true E-mail address. It can be none@none.com, or
20 anything similar would be fine for logging in.

21 A reminder about the meeting forum. As a
22 reminder, please adhere to the board's bylaws and
23 Zoom's policies of using this forum appropriately.
24 Failure to adhere to the policies will result in
25 dismissal from the meeting. And accessing Zoom

1 platforms requires adherence to all policies.

2 BOPC contact information to reach the Detroit
3 Board of Police Commissioners you may use any of the
4 items listed below. For administration, please dial
5 (313) 596-1830, or E-mail the Board of Police
6 Commissioners at bopc@detroitmi.gov. Regarding
7 complaint investigations, to file a citizen's complaint
8 regarding noncriminal citizen complaints -- if you
9 could go back one slide, please. Please contact the
10 Office of Chief Investigator. And the 24-hour
11 complaint line is (313) 596-2499. The fax number is
12 (313) 596-2482, or please visit the board's website at
13 detroitmi.gov/bopc.

14 Regarding BOPC information resources, please
15 visit the City's website for BOPC meeting calendar,
16 minutes, reports, presentations, draft policy
17 directives, video links and much more. The City
18 website is detroitmi.gov/bopc. To join the E-mail list
19 for weekly agendas, please E-mail the Board of Police
20 Commissioners at bopc@detroitmi.gov, or call
21 (313) 596-1830 and provide your E-mail address to get
22 the draft agenda distributed each Tuesday to now 360
23 people.

24 Also, you may subscribe to Gov Delivery to
25 receive BOPC news alerts and draft agendas and may sign

1 up on the detroitmi.gov home page. Please also see the
2 BOPC Zoom link and other information also on Facebook.

3 Regarding public comments instructions. The
4 virtual meeting will use a forum for public comments,
5 and you may access the Smart Sheet form on the board's
6 website, and you do not need an E-mail address to sign
7 up for the Smart Sheet access. The Board of Police
8 Commissioners allows one hour, from 3 to 4 p.m., for
9 the public to request speak during public comments or
10 oral communications on the agenda. To make a request
11 without Smart Sheet, meeting participants may use
12 raised hand icon on the website or press *9 on the
13 telephone. And please note that all of these reminders
14 are posted to the board's website for your reference
15 and information.

16 Important reminders for public comments.
17 Upon joining the meeting, participants will join the
18 meeting muted. Please do not start your video unless
19 invited to do so by the host. Video images or
20 unprotected speech deemed inappropriate by the Chair
21 will result in your dismissal from the meeting.
22 Remember, you may complete the Smart Sheet form. You
23 may use the Zoom controls on your computer screen to
24 raise hand or you may dial *9 from a mobile device.
25 You may use any one of these options by 4 p.m. to be

1 acknowledged for public comment.

2 And lastly regarding public comments. Each
3 speaker will have two minutes to speak unless deemed
4 otherwise by the Chairperson. BOPC staff will
5 acknowledge each speaker, and we ask that you remain
6 respectful and professional and refrain from violating
7 the board's bylaws, Zoom's terms of service and other
8 relevant laws and ordinances which are posted on all
9 meeting access forums.

10 At this time, please silence your cell phones
11 and other background sounds to prevent interrupting the
12 meeting. And also as a reminder, honorable board, you
13 do have the capability to self-mute or mute your
14 microphones at any time during the meeting.

15 And thank you. And now Chairperson Bell.

16 CHAIRPERSON BELL: Thank you, Ms. White. I'm
17 going to call the meeting to order. I'm going to ask
18 our Chaplain -- I'll say the first name. Is that
19 Curtis?

20 MS. WHITE: Chaplain Richard Long --

21 CHAPLAIN LONGSTREET: Yes, Chaplain Curtis
22 Longstreet.

23 CHAIRPERSON BELL: Thank you, sir. We
24 appreciation the invocation, please.

25 (Invocation given.)

1 AUDIENCE: Amen.

2 CHAIRPERSON BELL: Thank you, Chaplain.
3 Amen.

4 The next item will be introduction of the
5 commissioners, and we're going to do it by district.

6 District 1.

7 COMMISSIONER BROWN: Good afternoon,
8 everyone. This is Darryl Brown, District 1.

9 CHAIRPERSON BELL: Thank you. District 2.

10 COMMISSIONER GRIFFIE: Hi. This is Evette
11 Griffie, commissioner from District 2.

12 CHAIRPERSON BELL: Thank you. District 3.

13 COMMISSIONER BURCH: Good afternoon,
14 everyone. This is Commissioner Shirley Burch, District
15 3.

16 CHAIRPERSON BELL: Thank you. District 4 is
17 your Chair, Willie Bell. Thank you for your
18 attendance. District 5.

19 COMMISSIONER BURTON: Good afternoon. This
20 is Commissioner Willie E. Burton, District 5.

21 CHAIRPERSON BELL: Thank you. District 6.
22 District 7.

23 COMMISSIONER DAVIS: Good afternoon, Detroit.
24 This is Police Commissioner William Davis from District
25 7.

1 CHAIRPERSON BELL: Thank you. Starting
2 At-Large will be Hernandez. Commissioner.

3 COMMISSIONER HERNANDEZ: Good afternoon.
4 This is Jesus Hernandez, At-Large.

5 CHAIRPERSON BELL: Thank you. Commissioner
6 Jones.

7 COMMISSIONER JONES: Good afternoon,
8 everyone. This is Commissioner Martin L. Jones,
9 At-Large.

10 CHAIRPERSON BELL: Thank you. Commissioner
11 Holley, At-Large.

12 COMMISSIONER HOLLEY: Commissioner Holley.
13 Good afternoon. Present, accounted for.

14 CHAIRPERSON BELL: Thank you, sir.

15 MS. WHITE: Mr. Chairperson, you do have a
16 quorum.

17 CHAIRPERSON BELL: Thank you. Vice Chair
18 Holt, At-Large, she's going to also speak to the --
19 thank you.

20 VICE CHAIR HOLT: Okay. Thank you. Good
21 afternoon, everyone. Yes. I'm Vice Chair, liberate.

22 And did I hear you say, Chair Bell, that you
23 wanted some updates on the census?

24 CHAIRPERSON BELL: Yes, ma'am. I think it's
25 crucial that we continue to lift that up.

1 VICE CHAIR HOLT: Thank you for giving me a
2 heads-up right before you wanted me to open my mouth.

3 CHAIRPERSON BELL: That's a standard format.

4 VICE CHAIR HOLT: All right. I'm good. I'm
5 good.

6 CHAIRPERSON BELL: I know.

7 VICE CHAIR HOLT: Okay. Yes, yes. The U.S.
8 Census reported out that some 85 percent of homes in
9 the states have responded to the census. Well, it
10 doesn't look that way here in the city of Detroit.
11 Overall, the city of Detroit is working at I think 48
12 percent.

13 Now, what I'm going to do is share the
14 responses that have recorded based on council
15 districts. And, in fact, your council district you
16 might want to get out and start beating the bushes and
17 getting on the foghorn or whatever and encouraging
18 folks to complete the census. All you have to do is go
19 to "my 2020 census." If you get that far, the whole
20 application process will begin.

21 And, if you are one of those individuals like
22 I was who put aside your paper application that came
23 sometime in March I think it was and you come to that
24 part in your census application where it asks for your
25 ID number, you can just advance ahead. It will still

1 be excited to accept your census information, or you
2 can call the phone number. Again, that can be found
3 online.

4 All right. Based on council districts on
5 pace 60 percent, District 2, 59 percent, District 3, 50
6 percent, District 4, 47 percent, District 5, 42.6
7 percent. And I'm not putting the percentages on all of
8 these, but the major numbers I am giving. District 6,
9 43 percent and District 7, 52 percent.

10 And as Commissioner Davis shared a couple of
11 days ago, even though the City of Detroit is sharing
12 the information that the census will come to a halt on
13 September the 31st -- September the 30th, however,
14 there is a suit that was issued I think by a judge in
15 California whereas they're begging for the census, the
16 2020 census, to be extended until October the 31st,
17 which is what we were led to believe early on into the
18 process.

19 So again, please, please, please. That money
20 goes to the city --

21 COMMISSIONER BURTON: Point of order. Point
22 of order. This is not even on the agenda, and this
23 should be moved to new business.

24 CHAIRPERSON BELL: Commissioner Holt, wrap it
25 up. Thank you.

1 VICE CHAIR HOLT: Oh, okay. Thank you.

2 CHAIRPERSON BELL: The next item will be
3 approving the agenda for this afternoon's meeting.

4 Commissioners, what is your pleasure?

5 COMMISSIONER HOLT: So moved.

6 VICE CHAIR HOLT: Second.

7 CHAIRPERSON BELL: It's been properly moved
8 and second. Those in favor, yes?

9 COMMISSIONERS: Yes.

10 CHAIRPERSON BELL: Those opposed?

11 Motion carries.

12 COMMISSIONER BURTON: Point of order,
13 Mr. Chairman. According to the Governor's executive
14 order, we have to have a record roll call vote on each
15 -- when we take these matters up, sir.

16 CHAIRPERSON BELL: The next item will be the
17 minutes. What is your pleasure, commissioners?

18 COMMISSIONER BURTON: You have to call for a
19 roll call vote, Mr. Chairman.

20 CHAIRPERSON BELL: What's your pleasure,
21 commissioners?

22 COMMISSIONER HOLLEY: So moved.

23 CHAIRPERSON BELL: So moved for the minutes.

24 VICE CHAIR HOLT: Second.

25 CHAIRPERSON BELL: It's been properly moved

1 and second. We'll do the roll call vote for the
2 minutes. District 1.

3 COMMISSIONER BROWN: Yes.

4 CHAIRPERSON BELL: District 2.

5 COMMISSIONER GRIFFIE: Yes.

6 CHAIRPERSON BELL: District 3.

7 COMMISSIONER BURCH: Yes.

8 CHAIRPERSON BELL: District 4, Bell, yes.

9 District 5.

10 COMMISSIONER BURTON: No.

11 CHAIRPERSON BELL: District 6. District 7.

12 COMMISSIONER DAVIS: Yes.

13 CHAIRPERSON BELL: At-Large, Commissioner
14 Hernandez.

15 COMMISSIONER HERNANDEZ: Yes.

16 CHAIRPERSON BELL: Commissioner Jones.

17 COMMISSIONER JONES: Yes.

18 CHAIRPERSON BELL: Commissioner Holley.

19 COMMISSIONER HOLLEY: Yes.

20 CHAIRPERSON BELL: Commissioner Holt.

21 VICE CHAIR HOLT: Yes.

22 CHAIRPERSON BELL: Ms. White.

23 MS. WHITE: Motion passed.

24 CHAIRPERSON BELL: Thank you. And now we
25 move on to, Ms. White, introducing the staff.

1 MS. WHITE: Yes. Good afternoon, honorable
2 board. Through the Chair, the Department of Innovation
3 and Technology is monitoring and recording the board's
4 meeting today. And our court reporter today is Ms.
5 Sheila Rice. And the following board staff members are
6 in attendance today. Mr. Robert Brown, Ms. Teresa
7 Blossom, Community Relations Coordinator, Investigator
8 Tiffany Stewart, Ms. Jonya Underwood, Administrative
9 Assistant, Lieutenant James Coles is representing
10 Police Recruiting Human Resources, Interim Chief
11 Investigator Lawrence Akbar, Supervising Investigator
12 Ainsley Cromwell, Supervising Investigator Lisonya
13 Sloan and Senior Investigator Rosalia Madrigal are all
14 in attendance today.

15 CHAIRPERSON BELL: Thank you, Ms. White.
16 It's good to see Chief Craig with us.

17 Good afternoon, Chief Craig.

18 CHIEF CRAIG: Good afternoon, Chairperson
19 Bell, and honorable board.

20 CHAIRPERSON BELL: Thank you.

21 VICE CHAIR HOLT: Good afternoon.

22 COMMISSIONER JONES: Good afternoon, sir.

23 CHAIRPERSON BELL: If you could introduce
24 your staff, or Ms. White might want to assist you out,
25 but we're going to roll with that.

1 CHIEF CRAIG: Okay. I'll start with -- I
2 believe -- well, I know for sure Deputy Chief
3 Fitzgerald is on. I apologize in advance. I have
4 another engagement in about an hour and a half.

5 CHAIRPERSON BELL: Thank you.

6 CHIEF CRAIG: And Fitzgerald with sit in for
7 me. I believe Deputy Chief --

8 Maybe you can help me, Ms. White, because I
9 can't see all the ...

10 MS. WHITE: Yes. I do see Deputy Chief Todd
11 Bettison is on the line and ...

12 CHIEF CRAIG: Commander Stewart is also on
13 the line.

14 MS. WHITE: Captain Aric Tosqui, Captain Kyra
15 Joy Hope, Captain Derrick May, Director Chris
16 Graveline, First Assistant Chief Lashinda Stair,
17 Commander Kari Sloan, Captain Liddell -- Lena Liddell,
18 Lieutenant Lori Ross, Lieutenant Coles indicated
19 earlier, Director Stein (ph). And that concludes all
20 of the DPD executives that I see on the attendees list
21 at this time.

22 CHAIRPERSON BELL: Thank you, Ms. White, and
23 thank you for the Chief and his team.

24 Could you introduce any elected officials or
25 representatives of elected officials.

1 MS. WHITE: Yes, sir. Through the Chair,
2 Honorable Council President Brenda Jones, Detroit City
3 Council, is present today. Ms. Kesha McKinney
4 representing Councilman Andre Spivey is present.
5 Former Honorable Police Commissioner Ricardo Moore is
6 present on the line. Lieutenant Mark Young, president
7 of the Lieutenants and Sergeants Association is also
8 present on the line. And that concludes all of the
9 special VIP guests in attendance today, sir.

10 CHAIRPERSON BELL: Thank you. Ms. White, did
11 you say Council President Jones is in attendance?

12 MS. WHITE: Yes.

13 CHAIRPERSON BELL: And my councilman of
14 District 4, Councilman Spivey?

15 MS. WHITE: Yes, sir.

16 CHAIRPERSON BELL: Thank you for your
17 attendance, Council President and District 4 Council
18 Spivey, and all the other VIPs that's in attendance.

19 We're going to move right along with the
20 agenda. My remarks are going to be brief. I know the
21 Chief -- I know he wants to be present to give his
22 report and also for the promotion from assistant chief
23 on down to the rank of captain.

24 As you know, we have responded to the
25 Congresswoman Tlaib and Council Sheffield and State

1 Senator Chang's letter. Commissioners, you have a copy
2 of that, and I'm just going to not read the whole
3 letter, but I'm going to just highlight a couple
4 points.

5 The main thing is that as a supervisor of
6 oversight over the department since 1974, the board was
7 created based on a vote of the community, peaceful
8 protest of nonviolence to reform our law enforcement
9 and criminal justice system of Detroit. Historically
10 and presently, the board works to ensure that
11 department members refrain from violating any person's
12 fundamental constitutional rights, including but not
13 limited to the First and Fourteenth Amendment. The
14 board still stands on these missions today.

15 Based on Article 7, Chapter 8 police, Section
16 7-803, the duties of the Board of Police Commissioners
17 states in reverent part the board investigates any
18 complaints concerning the operation of the Detroit
19 Police Department and forward all allegations of
20 criminality to the appropriate venue for further
21 investigation and resolution.

22 Given the board's mandate, we have to respond
23 in that manner to the issues that have been raised
24 about perhaps criminality. The appropriate entity to
25 review and to resolve allegations of criminality is

1 conducted by the DPD in conjunction with the Wayne
2 County Prosecutor's office. As you well know, that's
3 been ongoing.

4 Note, more importantly, the board continues
5 to provide supervisory and oversight and control and
6 consistently provides transparency and accountability
7 on the part of the department to ensure that policy and
8 procedures enacted by the board are enforced and that
9 members are held responsible. Hence, the most recent
10 use of force of policy recommendation approved by the
11 board that's on our website. We spent a great deal of
12 time. It's sponsored by Commissioner Griffie, and it's
13 been -- the cooperation of Chief Craig and his staff
14 has been tremendous in terms of working that out, and
15 we passed that a couple other weeks ago. And you can
16 review in detail our concern about the issues that
17 we've been involved in.

18 We also -- the use of force police brutality
19 is about members of DPD include all incidents that were
20 cited in this letter that's been interacted with the
21 department on that. And they are -- Chief will
22 probably be reporting out on that. So the protests,
23 events, in preparing a legal response is also in terms
24 of in court. And also the corporation counsel is
25 weighing in on that. So it's a process that we have

1 undergone quite some time in working with the
2 department, and we have responded to all the complaints
3 that we have. In some instances, we have reported out
4 that we have investigated noncriminal matters. In some
5 other instances we have referred to the department and
6 we have a great relationship addressing that.

7 The bottom line is that the prosecutor's
8 office would -- any reviewing this matter, Chief Craig
9 has reported out on numerous occasions in reference to
10 dealing with that. And we are now in Federal Court in
11 terms of that injunction for 14 days. And Chief has
12 responded to that and we have responded to that.

13 So that's primarily -- I just wanted to wrap
14 it up on that note, but we have a great deal of
15 concern. We have a working relationship. We take our
16 role quite seriously, the commissioners -- several
17 commissioners throughout the district and board
18 throughout at large. So we are fully engaged in terms
19 of the issues that concern the public. And we have no
20 intention of ducking that responsibility.

21 On that note, that's the closure of my
22 remarks, but we are open in terms of ongoing debates
23 and concerns in reference to this very critical era.
24 But we emphasize that we want peaceful demonstration.
25 Even though they last late in the night, they are

1 stretching us thin, we have responded properly. But we
2 also monitor in terms of what's happening citywide with
3 the Chief trying to provide service throughout the
4 neighborhoods. And we have issues with -- you name it.
5 It's been a very busy season of issues that we have
6 impacted. I just want to commend the department in
7 terms of responding on the difficult times.

8 So on that note I'm going to close, Ms.
9 White, and we can open the floor up to -- the next
10 matter will be Chief Craig.

11 COMMISSIONER HOLLEY: Commissioner Holley,
12 speaking to you, Commissioner Bell.

13 CHAIRPERSON BELL: Yes, sir.

14 COMMISSIONER HOLLEY: Can I -- Commissioner
15 Bell?

16 CHAIRPERSON BELL: Yes, sir, I hear you.

17 COMMISSIONER HOLLEY: Can we just take a
18 moment and allow the president of the City Council that
19 maybe give her a opportunity and the other council
20 person, Spivey, just give them a couple minutes to say
21 hello?

22 CHAIRPERSON BELL: If they want to say hello,
23 we can do that, but we have to a follow the agenda,
24 sir, if they just want to say hello. I was going to
25 definitely give them the opportunity to speak, so ...

1 MS. WHITE: Chairperson. Yes, sir, through
2 the Chair. I was just getting ready to indicate that
3 Council President Jones did have her hand raised. And
4 so we are preparing to make sure that her microphone is
5 enabled to speak if it is your pleasure at this time,
6 but I was just getting ready to mention that.

7 CHAIRPERSON BELL: That would be proper.

8 And thank you, Commissioner Holley.

9 COMMISSIONER HOLLEY: Thank you.

10 COUNCIL PRESIDENT JONES: Hello. And that's
11 all I'm going to say for now. I was just going to
12 listen to the meeting, but I would like to make public
13 comments at the end of the meeting. I did not join the
14 meeting for this purpose of what you're talking about.
15 I joined the meeting for another purpose. I understand
16 there was a promotion on the agenda, and that was my
17 reason for joining the meeting. So I will await to the
18 public comments. Thank you.

19 CHAIRPERSON BELL: And, Ms. Council
20 President, we will move you up in terms of giving you
21 priority number one.

22 Commissioner Spivey -- I mean Councilman
23 Spivey I should say. Okay.

24 MS. WHITE: We are double-checking his
25 microphone as well, sir.

1 CHAIRPERSON BELL: Well, Ms. White, we'll
2 just move on with the Chief's report, and we'll give
3 the councilman opportunity in the same manner that
4 we're going to give commissioner -- I keep saying
5 commissioner -- Council President Jones, unless he has
6 a priority in terms of the time frame. He will let us
7 know. Thank you.

8 MS. WHITE: Yes, sir. Through the Chair.
9 Also on the agenda under the -- under your report, the
10 Chairperson's report, is the promotion and appointments
11 list.

12 CHAIRPERSON BELL: Yes. Thank you. So that
13 will be ...

14 Is Chief Craig next on the agenda?

15 MS. WHITE: No. Through the Chair, it's
16 the --

17 CHAIRPERSON BELL: Okay. I'm sorry. I have
18 it now. Okay. Ms. White, we're going to start with
19 the rank of assistant chief.

20 MS. WHITE: Yes.

21 CHAIRPERSON BELL: Chief Craig, we'll get
22 back to you.

23 COMMISSIONER GRIFFIE: Through the Chair. I
24 believe that President Brenda Jones wanted to address
25 this topic, but at the time we weren't sure we were

1 going to move to it. Is now the appropriate time?

2 Council President Jones mentioned that she had
3 something she wanted to add to this.

4 CHAIRPERSON BELL: Okay, at this time.

5 MS. WHITE: Council President Jones.

6 VICE CHAIR HOLT: It looks as if she's muted,
7 Ms. White.

8 MS. WHITE: I know that staff co-hosts are
9 unmuting her microphone as we speak.

10 VICE CHAIR HOLT: Okay.

11 CHAIRPERSON BELL: Ms. White, start the
12 process, and she can weigh in when she has opportunity
13 to finish. Thank you.

14 MS. WHITE: Yes, sir. And we do have her
15 microphone enabled. Thank you so much for your
16 patience, honorable board.

17 Council President Jones.

18 COUNCIL PRESIDENT JONES: I will wait until
19 the process is completed. Thank you.

20 MS. WHITE: Okay. Honorable board, you
21 received the entire DPD packet on the appointments and
22 promotions and as well as the additional language and
23 support material. And so as Chairperson Bell has just
24 indicated, the first rank is assistant chief, and if it
25 is your pleasure we can move forward.

1 CHAIRPERSON BELL: The Chair would entertain
2 a motion for the rank of assistant chief.

3 COMMISSIONER GRIFFIE: Through the Chair.

4 CHAIRPERSON BELL: Yes, ma'am.

5 COMMISSIONER GRIFFIE: I move the board
6 approve Chief of Police James Craig's recommendation to
7 promote Deputy Chief Todd Bettison to the rank of
8 assistant chief.

9 VICE CHAIR HOLT: I second.

10 COMMISSIONER JONES: I second.

11 CHAIRPERSON BELL: It's been properly moved
12 and second. Discussion?

13 Hearing none, do we need a roll call?

14 COMMISSIONER BURTON: Yes.

15 CHAIRPERSON BELL: District 1.

16 COMMISSIONER BROWN: Yes.

17 MS. WHITE: Mr. Chair.

18 CHAIRPERSON BELL: I'm sorry.

19 MS. WHITE: Go ahead. Excuse me,
20 Mr. Chairperson.

21 CHAIRPERSON BELL: District 2.

22 COMMISSIONER GRIFFIE: Yes.

23 CHAIRPERSON BELL: District 3.

24 COMMISSIONER BURCH: Definitely.

25 CHAIRPERSON BELL: District 4, yes.

1 District 5.

2 COMMISSIONER BURTON: Yes.

3 CHAIRPERSON BELL: District 6. District 7.

4 COMMISSIONER DAVIS: Yes.

5 CHAIRPERSON BELL: At-Large, Commissioner
6 Hernandez.

7 COMMISSIONER HERNANDEZ: Yes.

8 CHAIRPERSON BELL: Commissioner Jones.

9 MS. WHITE: Commissioner Jones.

10 CHAIRPERSON BELL: I don't see him.

11 Commissioner Holley.

12 COMMISSIONER HOLLEY: Yes, with enthusiasm.

13 CHAIRPERSON BELL: Commissioner Holt, Vice
14 Chair.

15 VICE CHAIR HOLT: Yes, with more enthusiasm.

16 CHAIRPERSON BELL: Commissioner Jones.

17 Ms. White.

18 MS. WHITE: The motion passed.

19 CHAIRPERSON BELL: Oh, I see Commissioner
20 Jones now. The motion passed. Okay. Thank you.

21 The next item will be for the rank of deputy
22 chief.

23 VICE CHAIR HOLT: I move that we support
24 police -- Chief of Police James Craig's recommendation
25 for the promotion of Commander Mark S. Bliss to the

1 rank of Deputy Chief.

2 COMMISSIONER HOLLEY: Second.

3 CHAIRPERSON BELL: It's been properly moved
4 and second. Discussion?

5 Roll call. District 1.

6 COMMISSIONER BROWN: Yes.

7 CHAIRPERSON BELL: District 2.

8 COMMISSIONER GRIFFIE: Yes.

9 CHAIRPERSON BELL: District 3.

10 COMMISSIONER BURCH: Yes.

11 CHAIRPERSON BELL: District 4, Bell, yes.
12 District 5.

13 COMMISSIONER BURTON: Yes.

14 CHAIRPERSON BELL: District 6. I assume that
15 Commissioner Carter is not with us at this time.

16 MS. WHITE: That's correct, sir.

17 CHAIRPERSON BELL: District 7.

18 COMMISSIONER DAVIS: Yes.

19 CHAIRPERSON BELL: Thank you. At-Large,
20 Commissioner Hernandez.

21 COMMISSIONER HERNANDEZ: Yes.

22 CHAIRPERSON BELL: Commissioner Jones.
23 Commissioner Holley.

24 COMMISSIONER HOLLEY: Yes.

25 CHAIRPERSON BELL: Vice Chair Holt.

1 VICE CHAIR HOLT: Yes.

2 CHAIRPERSON BELL: Ms. White.

3 MS. WHITE: The motion passed.

4 COMMISSIONER GRIFFIE: I move that -- through
5 the Chair.

6 CHAIRPERSON BELL: Yes, ma'am.

7 COMMISSIONER GRIFFIE: I move that we support
8 Police Chief Craig's recommendation to promote Captain
9 Kyra Joy Hope to rank of commander.

10 COMMISSIONER DAVIS: Second.

11 COMMISSIONER HOLLEY: Second.

12 VICE CHAIR HOLT: Second.

13 CHAIRPERSON BELL: It's properly moved and
14 second. Discussion?

15 COMMISSIONER BURCH: Question.

16 CHAIRPERSON BELL: Yes, ma'am.

17 COMMISSIONER BURCH: Mr. Chair, I have a
18 question.

19 CHAIRPERSON BELL: Yes, ma'am.

20 COMMISSIONER BURCH: I'd like to know is this
21 the same Captain Hope that Commissioner Burton has
22 asked about for years? Is that the same lady?

23 CHAIRPERSON BELL: Commissioner Burch, let's
24 just refrain from that. Okay.

25 COMMISSIONER BURCH: I'm just trying to

1 identify her. I'm just trying to identify her.

2 COMMISSIONER BROWN: Yes.

3 COMMISSIONER DAVIS: Yes.

4 COMMISSIONER BURCH: Is this --

5 COMMISSIONER BURTON: Yes, yes, yes.

6 COMMISSIONER BURCH: That's all I'm trying to
7 get. That's not a problem.

8 COMMISSIONER BURTON: The motion is long
9 overdue. She deserves it.

10 CHAIRPERSON BELL: Let's move on, please.
11 District 1.

12 COMMISSIONER BROWN: Yes.

13 CHAIRPERSON BELL: District 2.

14 COMMISSIONER GRIFFIE: Yes.

15 CHAIRPERSON BELL: District 3.

16 COMMISSIONER BURCH: Yes.

17 CHAIRPERSON BELL: District 4, yes.

18 District 5.

19 COMMISSIONER BURTON: Yes.

20 CHAIRPERSON BELL: We're going to pass

21 District 6. District 7.

22 COMMISSIONER DAVIS: Yes.

23 CHAIRPERSON BELL: At-Large, Commissioner
24 Hernandez.

25 COMMISSIONER HERNANDEZ: Yes.

1 CHAIRPERSON BELL: Commissioner Jones.

2 COMMISSIONER JONES: Yes.

3 CHAIRPERSON BELL: Commissioner Holley.

4 COMMISSIONER HOLLEY: Yes.

5 CHAIRPERSON BELL: Vice Chair Holt.

6 VICE CHAIR HOLT: Yes.

7 CHAIRPERSON BELL: Thank you.

8 Ms. White.

9 MS. WHITE: Motion passed.

10 CHAIRPERSON BELL: The final rank will be
11 for --

12 VICE CHAIR HOLT: Through the Chair.

13 CHAIRPERSON BELL: Yes.

14 VICE CHAIR HOLT: I move that the board
15 approve Chief of Police James Craig's recommendation to
16 promote Lieutenant Robert Mitchell to the rank of
17 captain.

