

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

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
January, 28, 2021@ 2:57 P.M.

1 MS. WHITE: Good afternoon and welcome to the Detroit
2 Board of Police Commissioners meeting. Today's date is
3 Thursday January 28 2021 and please note the following
4 reminders for virtual meetings on zoom.us. A message
5 regarding zoom policies: attendees do not need to
6 identify themselves if they would like to make a comment.
7 Attendees can phone in to the meeting and phone numbers
8 will be masked by zoom.

9 If attendees join in by computer without a zoom
10 account, they may be prompted for a name and email. The
11 email is not visible to panelists or attendees. This is a
12 prompt from zoom, not the city of Detroit. Additionally,
13 the email address does not need to be your true email
14 address. It can be none@none.com or anything similar will
15 be fine for logging in.

16 **A reminder about the meeting forum. As a reminder,**
17 **please adhere to the Board's Bylaws and zoom's policies**
18 **of using this forum appropriately. Failure to adhere to**
19 **the policies will result in dismissal from the meeting.**
20 **Accessing zoom platforms requires adherence to all**
21 **policies.**

22 **Regarding BOPC contact information. To reach the**
23 **Board's administrative office please dial (313) 596-1830,**
24 **or you may email the board of police commissioners at**
25 **bopc@DetroitMi.gov. For complaint investigations please**

1 contact the board's investigative division the Office of
2 the Chief Investigator to file a non-criminal complaint.
3 The 24-hour complaint line is (313) 596-2499. The fax
4 number is (313) 596-2482. And please visit the board's
5 website at detroitmi.gov/BOPC.

6 For BOPC information resources, please again, visit
7 the board's website, the city website at
8 detroitmi.gov/BOPC and you can find the meeting calendar
9 minutes, reports, presentations, draft policy directives,
10 video links, meeting and much more. Please also join the
11 email list for weekly agendas. You may email the board at
12 BOPC@Detroitmi.gov, or you may call (313) 596-1830 and
13 provide your email address to get the draft agenda, which
14 is distributed each Tuesday to some 360 people. You may
15 also subscribe to GovDelivery where there are over 5,800
16 people are receiving BOPC news alerts and draft agendas.
17 I just received that update earlier this week. Please
18 also sign up on the Detroitmi.gov homepage, and also find
19 the BOPC Zoom link and much more much more of course on
20 the board's website as well as board's Facebook page.

21 For public comments instructions, the virtual
22 meeting will use a forum for public comments and you can
23 sign up on Smartsheet without an email address. The board
24 of police commissioners allows one hour from 3:00 to 4:00
25 PM for the public to request to speak during public

1 comments or oral communications on the agenda. To make a
2 request without Smartsheet, meeting participants may use
3 the "raise hand" icon on the website, or they may press
4 star nine (*9) on the telephone.

5 For important reminders for public comments. Upon
6 joining the meeting, participants will join the meeting
7 muted. Please do not start your video unless invited to
8 do so by the host. Video, images, or unprotected speech
9 deemed inappropriate by the Chair will result in your
10 dismissal from the meeting. Please remember that you may
11 complete the Smartsheet form. You may use the Zoom
12 controls on your computer screen "raise hand," or you may
13 dial star nine (*9) from a mobile device. You may use any
14 one of these options by 4:00 PM to be acknowledged for
15 public comments.

16 And lastly, each speaker will have two minutes to
17 speak. The BOPC staff will acknowledge each speaker. We
18 ask that you remain respectful and professional and
19 refrain from violating the Board's Bylaws, zoom's terms
20 of services, and other relevant laws and ordinances,
21 which are posted on all meeting access forums.

22 At this time, please silence your phones and other
23 background sounds to prevent interrupting the meeting.
24 And just as a reminder to the honorable board and DPD
25 executives and other panelists you do have the option to

1 enable or disable your microphone at any time during the
2 meeting as well as your video and if you are experiencing
3 any technical difficulties please contact the board's co-
4 host staff. And also please note honorable board you have
5 received additional email correspondences just before the
6 meeting for your consideration.

7 And now Chairperson Bell.

8 CHAIRPERSON BELL: Thank you, Ms. White. Thank you. I'm
9 going to call the meeting to order. We've got to have the
10 invocation from Chaplain Davenport.