18 COMMISSIONER BROWN: Second.

19 CHAIRPERSON BELL: It's been properly moved
20 and second. Discussion?

21 Roll call. District 1.

22 COMMISSIONER BROWN: Yes.

23 CHAIRPERSON BELL: District 2.

24 COMMISSIONER GRIFFIE: Yes.

25 CHAIRPERSON BELL: District 3.

1 COMMISSIONER BURCH: Yes.

2 CHAIRPERSON BELL: District 4, Bell, yes.
3 District 5.

4 COMMISSIONER BURTON: Yes.

5 CHAIRPERSON BELL: District 6 we'll pass.
6 District 7.

7 COMMISSIONER DAVIS: No.

8 CHAIRPERSON BELL: At-Large, Commissioner
9 Hernandez.

10 COMMISSIONER HERNANDEZ: Yes.

11 CHAIRPERSON BELL: Commissioner Jones.

12 COMMISSIONER JONES: Yes.

13 CHAIRPERSON BELL: Commissioner Holley.

14 COMMISSIONER HOLLEY: Yes.

15 CHAIRPERSON BELL: Vice Chair Holt.

16 VICE CHAIR HOLT: Yes.

17 CHAIRPERSON BELL: Thank you.

18 MS. WHITE: Motion passed.

19 CHAIRPERSON BELL: Is there another promotion
20 there?

21 MS. WHITE: Yes.

22 CHAIRPERSON BELL: Thank you. For the rank
23 of captain?

24 VICE CHAIR HOLT: Correct. I move that the
25 board approve Chief of Police James E. Craig's

1 recommendation to promote Lieutenant Tonya Leonard
2 Gilbert to the rank of captain.

3 COMMISSIONER GRIFFIE: Support.

4 CHAIRPERSON BELL: It's been properly moved
5 and supported. Discussion?

6 District 1.

7 COMMISSIONER BROWN: Yes.

8 CHAIRPERSON BELL: District 2.

9 COMMISSIONER GRIFFIE: Yes.

10 CHAIRPERSON BELL: District 3.

11 COMMISSIONER BURCH: Yes.

12 CHAIRPERSON BELL: District 4, Bell, yes.

13 District 5.

14 COMMISSIONER BURTON: Yes.

15 CHAIRPERSON BELL: District 6 we'll pass.

16 District 7.

17 COMMISSIONER DAVIS: Yes.

18 CHAIRPERSON BELL: Thank you. At-Large,

19 Commissioner Hernandez.

20 COMMISSIONER HERNANDEZ: Yes.

21 CHAIRPERSON BELL: Commissioner Jones.

22 COMMISSIONER JONES: Yes.

23 CHAIRPERSON BELL: Commissioner Holley.

24 COMMISSIONER HOLLEY: Yes.

25 CHAIRPERSON BELL: Vice Chair Holt.

1 VICE CHAIR HOLT: Yes.

2 CHAIRPERSON BELL: Ms. White.

3 MS. WHITE: Motion passed.

4 CHAIRPERSON BELL: Thank you. Thank you,
5 commissioners. At this time I would like to --

6 COMMISSIONER HOLLEY: You've got two more.
7 You've got two more.

8 CHAIRPERSON BELL: Got two more?

9 MS. WHITE: No, that's it.

10 VICE CHAIR HOLT: No.

11 CHAIRPERSON BELL: We've got two captains,
12 that's it.

13 Ms. White, would you allow the newly promoted
14 -- I move that we move one by one for brief remarks.
15 Brief remarks.

16 MS. WHITE: Yes, sir. Staff is preparing to
17 unmute microphones for the newly promoted DPD
18 executives.

19 And, Assistant Chief Bettison, your
20 microphone is unmuted at this time.

21 A.C. BETTISON: Can everyone hear me?

22 VICE CHAIR HOLT: Yes, we can.

23 A.C. BETTISON: So I definitely want to thank
24 the board for your vote of confidence, thank Chief
25 Craig, thank the community, just, you know, thank the

1 command staff, because, you know, I'm standing on the
2 shoulders of just everyone, because, you know, it's all
3 team. My people have supported me tremendously. I
4 will continue to work hard, and this is just a
5 phenomenal experience just to have the vote of
6 confidence to be able to take on this great
7 responsibility. Of course, I tend to do it to the best
8 of my ability and dedicate myself even more so if
9 that's possible to the citizens of this city. Thank
10 you all.

11 COMMISSIONER JONES: Congratulations.

12 D.C. BLISS: Good afternoon.

13 VICE CHAIR HOLT: Good afternoon.

14 D.C. BLISS: Deputy Chief Mark Bliss.

15 I would like to thank Chief Craig, the Board
16 of Police Commissioners and the executive team for this
17 opportunity. It's truly a privilege and an honor.
18 Thank you again. And, Chief, I'm ready.

19 MS. WHITE: Thank you, Deputy Chief Bliss.

20 And also Commander Hope the staff is
21 preparing to unmute the microphone.

22 COMMANDER HOPE: Hello everyone. And I just
23 want to say thank you so much, first of all, to my
24 Chief, James E. Craig, and to our distinguished board.
25 It's really numbing. I'm so excited to be able to take

1 on this challenge. And I will continue to serve with
2 the utmost respect and dignity with everything that I
3 have in me. It is trying times now, and we know that
4 our leadership matters. And I just want to say thank
5 you so much for this vote and for this opportunity, and
6 I will continue to serve the city of Detroit until the
7 Lord has something else for me to do. Thank you so
8 much.

9 MS. WHITE: Captain Robert Mitchell. And we
10 are still locating him.

11 CHAIRPERSON BELL: I think the other captain
12 is ready to go.

13 MS. WHITE: Yes. Captain Gilbert.

14 CAPTAIN GILBERT: Good afternoon, Chairperson
15 Bell and honorable board, to my Chief, James E. Craig,
16 and my senior executive team. I am so humbled and
17 grateful. Thank you so much for this opportunity. I'm
18 very excited. I'm ready to get to work. I endeavor to
19 do my best to continue to make you proud and serve you
20 well and the residents of the city of Detroit. Thank
21 you.

22 MS. WHITE: We are still locating Captain
23 Mitchell at this time, Chairperson Bell.

24 CHAIRPERSON BELL: If not, we can -- when you
25 locate him and he's ready to speak, we can interrupt

1 the Chief if he don't mind.

2 But the next item will be Chief -- peaceful
3 interruption. The next speaker will be Chief of Police
4 report, James E. Craig.

5 Before that, I just want to commend all of
6 these promotees to their respective ranks. The
7 majority of them I know and have interact with you,
8 especially in the ranks of assistant chief and deputy
9 chief and commander. So I just want to wish you the
10 best and looking forward to working with you in the
11 near future. Thank you.

12 Chief Craig.

13 COMMISSIONER BROWN: Excuse me. Through the
14 Chair.

15 CHAIRPERSON BELL: Yes.

16 COMMISSIONER BROWN: Were we going to bring
17 Council President Jones on, because she wanted to speak
18 to this promotional process, or are we going to wait
19 until public comments?

20 CHAIRPERSON BELL: I think she said she
21 wanted to wait, if I heard her correctly on two
22 different occasions.

23 COMMISSIONER BROWN: Okay.

24 MS. WHITE: We can double-check, through the
25 Chair, honorable board. And then also we do have a

1 resolution for retiring Detective Paytra Williams
2 before the Chief of Police.

3 CHAIRPERSON BELL: Well, once again, Chief --
4 I guess I'm not reading my script here. Okay. I
5 apologize. I'm trying not to put it in my face here,
6 but Ms. White that's why she's there, to make sure we
7 stay on point.

8 Ms. White.

9 MS. WHITE: Yes. The resolution honoring
10 retiring Detective Paytra Williams, and that resolution
11 was also E-mailed to the honorable board. So that is
12 also in your packets and we're pulling that up on the
13 screen. And if we could please -- if staff could
14 please zoom in or expand it. Thank you.

15 CHAIRPERSON BELL: We have a volunteer for
16 the resolution?

17 VICE CHAIR HOLT: Yes, through the Chair.

18 CHAIRPERSON BELL: Yes, ma'am.

19 VICE CHAIR HOLT: Resolution honoring
20 Detective Paytra C. Williams.

21 "Whereas, Paytra C. Williams was appointed to
22 the Detroit Police Department on June 3, 1999. Upon
23 graduating from the Detroit Metropolitan Police
24 Academy, Officer Williams was assigned to the Housing
25 Support Division.

1 "And whereas, Officer Williams' assignments
2 with the Detroit Police Department included the
3 Headquarters Surveillance Unit, Internal Affairs, Chief
4 of Staff, Tactical Operations, Narcotics, Investigative
5 Operations, Narcotics again, Homicide.

6 "And, whereas, on August the 15, 2014 Officer
7 Williams was promoted to the rank of detective and was
8 reassigned to Homicide Unit where she served until her
9 retirement.

10 "And, Detective Williams was the deserving
11 recipient of the following awards. Perfect Attendance
12 Award, Ford Fireworks Celebration Ribbon, the Major
13 League Baseball All-Star Recognition Award, the Rosa
14 Parks Funeral Recognition Award, and the Superbowl 40
15 Recognition Award, in addition, to several accolades
16 from within the department and from other agencies and
17 citizens for her professionalism and expertise.

18 "And, whereas, Detective Williams has
19 tireless served the Detroit Police Department, the
20 citizens of Detroit and its neighboring communities for
21 21 plus years. Her professionalism, commitment to
22 public service, integrity and dedication has been a
23 credit to the Detroit Police Department.

24 "Now, therefore, be it resolved, that the
25 Detroit Board of Police, Commissioners speaking for the

1 citizens of Detroit and the Detroit Police Department,
2 awards this resolution in recognition of Detective
3 Paytra C. Williams' 21 years of dedicated and diligent
4 public service. Her professionalism, integrity and
5 lifelong commitment to the city of Detroit and its
6 citizens merit our highest regards. We thank and
7 congratulate you, Detective Paytra C. Williams."

8 Through the Chair, I move that we approve
9 this resolution in honor of Paytra C. Williams.

10 COMMISSIONER HOLLEY: Support.

11 COMMISSIONER BURCH: Second.

12 CHAIRPERSON BELL: It's been properly moved
13 and supported. Those in favor, yes.

14 COMMISSIONERS: Yes.

15 CHAIRPERSON BELL: Those opposed, no.

16 The motion carries. Thank you.

17 MS. WHITE: Chairperson Bell, Council
18 President Jones' microphone is unmuted at this time.

19 CHAIRPERSON BELL: She has the floor.

20 COUNCIL PRESIDENT JONES: Good afternoon, and
21 thank you for giving me this opportunity. Can you hear
22 me okay?

23 VICE CHAIR HOLT: Yes, we can, and good
24 afternoon.

25 COUNCIL PRESIDENT JONES: Thank you for

1 giving me this opportunity again. I'm going to be very
2 brief. I want to first of all congratulate all of the
3 officers, captains, detectives that have been promoted.
4 I am one that stands behind Detroit Police Department
5 I'm going to say 100 percent. I know that there's
6 sometimes one bad apple, but they're definitely more
7 good apples than bad apples in Detroit Police
8 Department. And so I just want to say thank you to all
9 of the men and women in blue for the Detroit Police
10 Department.

11 I want to say a great congratulations to
12 Assistant Chief Bettison. As I always say, I contact
13 Assistant Chief Bettison all of the time. I give Chief
14 Craig a break. When I should be calling Chief Craig, I
15 call Assistant Chief Bettison. And no matter what time
16 I call him he always responds. And so I just want to
17 say that I think that that was an awesome promotion. I
18 don't think the people of the city of Detroit will be
19 let down at all on that assistant chief promotion. I
20 am one that have not wanting anyone to leave, but have
21 been calling Deputy Chief Bettison assistant chief for
22 a while. And I have always told him speak what you
23 want and if that's what you want to be put it in the
24 atmosphere and speak it. And so he told me "you must
25 be a prophet," because I did speak it and I am so

1 happy.

2 And also I don't know everyone that was
3 promoted, but I definitely know Captain Hope that was
4 promoted to commander. And I want to just also say
5 that she also is one that is very deserving to be
6 promoted as well as Gilbert who is one that I know as
7 well that is one to be promoted. I don't know the
8 other one that was promoted, I do not think.

9 But I want to just say thank you for all of
10 your votes of confidence for the ones that you
11 promoted. Thank you, Chief Craig, for looking -- and
12 definitely any time you promote a woman I say bravo to
13 the women that are promoted and who are very deserving
14 to be promoted.

15 So thank you so much to the Board of Police
16 Commissioners for giving me this opportunity. Thank
17 you, Chief Craig. Thank you all for the work that you
18 all do, because as an elected official I know that it's
19 not always easy, but you continue to do what you do.
20 So thank you to the Board of Police Commissioners for
21 your hard work. Thank you, Chief Craig, for what you
22 do and thank you, Chair Bell and Vice Chair Holt, and
23 to the board secretary.

24 God bless all of you. God bless the city of
25 Detroit. And we will continue to fight the fights that

1 we have and when we fight together we win. And we
2 definitely will be hanging in with you. I can speak on
3 behalf of myself and my team will be hanging in with
4 you to fight the fights that we do. Thank you for the
5 great job that you all do on behalf of myself and Team
6 Jones. God bless all of you, and keep doing the good
7 job.

8 CHAIRPERSON BELL: Thank you, Council
9 President Jones.

10 CHIEF CRAIG: Thank you.

11 CHAIRPERSON BELL: And thank you for your
12 leadership in the city of Detroit.

13 Ms. White, do we have Councilman Spivey from
14 District 4 at this time?

15 MS. WHITE: Yes. Well, we do not have
16 Council Member Spivey. We have his representative, and
17 we are unmuting the microphone. And thank you so much
18 again, honorable board and DPD executives, for your
19 patience. We have been experiencing some internet
20 connectivity issues, but we are in the process of
21 identifying his representative for her to speak.

22 COMMISSIONER BURCH: Mr. Chair.

23 CHAIRPERSON BELL: Yes, ma'am.

24 COMMISSIONER BURCH: May I speak while we're
25 waiting for Mr. Spivey's representative?

1 CHAIRPERSON BELL: I'd rather you not. If
2 he's not coming on, we're going to move on to Chief
3 Craig.

4 MS. WHITE: Okay. The microphone should be
5 unmuted for Ms. McKinney to speak.

6 Okay. Chairperson Bell, we do not hear her
7 speak. So she may not have comments at this time.

8 CHAIRPERSON BELL: Okay. Chief Craig, thank
9 you for your patience.

10 CHIEF CRAIG: Thank you so much, honorable
11 chairman and board. Let me first just -- thanking all
12 of you. This is probably one of the more emotional
13 promotions. This is my favorite part of my job over
14 the last seven years being able to reward those who
15 have done such a phenomenal job, but this one has been
16 a little more emotional for me. A lot of thought went
17 into it.

18 First when we think of Assistant Chief -- and
19 I love the sound of that -- Assistant Chief Todd
20 Bettison. You know, he has done so much in supporting
21 me over my time. You know, clearly during these very
22 challenging times, over now in excess of a hundred
23 days, he's certainly played a key role in making sure
24 we were garnering and bridging that gap in the
25 community, which went a long way. And we talk about

1 the reason why Detroit didn't burn in large part is
2 because of our community, and we know that. I
3 recognize that. And so that's so, so important for me.

4 I'm go jump -- well, I'ma go right to Mark
5 Bliss. You know, D.C. Mark Bliss is another phenomenal
6 candidate, very quiet, unassuming, but I will tell you
7 this individual is a true professional. He gets the
8 job done. He's committed to his work, his profession.
9 And so for that I just simply say thank you.

10 I heard it mentioned by several on the board
11 that Commander Kyra Joy Hope -- where do I start? I
12 think it was said many times during this presentation
13 overdue, overdue. I thought we were protesting for a
14 minute, but in all seriousness it was overdue, well
15 overdue. I've watched Kyra -- and I had this
16 conversation with her when I told her the good news
17 about recommending her. I told her I've watch her, you
18 know, move up the ranks here in the DPD. I know
19 Chairman Bell will love me when I say this, but I was
20 sitting out on the west coast underneath a palm tree
21 watching Kyra move up, but I was moving up as well but
22 not as fast as she was. So I think I was a sergeant
23 when she made lieutenant, and eventually I made
24 lieutenant and I kept going. But my point is Kyra is
25 so committed to this city and this community, and so

1 I'm proud of her accomplishment.

2 When I think about Captain Robert Mitchell,
3 you know, another person unassuming, quiet, you may not
4 know him. When you think about critical incidents that
5 we've had to handle, specifically this year to date
6 we've handled 22 barricaded suspects. And, as you all
7 know, that's one of the most critical incidents that,
8 you know, a police department would be involved in.
9 Generally when SRT goes out to those incidents we're
10 dealing with a armed and dangerous suspect. And when
11 you break it down further probably 60 percent of the
12 individuals we're dealing with are suffering from some
13 form of mental illness or they're distraught over --
14 through a domestic incident. So these are very
15 delicate. You may all remember when I reported out
16 late last year in November that we had a three-day
17 standoff with a suspect who was barricaded. And so
18 when you think about the leadership of Robert Mitchell,
19 the calm, the cool, the patience, he's just an amazing
20 DPD professional. And I just wish he could be here or
21 maybe we'll get word back.

22 And then lastly, but certainly not least,
23 when we think about Captain Leonard-Gilbert, phenomenal
24 professional. You'll be getting a report very soon.
25 I'm very excited of the next evolution of how we

1 continue to bridge and build relationships in our
2 community. She's leading our procedural justice and
3 police legitimacy. It's a big deal. It's kind of one
4 of a kind, but she's also going to -- we call it the
5 inside out, meaning outside of the department she's
6 going to be driving our work with procedural justice.
7 Inside the department she's going to be driving our
8 peer support functions, all the things we do to support
9 the men and women of the department.

10 So again, I just have to say that your
11 unanimous support to the board is really a vote of
12 confidence in this Chief as well as my executive
13 partners, Chief Stair and Chief Levalley. And so again
14 I just want to do give you a big thank you.

15 I want to also thank Council President for
16 her voice of support, not only for, you know, this
17 department, but also for those who were promoted,
18 particularly Assistant Chief Bettison and Commander Joy
19 Hope. It means a lot. It just reinforces that these
20 individuals are the people that are out in our
21 communities doing the great work. So I'll end on that
22 as it relates to the acknowledgment and go right into
23 my briefing.

24 So as far as crime goes we're still -- like
25 most large cities in America, we're still challenged

1 with being up in violent crime. We're up 11 percent in
2 overall violent crime, but as it relates to property
3 crime we're down 22 percent. And so our Part 1 crime,
4 which includes both violent and property, we're
5 actually down 12 percent. So that's the bright light
6 in everything, but we're still working very hard to
7 abate violence. Certainly our officers are out doing
8 great work. We're averaging still roughly a hundred
9 CCW arrests a week. So we're focusing on the
10 individuals who could be driving a lot of the violence.

11 And so I just got to give a hearty thank you
12 to the supervisors, managers and the police officers
13 who are out there despite the challenging environment
14 that we're working in today. They go out and they get
15 it done.

16 Our overall response time is starting to
17 climb. We were up for a minute because of our increase
18 in priority 1 runs. For this past week we were roughly
19 13 minutes. So that's good news.

20 We had a busy weekend, 17 shooting victims.
21 Of that number, 17 were nonfatal and four were fatal.
22 So as I indicated, that's something that we're still
23 aggressively working on.

24 You know, when I look at -- I just add this
25 as a side note. When you look at New York's increase

1 in nonfatal shootings, they are up 155 percent
2 year-to-date. It's just unbelievable. And some of
3 these other cities who touted significant reductions
4 are now seeing significant increases. So, you know, as
5 it was said, I think the Council President touched on
6 the fact that, you know, when I look at everything
7 that's going on, Detroit really is winning. We are
8 winning and we're going to continue to win. And so
9 that's the end of my crime report.

10 The other thing I wanted to address, because
11 I know it was part of entry, is this letter that was
12 crafted by U.S. Representative Rashida Tlaib, and I
13 just want to touch on a few things. I know we're in
14 the midst of a lawsuit, but I think in the interest of
15 transparency they're a few things that I can say.

16 As I pointed out, we're now in excess of 100
17 days, or 15 weeks, of managing protests almost nightly.
18 Of course, there have been -- of those excessive 100
19 days, there have been instance where we've had to use
20 force. I can tell you preliminarily, because some of
21 the investigations are still continuing. And I'm going
22 to ask Chris Graveline to step up and give a more
23 detailed report in a moment, but we take all complaints
24 seriously. Whether we were under attack, which we have
25 been, property being destroyed, and the most recent

1 uprising as our officers were making arrests to prevent
2 Detroit from becoming a Seattle-like crime zone. As we
3 made those arrests, 44 were arrested, there was some
4 force that was used.

5 But leading up to the actual force was the
6 fact that some of the protestors, we don't know how
7 many, were armed with these green lasers. I might have
8 mentioned it in past weeks. That's a very dangerous
9 device, particularly if you point it at a helicopter
10 and a pilot. It could be a tragedy. Certainly
11 pointing it in a officer's face certainly it can be
12 tragic. We know what happened to the federal agents
13 out in Portland or Seattle, one of the cities, where
14 the protesters were armed with these tasers (sic).

15 And I really need to make the distinction,
16 because we've had many more days of peaceful
17 protesting. And I certainly don't want to loop
18 protesters in with those who have actually committed
19 crimes. Very different distinction. So I'll just
20 refer to those who have engaged in throwing spikes,
21 bottles, bricks, deploying these lasers, damaging
22 police cars --

23 MS. DWYER: What about your police brutally
24 beating someone who was restrained? You need to
25 resign. Go on fucking ...

1 CHIEF CRAIG: Wow, okay. Continuing. And so
2 one of the narratives -- and you heard some of it just
3 through this tirade, what you heard is this very strong
4 desire to change the narrative. I think when I look at
5 the letter the one things that jumps out, and I'll
6 certainly be more than happy to take any of questions
7 from any of the commissioners, but in paragraph 3 it
8 starts out something like this. "The lack of
9 accountability and the urgency to investigate claims of
10 excessive force, constitutional violations, coupled
11 with a dismissive attitude of the movement for racial
12 justice has eroded public trust in community
13 relationships."

14 I reject that statement vehemently, and I'll
15 give you a few examples. For starters, we know the two
16 highly publicized excessive force incidents that
17 occurred within the last couple of years. One involved
18 a officer working secondary employment at a Meijer's.
19 He was fired by this Chief.

20 The second was a on-duty Special Operations
21 officer out of the Fifth Precinct who engaged in
22 excessive force at a gas station. He was fired.

23 And then lastly and most recent, and
24 particularly pointing to these protests, when this
25 department became aware of a horrendous act of force.

1 This is where an officer allegedly deployed less than
2 lethal on a group of journalists who were walking in a
3 small group. They weren't offering -- at least from
4 what we saw, they weren't offering any kind of
5 resistance, and the officer made the bad decision to
6 deploy less than lethal. He was immediately suspended.
7 An investigation was launched. And at the conclusion
8 of that investigation it was presented to the Wayne
9 County Prosecutor who, as you now know, issued at least
10 three felony counts against this officer. He is now,
11 on your approval, in a suspended without pay status.

12 I only bring those three up to reinforce that
13 I've always taken ...

14 (Interruption)

15 VICE CHAIR HOLT: We can hear you, Chair
16 Bell.

17 CHAIRPERSON BELL: I hear you.

18 VICE CHAIR HOLT: Thank you.

19 CHIEF CRAIG: Continuing along this line,
20 I've always taken these matters serious, even though we
21 know that there were aggressive acts directed at our
22 officers. We don't care where the complaint comes
23 from. We take it, we investigate it. And I know the
24 posture of your investigative energy feels the same
25 way.

1 But what I want to do before I open it up for
2 questions, I know that Chris Graveline is in the
3 audience. If he can kind of give a brief overview of
4 the number of complaints we've taken in. I've already
5 talked about the one officer that was charged and where
6 we're at and what are some of the challenges we're
7 facing.

8 Chris.

9 MR. GRAVELINE: Yes, sir. Thank you.

10 Through the Chair, honorable board. So to
11 date we are -- DPD's IA is currently investigating 32
12 different incidents of force used during those six
13 dates that Chief mentioned. Of those 32 incidents,
14 that includes 38 complainants. Of those 32 incidents,
15 19 of those investigations were self-initiated. DPD
16 identified either through items that was seen on social
17 media or other video and we self-initiated. Of those
18 32, another ten of which were forwarded to us by Office
19 of the Chief Investigator.

20 The challenges that we're facing of the 32
21 incidents, ten of the complainants are unknown
22 complainants. We have the video, but we don't know who
23 the complainants are. It is difficult to interview
24 and/or ascertain who those people are. Another seven
25 incidents the complainants have been identified, but

1 have been noncooperative, have not been interested in
2 being interviewed by the Detroit Police Department.
3 And then an additional six, which just were opened up
4 after the evening of August 22nd, are still in the
5 preliminary phase, and we're still trying to identify
6 those complainants.

7 So those are the challenges that we're facing
8 in terms of investigation. So far we have found one
9 sustained misconduct for malicious destruction of
10 property. However, we weren't able to identify the
11 officer who actually committed it, but we have taken
12 steps to reimburse the individual who had damage to
13 their vehicle.

14 As Chief mentioned, there was one criminally
15 charged. There have been two investigations that have
16 ended in exoneration, one ending as being unfounded,
17 one complainant withdrew their complaint, and there's
18 six currently that have ended the investigative phase
19 but are still under review by the Internal Affairs
20 management team.

21 That's a brief on where we stand with our
22 protest investigations, subject to any questions.

23 CHIEF CRAIG: And I will just continue on
24 before we open it up. And so I just want to say again
25 and reinforce, and I hope that each of the

1 commissioners can appreciate this, I take this very
2 seriously. We don't ever shy away from initiating
3 complaints. And certainly if an officer does something
4 wrong we're certainly not shy about being public about
5 it and taking swift and appropriate action, which we
6 have done. It doesn't mean we're going to always agree
7 on outcomes, but I think by and large the community has
8 spoken. They appreciate the level of transparency.

9 But I think, as I move away from this topic,
10 I find it so interesting by some of the protesters that
11 have called for my resignation, and also the U.S.
12 representative who is questioning my dismissiveness, if
13 you will, that there's never been a call to investigate
14 and hold accountable those individuals who damage city
15 property, those individuals who have attacked,
16 unprovoked attacks on our police officers. I find that
17 so troubling.

18 And that's what we deal with in today's
19 environment. It's not just isolated to Detroit. This
20 has been going on across this nation. Demands are
21 made, just like the resignation demand as of
22 Mr. Floyd's certainly horrible death, 27 police chiefs
23 across this country have either resigned or retired,
24 and in part because of demands.

25 And then lastly before we open up for

1 questions, I just want to acknowledge First Assistant
2 Chief Stair, to her and her team to her commitment
3 through this very challenging time to keep our academy
4 classes full. It is just nothing short of amazing that
5 we can get 35, and we might even get 40 in this next
6 class. And so to be able to continue to recruit in
7 today's environment, nothing short of a miracle.

8 And so with that I will turn it over for any
9 questions you might have.

10 COMMISSIONER BROWN: Mr. Chairman.

11 CHAIRPERSON BELL: Thank you.

12 Commissioners, this is the ground rules.
13 We're going to give every commissioner one question
14 until we cover all the commissioners, and then if
15 there's a second opportunity we will entertain that. I
16 would hope that if you have a question pose the
17 question and don't editorialize. The floor is open.

18 COMMISSIONER BROWN: Mr. Chairman.

19 CHAIRPERSON BELL: Yes, sir.

20 COMMISSIONER BROWN: I do have a couple
21 questions, and I'll adhere to your rule, but one is
22 just a statement that I would like to just note. I
23 always thank the Chief and the men and women of the
24 Detroit Police Department for what they're doing and
25 being out there every day for us. It's a tremendous

1 task, and I've seen a lot of things out there. And I'm
2 planning on going out the weekend to be with them.

3 But, Chief, as we always talk about the
4 mental health of our officers, I just was in front of a
5 program that Chicago PD is rolling out to use to flag
6 officers who need some type of intervention. And I was
7 just wondering if you are familiar with that program
8 that's starting, and do you think it's something we
9 need to start here in Detroit, flagging off if they
10 need intervention, whether it's going on the brink of
11 doing rogue things or have suicidal tendencies and
12 things like that?

13 And I guess looking at some of the data that
14 they were using in the program it really addressed the
15 need for just trying to, you know, identify officers
16 that may be on the bubble -- so I'll use that word --
17 on having some type of mental breakdown. I just
18 wondered if you knew about that program and do you
19 think it's something we can investigate and bring to
20 Detroit?

21 CHIEF CRAIG: Through the Chair.
22 Commissioner, thank you. That is something that's very
23 high priority with me. It has been for many years now.
24 By way of example, we have a system in place. Many of
25 you have heard us talk about MAS, Management Awareness

1 System. Part of that system is designed is so you can
2 see trends and patterns that might be emerging
3 involving an officer so that we can take proactive
4 steps.

5 Secondly, as you know, any time an officer is
6 involved in a critical incident, whether it's a
7 shooting or some other incident, you've heard me talk
8 about the fact that we launch peer support here in
9 Detroit, because I went to a call where several little
10 children were wrapped in cellophane, dead for about a
11 year. And when the officers came out from that
12 apartment it was clear that they were extremely
13 traumatized. And I instinctively asked, "Well, we've
14 got to get peer support here." And they said, "Well,
15 what's that?"

16 And so it was from that the birth of peer
17 support. This is why we're so excited about the work
18 that Captain Leonard-Gilbert will do, because one of
19 the things she's charged with is managing that function
20 and really taking it to the next level. This peer
21 support function was embraced immediately here in the
22 Detroit Police Department. There's so many people that
23 I can thank, both the unions and certainly those who
24 have volunteered early on to do this work. It has gone
25 such a long way. In fact, other police departments are

1 reaching out to us, because they want to know how we're
2 doing it. And then we've also offered our services to
3 agencies outside of Detroit. Like when Toledo just
4 recently lost their officer we offered our services.

5 But to the commissioner's direct question,
6 I'm sure that the captain will take a look at it and
7 see if it can take us and enhance us -- take us to the
8 next level. We're more than willing to do it. It's so
9 important, the mental wellness. And then lastly, our
10 DPD fit program is also a part of that.

11 COMMISSIONER JONES: Through the Chair.

12 COMMISSIONER BURCH: Mr. Chair.

13 CHAIRPERSON BELL: Commissioner --

14 COMMISSIONER JONES: Commissioner Jones.

15 CHAIRPERSON BELL: Commissioner Jones, go
16 ahead, and then Commissioner Burch.

17 Jones.

18 COMMISSIONER JONES: Good afternoon, Chief.
19 Sir, first of all, I definitely want to thank you and
20 your leadership throughout the different crises that
21 we've had in the city of Detroit. Of course, 2020 has
22 been a year like we've never experienced before. So
23 I'd like to definitely thank you, Detroit Police
24 Department, and also Assistant Chief Bettison for his
25 leadership throughout this crisis.

1 What I wanted to ask is with regards to the
2 protesters is that do you think it would be beneficial
3 if say the protesters filed what would be called say a
4 flight plan, if you will, just as a pilot has to file a
5 flight plan with the aviation? If they were to file a
6 plan that would suggest the route that they would take,
7 the length of time that they would be on that route and
8 return back to a base location so that possibly with
9 the escorts that they are receiving by Detroit Police
10 Department who are there to help to keep them safe
11 while they're protesting and make their voices heard.
12 Do you think it would be beneficial for the police
13 department and for the protesters if there was a
14 dedicated plan before they went out on a protest?

15 CHIEF CRAIG: Through the Chair.
16 Commissioner Jones, it's a noble idea, and I've got to
17 tell you if we could get something like that in place
18 it certainly would make our jobs a lot easier.
19 Unfortunately, we're not dealing with your typical
20 protesters. We're dealing with a very different group
21 who are embedded --

22 I'll give you one example. One of our roles
23 has been over this hundred plus days is to make sure
24 that we keep our protesters safe. They may not agree
25 with it, but factually that's one of our primary duties

1 when they're protesting, protect them from traffic,
2 protect them from counter-protestors. We've seen some
3 of the tragedies that have happened as of late in other
4 major cities when the counter-groups come out and begin
5 to become violent with the protesters. We don't want
6 that to happen. So that's a big part of what we do.

7 On that given day when our police cars were
8 surrounded in the Fourth Precinct, our officers thought
9 for the safety of the protesters that they would
10 redirect the protestors away from Dix I believe it was,
11 and somebody may have to help me, and reroute them on a
12 less vehicular traveled road. When that happened, some
13 in the group became extremely agitated. They felt we
14 were trying to control, censor them by directing them
15 in another direction.

16 And so in the past when we've done stuff to
17 kind of redirect and guide it just doesn't work. Their
18 plans or their routes they keep very close. They have
19 pre-meetings. They talk about what they plan to do.
20 We're in the vicinity. We're certainly not in
21 attendance to those meetings. Frankly, they really
22 don't want us to know.

23 And so while I think your idea is a great
24 one, and in years past, and I know Todd will attest to
25 this, that we've had the kind of relationships with

1 other groups, that they would communicate what they
2 wanted to do.

3 One thing that I haven't said much of, in
4 years past marchers weren't allowed to march in the
5 street. If it was a large group, we might give a
6 couple of lanes of traffic, but we've also got to
7 consider the impact that it has to our residents.

8 And so throughout this hundred plus days
9 we've been very generous. They take over entire
10 streets. This is what has enraged so many Detroiters,
11 the inconvenience that this has caused, but they don't
12 care. And, if we tried to say, look, how about we give
13 you two lanes of traffic so we can keep this road open,
14 it would be resistance.

15 And so I appreciate it, but that's kind of
16 what we're dealing with today.

17 CHAIRPERSON BELL: Commissioner Burch.

18 COMMISSIONER BURCH: Thank you, Commissioner
19 Bell.

20 To the Chief, I just want to first say about
21 D.C. Bettison's promotion and also Miss Hope, that if
22 some of her duties will be as a neighborhood liaison,
23 and will Chief Bettison now be able to work in the
24 neighborhood as before, because he is such a valuable
25 asset?

1 And the other part of the question, if we
2 could speak off the air, I'm speaking about you and
3 myself, if we could speak about the statement that you
4 made to -- I think you pulled over, or one of the
5 officers pulled over a speeder and you said, "Next time
6 I'm go take your car and I'm go turn it into a police
7 car." So I'd like to speak to you more about what you
8 said.

9 And, Chief Craig, the media is not very
10 positive toward the Detroit Police Department. I know
11 you know that, but I'd like to hear more about the
12 duties of the new D.C. Hope, if you'd be so kind.

13 CHIEF CRAIG: Through the Chair.

14 Commissioner, we put a lot of consideration
15 on where people work. Certainly Todd has worked very
16 hard on relationships. We are in the process of
17 restructuring. And I can tell you briefly what that
18 will look like. Assistant Chief Bettison will have the
19 police stations, if you will, the precincts, that side
20 of the house. The reason why that was important,
21 that's where the NPOs are located. He is going to
22 continue to have his touch directly with the community.

23 One of the things I thought about, I didn't
24 want to replace D.C. Bettison with a deputy chief doing
25 what he did. So the thought was to bring in a

1 commander. That would be Kyra Hope. She will
2 certainly be a direct report to A.C. Bettison to do
3 just what you said.

4 And since I am transparent, I probably did
5 say that we were going to take someone's car and turn
6 it into a police vehicle if they were endangering the
7 public. As you know, we've been fighting this fight
8 for a while involving this illegal drag racing and
9 drifting.

10 I want to acknowledge Deputy Chief Fitzgerald
11 for his leadership, certainly Elaine Bryant for her
12 leadership in really dealing with this issue. You
13 know, we had so many complaints of reckless driving in
14 this city that we knew we needed to do something.

15 So despite managing protests every night, we
16 have now -- we finished managing of protests and we
17 roll right into managing these drifting and drag racing
18 activities, which by the way is not isolated to one
19 location. They move around the city, they change their
20 hours. It's gotten so bad that they would wait until
21 we got off at two o'clock, then they'd start the racing
22 and drifting. So we had to change our hours to keep up
23 with them.

24 And now I can honestly say we are having a
25 positive impact on eradicating that type of activity.

1 But if you're going to endanger people's lives -- and
2 I've got to tell you, some of the injuries that have
3 been caused by some of this reckless behavior. And, if
4 we address the person responsible, we impound and
5 forfeit their car, oh, yes, that car should become a
6 police car as a reminder, as a reminder, this won't be
7 tolerated in the city of Detroit. You're not going to
8 take over freeways, you're not going to continue to do
9 this.

10 So again, to those deputy chiefs and their
11 teams, public praise for now starting to make a
12 difference.

13 COMMISSIONER BURTON: Through the Chair.

14 CHAIRPERSON BELL: Commissioner Burton.

15 COMMISSIONER BURTON: Hi. Question for the
16 Chief. You know, as we take a look at COVID and we
17 take a look at the uptick in crimes due to COVID, we
18 know that a lot of families out here in the city of
19 Detroit are still grieving, and a lot of families are
20 not taught how to grieve. Are we as a city looking any
21 closer to when it comes to like mental health working
22 with the community in relations to how to spot someone,
23 you know, that may have a mental health challenge, what
24 signs to look out for, you know, as far as educating
25 our community?

1 CHIEF CRAIG: Through the Chair.
2 Commissioner Burton, what a great point. I would ask
3 if you're willing to work with us. We're embarking
4 on -- and this is really a Mayor-led issue. I've been
5 screaming at the top of my lungs almost since I've been
6 here about the broken mental health system. What's
7 criminal to me is that when you talk to the sheriff,
8 Benny Napoleon, and many sheriffs across this country
9 anywhere between 70 to 80 percent of his inmate
10 population is suffering from some form of mental
11 illness. Translation to that means that these are
12 individuals who have committed crimes and they're not
13 getting treatment. They get out, commit more crimes,
14 and it's just a horrible cycle.

15 And I think from a crime reduction, I think
16 if we can play a role in making sure these individuals
17 get the help they need we will start to save lives and
18 really have an impact on reducing violence in our city,
19 and all these other cities across America.

20 So I'm optimistic. We've been talking a lot
21 about this lately. I'll give you a perfect case, that
22 tragic situation involving a young man who we recently
23 shot fatally who was armed with a couple of knives and
24 a sword. That individual, what we found out after the
25 fact, weeks before his encounter with us that fateful

1 day he was a barricaded suspect. A call came out.
2 Officers responded to a man with a gun who had
3 threatened a neighbor. We got the call. We surrounded
4 the location we believed he was. And we get there and
5 at some point he's able to get out of the house and get
6 away. We arrested him probably within hours of that
7 call.

8 But here's the sad story. So we arrest him.
9 We don't take him to jail. We take him to the crisis
10 center. We take him into the crisis center so he can
11 get some help. He was released. And there is no way
12 -- I'm not a clinician, but I know enough about dealing
13 with the mentally ill. If you're not properly treated
14 and you reintroduce someone back into the community,
15 they're going to do what? They're going to commit
16 violence. And so unfortunately this is what happened.
17 This individual was released from the crisis center and
18 then we had encountered him weeks after that.

19 So that's a tragic story, and I use that
20 story to illustrate the importance of what we need to
21 be doing.

22 So I would invite you, Commissioner, if you
23 want to be involved with us, with Assistant Chief
24 Bettison, and really driving a strategy that may have a
25 profound impact in our city.

1 COMMISSIONER BURTON: I'll be honored, Chief.
2 Thank you.

3 CHIEF CRAIG: Thank you.

4 COMMISSIONER BURCH: Through the Chair.

5 VICE CHAIR HOLT: Through the Chair.

6 CHAIRPERSON BELL: Commissioner Holt.

7 VICE CHAIR HOLT: I lean my time to -- or my
8 position to Commissioner Holley, please.

9 CHAIRPERSON BELL: Commissioner Holley.

10 COMMISSIONER HOLLEY: Thank you,
11 Commissioner. And to the Chairman, to the Chief, my
12 concern is if the court is ruling -- if we're the
13 oversight and the court is ruling instead of us, if
14 common people and other people are basically having
15 some impact in terms of oversight, we have a -- by the
16 charter we are the oversight. There is a procedure for
17 everything here.

18 So my concern is, Chief, are you concerned
19 that with the ruling from the court and these other
20 letters that basically -- going to court that basically
21 bypassing the commissioner, the Board of Commissioners,
22 because it seems like that we're being ignored here
23 when it's a process here?

24 CHIEF CRAIG: Through the Chair.

25 COMMISSIONER HOLLEY: Am I making sense?

1 CHIEF CRAIG: Through the Chair. Yes,
2 Commissioner Holley, you are making sense. In fact, I
3 think Commissioner -- I mean, Chairperson Bell, I
4 couldn't have said it better really basically laid it
5 out very succinctly. Hey, U.S. representative, how
6 about you come and meet with us and understand what we
7 do each and every week. Why don't you come and see
8 what the police department is doing.

9 So I applaud Chairman Bell for not only his
10 courage, tenacity and really just calling it like it
11 is. I think that, you know, court certainly can make
12 decisions. I've made public statements that this
13 changes nothing. I do have some concerns with it, but
14 all in all the court's rule that if protesters are
15 peaceful then you can't use force. And I have publicly
16 said I agree with that, but when you start throwing
17 railroad spikes, boulders and bottles, and the beat
18 goes on, that's a problem.

19 But I agree that there should have been some
20 consultation. I think that the U.S. representative
21 should have met with this board and sought advice.
22 I'll say it again, sought advice and understanding on
23 what's going on, and I think that would have brought
24 clarity. And so, at any rate, I do agree.

25 VICE CHAIR HOLT: Through the Chair.

1 CHAIRPERSON BELL: Yes, ma'am. And then
2 Davis.

3 VICE CHAIR HOLT: Okay. Thank you, Chair,
4 and, Chief Craig, for your continued support of DPD and
5 the Board of Police and, of course, your position as
6 Chief of the police.

7 Mental health. Monies from the 2020 census
8 would uplift the mental health system in all cities, in
9 all states, fact one.

10 Chief Craig, I think you were seeking a
11 social worker. How well is that process going?

12 CHIEF CRAIG: Through the Chair. We're in
13 the process of doing a number of things. It's a little
14 premature. As I indicated, the Mayor has dedicated
15 some of his executive-level staff to work with the
16 department in creating a process that would really take
17 us out, or at least assist in a nonenforcement way when
18 we encounter a person suffering from mental illness who
19 is not violent.

20 I would rather we not be involved in a
21 nonviolent situation relative to the mentally ill. It
22 does become a police matter when a person is using
23 violence, threaten violence, and there have been so
24 many examples of that.

25 And so it was said best, the Wayne County

1 Mental Health Authority has a budget of about I guess
2 it's 600 million. Our budget is about half that. I
3 don't know. I think when you talk about defunding the
4 police and moving funding to address some of those
5 social programs, I think those social programs need to
6 be addressed. But I think by and large Detroiters they
7 don't want less police. They really do want more
8 police, but I do think those programs that they speak
9 on, particularly mental health, we need to do better.
10 Again, that authority has a budget that's double ours,
11 which is a big deal.

12 VICE CHAIR HOLT: Thank you.

13 CHAIRPERSON BELL: Commissioner Davis.

14 COMMISSIONER DAVIS: Yes, Chief. I know that
15 actually the number of protests in Detroit has been
16 quite, you know, done peaceful. And the vast majority
17 of them have been peaceful and hopefully will continue
18 to be peaceful, but -- and I know I'm still waiting to
19 get more information as relates to the legal observers
20 and the journalists that may have been injured. But I
21 think you should probably also give us a little bit
22 more information as relates to officers that have been
23 injured.

24 CHIEF CRAIG: Through the Chair. They're a
25 couple officers that I'm aware of. One most notable

1 was a captain that might have been on day two. You
2 know, day one, two and three were three days where we
3 were met with aggressiveness. That was a day where I
4 think a total -- I think we had a total of seven police
5 cruisers that were destroyed and -- but on that same
6 day two Captain Cox was struck in the head with a
7 boulder. And he was transported to a local hospital,
8 treated and released. And there have been some other
9 minor injuries, but there have been some. Because at
10 any time you get into a force situation there is always
11 going to be a great likelihood of some type of injury.

12 COMMISSIONER DAVIS: Okay. I was wondering,
13 because I had seen something on Facebook about a female
14 captain was hit, and I didn't think that had happened.

15 CHIEF CRAIG: Yeah. It was a male captain.

16 COMMISSIONER DAVIS: Okay.

17 CHIEF CRAIG: He's the only captain that I'm
18 aware of. Yeah, that's the only one.

19 CHAIRPERSON BELL: Commissioners?

20 If not, I want to thank Chief Craig --

21 CHIEF CRAIG: Thank you.

22 CHAIRPERSON BELL: -- for your attendance and
23 reporting out as always.

24 COMMISSIONER BROWN: Mr. Chairman.

25 CHAIRPERSON BELL: Commissioner Brown, go

1 ahead.

2 COMMISSIONER BROWN: Yeah. I had just
3 another piece I wanted to --

4 CHAIRPERSON BELL: Yes, sir. You've got it.

5 COMMISSIONER BROWN: Yeah. Chief Craig, I
6 know that we're doing a lot with the protesters, and
7 some of the videos are very horrific, but I understand
8 what's going on.

9 But in response to the letter that was
10 written, I was a little disappointed and I'm in
11 agreeance with the Chair and you about the state
12 representatives coming to the board to speak with us to
13 talk about it before they put a letter out there. But
14 let's not forget that there was some City Council
15 members' names that was on that letter also. And the
16 problem is that it is the age-old problem that they are
17 always trying to undermine and manipulate and
18 disrespect the board and usurp our authority, just as
19 the case and the point when they came and granted the
20 money for the virtual crime center without talking to
21 this board.

22 So the other part about it is I think there
23 would have been more just for the fact if they have a
24 problem with the investigation, which I don't too much
25 have a problem with them.

1 You know, Governor Cuomo instituted Executive
2 Order 147 where any of the shootings or anything like
3 that of unarmed citizens are automatically investigated
4 by the State Attorney General. That could have been a
5 route they could have gone to try to get something like
6 that done. But I just really think that writing a
7 letter, making a statement like that, was a slam at
8 this board and very disrespectful to us without coming
9 to talk with us at all or just sitting down having a
10 meeting about it to see where everything is going, you
11 know. And I just -- I just applauded, you know, the
12 board for our work that we're doing. And we're really
13 and willing and able to talk to them about it.

14 But I would urge the rest of the
15 commissioners to be in a position to go out there and
16 do these things for yourself and you can see first
17 handedly what's going on out there. And that's what I
18 wanted to really just make that statement on, Chief.

19 CHIEF CRAIG: Thank you.

20 COMMISSIONER JONES: Through the Chair.

21 CHAIRPERSON BELL: Commissioner Jones.

22 COMMISSIONER JONES: I just had one quick
23 piece I wanted to add. I was having some technical
24 problems over here with my internet connection, and I
25 was not able to cast a vote in support of the promotion

1 for officer -- Deputy Chief Bettison to Assistant
2 Chief. And I wanted to make sure that I cast my vote,
3 and it was a yay vote.

4 CHAIRPERSON BELL: Ms. White, make sure the
5 record reflects Commissioner Jones' vote for yes.
6 Thank you.

7 So, therefore, we're going to wrap it up with
8 Chief Craig. As always, continue to work. We are
9 praying for you and the department. And I know it's a
10 task, but we stand with you. It's about
11 accountability, and you're about accountability, so ...

12 CHIEF CRAIG: That's true.

13 CHAIRPERSON BELL: Thank you, Chief.

14 CHIEF CRAIG: Thank you, Mr. Chair. Thank
15 you. Appreciate you all. Thanks.

16 CHAIRPERSON BELL: Thank you.

17 COMMISSIONER JONES: Thank you.

18 CHIEF CRAIG: Thanks.

19 CHAIRPERSON BELL: Now we'll move on to the
20 next item would be HR resources' report, and we have
21 Lieutenant James Coles reporting out.

22 Lieutenant Coles.

23 LIEUTENANT COLES: Good afternoon, honorable
24 board, Chief Craig, First Assistant Chief Stair and
25 executive board.

1 I did want to first say thank you to the
2 Chief for his kind words on behalf of police recruiting
3 and field recruiting.

4 CHAIRPERSON BELL: Yes, sir.

5 LIEUTENANT COLES: We are doing as good a job
6 as we can to make sure that we put the numbers into the
7 academy on a monthly basis. So we're going to keep
8 working hard for you all and try to get as many people
9 as we can in, especially Detroiters.

10 So this monthly report is provided as a
11 summary of our activities for the month of August 2020.
12 Also provided are documents which contain more detailed
13 information with respect to staffing, hiring and
14 manpower by race and sex, specifically for sworn
15 members.

16 So for our employment the current
17 department's staffing for sworn positions we have
18 positions filled was 2,586, positions vacant was 86.
19 For our civilians, positions filled was 585 and the
20 positions vacant are 158. For sworn recruiting for the
21 month of August the total applicants that we had was
22 875. The number in progress -- I'm sorry, in process
23 is 29. The number that we have hired 21, and that's 21
24 that applied at that time. And lack of interest was
25 40, temporarily disqualified was 360, permanently

1 disqualified was 96. And the number awaiting MCOLES is
2 329.

3 For the written and agility examinations for
4 the month of August 2020, for the written exam we've
5 had 124 people who were scheduled, 80 people actually
6 appeared, 60 of those people passed and 20 failed. We
7 have four who rescheduled, and we didn't have anyone
8 withdraw at that time. We had 40 no-shows. For our
9 physical agility test we had 173 people scheduled, 112
10 actually appeared, 70 passed, 42 failed. We had 20
11 people reschedule and 41 people failed to show. For
12 our academy, we did have a graduation from the academy
13 for that month of 30 candidates to police officers.

14 Total new hires that we had for August 2020
15 for sworn was 35, civilian is 15, for a total number of
16 45 -- excuse me, of 50. For Detroit residencies, for
17 people who actually work with the city and live in
18 Detroit for sworn we have a total of 573, for civilians
19 it's 338, police assistants 31.

20 Our attrition numbers for August 2020, sworn
21 we had 22 people leave, civilians was 10, no police
22 assistants. Our total attrition number was 32.

23 Leave of absence and restricted duties, for
24 our sworn FMLA continuous is 28, FMLA intermediate was
25 124, on medical leave we have one, we have three out on

1 military, we have 139 restricted, 63 are disabled and
2 12 are sick.

3 Our sworn personnel suspensions, as far as
4 suspensions we have 13 police officers who are
5 suspended. Our monthly separations for police officers
6 there's 17, for sergeants there's two, lieutenants is
7 one and detectives is two for a total of 22. And then
8 in the DROP program we have a total of 543 individuals.

9 That's going to conclude my report.

10 CHAIRPERSON BELL: Thank you, Lieutenant
11 Coles. We're going to follow the same format, and if
12 we have to do a second round we'll do a second round,
13 but we will do one question per commissioner. As I
14 stated, if we have to do a second round for a second
15 question, we can entertain that.

16 Commissioners, you have the floor.

17 COMMISSIONER JONES: Commissioner Jones,
18 through the Chair.

19 CHAIRPERSON BELL: Commissioner Jones.

20 COMMISSIONER JONES: Yes. I had the
21 opportunity several weeks ago to go to the academy
22 along with Commissioner Annie Holt. And Lieutenant
23 Coles did a really great job of giving us some insight
24 into what the recruits go through and come through the
25 academy. We went through the legal training, we went

1 through mental health challenges training, which is
2 something that's become a subject of matter for the
3 board. And he basically did a good job of letting us
4 know that they're addressing these different issues
5 inside of the training so that way our officers are
6 best prepared for the duties that they are performing
7 -- out there performing out in the streets.

8 So I definitely want to thank him, and I will
9 definitely encourage the rest of the commissioners to
10 go to that academy, let him take them through the
11 training, which will give them better insight and
12 understanding about what the officers are going
13 through. So I thank you again, Lieutenant Coles.

14 LIEUTENANT COLES: You're welcome. Thank
15 you.

16 CHAIRPERSON BELL: Commissioner.

17 VICE CHAIR HOLT: Through the Chair. Thank
18 you, Lieutenant Coles. This report is pack full of
19 information. In the past, if we had questions
20 regarding the ethnicity, the different items to which a
21 recruit was faced, you have made it transparent as to
22 those challenges. And even though oftentimes we are
23 disappointed that we don't get the kind of outcome that
24 we would like to have as it relates to the recruiting
25 numbers, we have to respect the fact that when you

1 offer these recruits these various challenges, the
2 intent is to have an officer come out of the academy
3 and being the kind of person that is a responsible
4 officer to the job and service of policing. The report
5 is packed. If we have questions, we know we can go
6 here and those answers will be provided.

7 And also I mentioned to Ms. White if there
8 were additional questions -- if there were additional
9 questions to your report with some of the terminology
10 and the items, that the way the items are presented,
11 she said that it would be okay for us to send those
12 questions through her and she would deliver them to
13 you.

14 So thank you again for a very, very thorough
15 report.

16 LIEUTENANT COLES: Thank you, ma'am. And I
17 do want to state that we definitely are open for anyone
18 who needs to reach out or who has any questions
19 regarding any process or any portion of the recruiting
20 process. I definitely want you all to reach out to us.
21 Ms. White has my cell phone number so she can contact
22 me directly if necessary, or I answer E-mails at any
23 time. So please reach out.

24 VICE CHAIR HOLT: Thank you.

25 CHAIRPERSON BELL: Commissioner Davis.

1 COMMISSIONER DAVIS: Question, Lieutenant
2 Coles. Do you all have a program that you all actively
3 going to like -- I know school's just starting, but did
4 you all communicate with the Detroit Public Schools,
5 like junior high and high school students to help
6 encourage them to maybe help set up like a junior
7 police academy in some of the schools?

8 LIEUTENANT COLES: Through the Chair. Yes,
9 sir, directly to your point. Last year we were doing
10 much better, because we were actually able to enter the
11 schools. We actually go to every single high school.
12 Last year we were able to do that. With the virtual
13 learning that we have now, we are very limited on the
14 amount of interaction that we can have. We are
15 continually trying to get on their job boards. We
16 continue to try to get on all their social media
17 devices at all of the schools, in anyplace that we
18 actually can. We continue to reach out in colleges as
19 well.

20 But, yes, to your point. That is one of the
21 main ideas of our field recruiters. They continue to
22 do as much as they can to help the citizens of Detroit,
23 including the program that we've talked about before
24 that we were helping them get their driver's license so
25 that we can make sure that, you know, if they're

1 driving at least they might be able to be hired by us.
2 Even if they weren't, you would, we were still just
3 trying to be helpful to the citizens.

4 So we continue to reach out to the schools.
5 We try to stay in constant contact with the principals
6 and everyone that we can. And, if there is a need or
7 there is an opportunity for us to do it in Zoom or to
8 go out or do a virtual learning or hiring or whatever,
9 we definitely take that opportunity.

10 VICE CHAIR HOLT: Thank you.

11 COMMISSIONER BURCH: Mr. Chair.

12 CHAIRPERSON BELL: Commissioner Burch.

13 COMMISSIONER BURCH: Yes. Lieutenant Coles,
14 I just wanted to thank you so much. When I attended,
15 and I'll say we, when we attended the academy to speak
16 to the new recruits, it was always a question came up
17 about as far as the real world now is when you go out
18 to see what's really going on in the city of Detroit.
19 And we asked the question do recruits always partner
20 with a senior officer, and the answer was yes. So we
21 asked the question when you are with a senior officer
22 that senior officer may do something perhaps you did
23 not learn in the academy. And we asked the question,
24 Lieutenant Coles, does that new recruit feel confident
25 to go to their commander and speak about that issue,

1 not to get in trouble with the senior officer. Would
2 you explain that?

3 LIEUTENANT COLES: Through the Chair. I'm
4 sorry, I can't speak very well about it, because I was
5 at the academy so I can basically kind of tell you what
6 happens at the academy. I have been a sergeant at the
7 precinct so I can kind of give you an idea that if a
8 junior officer does come to a sergeant or commander or
9 whoever with information regarding something that they
10 may have seen that doesn't seem right it would
11 definitely get addressed.

12 Sometimes, you know, we can try to keep that
13 person's name out of it, but at times it has to come
14 up. Especially with now we have the cadet cameras and
15 stuff like that. So it will help them address the
16 point that they're trying to make. We do address it,
17 but I don't think it's necessarily at all times going
18 to be private. Sometimes it has to come out to the
19 light so we can get the help for everyone, including
20 the senior officer.

21 COMMISSIONER BURCH: Exactly. That's my
22 point. Do you have like meetings with the new recruits
23 to ask them how they're doing, do they have any issues
24 about who they're driving in the car with? Do you all
25 conduct things like that?

1 LIEUTENANT COLES: Through the Chair. Yes.

2 Those are meetings that they have with the command
3 staff, the commander and the captain. When you're in
4 the field recruiting -- I'm sorry, the training
5 program, every phase of the program you have a meeting
6 with your command staff. And you basically have an
7 opportunity to anonymously give them information and
8 about things that go on in your training at that time.

9 So, yes, they do have that as well. But, if
10 there's a direct violation, it's something that gets
11 addressed immediately. But, if it's something that
12 they're not sure about how it should be done, that's
13 addressed at that time.

14 COMMISSIONER BURCH: And that's the thing,
15 yeah. I want them to feel open to be able to speak
16 when they have uncertainty. So thank you, Lieutenant
17 Coles.

18 LIEUTENANT COLES: You're welcome, ma'am.

19 CHAIRPERSON BELL: Any other commissioners?
20 If not, thank you, Lieutenant Coles.

21 COMMISSIONER BROWN: Yeah, through the Chair.
22 I'm just trying to get unmuted here.

23 CHAIRPERSON BELL: Commissioner Brown.

24 COMMISSIONER BROWN: Lieutenant Coles, thank
25 you for what you're doing and stepping up in the

1 absence of our personnel director. I'm always alarmed
2 at the number of disqualifications we have. What I'd
3 like to see in your report if it's not there, because I
4 haven't had a chance to look at it this month, when we
5 look at the ethnicity and the demographics of where a
6 lot of the disqualifications are and why they're being
7 disqualified. Because I've gotten a number of E-mails
8 from people that have been disqualified for the same
9 old things that you and I have already discussed,
10 things like police contact, integrity and things like
11 that.

12 So knowing that we have a big issue like that
13 what are we doing to try to better serve these people
14 that may have had encounters as juveniles, you know,
15 that haven't had any arrest records, but they just had
16 the contact of getting them through the program and get
17 on this department?

18 LIEUTENANT COLES: Through the Chair. Sir,
19 the report that we put out it does have the reasons why
20 they were disqualified and their ethnicity. Their
21 specific reasons as far as what each one does or did we
22 do not have in there because of -- we just don't have
23 -- I don't have the space. That would be pages and
24 pages and pages long, and we're not able to on this
25 report put that information out.

1 But I do again want to give you the
2 opportunity and directly on the board, please reach out
3 to me if you have questions about specific people who
4 want to reach out to you. A lot of times what happens
5 is the information that you gather from the individuals
6 is not a complete picture of what's happening. They
7 give you enough information so that you can be on their
8 side, but they don't really give you everything that's
9 going on.