11 CHAPLIN DAVENPORT: Yes, sir. Thank you honorable
12 Chair. Father God, and heavenly Lord, we thank you for
13 this opportunity to serve the City. We asked oh God, that
14 you throw your blessings on this Board. Continue to grant
15 them wisdom and fellowship, as they make decisions
16 regarding the wealth of our officers and the citizens.
17 Blessed the entire Detroit Police Department and the
18 leadership staff, as well as the City of Detroit as a
19 whole, this country in the world. In your hands oh God,
20 we are cared for. In your hands we trust. This is my
21 prayer in Jesus' name. Amen.

22 CHAIRPERSON BELL: All right, thank you, Chaplin. I
23 am Commissioner Willie Bell, District 4, and the Chair of
24 the Board. The next item calls for the introduction of
25 the Commissioner individually. We're going to start that

1 process at this time. Vice-Chair?

2 VICE-CHAIR HOLT: Good afternoon to the citizens of
3 the City of Detroit, to this most honorable Board of
4 Police Commissioners, and to the folks or the officers in
5 blue, women and males who work to keep the City of
6 Detroit safe. Good afternoon. Thank you Chair.

7 CHAIRPERSON BELL: Thank you. District 1.

8 COMMISSIONER BROWN: Good afternoon everyone. This is
9 Commissioner Darryl Brown for District 1.

10 CHAIRPERSON BELL: Thank you. District 2

11 CHAIRPERSON BELL: District 3.

12 COMMISSIONER BURCH: Good afternoon, everybody. This
13 is Commissioner Shirley Birch, the District where we love
14 and respect where we live.

15 CHAIRPERSON BELL: Thank you. District 5.

16 COMMISSIONER BURTON: Commissioner Burton here. I
17 want to make a quick point, Mr. Chairman. Last week I was
18 improperly removed from the meeting. District 5
19 constituents are very disappointed and displeased with
20 the Board. In addition to that, I like to have a copy of
21 all of the closed-door sessions, Mr. Chairman pertaining
22 to last week's meeting since I was improperly put out of
23 the meeting. Thank you.

24 CHAIRPERSON BELL: Thank you. District 6, excused.
25 District 7.

1 COMMISSIONER DAVIS: Good afternoon. This is Police
2 Commissioner William M. Davis. Love where you work.

3 CHAIRPERSON BELL: Thank you. Commissioner-at-large
4 Commissioner Hernandez.

5 COMMISSIONER HERNANDEZ: Good afternoon everyone.
6 This is Jesus Hernandez at large, present.

7 CHAIRPERSON BELL: Thank you, Commissioner Jones.

8 COMMISSIONER JONES: Good afternoon everyone, and to
9 our great City of Detroit community and the Detroit
10 Police Department. My name is Police Commissioner Martin
11 Jones at large.

12 CHAIRPERSON BELL: Thank you. Last but not least
13 young man from Little Rock, historic Little Rock Baptist
14 Church.

15 COMMISSIONER HOLLEY: Thank you Mr. Chairman, Jim
16 Holley, present.

17 CHAIRPERSON BELL: Thank you.

18 MRS. WHITE: Mr. Chair, you do have a quorum.

19 CHAIRPERSON BELL: Thank you. Mrs. White. The next
20 item would be approval of the agenda for January 28th,
21 2021.

22 VICE-CHAIR HOLT: I move that we approve the agenda.

23 COMMISSIONER JONES: I second.

24 VICE-CHAIR HOLT: Mr. Chair.

25 CHAIRPERSON BELL: It has been properly moved and

1 second discussion.

2 COMMISSIONER JONES: Mr. Chairman.

3 CHAIRPERSON BELL: Discussion.

4 COMMISSIONER BURTON: Mr. Chairman under discussion,
5 I move that we postpone January 21st meeting due to the
6 fact that we received them less than 24 hours
7 electronically through email. There was no hard copy of
8 the January 21st minutes from the meeting. And therefore
9 there was only a hard electronic copy sent out in less
10 than 24 hours and no hard copy. So I'd like to move that
11 we postpone approving the minutes today until next week.