10 I've had someone whose parent was on the job
11 and they only told the parent a certain amount of
12 information, and once they got disqualified they
13 finally had to tell them the rest. So a lot of times
14 you're not getting the whole story. You're only
15 getting one little portion of it. If you have
16 questions about any of the candidates, you are on the
17 board, you can reach out to me and we can discuss it.
18 And I can explain to you exactly what's going on so
19 that you can have a very clear understanding.

20 COMMISSIONER BROWN: By no means do I really
21 side with anybody. I understand that there's a reason
22 why and they just may be telling me the story. That's
23 why I always tell them if you're that concerned about
24 it, you're sure you were treated unfair, then you need
25 to send a letter to the board and bring it before the

1 board for an appeal. That's my direction in telling
2 them. I'm not just siding with them. I'm just giving
3 them information of what they can do as a recourse,
4 because a lot of them that I've talked to really want
5 to serve the city of Detroit, so --

6 And I will start reaching out to you when I
7 get these calls to sit down and talk to them and
8 mediate what's going on and what that process needs to
9 look like for them to be able to come down and maybe,
10 if it need be, go before the board. It can be a board
11 decision. And that's what I've always done. I take it
12 out of my hands as a personal issue and tell them, hey,
13 bring it to the board. And so far I've only gotten one
14 E-mail. So apparently it wasn't as hard-pressed as
15 they thought it was. But I've gotten one E-mail and
16 I've done that, I'm sending it to the board, let the
17 board make the decision whatever the appeal is, not
18 Commissioner Brown.

19 But I will come down there and entertain you
20 and see, you know. And I've been to the academy
21 before, but I will come back down there and see what's
22 going on. I know you guys are doing great work, but
23 it's always alarming to me with the number of
24 minorities that are being disqualified and it's always
25 for the same reasons. And I would like to know that

1 are these reasons really valid or are they just
2 personal opinions of the person that's processing their
3 paperwork.

4 LIEUTENANT COLES: Through the Chair.

5 CHAIRPERSON BELL: Yes.

6 LIEUTENANT COLES: Just also to put the
7 information out, sir, most of the time when we make
8 disqualifications the whole process -- I mean the
9 packet goes all the way up to the Chief's office and
10 then back to us.

11 And the second portion is my office is
12 actually in headquarters on the sixth floor. So if you
13 want to come down and see me specifically I'll be at
14 headquarters. So you can come see me there. I'm not
15 actually at the academy.

16 CHAIRPERSON BELL: Thank you, Lieutenant
17 Coles.

18 COMMISSIONER BROWN: Thank you, sir.

19 CHAIRPERSON BELL: And I just want to say the
20 majority of the recruits are African-Americans. They
21 are concerned about recruiting African-Americans.
22 There's a mandate that's from the top on down. But we
23 are not going to waiver in terms of trying to qualify a
24 person if they're not qualified. So that was the force
25 of what we engage in, and it's been age-old. If you

1 don't meet the test, then you don't meet the test. If
2 sometimes you have opportunity to try again, if you
3 don't meet it, then so be it. You go on to another
4 career path.

5 Lieutenant Coles, you're doing an outstanding
6 job.

7 VICE CHAIR HOLT: I agree. I agree.

8 LIEUTENANT COLES: Thank you.

9 CHAIRPERSON BELL: Thank you. Good to see
10 you for filling in for the Chief.

11 We're going to move on to the Fourth
12 Precinct.

13 COMMANDER SLOAN: Hi. Good afternoon.

14 CHAIRPERSON BELL: Good afternoon, ma'am.

15 COMMANDER SLOAN: So I want to first thank
16 the board and the Chief for allowing me this
17 opportunity to discuss the work that we're doing here
18 at the Fourth Precinct. And I also want to
19 congratulate all of the newly-appointed members of the
20 department. I'm really proud to be working with them
21 and be a part of the team.

22 My partner, Captain Russell Solano, is also
23 on the meeting with us today, and along with him and
24 our Fourth Precinct team we've been able to accomplish
25 quite a bit this year.

1 So I'm going to start with some of our
2 current crime statistics. First of all, our total
3 reported major crime is up two percent this year
4 compared to 2019. Our homicides have shown a decrease
5 of about eight percent. Aggravated assaults and
6 nonfatal shootings are both up year-to-date 39 and 30
7 percent respectively. All of our other violent crime
8 is down at this time. Our sex assaults, carjackings
9 and robberies are down with a significant decrease in
10 our sex assaults with 46-percent decline.

11 We're also proud to report that our overall
12 property crime has decreased ten percent compared to
13 2019. And one number that we wanted to highlight is a
14 decrease of 34 percent in our burglaries.

15 So some of the things that we have
16 implemented for crime reduction strategies here in the
17 Fourth Precinct are specialized enforcement details,
18 which focus around areas of concern in our precinct and
19 are addressed by our Special Operations Unit. So these
20 efforts have resulted in 148 illegal guns taken off the
21 streets this year so far, and over 2,500 ordinances
22 issued.

23 We also use targeted enforcement in our hot
24 spot areas, and those are based on crime trends and
25 community concerns. So an example of this is the

1 continuing issues that we have at Riverside Park. We
2 receive a lot of complaints about issues on the
3 weekends for littering and extreme noise complaints
4 from the residents and businesses in that area who have
5 been disrupted.

6 So what we did to combat that is we developed
7 a team that consisted of myself and Captain Solano, Eva
8 Torres, our District 6 manager, our GSD department and
9 traffic engineering. And what we were able to
10 accomplish is addressing lighting issues. We've
11 constructed temporary road closures that limit access
12 to the park as well as some temporary barricades on to
13 eliminate uncontrollable access points. GSD has also
14 installed additional trash containers, and they come
15 through daily to pick up any garbage that's left.

16 We've had "no parking" and "no littering"
17 signs installed there as well as gates and locks at
18 strategic points. And this area is heavily enforced to
19 deter folks from even setting up in the area. And by
20 doing this our Special Ops and the parks unit have been
21 very successful, and we believe that this is going to
22 be an effective long-term solution to this problem.

23 So, of course, our Ceasefire team continues
24 their efforts by focusing on disrupting gangs and
25 groups that are driving violence in the Fourth

1 Precinct. Our team members respond to all shootings
2 and major crime incidents in the Fourth Precinct, along
3 with our detectives. They also work with our federal
4 and MDOC partners to target our most violent offenders.

5 Other steps that we're taking to -- are to
6 improve the overall quality of our criminal
7 investigations in our Detective Unit, which is giving
8 us some gains and efficiencies within the precinct.
9 This has led to 295 warrants that were submitted to the
10 Wayne County Prosecutor's Office so far this year.
11 That includes 114 warrants for carrying concealed
12 weapon and six warrants for assault with intent to
13 commit murder.

14 Our precinct detective unit also participates
15 in a career enrichment program through the Homicide
16 Unit, which we believe continues to diversify their
17 exposure and experience to areas in the department.

18 Another big win for the precinct is that our
19 community court diversion program has started again as
20 of July 29th this year. Judge Larry Williams is now
21 presiding over that program. The goal is to create
22 sentencing guidelines that are more in line and
23 beneficial for the client and for the community itself.
24 So some examples are sentencing -- people are sometimes
25 sentenced to community service, drug abuse and anger

1 management classes.

2 One area of extreme importance to Captain
3 Solano and myself are our ability to address quality of
4 life issues here in the precinct that we believe
5 perpetuate issues within our neighborhoods. So what
6 we're doing is we've partnered with the General
7 Assignment Unit. They help us address illegal dumping
8 issues with increased traffic enforcement in areas
9 where we get complaints and key business areas, and
10 then also in our construction zones, because as you
11 know with the bridge coming in there's a lot of
12 construction in our areas. So we want to make sure
13 we're cognizant to the residents in the area and pay
14 attention to their needs.

15 We also are implementing the Law Enforcement
16 Assisted Diversion program, which is called LEAD. It's
17 a grant program that's a comprehensive opioid abuse
18 based program. And what that means is we are going to
19 try to divert low-level offenders with substance abuse
20 issues into service programs such as mental help and
21 rehab. This is instead of continuing the repeated --
22 or the repetitive cycle of incarceration.

23 Another new initiative that we are starting
24 about three weeks ago is to address the nitrous oxide,
25 or whippits, issue that we have had here in the Fourth

1 Precinct. We've partnered with several city
2 departments and local stakeholders to develop a
3 three-prong approach to combat this problem. It's to
4 address the source of procurement, the community
5 awareness and health education. So thus far in three
6 weeks 50 volunteers have managed to collect over 20,000
7 whippit containers from the streets. So we're trying
8 to clean up as best we can.

9 There's another program that we're working on
10 here to address larcenies and auto thefts. There's a
11 couple of key areas in the precinct that have
12 historically had problems. The program is called Hide
13 Lock Take, and it's an educational program designed to
14 combat larcenies and auto theft. And it includes
15 placing signage in problem areas reminding citizens to
16 hide their belongings, to lock their car and take their
17 keys with them. So it would also include a community
18 awareness part as well. So that will help educate the
19 community.

20 We also believe here at the Fourth Precinct
21 that it's really important to improve officer
22 development. So we focus on opportunities for new
23 assignments within the precinct to broaden officers'
24 experiences. We are working continually to improve and
25 service training for our officers, and we have begun

1 the process of sending them to crisis intervention team
2 training, which we think is going to be important for
3 some things that we have been discussing previously
4 about mental health issues and our response to them.

5 We also continue to participate in a lot of
6 community programs. A couple of them, our community
7 CompStat. Another one is the CHAS Consolidated Youth
8 Outreach Program, which focuses on domestic violence
9 with youth. And, of course, our NPOs are really the
10 shining stars of our precinct. They are holding it
11 down and keeping our relationships with the community
12 strong and are growing our relationships.

13 So that's all I have for my presentation. I
14 thank you for the opportunity, and we appreciate your
15 continued support. And I'm available to answer any
16 questions that you might have.

17 CHAIRPERSON BELL: Thank you, Commander.
18 Commissioners?

19 VICE CHAIR HOLT: Through the Chair.

20 CHAIRPERSON BELL: Yes, ma'am.

21 VICE CHAIR HOLT: Thank you, Commander, for
22 your report. Has your precinct community relations
23 meeting started up yet?

24 COMMANDER SLOAN: Through the Chair. No. We
25 were just discussing that today as a matter of fact,

1 and I would like to start by doing Zoom meetings. I
2 don't know how comfortable everybody in the community
3 would be to do that, but I think that we can reach out
4 to them and have some short conversations to get
5 everybody up to speed. So that's one thing that we're
6 talking about.

7 VICE CHAIR HOLT: Okay. Thank you. And I'd
8 like to start coming to some of those meetings. So if
9 you could share that -- those meeting plans when
10 they're finalized with Ms. White or Ms. Blossom I think
11 as well I'd appreciate it, and they'll share with me.

12 COMMANDER SLOAN: Yes, ma'am.

13 VICE CHAIR HOLT: Thank you.

14 COMMISSIONER BROWN: Through the Chair.

15 CHAIRPERSON BELL: Commissioner, go ahead.

16 COMMISSIONER BROWN: Thank you for your
17 report. I really am impressed with the work you guys
18 are doing over there. I just had one question about
19 the opioid issue. I know once I was out with some
20 officers and there was an issue with obtaining Narcan
21 and getting your officers trained for it and get them
22 trained to use it. Have we identified any places that
23 help supply the officers with the Narcan and ongoing
24 training with it?

25 COMMANDER SLOAN: Through the Chair. Yes,

1 sir. We have had some additional training, and that is
2 through the County Mental Health -- I'm sorry,
3 Department of Health I'm sure. And they've provided
4 additional Narcan supplies for us and additional
5 training.

6 COMMISSIONER BROWN: Great. Thank you.

7 COMMISSIONER BURTON: Through the Chair.

8 CHAIRPERSON BELL: Commissioner Burton.

9 COMMISSIONER BURTON: I have a question to
10 the commander. Over at your precinct how are you guys
11 looking when it comes to fleet? Is your fleet -- is it
12 holding up? Are you -- you know, just curiosity about
13 you guys' fleet. I know in previous years it was a
14 shortness of fleet, things of that nature. I just want
15 to know how you guys are doing when it comes to your
16 fleet and ...

17 COMMANDER SLOAN: Yes, sir. Through the
18 Chair. Commissioner Burton, we do have a sufficient
19 fleet here at the Fourth Precinct. We do continually
20 battle issues with vehicle accidents and maintenance,
21 but for the most part we're doing pretty good here at
22 the Fourth Precinct. We're continuing to push out the
23 message about the importance of taking good care of our
24 vehicles. We still have issues, but it's a message
25 that we intend to continue with. And we have personal

1 conversations with officers on a pretty frequent basis,
2 and it's something that we always address in our
3 supervisor meetings as well.

4 CHAIRPERSON BELL: Any other commissioners?

5 If not, thank you, Commander. Thank you,
6 Captain, for the outstanding work at the Fourth
7 Precinct and convey our sincere thank you to the men
8 and women of the Fourth Precinct. And we really
9 appreciate all the difficult times in terms of the
10 precinct's support level. And, as you well know, cars
11 has always been a issue in the department. We try to
12 get them to take care of the car, but it's always a
13 age-old issue with our cars.

14 But the main thing, keep the morale up. And
15 I like what the commanders do. They're hands on. The
16 captains are hands on. Back in the day, you know, they
17 come in and say "I'll see you later." But that is not
18 the case in this day and age. So thank you once again.

19 COMMANDER SLOAN: Thank you.

20 CHAIRPERSON BELL: Ms. White.

21 MS. WHITE: Yes. Through the Chair.

22 Honorable board, if you could please refer to the
23 agenda for the incoming correspondence for this week.
24 All of the items are cited there with the addition of
25 the letter received from Congresswoman Tlaib, Senator

1 Chang, Council President Sheffield and Council Member
2 Lopez. So all of those items are listed on the agenda.

3 And then I would also like to just highlight
4 the policy division updates just very briefly. There
5 are several policies that are under the board's
6 jurisdiction and review at this time, and they are
7 ready for final approval from the board and that was
8 contained in your packet this week. They include the
9 following, body-worn cameras, TASERS, X2 conducted
10 energy weapons, foot pursuits and property control.

11 The board's policy division in connection
12 with the department's planning, research and deployment
13 section conducts a robust review and evaluation based
14 on research into national best practices, including but
15 not limited to the following: The President Barack
16 Obama's task force on 21st century policing
17 recommendations report and other legal standards and
18 national best practices such as NACOLE, Campaign Zero
19 and other best practices that we have conducted
20 research into.

21 All of those items are contained in again the
22 four directives that were included in the packet and
23 similar to what was done a few weeks ago with respect
24 to the board-approved use of force policy
25 recommendation. Again, the policy work is done in

1 connection and in collaboration and cooperation with
2 the department under the leadership of the honorable
3 Chief of Police Craig and specifically Assistant Chief
4 White where we work closely with his staff in the
5 administrative support operations. Again, the policy
6 research and planning division with the executive
7 manager branch, Wilson.

8 So again, those reports are in your packets
9 this week. If you could please review all of those
10 directives. We have previously transmitted those
11 directives sometime ago. And so if you would please
12 review those along with the report that the policy
13 division completed. It is ready for a vote next week,
14 next Thursday, for a final vote of approval, if it is
15 your pleasure. And I can take any questions or any
16 additional recommendations that you might have with
17 respect to those policies leading up to next Thursday's
18 proposed vote.

19 And lastly, with respect to NACOLE, just as
20 an update, NACOLE's conference is currently in its
21 eighth week. And yesterday they completed the webinar
22 entitled "An examination of police-initiated neck
23 restraints," discussing chokeholds and giving
24 recommendations in policy and training recommendations
25 for oversight jurisdictions and, of course, law

1 enforcement agencies.

2 And I would like to report that the Board of
3 Police Commissioners and the Detroit Police Department
4 is again setting the standard of creating precedent,
5 best practices, with respect to the policies that the
6 board recently approved based on the work done between
7 the board and the department with respect to the use of
8 force policy recommendations that were recently
9 implemented.

10 So we will have a written report for your
11 reference and for your review with respect to those
12 recommendations from NACOLE and from some of the
13 practitioners that gave the webinar, and that is
14 forthcoming.

15 And I can take any questions that you might
16 have at this time.

17 VICE CHAIR HOLT: Through the Chair.

18 CHAIRPERSON BELL: Yes, ma'am.

19 VICE CHAIR HOLT: Ms. White, those webinars
20 through NACOLE, are any -- can we access them via --
21 are they saved and we can go and watch those webinars?

22 MS. WHITE: Yes. Through the Chair. The
23 NACOLE organization will ensure that those webinars are
24 provided to all of the conference attendees and
25 registrants. And we will make sure that the honorable

1 board receives those recordings and also a summary of
2 all of the relevant sessions for your review and quick
3 reference. So we will make sure that that information
4 is provided to you.

5 And just as a quick update, there are several
6 more webinars coming up next week and the following
7 week. The last day for the NACOLE training is
8 September 22nd. And again, there are at least five
9 additional webinars that are available for your
10 upcoming attendance. So we will give you all of that
11 information.

12 VICE CHAIR HOLT: Thank you, Ms. White.
13 Through the Chair.

14 CHAIRPERSON BELL: Thank you, Ms. White. I
15 just want to do a little housekeeping here. I want to
16 thank Ms. White for her tireless work. I was just
17 informed she hasn't had a vacation day or week.

18 VICE CHAIR HOLT: Since last year.

19 CHAIRPERSON BELL: And also our interim chief
20 investigator hasn't had a day or week off in terms of
21 vacation. So we're going to have to try to address
22 that. The workload has been so heavy. She's
23 responding.

24 And I want to keep in mind, commissioners,
25 that we have 11 commissioners and we only have one

1 board secretary. And there's got to be a priority in
2 terms of how we function with the Chair and the Vice
3 Chair in terms of leadership team. So we can't have 11
4 bosses, you know what I mean, all at once trying to get
5 -- contact the board secretary for some basic thing.

6 Question of concern, keep that in mind. I
7 just want to share that with you. It's very difficult
8 to respond ASAP to all level commissioners. And
9 there's a pecking order, there's a priority, in terms
10 of the work that we have to turn out. Just, for
11 instance, like the communication from these public
12 officials that came in overnight we had to quickly
13 respond. And she did a great job of drafting the
14 letter. And Ms. Voss (ph) did the editing part of it.
15 You know, you can see some things cannot wait. And we
16 have policy and that's ending and we try to roll that
17 out. So I'm trying to work out a schedule where she
18 can take a little time off, because the department you
19 have a winter furlough and a summer furlough, but
20 that's not the case with our staff -- I mean every
21 staff member has taken on. But Ms. White has been
22 there and the chief investigator has been working
23 through this process. I just wanted to share that with
24 you.

25 We'll move on to unfinished business. If

1 not --

2 COMMISSIONER BURCH: Oh, yes. Yes, hello.

3 CHAIRPERSON BELL: You have announcement or
4 new business? Do you have announcement or what?

5 COMMISSIONER BURCH: Hello, Mr. Bell.

6 CHAIRPERSON BELL: Yes, ma'am.

7 COMMISSIONER BURCH: I don't know whether
8 this is new business or what, but I just wanted to make
9 a motion that this board considers having a
10 parliamentarian on our meetings. That's what I wanted
11 to make a motion to that.

12 COMMISSIONER DAVIS: Second.

13 CHAIRPERSON BELL: Miss -- that is a staff
14 position, and we don't have in our budget for a
15 position of that nature. So I'm going to say that is
16 out of order and we'll take it under advisement,
17 Commissioner Burch. But that is a position that you're
18 speaking of in terms of budgeting and staffing. We
19 don't have such a person in that designation in our
20 scheme of things. So I'll take that under
21 consideration and in the future I'll perhaps entertain
22 that.

23 COMMISSIONER BURCH: All right. I appreciate
24 you answering the question.

25 CHAIRPERSON BELL: Yes, ma'am.

1 Any new business?

2 COMMISSIONER HOLLEY: It's Reverend Holley.

3 CHAIRPERSON BELL: Reverend Holley.

4 COMMISSIONER HOLLEY: Thank you so much.

5 Mr. Chairman, I'd like to ask for your permission that
6 -- I know you believe there's no big I's and little U's
7 on this board. I know you believe that. But I'm
8 asking you to allow me to work with Ms. White when she
9 come off of vacation for 2021 and '22 that each elected
10 commissioner to have an opportunity to be president of
11 the elected commissioners, not the appointed ones, the
12 elected commissioners on seniority and staggered.

13 Secondly, I'm asking that you allow each
14 commissioner to -- it's 11 of us. It's 12 months in a
15 year. Each -- one commissioner will go with the
16 president and the vice president to the meetings with
17 the Mayor or with the police chief so it's transparency
18 to protect you.

19 And then thirdly is that every commissioner
20 will be obligated to basically to address a graduation
21 of the academy graduation. I'm asking that you allow
22 us to participate in this so it can be a little, you
23 know, transparency and we can basically help you. Can
24 you allow me to work with her on this?

25 CHAIRPERSON BELL: Well, I don't think --

1 it's not working with Ms. White. Ms. White don't
2 dictate to this board. The board makes their own rules
3 and regulations how they function.

4 COMMISSIONER HOLLEY: I mean if you have
5 policy together. I'm asking help me --

6 CHAIRPERSON BELL: What you're asking --

7 COMMISSIONER HOLLEY: I'm asking can you help
8 me put the policy together?

9 CHAIRPERSON BELL: Commissioner, it's not
10 about policy. I think you're talking about bylaws and
11 process. As you well know, the charter dictates that
12 the majority rules, and that's pretty much how we roll.
13 But we can have a sidebar conversation in reference to
14 all the issues that you raised.

15 Can we move on? Announcements.

16 COMMISSIONER BURTON: Through the Chair.
17 Through the Chair. Through the Chair.

18 CHAIRPERSON BELL: Yes, sir.

19 COMMISSIONER BURTON: You didn't call for
20 anymore new business. I think --

21 CHAIRPERSON BELL: I called for new business
22 once. I can call it again.

23 COMMISSIONER BURTON: Yeah. I believe
24 Commissioner Darryl Brown was before me, and then I
25 wanted to go after Commissioner Darryl Brown out of

1 District 1.

2 CHAIRPERSON BELL: Yes, sir.

3 COMMISSIONER BROWN: I just wanted to talk to
4 Reverend Holley's point, Mr. Chairman, that that is a
5 bylaw change, and we need to implement your ideas in
6 our bylaws, and I'll help you draft what we need to do
7 to vote on.

8 And, Mr. Chairman, a question for you and
9 this board. I would like to request a closed session
10 meeting probably in the next two weeks or next week to
11 discuss bringing on a interim HR director. I think
12 that's something that's needed, and we need to push
13 forward with that to bring someone in, anyone that we
14 have in mind or someone maybe putting it out as a job
15 bid for an interim HR director.

16 CHAIRPERSON BELL: All I can say is we're
17 responding to the HR process and we can have that
18 conversation, but I don't know that we have the
19 criteria for a closed session, but we can entertain
20 that.

21 Okay. Commissioner Burton.

22 COMMISSIONER BURTON: Yes. Mr. Chairman,
23 actually I have a couple line items for new business.
24 First I'll start off with a statement.

25 In previous weeks I have brought before my

1 colleagues on the commission about various motions
2 about prohibiting the police department from using tear
3 gas, rubber bullets and so forth and also chokeholds,
4 prohibiting them from using those type of things
5 against protesters. The commission has voted my motion
6 down countless times except for the couple of
7 commissioners that stood with me on those motions.

8 I move today that we as a body adopt the
9 provisions that was lined out by Federal
10 Judge Michelson for the board.

11 CHAIRPERSON BELL: I do not follow you, sir,
12 at all. The federal judge is a federal judge. He made
13 a ruling or a stay in terms of what they're addressing,
14 which outlined in that forum.

15 COMMISSIONER BURTON: Well, basically I move
16 that the judge recommendation that we as a body approve
17 her recommendations.

18 CHAIRPERSON BELL: Sir, that's out of order.
19 We don't have that authority. We don't have that
20 authority to say we're going to follow the direction of
21 that. Corporation counsel already responded legally
22 that they will have a hearing, and he regrets they
23 didn't even have a evidentiary hearing. So that matter
24 is in the court and that's where it should stay. And
25 we have a understanding of how that process is going to

1 work out X number of days.

2 Meanwhile, the Chief --

3 COMMISSIONER BURTON: I had a final motion,
4 Mr. Chairman.

5 CHAIRPERSON BELL: We'll move on. The next
6 item of business --

7 COMMISSIONER BURTON: No. Mr. Chairman, I
8 had two motions. I've got one last final motion,
9 Mr. Chairman. One final motion. I did state at the
10 beginning I have a couple of motions.

11 My final motion is that I call to suspend
12 DPD's facial recognition for the remaining of this
13 year.

14 COMMISSIONER BROWN: Second.

15 COMMISSIONER DAVIS: Support.

16 CHAIRPERSON BELL: Once again, that motion is
17 out of order. In fact, we are waiting on the
18 corporation counsel to give a legal opinion on that.
19 We're waiting on corporation counsel --

20 COMMISSIONER BURTON: Commissioner Darryl
21 Brown out of District 1.

22 CHAIRPERSON BELL: Your motion is out of
23 order.

24 COMMISSIONER BROWN: I move to overrule the
25 Chair.

1 COMMISSIONER BURTON: Support.

2 CHAIRPERSON BELL: The next meeting is
3 Thursday, September the 17th --

4 COMMISSIONER BROWN: That is a legal motion
5 to move to overrule and it's been supported to either
6 vote it up or down. That is a legal parliamentary
7 procedure or rule that we can --

8 CHAIRPERSON BELL: That's correct. That's
9 correct.

10 COMMISSIONER BROWN: So I --

11 CHAIRPERSON BELL: We'll take a roll call
12 vote.

13 COMMISSIONER BROWN: Thank you.

14 CHAIRPERSON BELL: To overrule the Chair
15 ruling. District 1.

16 COMMISSIONER BROWN: Yes.

17 CHAIRPERSON BELL: District 2.

18 MS. WHITE: She is not in attendance, sir.

19 CHAIRPERSON BELL: District 3.

20 COMMISSIONER BURCH: Oh. You called 3?

21 CHAIRPERSON BELL: Yes, ma'am.

22 COMMISSIONER BURCH: Oh. Yes, okay.

23 CHAIRPERSON BELL: District 4, no.

24 District 5.

25 COMMISSIONER BURTON: Yes.

1 CHAIRPERSON BELL: District 6. District 7.

2 COMMISSIONER DAVIS: Yes.

3 CHAIRPERSON BELL: At-Large. I'm sorry.

4 District 3, Vice Chair.

5 VICE CHAIR HOLT: Oh. District 3. At-Large?

6 CHAIRPERSON BELL: At-Large.

7 VICE CHAIR HOLT: No.

8 CHAIRPERSON BELL: At-Large, Commissioner

9 Hernandez.

10 COMMISSIONER HERNANDEZ: No.

11 CHAIRPERSON BELL: Commissioner Jones.

12 COMMISSIONER JONES: No.

13 CHAIRPERSON BELL: Commissioner Holley.

14 COMMISSIONER HOLLEY: No.

15 MS. WHITE: Motion failed.

16 CHAIRPERSON BELL: Motion failed. We'll move

17 on.

18 COMMISSIONER BURCH: Mr. Bell.

19 CHAIRPERSON BELL: I want to move on, please.

20 The next meeting will be --

21 COMMISSIONER BURCH: I was going to make an

22 announcement.

23 CHAIRPERSON BELL: Okay. Announcement. Go

24 ahead. Let me make my announcement and then you can

25 make your announcement.

1 The next meeting will be on Thursday,
2 September the 17th, 2020 at 3 p.m. The next community
3 meeting will be Thursday, October 8, 2020 at 3 p.m.

4 Commissioner Burch.

5 COMMISSIONER BURCH: There will be a food
6 giveaway at Greater Grace Temple on this coming
7 Saturday. The time is from 5:00 to 7:00 for anybody
8 that would like food distribution.

9 And, Mr. Bell, I just want to say the board
10 is so out of order. And I suggested that we bring back
11 Professor Peter Hammer to perhaps lead us, because this
12 board is getting more and more divided. I just want to
13 say that and put it on the record that I requested he
14 come back and speak or do a closed session, speak about
15 how we're handling business. Please, Mr. Bell, do that
16 for me. I thank you.

17 CHAIRPERSON BELL: Commissioner Burch, we
18 can't do closed session on that. That is training.

19 COMMISSIONER BURCH: Well, we need to be
20 trained then. We all need some training.

21 CHAIRPERSON BELL: Yes, ma'am. Okay.

22 Now, Ms. White, we'll move on to oral
23 communication or is that Ms. Blossom?

24 MS. WHITE: Yes, sir. Mr. Brown is also --
25 Mr. Brown is on the line.

1 CHAIRPERSON BELL: Mr. Brown.

2 MR. BROWN: Good afternoon, Chair Bell, and
3 distinguished board. We currently have 13 speakers.
4 Your first speaker will be Mr. Mark Young followed by
5 Chief of Staff Stephen Grady Muhammad, and your third
6 speaker will be Ms. Bernice Smith.

7 CHAIRPERSON BELL: Thank you.

8 MR. BROWN: Mr. Young.

9 MR. YOUNG: Can you hear me? Can you hear
10 me?

11 I just want to strongly say to the men and
12 women you are outstanding, the men and women of the
13 Detroit Police Department are outstanding. No reform
14 was needed. The men and women of the Detroit Police
15 Department reform themselves through processes over the
16 last few years. You're highly visible. You're
17 appreciated by this community more than you know. Your
18 sacrifices are appreciated and respected.

19 The protestors and the drifters are taking
20 valuable resources away from our neighborhoods, and
21 it's costing us greatly as citizens of Detroit.

22 I want to say this also. The census is
23 important. It's only three weeks left. If we do not
24 get our census number up, we're going to lose
25 representation, valuable dollars for the good of our

1 city in light of this COVID.

2 Lastly in 1990 I was a part of the census.
3 That was the last year that you could do guesstimates
4 and estimates. We probably had over a million people
5 then, but we only got counted for so many. If we do
6 not get our numbers up, that valuable funding is going
7 to be lost and our resources are going to be harmed
8 greatly. I need and encourage everybody to fill out
9 the census. It's crucial for our existence, especially
10 due to COVID. Thank you.

11 MR. BROWN: Mr. Stephen Grady.

12 MR. GRADY: Thank you. Can you hear me?

13 CHAIRPERSON BELL: Yes, sir.

14 MR. GRADY: To Chair Bell and to this body of
15 police commissioners, Deputy Chief Fitzgerald, I think
16 you're the most senior person from DPD, and to the
17 citizens of the city of Detroit. I am so excited today
18 with the appointment of new Assistant Chief Todd
19 Bettison with Deputy Chief Bliss, Commander Hope,
20 Captain Mitchell, Captain Leonard-Gilbert. I know each
21 one of those officers personally, and I probably can
22 tell you an example of the leadership and the care and
23 compassion that they have for the citizens of the city
24 of Detroit. And this appointment it underscores Chief
25 Craig's commitment to police community relations by

1 elevating Todd Bettison to the position of assistant
2 chief. So I just really want to thank Chief. I want
3 to thank you all on the Board of Police Commissioners
4 for confirming that appointment.

5 I also want to as I'm closing just take a
6 moment to speak about the letter that you received from
7 these representatives. I was physically present for
8 the first ten days of protest, physically present. I
9 saw everything that happened. I was not present when
10 Captain Cox was hit in the head with the rock, but I
11 will tell you this, I did reach out to that brother to
12 check on him, to thank him for his service and see how
13 he was doing. I wonder if anyone of those
14 representatives reached out to him to check on his
15 well-being.

16 The well-being of the officer that was shot
17 at five times over on Six Mile, I have not had an
18 opportunity to reach out to him. He was shot by Hakeem
19 Littleton. I've not had the opportunity to reach out
20 to him, but I would have to imagine I know if somebody
21 shot at me five times I'd be feeling some kind of way
22 about that. I wonder if they have checked to see how
23 he's doing.

24 I know for a fact that the only time that DPD
25 has deployed use of force is when the protests are no

1 longer peaceful. I support Chief Craig. I support the
2 Board of Police Commissioners. I support the fine men
3 and women of the Detroit Police Department who has made
4 really the only city that has not gone into riot. I
5 was ten years old, Chair Bell, when we had the riot,
6 and I ...

7 CHAIRPERSON BELL: Sorry about that. We
8 should have let him continue, because he represents the
9 Council President and I appreciate you --

10 MS. SMITH: Okay. As soon as you call your
11 name you can talk.

12 UNIDENTIFIED SPEAKER: All right.

13 MR. BROWN: Ms. Smith.

14 MS. SMITH: Good evening to everyone. I'm
15 going to be very brief. First I wish to congratulate
16 A.C. White on his new position as director of the civil
17 rights. We're going to be very proud of him. And all
18 my children, as I call them, Hope, Bettison. I guess I
19 won't have to call you on your cell no more. But
20 anyway, I'm just so proud of all you guys that got your
21 promotion. I waited and waited for especially
22 Bettison. I know you deserve it. But anyway, getting
23 to the point, congratulations to all of you and may God
24 forever keep his eyes around you.

25 MS. PANNELL: From Pannell, too.

1 MS. SMITH: Pannell she wishes the same. We
2 both always.

3 Now, this lawsuit against the city and the
4 police Chief Craig filed by the protesters. First, I
5 want to know how many that filed that live in Detroit,
6 do they think that they are blameless throwing
7 everything that they had to throw at the police. This
8 is a city that can be negotiating problems peacefully
9 without retaliation.

10 And as a senior 48 years in this city working
11 in various jobs in politics, I want the protesters to
12 know use their energy to think to an open -- and be
13 open mind and listen and listen peacefully to settle
14 all this confusion. This is -- it's terrible. We have
15 to elect -- elect a committee of men and women, no more
16 than about four, and then negotiate your problems
17 peacefully instead of disturbing the city.

18 Now, God will make a way if you believe, and
19 I always believe in the good Lord. I wouldn't be here
20 88 years if I didn't believe in him. Try him. And
21 don't forget, fellas, vote for this administration this
22 November. Do that. Work for the voting where we can
23 change this White House, because you know what we got
24 in there.

25 But again, congratulations to everyone that

1 got their promotion. I love you all. Keep up the good
2 work.

3 MR. BROWN: Mr. Chair, the next three
4 speakers will be Mr. Eric Blount followed by Detroit
5 DSA and Ms. Susan Steigerwalt.

6 Mr. Blount.

7 MR. BLOUNT: Yes. Can you hear me, board?

8 MR. BROWN: Yes.

9 CHAIRPERSON BELL: Yes.

10 MR. BLOUNT: Yes. As the unofficial watchdog
11 for the Board of Police Commissioners for the last five
12 years, I wholeheartedly agree with the September 8th
13 letter that Chief Craig and Mayor Duggan from
14 Congresswoman Rashida Tlaib and others.

15 One of the basic facts of the lived
16 experience of everyday Detroiters is the DPD refusal to
17 quickly release body-worn camera footage except when
18 DPD is the right. Then the footage can be released
19 within four to five hours. So if DPD wants to start
20 building public trust start with true transparency for
21 years and then follow it up with real accountability
22 consequences.

23 As far as what this board can do for various
24 topics, this board on a routine basis issues
25 resolutions, most of which have nothing to do with

1 civilian oversight. So this board can use this
2 resolution tool to condemn the continued employment of
3 Dewayne Jones and another resolution to condemn and
4 apologize for the approval of facial recognition
5 technology, just as Chairman Bell did a TV interview as
6 he apologized on behalf of the board for not getting it
7 right and disciplining Dewayne Jones. I yield my time.

8 MR. BROWN: Detroit DSA. Detroit DSA.

9 MR. DELLICOLLI: Hello. This is Anthony
10 Dellicolli from Detroit Democratic Socialists. I'll
11 start by seconding everything that Mr. Blount just
12 mentioned. But first I want to support the call for an
13 independent investigation, because Chair Bell
14 constantly prevents this board from doing their job,
15 and we cannot trust Detroit DPD to investigate
16 themselves.

17 Second, shame on Commissioner Griffie who on
18 two separate meetings a couple months ago obstructed a
19 vote on a ban of facial recognition technology and then
20 put on a big show pretending to care about it after the
21 Robert Williams incident, for it's two separate cases
22 of wrongful arrest using that technology and this board
23 still refuses to act. Meanwhile, Portland just joined
24 a list of cities banning the use of facial recognition
25 technology. Commissioner Griffie seemed more

1 interested in planting stories in the Detroit Free
2 Press to launch her political career than actually
3 taking action against the misuse of facial recognition
4 technology by DPD.

5 Regarding the police reform recommendations
6 by this board last week, I will remind you that the
7 Minneapolis Police Department had all of these, and yet
8 George Floyd was still murdered by one of their
9 officers. To be more specific, "The Minneapolis Police
10 implemented trainings on implicit bias, mindfulness,
11 deescalation and crisis intervention, diversified the
12 department's leadership, created tighter use-of-force
13 standards, adopted body cameras, initiated a series of
14 police-community dialogues and enhanced early warning
15 systems to identify problem officers." None of these
16 measures kept George Floyd alive.

17 Chair Bell should resign from this board,
18 because he isn't interested in actually providing
19 civilian oversight. Commissioner Carter should also
20 resign if she never plans to show up. Thank you.

21 MR. BROWN: Ms. Steigerwalt. Ms.
22 Steigerwalt. Ms. Steigerwalt.

23 MS. STEIGERWALT: Thank you. Yeah. I want
24 to also concord -- well, hi. I'm Susan Steigerwalt.
25 I'm a member of DSA. I've lived in this city for 41

1 years. The reason I'm here is because, first of all, I
2 wanted to (Inaudible) with what Eric Blount did, and I
3 commend him for spending five years trying to work for
4 change.

5 I think that some of the attitudes that I've
6 heard repeatedly over the last several months is that
7 there's somehow something wrong with the protesters.
8 We're us, they're them. Well, the protesters are
9 protesting because Black men and women are dying and
10 they're largely being killed by the police. So they're
11 being -- they're dealing with injustice, just like the
12 civil rights movement dealt with injustice. And I know
13 there are people here who worked with the civil rights
14 movement in the '60s. So it would be important to
15 think about that, as well they're fighting against
16 systemic racism and police brutality. It isn't that
17 there's a few bad apples in the police. It's very much
18 that there's an us versus them mentality as well as the
19 so-called warrior syndrome. So every encounter you
20 have could be your last. There are ways to do this
21 differently. There are ways for people to become peace
22 officers, not police per se.

23 As well, I think the letter of it was
24 originated by Sheffield, Castaneda-Lopez, Chang and
25 Tlaib legitimately raised issues of independent

1 investigation. And since everything is so transparent
2 in the police department there should be no problem
3 with having an independent investigation. Anything
4 you've done is already going to be concurred towards
5 them, but we need that independent investigation.

6 As well, the prior speaker was talking about
7 reaching out to the policeman who was fired at by
8 Hakeem Littleton, but he can't reach out to Hakeem
9 Littleton because now he's dead.

10 MR. BROWN: Chairman Bell, your next three
11 speakers will be D'Etta Wilcoxon, followed by Tawana
12 Petty, followed by Robert Mitchell.

13 Ms. Wilcoxon.

14 MS. WILCOXON: Good evening.

15 CHAIRPERSON BELL: Good evening.

16 MS. WILCOXON: I have listened to your
17 meeting today, and I called in for the specific reason
18 of having read reports recently indicating that this
19 board has approved changes in policy relative to, one,
20 a ban on chokeholds, two, a duty to intervene when
21 there is behavior on the part of one of our police
22 officers, three, a report -- or to report I should say
23 excessive force, and that there is a policy that this
24 board has approved relative to deescalation.

25 I have not seen anything in the reports to

1 indicate where the city of Detroit is as a body as it
2 relates to the approved changes by this board. And I
3 would like for this board to tell we, the people,
4 exactly where we are with these changes, because
5 needless to say your policy is not law, and we as
6 residents of the city of Detroit need to know where our
7 city stands relative to these issues.

8 Lastly, I will say that as it relates to the
9 city of Detroit interfacing with Detroit Will Breathe,
10 Black Lives Matter and any other protest, I think that
11 knowledge is best acquired through research and
12 conversation, bringing all parties or stakeholders to
13 the table and attempting to flush out issues so that
14 there can be some consensus in terms of how and why we
15 move forward in particular matters. There have been
16 instances I think on both sides of this issue that are
17 questionable and certainly need to be addressed.
18 Police officers ...

19 MR. BROWN: Ms. Petty.

20 MS. PETTY: Good afternoon. I sit on these
21 meetings week after week, and I'm basically just
22 floored at the lack of representation that we have as a
23 civilian oversight body. And I hear the rage that
24 comes from commissioners feeling that their
25 decision-making is being overridden, but what is --

1 what recourse do community members have other than to
2 go to federal officials and judges to get their civil
3 liberties protected if it feels like this body is a
4 rubber stamp for police decisions?

5 My other comment is -- and I want everyone to
6 make it home at the end of the night, whether you're a
7 law enforcement officer or a resident of the city of
8 Detroit. I want everyone to make it home at the end of
9 the night, but I'm feeling that this body is very
10 one-sided, and I wonder if there is any empathy for the
11 residents who have, you know, lost 1,500 of their
12 neighbors, still suffering through COVID, had a \$29,000
13 median income prior to COVID and now 40 percent have
14 lost their jobs. I'm just wondering if any of that
15 comes into play into thinking.

16 And finally, I'll say Portland, Oregon just
17 passed the most strict ban on facial recognition,
18 public and private, and this Black city is doubling
19 down. We still don't even know what DPD is doing with
20 facial recognition. They're operating without a
21 contract, so no regulations really whatsoever. They're
22 operating without a contract. So what is to hold them
23 to the policy you all put in place? We don't even know
24 what the new contract is going to look like.

25 So I feel like there's no pressure to ask for

1 compliance or even understand what is being complied
2 with. And so that makes me very fearful and for the
3 safety of even officers like out here with this
4 technology, with lack of understanding, with no real
5 oversight. You all are putting us in a very dangerous
6 situation.

7 MR. BROWN: Mr. Chair, I don't see
8 Mr. Mitchell so we'll go to Ms. Michelle George,
9 followed by JW, followed by Ashley Smith.

10 Ms. George. Ms. George.

11 JW. JW.

12 Let's try Ms. Smith. Ms. Smith.

13 MS. SMITH: Is it my -- hello. Oh, okay. I
14 was just making sure the other two people didn't speak.

15 All right. Hi, everyone. I'm Ashley Smith.
16 I'm just here to pretty much have support for the city,
17 you know, in Project Green Light as well as supporting
18 my sister, Sheldy Smith. We're still wondering why
19 Dewayne Jones is still an officer in Detroit. I think
20 he should be removed immediately. He has a bad taste
21 in the citizens of Detroit mouth, and this is one of
22 the reasons that the citizens of Detroit would like
23 Chief Craig to step down.

24 Please take in consideration that I've asked
25 for an update for multiple weeks now and have not

1 gotten an answer from this board. Also, we support
2 justice in every sense of the word. Please give me an
3 update as soon as you guys have anything. And I yield
4 my time.

5 MR. BROWN: JW. JW.

6 Ms. George.

7 MS. GEORGE: Mr. Brown.

8 MR. BROWN: Yes.

9 MS. GEORGE: Thank you. It's Ms. George. I
10 was muted. How are you doing, commissioners? Thank
11 you, Mr. Brown.

12 Commissioner Bell and to the Board of Police
13 Commissioners, my comment -- first of all, I want to
14 congratulate Assistant Chief -- Deputy Chief Bettison.
15 Congratulations, a promotion well deserved, and also to
16 the others and also to Assistant Chief Hope. So I do
17 congratulate them and for doing a good job. And I do
18 want to thank Chief Craig for meeting with me a few
19 weeks ago. Still appreciative of that, Chief Craig.

20 But what I wanted to also talk about, first
21 of all, on the sixth floor we can -- I don't know -- we
22 can try to get more a diverse police force. I want to
23 comment on that.

24 Two, I want to know comment on, Chairman
25 Bell, you're kind of being -- I'm trying to use the

1 appropriate word so I can be respectful. You're kind
2 of overusing your power in cutting people off. So you
3 need to look into that. I do agree with Commissioner
4 Holley and Commissioner Burch, we need to get Professor
5 Hammer back.

6 Also, when I was cut off last week with that
7 minute comment, I was trying to make the point, and I
8 want people to use their energy -- we can't be throwing
9 darts and rocks at police officers. That's not going
10 to solve that. And then the police have to protect the
11 protestors as well as being in danger. So we need to
12 put that energy on the George Floyd Justice Act and the
13 John Lewis Civil Rights Voting Act. That's where we
14 need to put all our energy and anger into that. I
15 wanted to make that comment.

16 And also the comment I was going to make last
17 week about Derek Chauvin, the gentleman that talked
18 about that, he meant to lynch George Floyd, to kill
19 him, because if you remember when George and the
20 officer -- the lady that was infracted the officer
21 said, "Ma'am, we only kill Black people." So we've got
22 to look at what it is.

23 The facial recognition, we're going to fight
24 that on federal and it's going to police commissioners.
25 We're going to change that charter where Mayor Duggan

1 can only appoint one person, that's it, one, because
2 you're not representing the people. If Portland can
3 change that -- that's how you have to deal with the
4 protesting.

5 I'll comment before you cut me off. I'll
6 finish another day. Thank you.

7 MR. BROWN: JW. JW.

8 Okay, Mr. Chair. We'll go to Scotty Boman.

9 Mr. Boman.

10 MR. BOMAN: Okay. Can you hear me now?

11 MR. BROWN: Yes, sir.

12 MR. BOMAN: Okay. First of all, I'd like to
13 (Inaudible) for once again failing to recognize a
14 motion. It was seconded. He's failing to recognize it
15 because he disagreed with it. I also think there's a
16 problem with saying the board doesn't have the
17 authority to comply or support a judicial court ruling.
18 Of course they do. They don't have the authority to
19 say we're going to disobey a court ruling. They
20 certainly have the authority to agree to that the court
21 ruling is appropriate and also to comply. So I don't
22 see either of these things as being very good rulings.

23 Now, about Dewayne Jones. You know, there's
24 the issue of not just personal discipline, but the fact
25 of the matter is we had a whole parade of policing.

1 They were trained to do the same thing and did exactly
2 what they would do. To me that's a bigger problem.
3 And I have yet to hear any (Inaudible) use of force,
4 the so-called closed hands (Inaudible). I would like
5 to see that, and also bring up please urge your
6 representatives to support the Justice for Breonna
7 Taylor Act. And I yield.

8 MR. BROWN: Mr. Chair, I will try JW one more
9 time. If not, Mr. Boman was your last speaker.

10 JW.

11 Mr. Chair, I don't hear anything from JW. So
12 Mr. Boman was your last speaker.

13 CHAIRPERSON BELL: Thank you, Mr. Brown. If
14 there's no other business, the Chair would entertain a
15 motion for adjournment.

16 COMMISSIONER HOLLEY: So moved, Mr. Chairman.

17 COMMISSIONER JONES: Support.

18 CHAIRPERSON BELL: It's properly moved and
19 supported. Those say yes.

20 COMMISSIONERS: Yes.

21 CHAIRPERSON BELL: Those no.

22 We stand adjourned. Thank you for your
23 attendance.

24 VICE CHAIR HOLT: You as well. See you next
25 Thursday.

1 CHAIRPERSON BELL: Thank you.

2 (The meeting was adjourned at 5:42 p.m.)

3 - - -

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

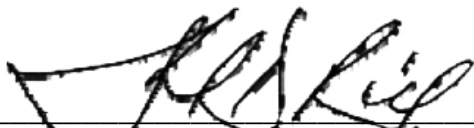
25

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

CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
) SS
COUNTY OF WAYNE)

I, Sheila D. Rice, Notary Public within and for the County of Wayne, State of Michigan, do hereby certify that I reported stenographically the foregoing proceedings at the time and place hereinbefore set forth; that thereafter the same was reduced to computer transcription under my supervision; and that this is a full, true, complete and correct transcription of said proceedings.



Sheila D. Rice, CSR, RPR, RMR
Wayne County, Michigan
My Commission expires: 9-12-22

\$

\$29,000 121:12

1

1 7:6,8 12:2 23:15 25:5 27:11
28:21 30:6 45:3,18 104:1
106:21 107:15

1,500 121:11

10 3:2,7 74:21

100 38:5 46:16,18

11 45:1 99:25 100:3 102:14

112 74:9

114 89:11

12 45:5 75:2 102:14

124 74:5,25

13 45:19 75:4 110:3

139 75:1

14 18:11

147 71:2

148 87:20

15 36:6 46:17 74:15

155 46:1

158 73:20

17 45:20,21 75:6

173 74:9

17th 107:3 109:2

19 50:15

1974 16:6

1990 111:2

1999 35:22

2

2 7:9,11 10:5 12:4 23:21 25:7
27:13 28:23 30:8 107:17

2,500 87:21

2,586 73:18

20 74:6,10

20,000 91:6

2014 36:6

2019 87:4,13

2020 3:2,7 9:19 10:16 56:21
67:7 73:11 74:4,14,20 109:2,3

2021 102:9

21 36:21 37:3 73:23

21st 96:16

22 43:6 45:3 74:21 75:7 102:9

22nd 51:4 99:8

24-hour 4:10

27 52:22

28 74:24

29 73:23

295 89:9

29th 89:20

3

3 5:8 7:12,15 10:5 12:6 23:23
25:9 27:15 28:25 30:10 35:22
48:7 107:19,20 108:4,5 109:2,
3

30 74:13 87:6

30th 10:13

31 74:19

313 596-1830 4:5,21

313 596-2482 4:12

313 596-2499 4:11

31st 10:13,16

32 50:11,13,14,18,20 74:22

329 74:2

338 74:19

34 87:14

35 53:5 74:15

360 4:22 73:25

38 50:14

39 87:6

3:00 3:3

4

4 5:8,25 7:16 10:6 12:8 15:14,
17 23:25 25:11 27:17 29:2
30:12 40:14 107:23

40 36:14 53:5 73:25 74:8
121:13

41 74:11 117:25

42 74:10

42.6 10:6

43 10:9

44 47:3

45 74:16

46-percent 87:10

47 10:6

48 9:11 114:10

5

5 7:18,20 10:6 12:9 24:1 25:12
27:18 29:3 30:13 107:24

50 10:5 74:16 91:6

52 10:9

543 75:8

573 74:18

585 73:19

59 10:5

5:00 109:7

5:42 127:2

6

6 7:21 10:8 12:11 24:3 25:14
27:21 29:5 30:15 88:8 108:1

60 10:5 43:11 74:6

600 68:2

60s 118:14

63 75:1

7

7 7:22,25 10:9 12:11 16:15
24:3 25:17 27:21 29:6 30:16
108:1

7-803 16:16

70 63:9 74:10

7:00 109:7

8

8 16:15 109:3

80 63:9 74:5

85 9:8

86 73:18

875 73:22

88 114:20

8th 115:12

9

9 5:12,24

96 74:1

A

A.C. 31:21,23 61:2 113:16

abate 45:7

ability 32:8 90:3

absence 74:23 82:1

abuse 89:25 90:17,19

academy 35:24 53:3 73:7
74:12 75:21,25 76:10 77:2
78:7 79:15,23 80:5,6 84:20
85:15 102:21

accept 10:1

access 5:5,7 6:9 88:11,13
98:20

accessing 3:25

accidents 94:20

accolades 36:15

accomplish 86:24 88:10

accomplishment 43:1

account 3:14

accountability 17:6 48:9
72:11 115:21

accountable 52:14

accounted 8:13

acknowledge 6:5 53:1 61:10

acknowledged 6:1

acknowledgment 44:22

acquired 120:11

act 48:25 116:23 124:12,13
126:7

action 52:5 117:3

actively 78:2

activities 61:18 73:11

activity 61:25

acts 49:21

actual 47:5

add 22:3 45:24 71:23

addition 36:15 95:24

additional 22:22 51:3 77:8
88:14 94:1,4 97:16 99:9

Additionally 3:18

address 3:18,19 4:21 5:6
21:24 46:10 62:4 68:4 80:15,

16 90:3,7,24 91:4,10 95:2
99:21 102:20

addressed 54:14 68:6 80:11
81:11,13 87:19 120:17

addressing 18:6 76:4 88:10
105:13

adhere 3:22,24 53:21

adherence 4:1

adjourned 126:22 127:2

adjournment 126:15

administration 4:4 114:21

administrative 13:8 97:5

adopt 105:8

adopted 117:13

advance 9:25 14:3

advice 66:21,22

advisement 101:16

Affairs 36:3 51:19

African-americans 85:20,21

afternoon 3:5 7:7,13,19,23
8:3,7,13,21 13:1,17,18,21,22
32:12,13 33:14 37:20,24
56:18 72:23 86:13,14 110:2
120:20

afternoon's 11:3

age 95:18

age-old 70:16 85:25 95:13

agencies 36:16 56:3 98:1

agenda 4:22 5:10 10:22 11:3
15:20 19:23 20:16 21:9,14
95:23 96:2

agendas 4:19,25

agents 47:12

Aggravated 87:5

aggressive 49:21

aggressively 45:23

aggressiveness 69:3

agility 74:3,9
agitated 58:13
agree 52:6 57:24 66:16,19,24
 86:7 115:12 124:3 125:20
agreeance 70:11
ahead 9:25 23:19 56:16 70:1
 93:15 108:24
Ainsley 13:12
air 60:2
Akbar 13:11
alarmed 82:1
alarming 84:23
alerts 4:25
alive 117:16
All-star 36:13
allegations 16:19,25
allegedly 49:1
allowed 59:4
allowing 86:16
amazing 43:19 53:4
Amen 7:1,3
Amendment 16:13
America 44:25 63:19
amount 78:14 83:11
and/or 50:24
Andre 15:4
anger 89:25 124:14
Annie 75:22
announcement 101:3,4
 108:22,23,24,25
Announcements 103:15
anonymously 81:7
answering 101:24
answers 77:6
Anthony 116:9

anymore 103:20
anyplace 78:17
apartment 55:12
apologize 14:3 35:5 116:4
apologized 116:6
apparently 84:14
appeal 84:1,17
appeared 74:6,10
applaud 66:9
applauded 71:11
apple 38:6
apples 38:7 118:17
applicants 73:21
application 9:20,22,24
applied 73:24
appoint 125:1
appointed 35:21 102:11
appointment 111:18,24 112:4
appointments 21:10 22:21
appreciated 110:17,18
appreciation 6:24
appreciative 123:19
approach 91:3
appropriately 3:23
approval 49:11 96:7 97:14
 116:4
approve 23:6 28:15 29:25
 37:8 105:16
approved 17:10 98:6 119:19,
 24 120:2
approving 11:3
area 88:4,18,19 90:2,13
areas 87:18,24 89:17 90:8,9,
 12 91:11,15
Aric 14:14

armed 43:10 47:7,14 63:23
arrest 64:8 82:15 116:22
arrested 47:3 64:6
arrests 45:9 47:1,3
Article 16:15
ASAP 100:8
ascertain 50:24
Ashley 122:9,15
asks 9:24
assault 89:12
assaults 87:5,8,10
asset 59:25
assigned 35:24
Assignment 90:7
assignments 36:1 91:23
assist 13:24 67:17
assistant 13:9 14:16 15:22
 21:19 22:24 23:2,8 31:19 34:8
 38:12,13,15,19,21 41:18,19
 44:18 53:1 56:24 60:18 64:23
 72:1,24 97:3 111:18 112:1
 123:14,16
assistants 74:19,22
Assisted 90:16
Association 15:7
assume 25:14
At-large 8:2,4,9,11,18 12:13
 24:5 25:19 27:23 29:8 30:18
 108:3,5,6,8
atmosphere 38:24
attack 46:24
attacked 52:15
attacks 52:16
attempting 120:13
attendance 7:18 13:6,14 15:9,
 11,17,18 36:11 58:21 69:22
 99:10 107:18 126:23

attended 79:14,15
attendees 3:10,12,14,16 14:20
 98:24
attention 90:14
attest 58:24
attitude 48:11
attitudes 118:5
Attorney 71:4
attrition 74:20,22
audience 7:1 50:3
August 36:6 51:4 73:11,21
 74:4,14,20
authority 68:1,10 70:18
 105:19,20 125:17,18,20
auto 91:10,14
automatically 71:3
averaging 45:8
aviation 57:5
await 20:17
awaiting 74:1
Award 36:12,13,14,15
awards 36:11 37:2
aware 48:25 68:25 69:18
awareness 54:25 91:5,18
awesome 38:17

B

back 4:9 21:22 43:21 57:8
 64:14 84:21 85:10 95:16
 109:10,14 124:5
background 6:11
bad 38:6,7 49:5 61:20 118:17
 122:20
ban 116:19 119:20 121:17
banning 116:24
Barack 96:15

barricaded 43:6,17 64:1
barricades 88:12
base 57:8
Baseball 36:13
based 9:14 10:4 16:7,15 87:24
 90:18 96:13 98:6
basic 100:5 115:15
basically 65:14,20 66:4 76:3
 80:5 81:6 102:20,23 105:15
 120:21
basis 73:7 95:1 115:24
battle 94:20
beat 66:17
beating 9:16 47:24
begging 10:15
begin 9:20 58:4
beginning 106:10
begun 91:25
behalf 40:3,5 73:2 116:6
behavior 62:3 119:21
believed 64:4
Bell 6:15,16,23 7:2,9,12,16,17,
 21 8:1,5,10,14,17,22,24 9:3,6
 10:24 11:2,7,10,16,20,23,25
 12:4,6,8,11,13,16,18,20,22,24
 13:15,19,20,23 14:5,22 15:10,
 13,16 19:12,13,15,16,22 20:7,
 19 21:1,12,17,21 22:4,11,23
 23:1,4,11,15,18,21,23,25
 24:3,5,8,10,13,16,19 25:3,7,9,
 11,14,17,19,22,25 26:2,6,13,
 16,19,23 27:10,13,15,17,20,
 23 28:1,3,5,7,10,13,19,23,25
 29:2,5,8,11,13,15,17,19,22
 30:4,8,10,12,15,18,21,23,25
 31:2,4,8,11 33:11,15,23,24
 34:15,20 35:3,15,18 37:12,15,
 17,19 39:22 40:8,11,23 41:1,
 6,8 42:19 49:16,17 53:11,19
 56:13,15 59:17,19 62:14 65:6,
 9 66:3,9 67:1 68:13 69:19,22,
 25 70:4 71:21 72:4,13,16,19