12 CHAIRPERSON BELL: Sir, we are not addressing the
13 minutes. We are addressing the agenda.

14 COMMISSIONER BROWN: Mr. Chairman.

15 CHAIRPERSON BELL: Okay. Roll call vote. Those in
16 favor. We go by district if you want to. District 1.

17 COMMISSIONER BROWN: No. That was a no vote. Mr.
18 Chairman, did you hear that?

19 CHAIRPERSON BELL: District 2. District 2 is not
20 present.

21 COMMISSIONER DAVIS: District 2 is present.

22 MRS. WHITE: Commissioner Bernard?

23 COMMISSIONER BERNARD: Yes. I'm sorry. I have to
24 agree. I haven't even read those minutes yet because
25 you've just emailed them to us. So it would have to be a

1 no vote.

2 MRS. WHITE: Excuse me. Through the Chair. This is a
3 vote for the approval of the agenda.

4 COMMISSIONER BERNARD: Oh, the agenda. I apologize. I
5 approved the agenda. Thank you for clarifying that.

6 MRS. WHITE: Yes. Mr. Chair. District 3.

7 COMMISSIONER BURCH: I'm here. Yes.

8 MRS. WHITE: Okay. Yes, through the Chair or okay, I
9 still see Mr. Chair there. So, Commissioner Burch, I
10 think Commissioner Chair Bell left off with your vote or
11 requesting your vote at this time.

12 COMMISSIONER BURCH: I said yes. He's talking, but
13 he's not coming through.

14 MRS. WHITE: Okay. Thank you. Mr. Chair. You are
15 muted at this time.

16 CHAIRPERSON BELL: Can you hear me now?

17 MRS. WHITE: Yes, sir.

18 MRS. WHITE: The agenda was sent out quite early. Is
19 that correct, packaged?

20 MRS. WHITE: Yes, sir. The package was sent out on
21 Tuesday. As we generally send each Board packet out and
22 the draft minutes were after we

23 CHAIRPERSON BELL: We are speaking to the agenda.

24 MRS. WHITE: Yes sir, everything was sent out on
25 Tuesday.

1 CHAIRPERSON BELL: I just want to give that
2 clarification. Okay. Where are we?

3 MRS. WHITE: Commissioner Burch has just voted, and
4 so now District 5, excuse me, your vote, and then
5 District 5.

6 COMMISSIONER BURTON: I'm going to vote no on the
7 agenda right now because the agenda is still improper.
8 Thank you.

9 CHAIRPERSON BELL: Ms. White, would you clarify what
10 we're voting on with all this dialogue, with my internet
11 cutting out.

12 MRS. WHITE: Yes, sir. At this time, the honorable
13 Board is voting on the approval of the agenda for the
14 date of January 28th, 2021. And we left off at your vote.
15 Mr. Chair.

16 CHAIRPERSON BELL: Okay. Well, there's opposition to
17 them, but I'll pass at this time. We'll move on. Who is
18 next? Would be.

19 MRS. WHITE: District 5.

20 CHAIRPERSON BELL: District 5.

21 DISTRICT 5: I vote no on the agenda because the
22 agenda is still improper. Thank you.

23 CHAIRPERSON BELL: Okay. District 7.

24 COMMISSIONER DAVIS: I also vote no, but not because
25 of that. I vote. No, because it's a director of personnel

1 information.

2 CHAIRPERSON BELL: Okay. Commissioner Hernandez.

3 COMMISSIONER HERNANDEZ: I vote yes to the agenda.

4 CHAIRPERSON BELL: Yes, thank you. Commissioner
5 Jones.

6 COMMISSIONER JONES: I vote yes on the agenda.

7 CHAIRPERSON BELL: Commissioner Holley.

8 COMMISSIONER HOLLEY: Mr. Chairman, I say yes, but I
9 don't understand why we got to start this at every
10 meeting. This is frustrating. I mean, we don't agree on
11 nothing. We don't agree on the agenda. The agenda is
12 about the agenda. What the hell is wrong with you guys? I
13 don't understand this. This doesn't make this no fun
14 anymore. What's wrong with the agenda, man? Ain't nothing
15 wrong with the agenda. So you guys got to stop this
16 stuff. This doesn't make any sense. And I said it, I said
17 it. It doesn't make any sense what you guys are doing.