73:4 75:10,19 76:16 77:25
 79:12 81:19,23 85:5,16,19
 86:9,14 92:17,20 93:15 94:8
 95:4,20 98:18 99:14,19 101:3,
 5,6,13,25 102:3,25 103:6,9,
 18,21 104:2,16 105:11,18
 106:5,16,22 107:2,8,11,14,17,
 19,21,23 108:1,3,6,8,11,13,
 16,18,19,23 109:9,15,17,21
 110:1,2,7 111:13,14 113:5,7
 115:9 116:5,13 117:17
 119:10,15 123:12,25 126:13,
 18,21 127:1

belongings 91:16

beneficial 57:2,12 89:23

Benny 63:8

Bernice 110:6

Bettison 14:11 23:7 31:19,21,
 23 38:12,13,15,21 41:20
 44:18 56:24 59:23 60:18,24
 61:2 64:24 72:1 111:19 112:1
 113:18,22 123:14

Bettison's 59:21

bias 117:10

bid 104:15

big 44:3,14 58:6 68:11 82:12
 89:18 102:6 116:20

bigger 126:2

birth 55:16

bit 68:21 86:25

Black 118:9 120:10 121:18
 124:21

blameless 114:6

bless 39:24 40:6

Bliss 24:25 32:12,14,19 42:5
 111:19

Blossom 13:7 93:10 109:23

Blount 115:4,6,7,10 116:11
 118:2

blue 38:9

board 3:6 4:3,5,19 5:7 6:12
13:2,5,19 16:6,10,14,16,17
17:4,8,11 18:17 22:16,20 23:5
28:14 29:25 31:24 32:15,24
33:15 34:25 35:11 36:25
39:15,20,23 40:18 41:11
42:10 44:11 50:10 65:21
66:21 67:5 70:12,18,21 71:8,
12 72:24,25 76:3 83:2,17,25
84:1,10,13,16,17 86:16 95:22
96:7 98:2,6,7 99:1 100:1,5
101:9 102:7 103:2 104:9
105:10 109:9,12 110:3 112:3
113:2 115:7,11,23,24 116:1,6,
14,22 117:6,17 119:19,24
120:2,3 123:1,12 125:16

board's 3:22 4:12 5:5,14 6:7
13:3 16:22 96:5,11

board-approved 96:24

boards 78:15

body 105:8,16 111:14 117:13
120:1,23 121:3,9

body-worn 96:9 115:17

Boman 125:8,9,10,12 126:9,
12

BOPC 4:2,14,15,25 5:2 6:4

bopc@detroitmi.gov 4:20

bopc@detroitmi.gov. 4:6

bosses 100:4

bottles 47:21 66:17

bottom 18:7

boulder 69:7

boulders 66:17

branch 97:7

bravo 39:12

break 38:14 43:11

breakdown 54:17

Breathe 120:9

Brenda 15:2 21:24

Breonna 126:6

bricks 47:21

bridge 44:1 90:11

bridging 41:24

briefing 44:23

briefly 60:17 96:4

bright 45:5

bring 34:16 49:12 54:19 60:25
83:25 84:13 104:13 109:10
126:5

bringing 104:11 120:12

brink 54:10

broaden 91:23

broken 63:6

brother 112:11

brought 66:23 104:25

Brown 7:7,8 12:3 13:6 23:16
25:6 27:2,12 28:18,22 30:7
34:13,16,23 53:10,18,20
69:24,25 70:2,5 81:21,23,24
83:20 84:18 85:18 93:14,16
94:6 103:24,25 104:3 106:14,
21,24 107:4,10,13,16 109:24,
25 110:1,2,8 111:11 113:13
115:3,8 116:8 117:21 119:10
120:19 122:7 123:5,7,8,11
125:7,11 126:8,13

brutality 17:18 118:16

brutally 47:23

Bryant 61:11

bubble 54:16

budget 68:1,2,10 101:14

budgeting 101:18

build 44:1

building 115:20

bullets 105:3

Burch 7:13,14 12:7 23:24
25:10 26:15,17,20,23,25 27:4,
6,16 29:1 30:11 37:11 40:22,
24 56:12,16 59:17,18 65:4

79:11,12,13 80:21 81:14
101:2,5,7,17,23 107:20,22
108:18,21 109:4,5,17,19
124:4

burglaries 87:14

burn 42:1

Burton 7:19,20 10:21 11:12,18
12:10 23:14 24:2 25:13 26:21
27:5,8,19 29:4 30:14 62:13,
14,15 63:2 65:1 94:7,8,9,18
103:16,19,23 104:21,22
105:15 106:3,7,20 107:1,25

bushes 9:16

business 10:23 90:9 100:25
101:4,8 102:1 103:20,21
104:23 106:6 109:15 126:14

businesses 88:4

busy 19:5 45:20

bylaw 104:5

bylaws 3:22 6:7 103:10 104:6

bypassing 65:21

C

cadet 80:14

calendar 4:15

California 10:15

call 4:20 6:17 10:2 11:14,18,
19 12:1 23:13 25:5 28:21
38:15,16 44:4 52:13 55:9
64:1,3,7 103:19,22 106:11
107:11 113:10,18,19 116:12

called 52:11 57:3 90:16 91:12
103:21 107:20 119:17

calling 38:14,21 66:10

calls 84:7

calm 43:19

camera 115:17

cameras 80:14 96:9 117:13

Campaign 96:18

candidate 42:6
candidates 74:13 83:16
capability 6:13
captain 14:14,15,17 15:23
 26:8,21 28:17 29:23 30:2
 33:9,11,13,14,22 39:3 43:2,23
 55:18 56:6 69:1,6,14,15,17
 81:3 86:22 88:7 90:2 95:6
 111:20 112:10
captains 31:11 38:3 95:16
car 60:6,7 61:5 62:5,6 80:24
 91:16 95:12
care 49:22 59:12 94:23 95:12
 111:22 116:20
career 86:4 89:15 117:2
carjackings 87:8
carries 11:11 37:16
carrying 89:11
cars 47:22 58:7 95:10,13
Carter 25:15 117:19
case 63:21 70:19 95:18
 100:20
cases 116:21
cast 71:25 72:2
Castaneda-lopez 118:24
caused 59:11 62:3
CCW 45:9
Ceasefire 88:23
Celebration 36:12
cell 6:10 77:21 113:19
cellophane 55:10
censor 58:14
census 8:23 9:8,9,18,19,24
 10:1,12,15,16 67:7 110:22,24
 111:2,9
center 64:10,17 70:20
century 96:16

Chair 5:20 7:17 8:17,20,21,22
 9:1,4,7 11:1,6,24 12:21 13:2,
 21 15:1 20:2 21:8,15,23 22:6,
 10 23:1,3,9,17 24:14,15,23
 25:25 26:1,5,12,17 28:5,6,12,
 14 29:15,16,24 30:25 31:1,10,
 22 32:13 34:14,25 35:17,19
 37:8,23 39:22 40:22 49:15,18
 50:10 54:21 56:11,12 57:15
 60:13 62:13 63:1 65:4,5,7,24
 66:1,25 67:3,12 68:12,24
 70:11 71:20 72:14 75:18
 76:17 77:24 78:8 79:10,11
 80:3 81:1,21 82:18 85:4 86:7
 92:19,21,24 93:7,13,14,25
 94:7,18 95:21 98:17,19,22
 99:12,13,18 100:2,3 103:16,
 17 106:25 107:14 108:4,5,7
 110:2 111:14 113:5 115:3
 116:13 117:17 122:7 125:8
 126:8,11,14,24
chairman 11:13,19 41:11
 42:19 53:10,18 65:11 66:9
 69:24 102:5 104:4,8,22 106:4,
 7,9 116:5 119:10 123:24
 126:16
Chairperson 6:4,15,16,23 7:2,
 9,12,16,21 8:1,5,10,14,15,17,
 24 9:3,6 10:24 11:2,7,10,16,
 20,23,25 12:4,6,8,11,13,16,
 18,20,22,24 13:15,18,20,23
 14:5,22 15:10,13,16 19:13,16,
 22 20:1,7,19 21:1,12,17,21
 22:4,11,23 23:1,4,11,15,18,
 20,21,23,25 24:3,5,8,10,13,
 16,19 25:3,7,9,11,14,17,19,
 22,25 26:2,6,13,16,19,23
 27:10,13,15,17,20,23 28:1,3,
 5,7,10,13,19,23,25 29:2,5,8,
 11,13,15,17,19,22 30:4,8,10,
 12,15,18,21,23,25 31:2,4,8,11
 33:11,14,23,24 34:15,20 35:3,
 15,18 37:12,15,17,19 40:8,11,
 23 41:1,6,8 49:17 53:11,19
 56:13,15 59:17 62:14 65:6,9
 66:3 67:1 68:13 69:19,22,25
 70:4 71:21 72:4,13,16,19 73:4
 75:10,19 76:16 77:25 79:12
 81:19,23 85:5,16,19 86:9,14

92:17,20 93:15 94:8 95:4,20
 98:18 99:14,19 101:3,6,13,25
 102:3,25 103:6,9,18,21 104:2,
 16 105:11,18 106:5,16,22
 107:2,8,11,14,17,19,21,23
 108:1,3,6,8,11,13,16,19,23
 109:17,21 110:1,7 111:13
 113:7 115:9 119:15 126:13,
 18,21 127:1
Chairperson's 21:10
challenge 33:1 62:23
challenged 44:25
challenges 50:6,20 51:7 76:1,
 22 77:1
challenging 41:22 45:13 53:3
chance 82:4
Chang 96:1 118:24
Chang's 16:1
change 48:4 61:19,22 104:5
 114:23 118:4 124:25 125:3
Chaplain 6:18,20,21 7:2
Chapter 16:15
charged 50:5 51:15 55:19
charter 65:16 103:11 124:25
CHAS 92:7
Chauvin 124:17
check 112:12,14
checked 112:22
Chicago 54:5
chief 4:10 13:10,16,17,18
 14:1,2,6,7,10,12,16,23 15:21,
 22 17:13,21 18:8,11 19:3,10
 21:14,19,21 22:24 23:2,6,7,8
 24:22,24 25:1 26:8 28:15
 29:25 31:19,24 32:14,15,18,
 19,24 33:15 34:1,2,3,8,9,12
 35:2,3 36:3 38:12,13,14,15,
 19,21 39:11,17,21 40:10 41:2,
 8,10,18,19 44:12,13,18 48:1,
 19 49:19 50:13,19 51:14,23
 53:2,23 54:3,21 56:18,24

57:15 59:20,23 60:9,13,18,24
61:10 62:16 63:1 64:23 65:1,
3,11,18,24 66:1 67:4,6,10,12
68:14,24 69:15,17,20,21 70:5
71:18,19 72:1,2,8,12,13,14,
18,24 73:2 86:10,16 97:3
99:19 100:22 102:17 106:2
110:5 111:15,18,19,24 112:2
113:1 114:4 115:13 122:23
123:14,16,18,19

Chief's 21:2 85:9

chiefs 52:22 62:10

children 55:10 113:18

chokeholds 97:23 105:3
119:20

Chris 14:15 46:22 50:2,8

cited 17:20 95:24

cities 44:25 46:3 47:13 58:4
63:19 67:8 116:24

citizen 4:8

citizen's 4:7

citizens 32:9 36:17,20 37:1,6
71:3 78:22 79:3 91:15 110:21
111:17,23 122:21,22

city 3:17 4:17 9:10,11 10:11,
20 15:2 19:18 32:9 33:6,20
37:5 38:18 39:24 40:12 42:25
52:14 56:21 61:14,19 62:7,18,
20 63:18 64:25 70:14 74:17
79:18 84:5 91:1 111:1,17,23
113:4 114:3,8,10,17 117:25
120:1,6,7,9 121:7,18 122:16

City's 4:15

citywide 19:2

civil 113:16 118:12,13 121:2
124:13

civilian 74:15 116:1 117:19
120:23

civilians 73:19 74:18,21

claims 48:9

clarity 66:24

class 53:6

classes 53:4 90:1

clean 91:8

clear 55:12 83:19

client 89:23

climb 45:17

clinician 64:12

close 19:8 58:18

closed 104:9,19 109:14,18
126:4

closely 97:4

closer 62:21

closing 112:5

closure 18:21

closures 88:11

co-hosts 22:8

coast 42:20

cognizant 90:13

Coles 13:9 14:18 72:21,22,23
73:5 75:11,23 76:13,14,18
77:16 78:2,8 79:13,24 80:3
81:1,17,18,20,24 82:18 85:4,
6,17 86:5,8

collaboration 97:1

colleagues 105:1

collect 91:6

colleges 78:18

combat 88:6 91:3,14

comfortable 93:2

command 32:1 81:2,6

commander 14:12,17 24:25
26:9 32:20,22 34:9 39:4 42:11
44:18 61:1 79:25 80:8 81:3
86:13,15 92:17,21,24 93:12,
25 94:10,17 95:5,19 111:19

commanders 95:15

commend 19:6 34:5 118:3

comment 3:12 6:1 121:5
123:13,23,24 124:7,15,16
125:5

comments 5:3,4,9,16 6:2
20:13,18 34:19 41:7

commission 105:1,5

commissioner 7:7,10,11,13,
14,19,20,23,24 8:2,3,5,7,8,10,
12 10:10,21,24 11:5,12,18,22
12:3,5,7,10,12,13,15,16,17,
18,19,20 13:22 15:5 17:12
19:11,12,14,17 20:8,9,22
21:4,5,23 23:3,5,10,14,16,22,
24 24:2,4,5,7,8,9,11,12,13,16,
19 25:2,6,8,10,13,15,18,20,
21,22,23,24 26:4,7,10,11,15,
17,20,21,23,25 27:2,3,4,5,6,8,
12,14,16,19,22,23,25 28:1,2,
3,4,18,22,24 29:1,4,7,8,10,11,
12,13,14 30:3,7,9,11,14,17,
19,20,21,22,23,24 31:6 32:11
34:13,16,23 37:10,11 40:22,
24 53:10,13,18,20 54:22
56:11,12,13,14,15,16,18
57:16 59:17,18 60:14 62:13,
14,15 63:2 64:22 65:1,4,6,8,9,
10,11,21,25 66:2,3 68:13,14
69:12,16,24,25 70:2,5 71:20,
21,22 72:5,17 75:13,17,19,20,
22 76:16 77:25 78:1 79:11,12,
13 80:21 81:14,21,23,24
83:20 84:18 85:18 93:14,15,
16 94:6,7,8,9,18 101:2,5,7,12,
17,23 102:2,4,10,14,15,19
103:4,7,9,16,19,23,24,25
104:3,21,22 105:15 106:3,7,
14,15,20,24 107:1,4,10,13,16,
20,22,25 108:2,8,10,11,12,13,
14,18,21 109:4,5,17,19
116:17,25 117:19 123:12
124:3,4 126:16,17

commissioner's 56:5

commissioners 3:6 4:3,6,20
5:8 7:5 11:4,9,17,21 16:1,16
18:16,17 31:5 32:16 36:25
37:14 39:16,20 48:7 52:1
53:12,14 65:21 69:19 71:15
75:16 76:9 81:19 92:18 95:4

98:3 99:24,25 100:8 102:11,
12 105:7 111:15 112:3 113:2
115:11 120:24 123:10,13
124:24 126:20

commit 63:13 64:15 89:13

commitment 36:21 37:5 53:2
111:25

committed 42:8,25 47:18
51:11 63:12

committee 114:15

common 65:14

communicate 59:1 78:4

communication 100:11
109:23

communications 5:10

communities 36:20 44:21

community 13:7 16:7 31:25
41:25 42:2,25 44:2 48:12 52:7
60:22 62:22,25 64:14 87:25
89:19,23,25 91:4,17,19 92:6,
11,22 93:2 109:2 110:17
111:25 121:1

compared 87:4,12

compassion 111:23

complainant 51:17

complainants 50:14,21,22,23,
25 51:6

complaint 4:7,11 49:22 51:17

complaints 4:8 16:18 18:2
46:23 50:4 52:3 61:13 88:2,3
90:9

complete 5:22 9:18 83:6

completed 22:19 97:13,21

compliance 122:1

complied 122:1

comply 125:17,21

comprehensive 90:17

Compstat 92:7

computer 3:14 5:23

concealed 89:11

concern 17:16 18:15,19
65:12,18 87:18 100:6

concerned 65:18 83:23 85:21

concerns 18:23 66:13 87:25

conclude 75:9

concludes 14:19 15:8

conclusion 49:7

concord 117:24

concurred 119:4

condemn 116:2,3

conduct 80:25

conducted 17:1 96:9,19

conducts 96:13

conference 97:20 98:24

confidence 31:24 32:6 39:10
44:12

confident 79:24

confirming 112:4

confusion 114:14

congratulate 37:7 38:2 86:19
113:15 123:14,17

congratulations 32:11 38:11
113:23 114:25 123:15

Congresswoman 15:25 95:25
115:14

conjunction 17:1

connection 71:24 96:11 97:1

connectivity 40:20

consensus 120:14

consequences 115:22

consideration 60:14 101:21
122:24

considers 101:9

consisted 88:7

consistently 17:6

Consolidated 92:7

constant 79:5

constantly 116:14

constitutional 16:12 48:10

constructed 88:11

construction 90:10,12

consultation 66:20

contact 4:2,9 38:12 77:21 79:5
82:10,16 100:5

contained 96:8,21

containers 88:14 91:7

continually 78:15 91:24 94:19

continue 8:25 32:4 33:1,6,19
39:19,25 44:1 46:8 51:23 53:6
60:22 62:8 68:17 72:8 78:16,
18,21 79:4 92:5 94:25 113:8

continued 67:4 92:15 116:2

continues 17:4 88:23 89:16

continuing 46:21 48:1 49:19
88:1 90:21 94:22

continuous 74:24

contract 121:21,22,24

control 17:5 58:14 96:10

controls 5:23

conversation 42:16 103:13
104:18 120:12

conversations 93:4 95:1

convey 95:7

cool 43:19

cooperation 17:13 97:1

Coordinator 13:7

copy 16:1

corporation 17:24 105:21
106:18,19

correct 25:16 29:24 107:8,9

correctly 34:21
correspondence 95:23
costing 110:21
council 9:14,15 10:4 15:2,3, 11,17,25 19:18,19 20:3,10,19 21:5 22:2,5,17,18 34:17 37:17,20,25 40:8,16 44:15 46:5 70:14 96:1 113:9
councilman 15:4,13,14 20:22 21:3 40:13
counsel 17:24 105:21 106:18, 19
counted 111:5
counter-groups 58:4
counter-protestors 58:2
countless 105:6
country 52:23 63:8
counts 49:10
County 17:2 49:9 67:25 89:10 94:2
couple 10:10 16:3 17:15 19:20 48:17 53:20 59:6 63:23 68:25 91:11 92:6 104:23 105:6 106:10 116:18
coupled 48:10
courage 66:10
court 13:4 17:24 18:10 65:12, 13,19,20 66:11 89:19 105:24 125:17,19,20
court's 66:14
cover 53:14
COVID 62:16,17 111:1,10 121:12,13
Cox 69:6 112:10
crafted 46:12
Craig 13:16,17,18 14:1,6,12 17:13 18:8 19:10 21:14,21 31:25 32:15,24 33:15 34:4,12 38:14 39:11,17,21 40:10 41:3, 8,10 48:1 49:19 51:23 54:21

57:15 60:9,13 63:1 65:3,24 66:1 67:4,10,12 68:24 69:15, 17,20,21 70:5 71:19 72:8,12, 14,18,24 97:3 113:1 114:4 115:13 122:23 123:18,19
Craig's 23:6 24:24 26:8 28:15 29:25 111:25
create 89:21
created 16:7 117:12
creating 67:16 98:4
credit 36:23
crime 44:24 45:1,2,3 46:9 47:2 63:15 70:20 87:2,3,7,12,16,24 89:2
crimes 47:19 62:17 63:12,13
criminal 16:9 63:7 89:6
criminality 16:20,24,25
criminally 51:14
crises 56:20
crisis 56:25 64:9,10,17 92:1 117:11
criteria 104:19
critical 18:23 43:4,7 55:6
Cromwell 13:12
crucial 8:25 111:9
cruisers 69:5
Cuomo 71:1
curiosity 94:12
current 73:16 87:2
Curtis 6:19,21
cut 124:6 125:5
cutting 124:2
cycle 63:14 90:22

D

D'ETTA 119:11

D.C. 32:12,14 42:5 59:21 60:12,24
daily 88:15
damage 51:12 52:14
damaging 47:21
danger 124:11
dangerous 43:10 47:8 122:5
Darryl 7:8 103:24,25 106:20
darts 124:9
data 54:13
date 3:7 43:5 50:11
dates 50:13
Davis 7:23,24 10:10 12:12 24:4 25:18 26:10 27:3,22 29:7 30:17 67:2 68:13,14 69:12,16 77:25 78:1 101:12 106:15 108:2
day 53:25 58:7 64:1 69:1,2,3,6 95:16,18 99:7,17,20 125:6
days 10:11 18:11 41:23 46:17, 19 47:16 57:23 59:8 69:2 106:1 112:8
dead 55:10 119:9
deal 17:11 18:14 44:3 52:18 68:11 125:3
dealing 18:10 43:10,12 57:19, 20 59:16 61:12 64:12 118:11
dealt 118:12
death 52:22
debates 18:22
decision 49:5 84:11,17
decision-making 120:25
decisions 66:12 121:4
decline 87:10
decrease 87:4,9,14
decreased 87:12
dedicate 32:8

dedicated 37:3 57:14 67:14
dedication 36:22
deemed 5:20 6:3
deescalation 117:11 119:24
defunding 68:3
delicate 43:15
deliver 77:12
Delivery 4:24
Dellicolli 116:9,10
demand 52:21
demands 52:20,24
Democratic 116:10
demographics 82:5
demonstration 18:24
department 13:2 16:6,11,19
 17:7,21 18:2,5 19:6 35:22
 36:2,16,19,23 37:1 38:4,8,10
 43:8 44:5,7,9,17 48:25 51:2
 53:24 55:22 56:24 57:10,13
 60:10 66:8 67:16 72:9 82:17
 86:20 88:8 89:17 94:3 95:11
 97:2 98:3,7 100:18 105:2
 110:13,15 113:3 117:7 119:2
department's 73:17 96:12
 117:12
departments 55:25 91:2
deploy 49:6
deployed 49:1 112:25
deploying 47:21
deployment 96:12
deputy 14:2,7,10 23:7 24:21
 25:1 32:14,19 34:8 38:21
 60:24 61:10 62:10 72:1
 111:15,19 123:14
Derek 124:17
Derrick 14:15
deserve 113:22
deserved 123:15

deserves 27:9
deserving 36:10 39:5,13
designation 101:19
designed 55:1 91:13
desire 48:4
destroyed 46:25 69:5
destruction 51:9
detail 17:16
detailed 46:23 73:12
details 87:17
detective 35:1,10,20 36:7,10,
 18 37:2,7 89:7,14
detectives 38:3 75:7 89:3
deter 88:19
Detroit 3:1,6,17 4:2 7:23 9:10,
 11 10:11 15:2 16:9,18 33:6,20
 35:22,23 36:2,19,20,23,25
 37:1,5 38:4,7,9,18 39:25
 40:12 42:1 46:7 47:2 51:2
 52:19 53:24 54:9,20 55:9,22
 56:3,21,23 57:9 60:10 62:7,19
 68:15 74:16,18 78:4,22 79:18
 84:5 98:3 110:13,14,21
 111:17,24 113:3 114:5 115:4
 116:8,10,15 117:1 120:1,6,9
 121:8 122:19,21,22
Detroiters 59:10 68:6 73:9
 115:16
detroitmi.gov 5:1
detroitmi.gov/bopc. 4:13,18
develop 91:2
developed 88:6
development 91:22
device 5:24 47:9
devices 78:17
Dwayne 116:3,7 122:19
 125:23
dial 4:4 5:24

dialogues 117:14
dictate 103:2
dictates 103:11
difference 62:12
differently 118:21
difficult 19:7 50:23 95:9 100:7
dignity 33:2
diligent 37:3
direct 56:5 61:2 81:10
directed 49:21
directing 58:14
direction 58:15 84:1 105:20
directives 4:17 96:22 97:10,11
directly 60:22 77:22 78:9 83:2
director 14:15,19 82:1 104:11,
 15 113:16
disabled 75:1
disagreed 125:15
disappointed 70:10 76:23
discipline 125:24
disciplining 116:7
discuss 83:17 86:17 104:11
discussed 82:9
discussing 92:3,25 97:23
Discussion 23:12 25:4 26:14
 28:20 30:5
dismissal 3:25 5:21
dismissive 48:11
dismissiveness 52:12
disobey 125:19
disqualifications 82:2,6 85:8
disqualified 73:25 74:1 82:7,
 8,20 83:12 84:24
disrespect 70:18
disrespectful 71:8

disrupted 88:5
disrupting 88:24
distinction 47:15,19
distinguished 32:24 110:3
distraught 43:13
distributed 4:22
distribution 109:8
district 7:5,6,8,9,11,12,14,16,
 18,20,21,22,24 9:15 10:5,6,8,
 9 12:2,4,6,8,9,11 15:14,17
 18:17 23:15,21,23,25 24:1,3
 25:5,7,9,11,12,14,17 27:11,
 13,15,17,18,21 28:21,23,25
 29:2,3,5,6 30:6,8,10,12,13,15,
 16 40:14 88:8 104:1 106:21
 107:15,17,19,23,24 108:1,4,5
districts 9:15 10:4
disturbing 114:17
diverse 123:22
diversified 117:11
diversify 89:16
diversion 89:19 90:16
divert 90:19
divided 109:12
division 35:25 96:4,11 97:6,13
Dix 58:10
documents 73:12
dollars 110:25
domestic 43:14 92:8
double 68:10
double-check 34:24
double-checking 20:24
doubling 121:18
DPD 14:20 17:1,19 22:21
 31:17 40:18 42:18 43:20
 50:15 56:10 67:4 111:16
 112:24 115:16,18,19 116:15
 117:4 121:19

DPD's 50:11 106:12
draft 4:16,22,25 104:6
drafting 100:13
drag 61:8,17
drifters 110:19
drifting 61:9,17,22
driver's 78:24
driving 44:6,7 45:10 61:13
 64:24 79:1 80:24 88:25
DROP 75:8
drug 89:25
DSA 115:5 116:8 117:25
ducking 18:20
due 62:17 111:10
Duggan 115:13 124:25
dumping 90:7
duties 16:16 57:25 59:22
 60:12 74:23 76:6
duty 119:20
DWYER 47:23
dying 118:9

E

E-MAIL 3:15,18,19 4:5,18,19,
 21 5:6 84:14,15
E-MAILED 35:11
E-MAILS 77:22 82:7
earlier 14:19
early 10:17 55:24 117:14
easier 57:18
easy 39:19
editing 100:14
editorialize 53:17
educate 91:18
educating 62:24

education 91:5
educational 91:13
effective 88:22
efficiencies 89:8
efforts 87:20 88:24
eighth 97:21
Elaine 61:11
elect 114:15
elected 14:24,25 39:18 102:9,
 11,12
elevating 112:1
eliminate 88:13
embarking 63:3
embedded 57:21
embraced 55:21
emerging 55:2
emotional 41:12,16
empathy 121:10
emphasize 18:24
employment 48:18 73:16
 116:2
enabled 20:5 22:15
enacted 17:8
encounter 63:25 67:18 118:19
encountered 64:18
encounters 82:14
encourage 76:9 78:6 111:8
encouraging 9:17
end 20:13 44:21 46:9 121:6,8
endanger 62:1
endangering 61:6
endeavor 33:18
ended 51:16,18
ending 51:16 100:16
energy 49:24 96:10 114:12

124:8,12,14
enforced 17:8 88:18
enforcement 16:8 87:17,23
 90:8,15 98:1 121:7
engage 85:25
engaged 18:18 47:20 48:21
engagement 14:4
engineering 88:9
enhance 56:7
enhanced 117:14
enraged 59:10
enrichment 89:15
ensure 16:10 17:7 98:23
enter 78:10
entertain 23:1 53:15 75:15
 84:19 101:21 104:19 126:14
enthusiasm 24:12,15
entire 22:21 59:9
entitled 97:22
entity 16:24
entry 46:11
environment 45:13 52:19 53:7
era 18:23
eradicating 61:25
Eric 115:4 118:2
eroded 48:12
escorts 57:9
estimates 111:4
ethnicity 76:20 82:5,20
Eva 88:7
evaluation 96:13
evening 51:4 113:14 119:14,
 15
events 17:23
eventually 42:23

everyday 115:16
Evette 7:10
evidentiary 105:23
evolution 43:25
exam 74:4
examination 97:22
examinations 74:3
examples 48:15 67:24 89:24
excess 41:22 46:16
excessive 46:18 48:10,16,22
 119:23
excited 10:1 32:25 33:18
 43:25 55:17 111:17
excuse 23:19 34:13 74:16
executive 11:13 32:16 33:16
 44:12 71:1 72:25 97:6
executive-level 67:15
executives 14:20 31:18 40:18
existence 111:9
exoneration 51:16
expand 35:14
experience 32:5 89:17 115:16
experienced 56:22
experiences 91:24
experiencing 40:19
expertise 36:17
explain 80:2 83:18
exposure 89:17
extended 10:16
extreme 88:3 90:2
extremely 55:12 58:13
eyes 113:24

F

face 35:5 47:11

Facebook 5:2 69:13
faced 76:21
facial 106:12 116:4,19,24
 117:3 121:17,20 124:23
facing 50:7,20 51:7
fact 9:15 46:6 47:6 55:8,25
 63:25 66:2 67:9 70:23 76:25
 92:25 106:17 112:24 125:24
facts 115:15
factually 57:25
failed 74:6,10,11 108:15,16
failing 125:13,14
Failure 3:24
familiar 54:7
families 62:18,19
fast 42:22
fatal 45:21
fatally 63:23
fateful 63:25
favor 11:8 37:13
favorite 41:13
fax 4:11
fearful 122:2
federal 18:10 47:12 89:3
 105:9,12 121:2 124:24
feel 79:24 81:15 121:25
feeling 112:21 120:24 121:9
feels 49:24 121:3
fellas 114:21
felony 49:10
felt 58:13
female 69:13
field 73:3 78:21 81:4
fight 39:25 40:1,4 61:7 124:23
fighting 61:7 118:15

fights 39:25 40:4
file 4:7 57:4,5
filed 57:3 114:4,5
fill 111:8
filled 73:18,19
filling 86:10
final 28:10 96:7 97:14 106:3,8,9,11
finalized 93:10
finally 83:13 121:16
find 52:10,16
fine 3:20 113:2
finish 22:13 125:6
finished 61:16
fired 48:19,22 119:7
Fireworks 36:12
fit 56:10
Fitzgerald 14:3,6 61:10 111:15
flag 54:5
flagging 54:9
fleet 94:11,13,14,16,19
flight 57:4,5
floor 19:9 37:19 53:17 75:16 85:12 123:21
floored 120:22
Floyd 117:8,16 124:12,18
Floyd's 52:22
flush 120:13
FMLA 74:24
focus 87:18 91:22
focuses 92:8
focusing 45:9 88:24
foghorn 9:17
folks 9:18 88:19

follow 19:23 75:11 105:11,20 115:21
food 109:5,8
foot 96:10
footage 115:17,18
force 17:10,18 46:20 47:4,5 48:10,16,22,25 50:12 66:15 69:10 85:24 96:16,24 98:8 112:25 119:23 123:22 126:3
Ford 36:12
forever 113:24
forfeit 62:5
forget 70:14 114:21
form 5:5,22 43:13 63:10
format 9:3 75:11
forthcoming 98:14
forum 3:21,23 5:4 105:14
forums 6:9
forward 16:19 22:25 34:10 104:13 120:15
forwarded 50:18
found 10:2 51:8 63:24
Fourteenth 16:13
Fourth 58:8 86:11,18,24 87:17 88:25 89:2 90:25 91:20 94:19,22 95:6,8
frame 21:6
Frankly 58:21
Free 117:1
freeways 62:8
frequent 95:1
front 54:4
fucking 47:25
full 53:4 76:18
fully 18:18
function 55:19,21 100:2 103:3

functions 44:8
fundamental 16:12
funding 68:4 111:6
Funeral 36:14
furlough 100:19
future 34:11 101:21

G

gains 89:8
gangs 88:24
gap 41:24
garbage 88:15
garnering 41:24
gas 48:22 105:3
gates 88:17
gather 83:5
gave 98:13
General 71:4 90:6
Generally 43:9
generous 59:9
gentleman 124:17
George 117:8,16 122:8,10 123:6,7,9 124:12,18,19
Gilbert 30:2 33:13,14 39:6
give 15:21 19:19,20,25 21:2,4 38:13 44:14 45:11 46:22 48:15 50:3 53:13 57:22 59:5,12 63:21 68:21 76:11 80:7 81:7 83:1,7,8 99:10 106:18 123:2
giveaway 109:6
giving 9:1 10:8 20:20 37:21 38:1 39:16 75:23 84:2 89:7 97:23
goal 89:21
God 39:24 40:6 113:23 114:18

good 3:5 7:7,13,19,23 8:3,7,
13,20 9:4,5 13:1,16,17,18,21,
22 32:12,13 33:14 37:20,23
38:7 40:6 42:16 45:19 56:18
72:23 73:5 76:3 86:9,13,14
94:21,23 110:2,25 113:14
114:19 115:1 119:14,15
120:20 123:17 125:22

Gov 4:24

Governor 71:1

Governor's 11:13

Grace 109:6

graduating 35:23

graduation 74:12 102:20,21

Grady 110:5 111:11,12,14

grant 90:17

granted 70:19

grateful 33:17

Graveline 14:16 46:22 50:2,9

great 17:11 18:6,14 32:6 38:11
40:5 44:21 45:8 58:23 63:2
69:11 75:23 84:22 94:6
100:13

Greater 109:6

greatly 110:21 111:8

green 47:7 122:17

grieve 62:20

grieving 62:19

Griffie 7:10,11 12:5 17:12
21:23 23:3,5,22 25:8 26:4,7
27:14 28:24 30:3,9 116:17,25

ground 53:12

group 49:2,3 57:20 58:13 59:5

groups 59:1 88:25

growing 92:12

GSD 88:8,13

guess 35:4 54:13 68:1 113:18

guesstimates 111:3

guests 15:9

guide 58:17

guidelines 89:22

gun 64:2

guns 87:20

guys 84:22 93:17 94:10,15
113:20 123:3

guys' 94:13

H

Hakeem 112:18 119:8

half 14:4 68:2

halt 10:12

Hammer 109:11 124:5

hand 5:12,24 20:3

handedly 71:17

handle 43:5

handled 43:6

handling 109:15

hands 84:12 95:15,16 126:4

hanging 40:2,3

happen 58:6

happened 47:12 58:3,12
64:16 69:14 112:9

happening 19:2 83:6

happy 39:1 48:6

hard 32:4 39:21 45:6 60:16
73:8

hard-pressed 84:14

harmed 111:7

head 69:6 112:10

headquarters 36:3 85:12,14

heads-up 9:2

health 54:4 62:21,23 63:6
67:7,8 68:1,9 76:1 91:5 92:4
94:2,3

hear 8:22 19:16 31:21 37:21
41:6 49:15,17 60:11 110:9
111:12 115:7 120:23 125:10
126:3,11

heard 34:21 42:10 48:2,3
54:25 55:7 57:11 118:6

hearing 23:13 105:22,23

hearty 45:11

heavily 88:18

heavy 99:22

held 17:9

helicopter 47:9

helpful 79:3

helping 78:24

Hernandez 8:2,3,4 12:14,15
24:6,7 25:20,21 27:24,25
29:9,10 30:19,20 108:9,10

hey 66:5 84:12

hide 91:12,16

high 54:23 78:5,11

highest 37:6

highlight 16:3 87:13 96:3

highly 48:16 110:16

hired 73:23 79:1

hires 74:14

hiring 73:13 79:8

historically 16:9 91:12

hit 69:14 112:10

hold 52:14 121:22

holding 92:10 94:12

Holley 8:11,12 11:22 12:18,19
19:11,14,17 20:8,9 24:11,12
25:2,23,24 26:11 28:3,4
29:13,14 30:23,24 31:6 37:10
65:8,9,10,25 66:2 102:2,3,4
103:4,7 108:13,14 124:4
126:16

Holley's 104:4

Holt 8:18,20 9:1,4,7 10:24
 11:1,5,6,24 12:20,21 13:21
 22:6,10 23:9 24:13,15,23
 25:25 26:1,12 28:5,6,12,14
 29:15,16,24 30:25 31:1,10,22
 32:13 35:17,19 37:23 39:22
 49:15,18 65:5,6,7 66:25 67:3
 68:12 75:22 76:17 77:24
 79:10 86:7 92:19,21 93:7,13
 98:17,19 99:12,18 108:5,7
 126:24

home 5:1 121:6,8

homes 9:8

Homicide 36:5,8 89:15

homicides 87:4

honestly 61:24

honor 32:17 37:9

honorable 6:12 13:1,19 15:2,5
 22:16,20 33:15 34:25 35:11
 40:18 41:10 50:10 72:23
 95:22 97:2 98:25

honored 65:1

honoring 35:9,19

hope 14:15 26:9,21 32:20,22
 39:3 42:11 44:19 51:25 53:16
 59:21 60:12 61:1 111:19
 113:18 123:16

horrendous 48:25

horrible 52:22 63:14

horrific 70:7

hospital 69:7

host 5:19

hot 87:23

hour 5:8 14:4

hours 61:20,22 64:6 115:19

house 60:20 64:5 114:23

housekeeping 99:15

Housing 35:24

HR 72:20 104:11,15,17

Human 13:10

humbled 33:16

hundred 41:22 45:8 57:23
 59:8

I

I'MA 42:4

I's 102:6

IA 50:11

icon 5:12

ID 9:25

idea 57:16 58:23 80:7

ideas 78:21 104:5

identified 50:16,25 93:22

identify 3:11 27:1 51:5,10
 54:15 117:15

identifying 40:21

ill 64:13 67:21

illegal 61:8 87:20 90:7

illness 43:13 63:11 67:18

illustrate 64:20

images 5:19

imagine 112:20

immediately 49:6 55:21 81:11
 122:20

impact 59:7 61:25 63:18 64:25
 65:15

impacted 19:6

implement 104:5

implemented 87:16 98:9
 117:10

implementing 90:15

implicit 117:10

importance 64:20 90:2 94:23

important 5:16 42:3 56:9
 60:20 91:21 92:2 110:23

118:14

importantly 17:4

impound 62:4

impressed 93:17

improve 89:6 91:21,24

inappropriate 5:20

Inaudible 118:2 125:13 126:3,
 4

incarceration 90:22

incident 43:14 55:6,7 116:21

incidents 17:19 43:4,7,9 48:16
 50:12,13,14,21,25 89:2

include 17:19 91:17 96:8

included 36:2 96:22

includes 45:4 50:14 89:11
 91:14

including 16:12 78:23 80:19
 96:14

income 121:13

incoming 95:23

inconvenience 59:11

increase 45:17,25

increased 90:8

increases 46:4

independent 116:13 118:25
 119:3,5

indicating 119:18

individual 42:7 51:12 63:24
 64:17

individuals 9:21 43:12 44:20
 45:10 52:14,15 63:12,16 75:8
 83:5

information 4:2,14 5:2,15
 10:1,12 68:19,22 73:13 76:19
 80:9 81:7 82:25 83:5,7,12
 84:3 85:7 99:3,11

informed 99:17

infracted 124:20
initiated 117:13
initiating 52:2
initiative 90:23
injunction 18:11
injured 68:20,23
injuries 62:2 69:9
injury 69:11
injustice 118:11,12
inmate 63:9
Innovation 13:2
inside 44:5,7 76:5
insight 75:23 76:11
installed 88:14,17
instance 46:19 100:11
instances 18:3,5 120:16
instinctively 55:13
instituted 71:1
instructions 5:3
integrity 36:22 37:4 82:10
intend 94:25
intent 77:2 89:12
intention 18:20
interact 34:7
interacted 17:20
interaction 78:14
interest 46:14 73:24
interested 51:1 117:1,18
interesting 52:10
interfacing 120:9
interim 13:10 99:19 104:11,15
intermediate 74:24
Internal 36:3 51:19
internet 40:19 71:24

interrupt 33:25
interrupting 6:11
interruption 34:3 49:14
intervene 119:20
intervention 54:6,10 92:1
 117:11
interview 50:23 116:5
interviewed 51:2
introduce 13:23 14:24
introducing 12:25
introduction 7:4
investigate 48:9 49:23 52:13
 54:19 116:15
investigated 18:4 71:3
investigates 16:17
investigating 50:11
investigation 16:21 49:7,8
 51:8 70:24 116:13 119:1,3,5
investigations 4:7 46:21
 50:15 51:15,22 89:7
investigative 36:4 49:24 51:18
investigator 4:10 13:7,11,12,
 13 50:19 99:20 100:22
invite 64:22
invited 5:19
invocation 6:24,25
involved 17:17 43:8 48:17
 55:6 64:23 67:20
involving 55:3 61:8 63:22
isolated 52:19 61:18
issue 61:12 63:4 79:25 82:12
 84:12 90:25 93:19,20 95:11,
 13 120:16 125:24
issued 10:14 49:9 87:22
issues 16:23 17:16 18:19
 19:4,5 40:20 76:4 80:23 88:1,
 2,10 90:4,5,8,20 92:4 94:20,
 24 103:14 115:24 118:25

120:7,13
item 7:4 11:2,16 24:21 34:2
 72:20 106:6
items 4:4 50:16 76:20 77:10
 95:24 96:2,21 104:23

J

jail 64:9
James 13:9 23:6 24:24 28:15
 29:25 32:24 33:15 34:4 72:21
Jesus 8:4
job 40:5,7 41:13,15 42:8 73:5
 75:23 76:3 77:4 78:15 83:10
 86:6 100:13 104:14 116:14
 123:17
jobs 57:18 114:11 121:14
John 124:13
join 3:14 4:18 5:17 20:13
joined 20:15 116:23
joining 5:17 20:17
Jones 8:6,7,8 12:16,17 13:22
 15:2,11 20:3,10 21:5,24 22:2,
 5,17,18 23:10 24:8,9,16,20
 25:22 28:1,2 29:11,12 30:21,
 22 32:11 34:17 37:20,25 40:6,
 9 56:11,14,15,17,18 57:16
 71:20,21,22 72:17 75:17,19,
 20 108:11,12 116:3,7 122:19
 125:23 126:17
Jones' 37:18 72:5
Jonya 13:8
journalists 49:2 68:20
Joy 14:15 26:9 42:11 44:18
judge 10:14 89:20 105:10,12,
 16
judges 121:2
judicial 125:17
July 89:20
jump 42:4

jumps 48:5
June 35:22
junior 78:5,6 80:8
jurisdiction 96:6
jurisdictions 97:25
justice 16:9 44:2,6 48:12
 123:2 124:12 126:6
juveniles 82:14
JW 122:9,11 123:5 125:7
 126:8,10,11

K

Kari 14:17
keeping 92:11
Kesha 15:3
key 41:23 90:9 91:11
keys 91:17
kill 124:18,21
killed 118:10
kind 44:3,4 49:4 50:3 58:17,25
 59:15 60:12 73:2 76:23 77:3
 80:5,7 112:21 123:25 124:1
knew 54:18 61:14
knives 63:23
knowing 82:12
knowledge 120:11
Kyra 14:14 26:9 42:11,15,21,
 24 61:1

L

lack 48:8 73:24 120:22 122:4
lady 26:22 124:20
laid 66:4
lanes 59:6,13
language 22:22
larcenies 91:10,14

large 18:18 42:1 44:25 52:7
 59:5 68:6
largely 118:10
Larry 89:20
lasers 47:7,21
Lashinda 14:16
lastly 6:2 43:22 48:23 52:25
 56:9 97:19 111:2 120:8
late 18:25 43:16 58:3
launch 55:8 117:2
launched 49:7
law 16:8 90:15 97:25 120:5
 121:7
Lawrence 13:11
laws 6:8
lawsuit 46:14 114:3
lead 90:16 109:11
leadership 33:4 40:12 43:18
 56:20,25 61:11,12 97:2 100:3
 111:22 117:12
leading 44:2 47:5 97:17
League 36:13
lean 65:7
learn 79:23
learning 78:13 79:8
leave 38:20 74:21,23,25
led 10:17 89:9
left 88:15 110:23
legal 17:23 68:19 75:25 96:17
 106:18 107:4,6
legally 105:21
legitimacy 44:3
legitimately 118:25
Lena 14:17
length 57:7
Leonard 30:1

Leonard-gilbert 43:23 55:18
 111:20
lethal 49:2,6
letter 16:1,3 17:20 46:11 48:5
 70:9,13,15 71:7 83:25 95:25
 100:14 112:6 115:13 118:23
letters 65:20
letting 76:3
Levalley 44:13
level 52:8 55:20 56:8 95:10
 100:8
Lewis 124:13
liaison 59:22
liberate 8:21
liberties 121:3
license 78:24
Liddell 14:17
lieutenant 13:9 14:18 15:6
 28:16 30:1 42:23,24 72:21,22,
 23 73:5 75:10,22 76:13,14,18
 77:16 78:1,8 79:13,24 80:3
 81:1,16,18,20,24 82:18 85:4,
 6,16 86:5,8
lieutenants 15:7 75:6
life 90:4
lifelong 37:5
lift 8:25
light 45:5 80:19 111:1 122:17
lighting 88:10
likelihood 69:11
limit 88:11
limited 16:13 78:13 96:15
lined 105:9
link 5:2
links 4:17
Lisonya 13:12
list 4:18 14:20 21:11 116:24

listed 4:4 96:2
listen 20:12 114:13
listened 119:16
littering 88:3,16
Littleton 112:19 119:8,9
live 74:17 114:5
lived 115:15 117:25
lives 62:1 63:17 120:10
local 69:7 91:2
locate 33:25
located 60:21
locating 33:10,22
location 57:8 61:19 64:4
lock 91:13,16
locks 88:17
logging 3:20
long 6:20 27:8 41:25 55:25
 82:24
long-term 88:22
longer 113:1
Longstreet 6:21,22
loop 47:17
Lopez 96:2
Lord 33:7 114:19
Lori 14:18
lose 110:24
lost 56:4 111:7 121:11,14
lot 41:16 44:19 45:10 54:1
 57:18 60:14 62:18,19 63:20
 70:6 82:6 83:4,13 84:4 88:2
 90:11 92:5
love 41:19 42:19 115:1
low-level 90:19
lungs 63:5
lynch 124:18

M

made 42:23 47:3 49:5 52:21
 60:4 66:12 76:21 105:12
 113:3
Madrigal 13:13
main 16:5 78:21 95:14
maintenance 94:20
major 10:8 36:12 58:4 87:3
 89:2
majority 34:7 68:16 85:20
 103:12
make 3:12 5:10 20:4,12 33:19
 35:6 47:15 57:11,18,23 62:11
 66:11 71:18 72:2,4 73:6 78:25
 80:16 84:17 85:7 90:12 98:25
 99:3 101:8,11 108:21,24,25
 114:18 121:6,8 124:7,15,16
makes 103:2 122:2
making 41:23 47:1 63:16
 65:25 66:2 71:7 122:14
male 69:15
malicious 51:9
man 63:22 64:2
managed 91:6
management 51:20 54:25
 90:1
manager 88:8 97:7
managers 45:12
managing 46:17 55:19 61:15,
 16,17
mandate 16:22 85:22
manipulate 70:17
manner 16:23 21:3
manpower 73:14
march 9:23 59:4
marchers 59:4
Mark 15:6 24:25 32:14 42:4,5

110:4
Martin 8:8
MAS 54:25
masked 3:13
material 22:23
matter 18:8 19:10 38:15 67:22
 76:2 92:25 105:23 120:10
 125:25
matters 11:15 18:4 33:4 49:20
 120:15
Mayor 67:14 102:17 115:13
 124:25
Mayor-led 63:4
Mckinney 15:3 41:5
MCOLES 74:1
MDOC 89:4
meaning 44:5
means 44:19 63:11 83:20
 90:18
meant 124:18
measures 117:16
media 50:17 60:9 78:16
median 121:13
mediate 84:8
medical 74:25
meet 66:6 86:1,3
meeting 3:6,13,21,25 4:15 5:4,
 11,17,18,21 6:9,12,14,17 11:3
 13:4 20:12,13,14,15,17 71:10
 81:5 86:23 92:23 93:9 104:10
 107:2 108:20 109:1,3 119:17
 123:18 127:2
meetings 3:9 58:21 80:22 81:2
 93:1,8 95:3 101:10 102:16
 116:18 120:21
Meijer's 48:18
member 40:16 96:1 100:21
 117:25

members 13:5 16:11 17:9,19
 73:15 86:19 89:1 121:1
members' 70:15
men 38:9 44:9 53:23 95:7
 110:11,12,14 113:2 114:15
 118:9
mental 43:13 54:4,17 56:9
 62:21,23 63:6,10 67:7,8,18
 68:1,9 76:1 90:20 92:4 94:2
mentality 118:18
mentally 64:13 67:21
mention 20:6
mentioned 22:2 42:10 47:8
 50:13 51:14 77:7 116:12
merit 37:6
message 3:10 94:23,24
met 66:21 69:3
Metropolitan 35:23
Michelle 122:8
Michelson 105:10
Michigan 3:1
microphone 20:4,25 22:9,15
 31:20 32:21 37:18 40:17 41:4
microphones 6:14 31:17
midst 46:14
Mile 112:17
military 75:1
million 68:2 111:4
mind 34:1 99:24 100:6 104:14
 114:13
mindfulness 117:10
Minneapolis 117:7,9
minor 69:9
minorities 84:24
minute 42:14 45:17 124:7
minutes 4:16 6:3 11:17,23
 12:2 19:20 45:19

miracle 53:7
misconduct 51:9
missions 16:14
misuse 117:3
Mitchell 28:16 33:9,23 43:2,18
 111:20 119:12 122:8
mobile 5:24
moment 19:18 46:23 112:6
money 10:19 70:20
Monies 67:7
monitor 19:2
monitoring 13:3
month 73:11,21 74:4,13 82:4
monthly 73:7,10 75:5
months 102:14 116:18 118:6
Moore 15:5
morale 95:14
motion 11:11 12:23 23:2
 24:18,20 26:3 27:8 28:9 29:18
 31:3 37:16 101:9,11 105:5
 106:3,8,9,11,16,22 107:4
 108:15,16 125:14 126:15
motions 105:1,7 106:8,10
mouth 9:2 122:21
move 12:25 15:19 20:20 21:2
 22:1,25 23:5 24:23 26:4,7
 27:10 28:14 29:24 31:14 37:8
 41:2 42:18,21 52:9 61:19
 72:19 86:11 100:25 103:15
 105:8,15 106:5,24 107:5
 108:16,19 109:22 120:15
moved 10:23 11:5,7,22,23,25
 23:11 25:3 26:13 28:19 30:4
 37:12 126:16,18
movement 48:11 118:12,14
moving 42:21 68:4
Muhammad 110:5
multiple 122:25

murder 89:13
murdered 117:8
mute 6:13
muted 5:18 22:6 123:10

N

NACOLE 96:18 97:19 98:12,
 20,23 99:7
NACOLE's 97:20
names 70:15
Napoleon 63:8
Narcan 93:20,23 94:4
Narcotics 36:4,5
narrative 48:4
narratives 48:2
nation 52:20
national 96:14,18
nature 94:14 101:15
necessarily 80:17
neck 97:22
needed 61:14 104:12 110:14
needless 120:5
negotiate 114:16
negotiating 114:8
neighbor 64:3
neighborhood 59:22,24
neighborhoods 19:4 90:5
 110:20
neighboring 36:20
neighbors 121:12
newly 31:13,17
newly-appointed 86:19
news 4:25 42:16 45:19
night 18:25 61:15 121:6,9
nightly 46:17

nitrous 90:24
no-shows 74:8
noble 57:16
noise 88:3
noncooperative 51:1
noncriminal 4:8 18:4
none@none.com 3:19
nonenforcement 67:17
nonfatal 45:21 46:1 87:6
nonviolence 16:8
nonviolent 67:21
notable 68:25
note 3:8 5:13 17:4 18:14,21
 19:8 45:25 53:22
November 43:16 114:22
NPOS 60:21 92:9
number 4:11 9:25 10:2 20:21
 45:21 50:4 67:13 68:15 73:22,
 23 74:1,15,22 77:21 82:2,7
 84:23 87:13 106:1 110:24
numbers 3:13 10:8 73:6 74:20
 76:25 111:6
numbing 32:25
numerous 18:9

O

Obama's 96:16
obligated 102:20
observers 68:19
obstructed 116:18
obtaining 93:20
occasions 18:9 34:22
occurred 48:17
October 10:16 109:3
offenders 89:4 90:19
offer 77:1

offered 56:2,4
offering 49:3,4
office 4:10 17:2 18:8 50:18
 85:9,11 89:10
officer 35:24 36:1,6 48:18,21
 49:1,5,10 50:5 51:11 52:3
 55:3,5 56:4 72:1 77:2,4 79:20,
 21,22 80:1,8,20 91:21 112:16
 121:7 122:19 124:20
officer's 47:11
officers 38:3 45:7,12 47:1
 49:22 52:16 54:4,6,15 55:11
 58:8 60:5 64:2 68:22,25 74:13
 75:4,5 76:5,12 91:25 93:20,
 21,23 95:1 111:21 117:9,15
 118:22 119:22 120:18 122:3
 124:9
officers' 91:23
official 39:18
officials 14:24,25 100:12
 121:2
oftentimes 76:22
on-duty 48:20
one-sided 121:10
ongoing 17:3 18:22 93:23
online 10:3
open 9:2 18:22 19:9 50:1
 51:24 52:25 53:17 59:13
 77:17 81:15 114:12,13
opened 51:3
operating 121:20,22
operation 16:18
operations 36:4,5 48:20 87:19
 97:5
opinion 106:18
opinions 85:2
opioid 90:17 93:19
opportunities 91:22
opportunity 19:19,25 21:3

22:12 32:17 33:5,17 37:21
 38:1 39:16 53:15 75:21 79:7,9
 81:7 83:2 86:2,17 92:14
 102:10 112:18,19
opposed 11:10 37:15
Ops 88:20
optimistic 63:20
options 5:25
oral 5:10 109:22
order 6:17 10:21,22 11:12,14
 71:2 100:9 101:16 105:18
 106:17,23 109:10
ordinances 6:8 87:21
Oregon 121:16
organization 98:23
originated 118:24
outcome 76:23
outcomes 52:7
outlined 105:14
Outreach 92:8
outstanding 86:5 95:6 110:12,
 13
overdue 27:9 42:13,14,15
overnight 100:12
overridden 120:25
overrule 106:24 107:5,14
oversight 16:6 17:5 65:13,15,
 16 97:25 116:1 117:19 120:23
 122:5
overusing 124:2
overview 50:3
oxide 90:24

P

p.m. 3:3 5:8,25 109:2,3 127:2
pace 10:5

pack 76:18
packed 77:5
packet 22:21 85:9 96:8,22
packets 35:12 97:8
pages 82:23,24
palm 42:20
panelists 3:16
Pannell 113:25 114:1
paper 9:22
paperwork 85:3
parade 125:25
paragraph 48:7
parent 83:10,11
park 88:1,12
parking 88:16
parks 36:14 88:20
parliamentarian 101:10
parliamentary 107:6
part 9:24 16:17 17:7 41:13
 42:1 45:3 46:11 52:24 55:1
 56:10 58:6 60:1 70:22 86:21
 91:18 94:21 100:14 111:2
 119:21
participants 5:11,17
participate 92:5 102:22
participates 89:14
parties 120:12
partner 79:19 86:22
partnered 90:6 91:1
partners 44:13 89:4
pass 27:20 29:5 30:15
passed 12:23 17:15 24:18,20
 26:3 28:9 29:18 31:3 74:6,10
 121:17
past 45:18 47:8 58:16,24 59:4
 76:19

path 86:4
patience 22:16 40:19 41:9
 43:19
patterns 55:2
pay 49:11 90:13
Paytra 35:1,10,20,21 37:3,7,9
PD 54:5
peace 118:21
peaceful 16:7 18:24 34:2
 47:16 66:15 68:16,17,18
 113:1
peacefully 114:8,13,17
pecking 100:9
peer 44:8 55:8,14,16,20
people 4:23 32:3 38:18 44:20
 50:24 55:22 60:15 65:14 73:8
 74:5,6,9,11,17,21 82:8,13
 83:3 89:24 111:4 118:13,21
 120:3 122:14 124:2,8,21
 125:2
people's 62:1
percent 9:8,12 10:5,6,7,9 38:5
 43:11 45:1,3,5 46:1 63:9 87:3,
 5,7,12,14 121:13
percentages 10:7
perfect 36:11 63:21
performing 76:6,7
permanently 73:25
permission 102:5
perpetuate 90:5
person 19:20 43:3 62:4 67:18,
 22 77:3 85:2,24 101:19
 111:16 125:1
person's 16:11 80:13
personal 84:12 85:2 94:25
 125:24
personally 111:21
personnel 75:3 82:1

Peter 109:11
Petty 119:12 120:19,20
ph 14:19 100:14
phase 51:5,18 81:5
phenomenal 32:5 41:15 42:5
 43:23
phone 3:12,13 10:2 77:21
phones 6:10
physical 74:9
physically 112:7,8
pick 88:15
picture 83:6
piece 70:3 71:23
pilot 47:10 57:4
place 54:24 57:17 121:23
places 93:22
placing 91:15
plan 57:4,5,6,14 58:19
planning 54:2 96:12 97:6
plans 58:18 93:9 117:20
planting 117:1
platforms 4:1
play 63:16 121:15
played 41:23
pleasure 11:4,17,20 20:5
 22:25 97:15
point 10:21 11:12 35:7 42:24
 47:9 63:2 64:5 70:19 78:9,20
 80:16,22 104:4 113:23 124:7
pointed 46:16
pointing 47:11 48:24
points 16:4 88:13,18
police 3:6 4:3,5,19 5:7 7:24
 13:10 15:5 16:15,16,19 17:18
 23:6 24:24 26:8 28:15 29:25
 32:16 34:3 35:2,22,23 36:2,
 19,23,25 37:1 38:4,7,9 39:15,