18 CHAIRPERSON BELL: I agree.

19 COMMISSIONER HOLLEY: This is not fun anymore. We
20 don't get paid for this. I got other things to do than
21 listen to this crazy stuff that you all talking about.
22 What's wrong with the agenda? What's wrong with it Brown?

23 COMMISSIONER BROWN: What's wrong with it Reverend
24 Holley is that we left off at a meeting and were under
25 the impression that we were going to

1 CHAIRPERSON BELL: Commissioner, the Chair is
2 speaking.

3 COMMISSIONER BROWN: Hold on, you allowed him to
4 speak.

5 CHAIRPERSON BELL: No sir, I did not give you the
6 floor.

7 COMMISSIONER BROWN: Well I'm requesting the floor.
8 Mr. Chair.

9 CHAIRPERSON BELL: But you don't have the floor.
10 We're in the process of voting and Commissioner, I vote
11 yes, Ms. White.

12 MRS. WHITE: Yes, sir. Through the Chair, the motion
13 pass.

14 COMMISSIONER BURCH: I didn't vote. I vote yes as
15 well.

16 CHAIRPERSON BELL: Oh, sorry, Commissioner Burch,
17 okay, sorry. Commissioner Holt vote?

18 COMMISSIONER HOLT: Yes, I vote in supported the
19 agenda.

20 MRS. WHITE: There were 7 yes votes and 3 no votes.

21 CHAIRPERSON BELL: Okay. This motion's failed, that's
22 what you're trying to say.

23 MRS. WHITE: No, the motion through the Chair was to
24 approve the agenda.

25 CHAIRPERSON BELL: Okay. I got it. I got confused.

1 The no vote like Commissioner Holley says this is really
2 so inappropriate. We move on. The next item would be the
3 minutes. Are there any corrections to the minutes? Are
4 there any corrections to the minutes?

5 COMMISSIONER HOLLEY: So moved, so moved.

6 COMMISSIONER BURTON: Discussion.

7 CHAIRPERSON BELL: If there are no corrections to the
8 minutes, the minutes are passed.

9 COMMISSIONER BURTON: Discussion Mr. Chair.

10 COMMISSIONER BROWN: I mean, we're not going to vote
11 on it?

12 CHAIRPERSON BELL: We don't really, as you learned,
13 or rather the rules are, we don't have to vote if there
14 is no, which we just got a lesson on. If there are no
15 addition or correction, then we can move on with their
16 minutes. You don't have to click a form or vote.

17 COMMISSIONER BURTON: Mr. Chairman, I would like to
18 be recognized to speak.

19 CHAIRPERSON BELL: I do not recognize you,
20 Commissioner Burton.

21 COMMISSIONER BURTON: I call to overrule the Chair.

22 COMMISSIONER BROWN: Second.

23 CHAIRPERSON BELL: We've got to move on. You don't
24 say why you have to deal with a rational reason.

25 COMMISSIONER BURTON: I called to overrule the Chair

1 because I did say.

2 CHAIRPERSON BELL: It's too late. You don't have the
3 floor now. You don't have the floor now, sir.

4 COMMISSIONER BURTON: I did state.

5 CHAIRPERSON BELL: You did not state, you don't have
6 the floor now. You did not state why. So we move on.

7 COMMISSIONER BURTON: I --

8 CHAIRPERSON BELL: The next item would be the
9 introduction. Ms. White, you have the floor.

10 MRS. WHITE: Yes. Through the Chair, Honorable Board.
11 The Department of Innovation and Technology is monitoring
12 and recording the Board's meeting today. And our court
13 reporter is Mr. Don Handyside and Chaplain, excuse me. As
14 I previously indicated Chaplain Demetrius Davenport
15 conducted the invocation. The following Board staff
16 members are in attendance today. Mr. Robert Brown,
17 Administrative Specialist, Ms. Teresa Blossom, Community
18 Relations Coordinator, Ms. Janya Underwood,
19 Administrative Assistant Investigator, Tiffany Stewart,
20 Lieutenant James Coles, representing police, HR Division
21 and Police recruitment, interim Chief Investigator
22 Lawrence Akbar, Supervising Investigator Ansley Cromwell,
23 Supervising Investigator LiSonya Sloan, Senior
24 Investigator Rosalia Madrigal and also Assistant
25 Corporation Counsel Erica Savage-Whitley is also on the

1 line. Thank you.