20 43:8 44:3 45:12 47:22,23
 51:2 52:16,22 53:24 55:22,25
 56:23 57:9,12 58:7 60:6,10,19
 61:6 62:6 66:8 67:5,6,22 68:4,
 7,8 69:4 73:2 74:13,19,21
 75:4,5 78:7 82:10 97:3 98:3
 102:17 105:2 110:13,14
 111:15,25 112:3 113:2,3
 114:4,7 115:11 117:5,7,9
 118:10,16,17,22 119:2,21
 120:18 121:4 123:12,22
 124:9,10,24

police-community 117:14

police-initiated 97:22

policeman 119:7

policies 3:10,23,24 4:1 96:5
 97:17 98:5

policing 77:4 96:16 125:25

policy 4:16 17:7,10 96:4,11,
 24,25 97:5,12,24 98:8 100:16
 103:5,8,10 119:19,23 120:5
 121:23

political 117:2

politics 114:11

population 63:10

portion 77:19 83:15 85:11

Portland 47:13 116:23 121:16
 125:2

pose 53:16

position 65:8 67:5 71:15
 101:14,15,17 112:1 113:16

positions 73:17,18,19,20

positive 60:10 61:25

possibly 57:8

posted 5:14 6:8

posture 49:24

power 124:2

practices 96:14,18,19 98:5

practitioners 98:13

praise 62:11

praying 72:9

pre-meetings 58:19

precedent 98:4

precinct 48:21 58:8 80:7
 86:12,18,24 87:17,18 89:1,2,
 8,14,18 90:4 91:1,11,20,23
 92:10,22 94:10,19,22 95:7,8

precinct's 95:10

precincts 60:19

preliminarily 46:20

preliminary 51:5

premature 67:14

prepared 76:6

preparing 17:23 20:4 31:16
 32:21

present 8:13 15:3,4,6,8,21
 112:7,8,9

presentation 42:12 92:13

presentations 4:16

presented 49:8 77:10

presently 16:10

president 15:2,6,11,17 19:18
 20:3,10,20 21:5,24 22:2,5,17,
 18 34:17 37:18,20,25 40:9
 44:15 46:5 96:1,15 102:10,16
 113:9

presiding 89:21

press 5:12 117:2

pressure 121:25

pretending 116:20

pretty 94:21 95:1 103:12
 122:16

prevent 6:11 47:1

prevents 116:14

previous 94:13 104:25

previously 92:3 97:10

primarily 18:13

primary 57:25

principals 79:5

prior 119:6 121:13

priority 20:21 21:6 45:18
 54:23 100:1,9

private 80:18 121:18

privilege 32:17

proactive 55:3

problem 27:7 66:18 70:16,24,
 25 88:22 91:3,15 117:15
 119:2 125:16 126:2

problems 71:24 91:12 114:8,
 16

procedural 44:2,6

procedure 65:16 107:7

procedures 17:8

process 9:20 10:18 17:25
 22:12,19 34:18 40:20 60:16
 65:23 67:11,13,16 73:22
 77:19,20 84:8 85:8 92:1
 100:23 103:11 104:17 105:25

processes 110:15

processing 85:2

procurement 91:4

profession 42:8

professional 6:6 42:7 43:20,
 24

professionalism 36:17,21
 37:4

Professor 109:11 124:4

profound 64:25

program 54:5,7,14,18 56:10
 75:8 78:2,23 81:5 82:16
 89:15,19,21 90:16,17,18 91:9,
 12,13 92:8

programs 68:5,8 90:20 92:6

progress 73:22

prohibiting 105:2,4
Project 122:17
promote 23:7 26:8 28:16 30:1 39:12
promoted 31:13,17 36:7 38:3 39:3,4,6,7,8,11,13,14 44:17
promotees 34:6
promotion 15:22 20:16 21:10 24:25 29:19 38:17,19 59:21 71:25 113:21 115:1 123:15
promotional 34:18
promotions 22:22 41:13
prompt 3:17
prompted 3:15
proper 20:7
properly 11:7,25 19:1 23:11 25:3 26:13 28:19 30:4 37:12 64:13 126:18
property 45:2,4 46:25 51:10 52:15 87:12 96:10
prophet 38:25
proposed 97:18
Prosecutor 49:9
prosecutor's 17:2 18:7 89:10
protect 58:1,2 102:18 124:10
protected 121:3
protest 16:8 51:22 57:14 112:8 120:10
protesters 47:14,18 52:10 57:2,3,13,20,24 58:5,9 66:14 70:6 105:5 114:4,11 118:7,8
protesting 42:13 47:17 57:11 58:1 118:9 125:4
protestors 47:6 58:10 110:19 124:11
protests 17:22 46:17 48:24 61:15,16 68:15 112:25
proud 33:19 43:1 86:20 87:11 113:17,20

provide 4:21 17:5 19:3
provided 73:10,12 77:6 94:3 98:24 99:4
providing 117:18
provisions 105:9
public 5:3,4,9,16 6:1,2 18:19 20:12,18 34:19 36:22 37:4 48:12 52:4 61:7 62:11 66:12 78:4 100:11 115:20 121:18
publicized 48:16
publicly 66:15
pulled 60:4,5
pulling 35:12
purpose 20:14,15
pursuits 96:10
push 94:22 104:12
put 9:22 35:5 38:23 60:14 70:13 73:6 82:19,25 85:6 103:8 109:13 116:20 121:23 124:12,14
putting 10:7 104:14 122:5

Q

qualified 85:24
qualify 85:23
quality 89:6 90:3
question 26:15,18 53:13,16, 17 56:5 60:1 62:15 75:13,15 78:1 79:16,19,21,23 93:18 94:9 100:6 101:24 104:8
questionable 120:17
questioning 52:12
questions 48:6 50:2 51:22 53:1,9,21 76:19 77:5,8,9,12, 18 83:3,16 92:16 97:15 98:15
quick 71:22 99:2,5
quickly 100:12 115:17
quiet 42:6 43:3

quorum 8:16

R

race 73:14
racial 48:11
racing 61:8,17,21
racism 118:16
rage 120:23
railroad 66:17
raise 5:24
raised 5:12 16:23 20:3 103:14 118:25
rank 15:23 21:19 22:24 23:2,7 24:21 25:1 26:9 28:10,16 29:22 30:2 36:7
ranks 34:6,8 42:18
Rashida 46:12 115:14
rate 66:24
reach 4:2 77:18,20,23 78:18 79:4 83:2,4,17 93:3 112:11, 18,19 119:8
reached 112:14
reaching 56:1 84:6 119:7
read 16:2 119:18
reading 35:4
ready 20:2,6 32:18 33:12,18, 25 96:7 97:13
real 79:17 115:21 122:4
reason 20:17 42:1 60:20 83:21 118:1 119:17
reasons 82:19,21 84:25 85:1 122:22
reassigned 36:8
receive 4:25 88:2
received 22:21 95:25 112:6
receives 99:1

receiving 57:9
recent 17:9 46:25 48:23
recently 56:4 63:22 98:6,8
 119:18
recipient 36:11
reckless 61:13 62:3
recognition 36:13,14,15 37:2
 106:12 116:4,19,24 117:3
 121:17,20 124:23
recognize 42:3 125:13,14
recommendation 17:10 23:6
 24:24 26:8 28:15 30:1 96:25
 105:16
recommendations 96:17
 97:16,24 98:8,12 105:17
 117:5
recommending 42:17
record 11:14 72:5 109:13
recorded 9:14
recording 13:3
recordings 99:1
records 82:15
recourse 84:3 121:1
recruit 53:6 76:21 79:24
recruiters 78:21
recruiting 13:10 73:2,3,20
 76:24 77:19 81:4 85:21
recruits 75:24 77:1 79:16,19
 80:22 85:20
redirect 58:10,17
reducing 63:18
reduction 63:15 87:16
reductions 46:3
refer 47:20 95:22
reference 5:14 18:9,23 98:11
 99:3 103:13
referred 18:5

reflects 72:5
reform 16:8 110:13,15 117:5
refrain 6:6 16:11 26:24
refusal 115:16
refuses 116:23
registrants 98:25
regrets 105:22
regulations 103:3 121:21
rehab 90:21
reimburse 51:12
reinforce 49:12 51:25
reinforces 44:19
reintroduce 64:14
reject 48:14
relates 44:22 45:2 68:19,22
 76:24 120:2,8
relations 13:7 62:22 92:22
 111:25
relationship 18:6,15
relationships 44:1 48:13
 58:25 60:16 92:11,12
relative 67:21 119:19,24 120:7
release 115:17
released 64:11,17 69:8 115:18
relevant 6:8 99:2
remain 6:5
remaining 106:12
remarks 15:20 18:22 31:14,15
remember 5:22 43:15 124:19
remind 117:6
reminder 3:21,22 6:12 62:6
reminders 3:8 5:13,16
reminding 91:15
removed 122:20
repeated 90:21

repeatedly 118:6
repetitive 90:22
replace 60:24
report 15:22 21:2,9,10 34:4
 43:24 46:9,23 61:2 72:20
 73:10 75:9 76:18 77:4,9,15
 82:3,19,25 87:11 92:22 93:17
 96:17 97:12 98:2,10 119:22
reported 9:8 18:3,9 43:15 87:3
reporter 13:4
reporting 17:22 69:23 72:21
reports 4:16 97:8 119:18,25
representation 110:25 120:22
representative 40:16,21,25
 46:12 52:12 66:5,20
representatives 14:25 70:12
 112:7,14 126:6
representing 13:9 15:4 125:2
represents 113:8
request 5:9,10 104:9
requested 109:13
requires 4:1
reroute 58:11
reschedule 74:11
rescheduled 74:7
research 96:12,14,20 97:6
 120:11
residencies 74:16
resident 121:7
residents 33:20 59:7 88:4
 90:13 120:6 121:11
resign 47:25 117:17,20
resignation 52:11,21
resigned 52:23
resistance 49:5 59:14
resolution 16:21 35:1,9,10,16,
 19 37:2,9 116:2,3

resolutions 115:25
resolve 16:25
resolved 36:24
resources 4:14 13:10 110:20
 111:7
resources' 72:20
respect 33:2 73:13 76:25
 96:23 97:17,19 98:5,7,11
respected 110:18
respectful 6:6 124:1
respective 34:6
respond 16:22 89:1 100:8,13
responded 9:9 15:24 18:2,12
 19:1 64:2 105:21
responding 19:7 99:23 104:17
responds 38:16
response 17:23 45:16 70:9
 92:4
responses 9:14
responsibility 18:20 32:7
responsible 17:9 62:4 77:3
rest 71:14 76:9 83:13
restrained 47:24
restraints 97:23
restricted 74:23 75:1
restructuring 60:17
result 3:24 5:21
resulted 87:20
retaliation 114:9
retired 52:23
retirement 36:9
retiring 35:1,10
return 57:8
Reverend 102:2,3 104:4
reverent 16:17

review 16:25 17:16 51:19
 96:6,13 97:9,12 98:11 99:2
reviewing 18:8
reward 41:14
Ribbon 36:12
Ricardo 15:5
Rice 13:5
Richard 6:20
rights 16:12 113:17 118:12,13
 124:13
riot 113:4,5
Riverside 88:1
road 58:12 59:13 88:11
robberies 87:9
Robert 13:6 28:16 33:9 43:2,
 18 116:21 119:12
robust 96:13
rock 112:10
rocks 124:9
rogue 54:11
role 18:16 41:23 63:16
roles 57:22
roll 11:14,19 12:1 13:25 23:13
 25:5 28:21 61:17 100:16
 103:12 107:11
rolling 54:5
Rosa 36:13
Rosalia 13:13
Ross 14:18
roughly 45:8,18
round 75:12,14
route 57:6,7 71:5
routes 58:18
routine 115:24
rubber 105:3 121:4
rule 53:21 66:14 107:7

rules 53:12 103:2,12
ruling 65:12,13,19 105:13
 107:15 125:17,19,21
rulings 125:22
runs 45:18
Russell 86:22

S

sacrifices 110:18
sad 64:8
safe 57:10,24
safety 58:9 122:3
Saturday 109:7
save 63:17
saved 98:21
schedule 100:17
scheduled 74:5,9
scheme 101:20
school 78:5,11
school's 78:3
schools 78:4,7,11,17 79:4
Scotty 125:8
screaming 63:5
screen 5:23 35:13
script 35:4
season 19:5
Seattle 47:13
Seattle-like 47:2
secondary 48:18
seconded 125:14
seconding 116:11
secretary 39:23 100:1,5
section 16:15 96:13
seeking 67:10

self-initiated 50:15,17
self-mute 6:13
Senator 16:1 95:25
send 77:11 83:25
sending 84:16 92:1
senior 13:13 33:16 79:20,21,
 22 80:1,20 111:16 114:10
seniority 102:12
sense 65:25 66:2 123:2
sentenced 89:25
sentencing 89:22,24
separate 116:18,21
separations 75:5
September 3:2,7 10:13 99:8
 107:3 109:2 115:12
sergeant 42:22 80:6,8
sergeants 15:7 75:6
series 117:13
seriousness 42:14
serve 33:1,6,19 82:13 84:5
served 36:8,19
service 6:7 19:3 36:22 37:4
 77:4 89:25 90:20 91:25
 112:12
services 56:2,4
session 104:9,19 109:14,18
sessions 99:2
set 78:6
setting 88:19 98:4
settle 114:13
sex 73:14 87:8,10
shame 116:17
share 9:13 93:9,11 100:7,23
shared 10:10
sharing 10:11

Sheet 5:5,7,11,22
Sheffield 15:25 96:1 118:24
Sheila 13:5
Sheldy 122:18
sheriff 63:7
sheriffs 63:8
shining 92:10
Shirley 7:14
shooting 45:20 55:7
shootings 46:1 71:2 87:6 89:1
short 53:4,7 93:4
shortness 94:14
shot 63:23 112:16,18,21
shoulders 32:2
show 74:11 116:20 117:20
shown 87:4
shy 52:2,4
sic 47:14
sick 75:2
side 45:25 60:19 83:8,21
sidebar 103:13
sides 120:16
siding 84:2
sign 4:25 5:6
signage 91:15
significant 46:3,4 87:9
signs 62:24 88:17
silence 6:10
similar 3:20 96:23
simply 42:9
sincere 95:7
single 78:11
sir 6:23 8:14 11:15 13:22 15:1,
 9,15 19:13,16,24 20:1,25 21:8
 22:14 25:16 31:16 50:9 53:19

56:19 70:4 73:4 78:9 82:18
 85:7,18 94:1,17 103:18 104:2
 105:11,18 107:18 109:24
 111:13 125:11
sister 122:18
sit 14:6 84:7 120:20
sitting 42:20 71:9
situation 63:22 67:21 69:10
 122:6
sixth 85:12 123:21
slam 71:7
slide 4:9
Sloan 13:13 14:17 86:13,15
 92:24 93:12,25 94:17 95:19
small 49:3
Smart 5:5,7,11,22
Smith 110:6 113:10,13,14
 114:1 122:9,12,13,15,18
so-called 118:19 126:4
social 50:16 67:11 68:5 78:16
Socialists 116:10
Solano 86:22 88:7 90:3
solution 88:22
solve 124:10
someone's 61:5
sought 66:21,22
sound 41:19
sounds 6:11
source 91:4
space 82:23
speak 5:9 6:3 8:18 19:25 20:5
 22:9 33:25 34:17 38:22,24,25
 40:2,21,24 41:5,7 60:2,3,7
 68:8 70:12 79:15,25 80:4
 81:15 109:14 112:6 122:14
speaker 6:3,5 34:3 110:4,6
 113:12 119:6 126:9,12

speakers 110:3 115:4 119:11
speaking 19:12 36:25 60:2
 101:18
special 15:9 48:20 87:19
 88:20
specialized 87:17
specific 82:21 83:3 117:9
 119:17
specifically 43:5 73:14 85:13
 97:3
speech 5:20
speed 93:5
speeder 60:5
spending 118:3
spent 17:11
spikes 47:20 66:17
Spivey 15:4,14,18 19:20
 20:22,23 40:13,16
Spivey's 40:25
spoken 52:8
sponsored 17:12
spot 62:22 87:24
SRT 43:9
staff 6:4 12:25 13:5,24 17:13
 22:8 31:16 32:1,20 35:13 36:4
 67:15 81:3,6 97:4 100:20,21
 101:13 110:5
staffing 73:13,17 101:18
staggered 102:12
Stair 14:16 44:13 53:2 72:24
stakeholders 91:2 120:12
stamp 121:4
stand 51:21 72:10 126:22
standard 9:3 98:4
standards 96:17 117:13
standing 32:1

standoff 43:17
stands 16:14 38:4 120:7
stars 92:10
start 5:18 9:16 14:1 21:18
 22:11 42:11 54:9 61:21 63:17
 66:16 84:6 87:1 93:1,8 104:24
 115:19,20 116:11
started 89:19 92:23
starters 48:15
starting 8:1 45:16 54:8 62:11
 78:3 90:23
starts 48:8
state 15:25 70:11 71:4 77:17
 106:9
stated 75:14
statement 48:14 53:22 60:3
 71:7,18 104:24
statements 66:12
states 9:9 16:17 67:9
station 48:22
stations 60:19
statistics 87:2
status 49:11
stay 35:7 79:5 105:13,24
Steigerwalt 115:5 117:21,22,
 23,24
Stein 14:19
step 46:22 122:23
Stephen 110:5 111:11
stepping 81:25
steps 51:12 55:4 89:5
Stewart 13:8 14:12
stood 105:7
stories 117:1
story 64:8,19,20 83:14,22
strategic 88:18

strategies 87:16
strategy 64:24
street 59:5
streets 59:10 76:7 87:21 91:7
stretching 19:1
strict 121:17
strong 48:3 92:12
strongly 110:11
struck 69:6
students 78:5
stuff 58:16 80:15
subject 51:22 76:2
submitted 89:9
subscribe 4:24
substance 90:19
successful 88:21
succinctly 66:5
suffering 43:12 63:10 67:18
 121:12
sufficient 94:18
suggest 57:6
suggested 109:10
suicidal 54:11
suit 10:14
summary 73:11 99:1
summer 100:19
Superbowl 36:14
Supervising 13:11,12
supervisor 16:5 95:3
supervisors 45:12
supervisory 17:5
supplies 94:4
supply 93:23
support 22:23 24:23 26:7 30:3
 35:25 37:10 44:8,11,16 55:8,

14,17,21 67:4 71:25 92:15
95:10 97:5 106:15 107:1
113:1,2 116:12 122:16 123:1
125:17 126:6,17

supported 30:5 32:3 37:13
107:5 126:19

supporting 41:20 122:17

surrounded 58:8 64:3

Surveillance 36:3

Susan 115:5 117:24

suspect 43:10,17 64:1

suspects 43:6

suspend 106:11

suspended 49:6,11 75:5

suspensions 75:3,4

sustained 51:9

swift 52:5

sword 63:24

sworn 73:14,17,20 74:15,18,
20,24 75:3

syndrome 118:19

system 16:9 54:24 55:1 63:6
67:8

systemic 118:16

systems 117:15

T

table 120:13

Tactical 36:4

taking 52:5 55:20 89:5 94:23
110:19 117:3

talk 41:25 54:3,25 55:7 58:19
63:7 68:3 70:13 71:9,13 84:7
104:3 113:11 123:20

talked 50:5 78:23 84:4 124:17

talking 20:14 63:20 70:20 93:6
103:10 119:6

target 89:4

targeted 87:23

tasers 47:14 96:9

task 54:1 72:10 96:16

taste 122:20

taught 62:20

Tawana 119:11

Taylor 126:7

team 14:23 32:3,16 33:16
40:3,5 51:20 53:2 86:21,24
88:7,23 89:1 92:1 100:3

teams 62:11

tear 105:2

technical 71:23

technology 13:3 116:5,19,22,
25 117:4 122:4

telephone 5:13

telling 83:22 84:1

Temple 109:6

temporarily 73:25

temporary 88:11,12

ten 50:18,21 87:12 112:8
113:5

tenacity 66:10

tend 32:7

tendencies 54:11

Teresa 13:6

terminology 77:9

terms 6:7 17:14,23 18:11,18,
22 19:2,7 20:20 21:6 51:8
65:15 85:23 95:9 99:20 100:2,
3,9 101:18 105:13 120:14

terrible 114:14

test 74:9 86:1

thanking 41:11

theft 91:14

thefts 91:10

thin 19:1

thing 16:5 46:10 59:3 81:14
93:5 95:14 100:5 126:1

things 44:8 46:13,15 48:5
54:1,11,12 55:19 60:23 67:13
71:16 80:25 81:8 82:9,10
87:15 92:3 94:14 100:15
101:20 105:4 125:22

thinking 121:15

thirdly 102:19

thought 41:16 42:13 58:8
60:23,25 84:15

threaten 67:23

threatened 64:3

three-day 43:16

three-prong 91:3

throw 114:7

throwing 47:20 66:16 114:6
124:8

Thursday 3:2,7 97:14 107:3
109:1,3 126:25

Thursday's 97:17

Tiffany 13:8

tighter 117:12

time 6:10,14 14:21 17:12 18:1
20:5 21:6,25 22:1,4 25:15
31:5,20 33:23 37:18 38:13,15
39:12 40:14 41:7,21 45:16
53:3 55:5 57:7 60:5 65:7
69:10 73:24 74:8 77:23 81:8,
13 85:7 87:8 96:6 98:16
100:18 109:7 112:24 116:7
123:4 126:9

times 19:7 33:3 41:22 42:12
80:13,17 83:4,13 95:9 105:6
112:17,21

tirade 48:3

tireless 36:19 99:16

Tlaib 15:25 46:12 95:25

115:14 118:25
today 13:4,6,14 15:3,9 16:14
 45:14 59:16 86:23 92:25
 105:8 111:17 119:17
today's 3:7 52:18 53:7
Todd 14:10 23:7 41:19 58:24
 60:15 111:18 112:1
told 38:22,24 42:16,17 83:11
Toledo 56:3
tolerated 62:7
Tonya 30:1
tool 116:2
top 63:5 85:22
topic 21:25 52:9
topics 115:24
Torres 88:8
Tosqui 14:14
total 69:4 73:21 74:14,15,18,
 22 75:7,8 87:2
touch 46:13 60:22
touched 46:5
touted 46:3
traffic 58:1 59:6,13 88:9 90:8
tragedies 58:3
tragedy 47:10
tragic 47:12 63:22 64:19
trained 93:21,22 109:20 126:1
training 75:25 76:1,5,11 81:4,
 8 91:25 92:2 93:24 94:1,5
 97:24 99:7 109:18,20
trainings 117:10
Translation 63:11
transmitted 97:10
transparency 17:6 46:15 52:8
 102:17,23 115:20
transparent 61:4 76:21 119:1

transported 69:7
trash 88:14
traumatized 55:13
traveled 58:12
treated 64:13 69:8 83:24
treatment 63:13
tree 42:20
tremendous 17:14 53:25
tremendously 32:3
trends 55:2 87:24
trouble 80:1
troubling 52:17
true 3:19 42:7 72:12 115:20
trust 48:12 115:20 116:15
Tuesday 4:22
turn 53:8 60:6 61:5 100:10
TV 116:5
type 54:6,17 61:25 69:11
 105:4
typical 57:19

U

U's 102:6
U.S. 9:7 46:12 52:11 66:5,20
unanimous 44:11
unarmed 71:3
unassuming 42:6 43:3
unbelievable 46:2
uncertainty 81:16
uncontrollable 88:13
undergone 18:1
undermine 70:17
underneath 42:20
underscores 111:24

understand 20:15 66:6 70:7
 83:21 122:1
understanding 66:22 76:12
 83:19 105:25 122:4
Underwood 13:8
unfair 83:24
unfinished 100:25
unfounded 51:16
UNIDENTIFIED 113:12
unions 55:23
unit 36:3,8 87:19 88:20 89:7,
 14,16 90:7
unknown 50:21
unmute 31:17 32:21
unmuted 31:20 37:18 41:5
 81:22
unmuting 22:9 40:17
unofficial 115:10
unprotected 5:20
unprovoked 52:16
upcoming 99:10
update 97:20 99:5 122:25
 123:3
updates 8:23 96:4
uplift 67:8
uprising 47:1
uptick 62:17
urge 71:14 126:5
urgency 48:9
use-of-force 117:12
usurp 70:18
utmost 33:2

V

vacant 73:18,20
vacation 99:17,21 102:9

valid 85:1
valuable 59:24 110:20,25
 111:6
vast 68:16
vehemently 48:14
vehicle 51:13 61:6 94:20
vehicles 94:24
vehicular 58:12
venue 16:20
versus 118:18
vice 8:17,20,21 9:1,4,7 11:1,6,
 24 12:21 13:21 22:6,10 23:9
 24:13,15,23 25:25 26:1,12
 28:5,6,12,14 29:15,16,24
 30:25 31:1,10,22 32:13 35:17,
 19 37:23 39:22 49:15,18 65:5,
 7 66:25 67:3 68:12 76:17
 77:24 79:10 86:7 92:19,21
 93:7,13 98:17,19 99:12,18
 100:2 102:16 108:4,5,7
 126:24
vicinity 58:20
victims 45:20
video 4:17 5:18,19 50:17,22
videos 70:7
violating 6:6 16:11
violation 81:10
violations 48:10
violence 45:7,10 63:18 64:16
 67:23 88:25 92:8
violent 45:1,2,4 58:5 67:19
 87:7 89:4
VIP 15:9
VIPS 15:18
virtual 3:8 5:4 70:20 78:12
 79:8
visible 3:16 110:16
visit 4:12,15

voice 44:16
voices 57:11
volunteer 35:15
volunteered 55:24
volunteers 91:6
Voss 100:14
vote 11:14,19 12:1 16:7 31:24
 32:5 33:5 44:11 71:25 72:2,3,
 5 97:13,14,18 104:7 107:6,12
 114:21 116:19
voted 105:5
votes 39:10
voting 114:22 124:13

W

wait 22:18 34:18,21 61:20
 100:15
waited 113:21
waiting 40:25 68:18 106:17,19
waiver 85:23
walking 49:2
wanted 8:23 9:2 18:13 21:24
 22:3 34:17,21 46:10 57:1 59:2
 70:3 71:18,23 72:2 79:14
 87:13 100:23 101:8,10 103:25
 104:3 118:2 123:20 124:15
wanting 38:20
warning 117:14
warrants 89:9,11,12
warrior 118:19
watch 42:17 98:21
watchdog 115:10
watched 42:15
watching 42:21
Wayne 17:1 49:8 67:25 89:10
ways 118:20,21

weapon 89:12
weapons 96:10
webinar 97:21 98:13
webinars 98:19,21,23 99:6,9
website 4:12,15,18 5:6,12,14
 17:11
week 45:9,18 66:7 95:23 96:8
 97:9,13,21 99:6,7,17,20
 104:10 117:6 120:21 124:6,17
weekend 45:20 54:2
weekends 88:3
weekly 4:19
weeks 17:15 46:17 47:8 63:25
 64:18 75:21 90:24 91:6 96:23
 104:10,25 110:23 122:25
 123:19
weigh 22:12
weighing 17:25
well-being 112:15,16
wellness 56:9
west 42:20
whatsoever 121:21
whippit 91:7
whippits 90:25
White 3:5 6:16,20 8:15 12:22,
 23,25 13:1,15,24 14:8,10,14,
 22 15:1,10,12,15 19:9 20:1,24
 21:1,8,15,18,20 22:5,7,8,11,
 14,20 23:17,19 24:9,17,18
 25:16 26:2,3 28:8,9 29:18,21
 31:2,3,9,13,16 32:19 33:9,13,
 22 34:24 35:6,8,9 37:17
 40:13,15 41:4 72:4 77:7,21
 93:10 95:20,21 97:4 98:19,22
 99:12,14,16 100:21 102:8
 103:1 107:18 108:15 109:22,
 24 113:16 114:23
wholeheartedly 115:12
Wilcoxon 119:11,13,14,16
William 7:24

Williams 35:1,10,20,21,24
36:7,10,18 37:7,9 89:20
116:21

Williams' 36:1 37:3

Willie 7:17,20

Wilson 97:7

win 40:1 46:8 89:18

winning 46:7,8

winter 100:19

wishes 114:1

withdraw 74:8

withdrew 51:17

woman 39:12

women 38:9 39:13 44:9 53:23
95:8 110:12,14 113:3 114:15
118:9

wondered 54:18

wondering 54:7 69:12 121:14
122:18

word 43:21 54:16 123:2 124:1

words 73:2

work 32:4 33:18 39:17,21 42:8
44:6,21 45:8 55:17,24 58:17
59:23 60:15 63:3 67:15 71:12
72:8 74:17 84:22 86:17 89:3
93:17 95:6 96:25 97:4 98:6
99:16 100:10,17 102:8,24
106:1 114:22 115:2 118:3

worked 60:15 118:13

worker 67:11

working 9:11 17:14 18:1,15
34:10 45:6,14,23 48:18 62:21
73:8 86:20 91:9,24 100:22
103:1 114:10

workload 99:22

works 16:10

world 79:17

Wow 48:1

wrap 10:24 18:13 72:7

wrapped 55:10

writing 71:6

written 70:10 74:3,4 98:10

wrong 52:4 118:7

wrongful 116:22

X

X2 96:9

Y

yay 72:3

year 43:5,16 55:11 56:22 78:9,
12 86:25 87:3,21 89:10,20
99:18 102:15 106:13 111:3

year-to-date 46:2 87:6

years 26:22 36:21 37:3 41:14
48:17 54:23 58:24 59:4 94:13
110:16 113:5 114:10,20
115:12,21 118:1,3

yesterday 97:21

yield 116:7 123:3 126:7

York's 45:25

young 15:6 63:22 110:4,8,9

youth 92:7,9

Z

zone 47:2

zones 90:10

zoom 3:10,13,14,17,25 5:2,23
35:14 79:7 93:1

Zoom's 3:23 6:7

zoom.us. 3:9