2 CHAIRPERSON BELL: Thank you, Ms. White. Good to
3 see you Deputy Chief Charles Fitzgerald representing
4 Chief Craig. Would you introduce DPD personnel?

5 DPD FITZGERALD: Certainly. Good afternoon, sir. It's
6 tough to tell because I don't have a list of maybe the
7 Board Secretary of who's on. And I know that I believe
8 First Assistant Chief Stair is on, Commander Hayes. I
9 know that Commander Simms and Captain Newson will be on
10 because they'll be presenting later. And I'm sure the
11 rest hopefully will reveal themselves at some point
12 during the Board meeting.

13 CHAIRPERSON BELL: Thank you for the introduction. We
14 welcome all those that we cannot see you're here. We
15 thank you for participating. DC Fitzgerald, it's good to
16 see you this year.

17 DPD FITZGERALD: Yes, good to see you. Thank you.

18 CHAIRPERSON BELL: Okay, Ms. White, do we have any
19 elected officials or representative elected officials?

20 MRS. WHITE: At this time? Mr. Chair, I just have the
21 notification that police officer Ron Thomas Vice-
22 President of the Detroit Police Officers Association is
23 also present on the line.

24 CHAIRPERSON BELL: Thank you, Mrs. White. Thank you
25 for all in attendance. We appreciate your support. We

1 move on to my report. The issue about police personnel
2 director. Vice-Chair Holt.

3 MRS. WHITE: Madam Vice-Chair, you are muted at this
4 time.

5 VICE-CHAIR HOLT: Oh, I'm sorry, please excuse that.
6 I move to approve the candidate, Ms. Karina Patillo for
7 the position of Director of Police Personnel.

8 COMMISSIONER JONES: I second.

9 COMMISSIONER DAVIS: Point of information,
10 discussion.

11 CHAIRPERSON BELL: You've been properly moved and
12 second discussion.

13 COMMISSIONER DAVIS: Am I being called sir?

14 CHAIRPERSON BELL: Commissioner Davis?

15 COMMISSIONER DAVIS: I think this is improper in that
16 we, as the Board as a whole, should be aware of all the
17 candidates. We should not have a sub-committee making
18 decisions about that and we should not - and if you're
19 saying that the people voted, the commissioners voted in
20 a closed session, that'd be non-violation of the Open
21 Meetings Act.

22 COMMISSIONER BROWN: Through the Chair.

23 COMMISSIONER BURCH: Mr. Chair. I'm in agreement with
24 Commissioner Davis. Okay. If you've selected this person,
25 which one is it? All I received was a text about it, but

1 is that the candidate that lived in Bellville, that you
2 all have automatically selected her?

3 CHAIRPERSON BELL: Commissioner Burch. Yes, we did
4 not automatically select. We made a recommendation, a
5 consensus. We did not take a vote or anything of that
6 nature. So here we are today to consider that candidate.

7 COMMISSIONER BURCH: She's the only one Mr. Bell?

8 CHAIRPERSON BELL: There was one other candidate.
9 We're advancing this candidate.

10 COMMISSIONER BROWN: Through the Chair.

11 CHAIRPERSON BELL: Commissioner Brown.

12 COMMISSIONER BROWN: I too disagree with the process
13 based on the fact that we've never had public interviews
14 and by us not doing the interviews publicly like that, we
15 didn't protect the integrity of the process and make it
16 fair and equitable for the rest of the candidates. In
17 light of that, we had a candidate drop out. I did request
18 that we look at the next three candidates and keep this
19 candidate in the pool with the next three. And that was
20 something that I would like to see done. I mean, because
21 this was not a fair and equitable process. And, like my
22 colleagues said we don't even know who half the people
23 are and how these people were vetted. And this committee
24 that was put together without the knowledge of the Board
25 or informing the Board or other Board members to put this

1 out like that, it's just not right. It's not fair to the
2 public and it's definitely not fair to the men and women
3 of the Detroit Police Department and has someone that
4 makes sure that we don't give them the best candidate
5 possible.

6 VICE-CHAIR HOLT: Through the Chair.

7 CHAIRPERSON BELL: Yes. Ma'am.

8 VICE-CHAIR HOLT: As I understand First Assistant
9 Chief Stair will be the officer who works closest with
10 Ms. Patillo. And as I also understand, she was the
11 candidate that received the First Assistant Chief Stair's
12 recommendation, yes?

13 COMMISSIONER BURTON: Through the Chair.

14 MRS. WHITE: Mr. Chair?

15 VICE-CHAIR HOLT: Chair Bell?

16 CHAIRPERSON BELL: Yes ma'am?

17 VICE-CHAIR HOLT: She did receive first assistant
18 chief Stair's recommendation as well, correct?

19 CHAIRPERSON BELL: I'm sorry, that is correct.

20 VICE-CHAIR HOLT: Thank you,

21 COMMISSIONER BURCH: Ms. Annie, Mr. Commissioner
22 Bell.

23 COMMISSIONER BURTON: To the Chair.

24 COMMISSIONER BURCH: Ms. Annie, that has nothing to
25 do. What we are saying is as Board members we didn't have

1 the opportunity to select anybody or to know who Patillo
2 has -- AC Stairs may know her, but somebody else may know
3 somebody else. All we're talking about is no argument,
4 it's the process of how you all do things. It's just like
5 we're in the dark. I'm done. I don't get it.

6 VICE-CHAIR HOLT: To the Chair.

7 CHAIRPERSON BELL: Yes ma'am.

8 VICE-CHAIR HOLT: Okay. I believe Ms. Karina
9 Patillo's resume spoke very highly of her skills. Now, to
10 say that First Assistant Chief Stair had a pre-knowledge
11 of her, I can't address that issue, but again, of the
12 three candidates whose resumes we did have Ms. Patillo's
13 resume, really stood out among all three of those
14 candidates.

15 COMMISSIONER DAVIS: Mr. Chair.

16 CHAIRPERSON BELL: Commissioner Davis.

17 COMMISSIONER DAVIS: I think that this Board is
18 skating on thin ice. If we go forward with this action,
19 which is highly questionable and improper, I think we're
20 opening ourselves up to it further litigation.

21 COMMISSIONER JONES: To the Chair.

22 CHAIRPERSON BELL: No grounds. Commissioner Davis, we
23 followed the best practice with HR staff, who this is
24 what they do. Mr. Comrade, you had the opportunity to
25 engage. It is a standard procedure that no Board would

1 interview all 40 some candidates. That is not even
2 feasible. We can barely get through these three
3 candidates, unfortunately, one cropped out. We followed
4 the best practice, and it also coincides with the past
5 history of this Board. Commissioner Holley, I think
6 perhaps you can weigh in. I'll come back to Mr. Jones.

7 COMMISSIONER DAVIS: Let Mr. Jones go on, I'm
8 holding.

9 CHAIRPERSON BELL: Commissioner Jones, go ahead.

10 COMMISSIONER JONES: Thank you, Commissioner Holley.
11 Thank you through the Chair. This process was quite
12 involved. I don't agree that the process was rushed in
13 any way. We started out with a field of 39 candidates,
14 and as you know, it really got whittled down to three,
15 and ultimately it got whittled down to two because one of
16 those candidates dropped out and we had an extensive
17 meeting. I believe each candidate had probably about an
18 hour's time to give us an idea of what their credentials,
19 what their intent is, what their research is with the
20 Detroit Police Department. What plans that they might
21 have based upon some of the questions that were asked of
22 them during those interviews. We did that with all the
23 Commissioners being available to weigh in and listen to
24 those interviews. But in the previous process where it
25 was, in order to keep from violating the Open Meetings

1 Act, there were just a few of the Commissioners that was
2 in on that particular meeting.

3 So all in all, if it took us this long, and it's
4 continuing to take us this long, just to deal with two
5 candidates, imagine the thing or the situation we would
6 create. If we put 39 candidates before the full Board.
7 It's not something that's feasible. And as the Chair had
8 mentioned, it was a process where they were vetted and it
9 came down to the two candidates with one being able to
10 get approval from the persons that were in that meeting.
11 Thank you,

12 CHAIRPERSON BELL: Commissioner Holley.

13 COMMISSIONER HOLLEY: I echo what Commission Jones
14 said. That was the process.

15 COMMISSIONER DAVIS: Mr. Chair.

16 COMMISSIONER BURCH: Mr. Chair, just one more
17 question. When you consider the candidates, did you
18 consider that residence if I'm not mistaken, this person
19 lives out of the city, or you have considered that?

20 CHAIRPERSON BELL: Commissioner Burch, that is an
21 inappropriate HR review process to consider a person
22 resident. And I think Mr. Conrad spoke to that, if not,
23 he will speak to that. That is inappropriate more or
24 less. There are city officials who live outside of the
25 City of Detroit. They work in various capacities in the

1 City of Detroit. The residence is not a requirement, and
2 also as you well know is not a required for a police
3 officer to live in the City of Detroit.

4 COMMISSIONER BURCH: I hear you Commissioner Bell.

5 CHAIRPERSON BELL: Commissioner Linda Bernard. I want
6 to hear from Commissioner Linda Bernard.

7 COMMISSIONER BERNARD: Well, the issues regarding the
8 candidate herself are separate from the issues regarding
9 the process Mr. Chairman. I was present in that meeting.
10 I liked this candidate. I liked the fact that she's a
11 military person. She's not a resident of Bellville. She's
12 actually a resident of Texas. So I don't know if that
13 means that we would be relocating her to Detroit, to the
14 metropolitan Detroit area or what, but I think the issues
15 that the Board members have raised relate to the fact
16 that they feel excluded from the process, that is
17 because, and we talked about this, about the composition
18 of the committee that was actually acting as a personnel
19 committee in terms of interviewing the candidate, that
20 no, they weren't actually invited to participate in that
21 process.

22 I do think Mr. Chairman that had we been given a
23 list, for example, all 39 names, and then you had you
24 know, like 6, 5 or 6 Board members, 5 Board members, who
25 are not just, if you will, appointed Board members, which

1 doesn't matter to me, but apparently, it matters to some
2 people involved in that process. And then just made a
3 cut. You look probably cut out 20 of them right off the
4 bat because they wouldn't meet your fundamental
5 qualifications and then you just narrow it down. I think
6 it's that they were just presented with three people at
7 the very end by a committee that they feel is not
8 necessarily representative of the full Board. And now
9 they're being presented with the candidate. I think
10 that's the quagmire Reverend Holley and Commissioner
11 Bell, but I liked her, but there are a number of issues
12 like I said, are we relocating her? That could be
13 \$10,000, \$20,000. I don't know. I don't know what her
14 plans are. I mean, she lives in Texas. She owns property,
15 she said in Bellville,

16 CHAIRPERSON BELL: Commissioner Holt, I'm going to
17 ask you to pull back your question,

18 COMMISSIONER BURTON: To the Chair.

19 CHAIRPERSON BELL: This unreadiness. Can we entertain
20 that Commissioner Holt? To.

21 COMMISSIONER BURTON: To the Chair.

22 VICE-CHAIR HOLT: Do I understand Chair Bell that
23 you're asking us to table this motion?

24 CHAIRPERSON BELL: No, I'm not asking you to table.
25 I'm just asking for you to pull back your motion.

1 COMMISSIONER DAVIS: Withdraw it.

2 CHAIRPERSON BELL: Withdraw your motion now.

3 VICE-CHAIR HOLT: Okay. I moved to withdraw my
4 motion.

5 CHAIRPERSON BELL: Is there a second?

6 COMMISSIONER JONES: Second.

7 CHAIRPERSON BELL: Okay. We move on to the next item.

8 COMMISSIONER JONES: Thank you.

9 CHAIRPERSON BELL: Deputy Chief Fitzgerald.

10 DPD FITZGERALD: Thank you, Chairman Bell, Honorable
11 Board. I'll jump right in. I'm going to try to be brief
12 because I know number 12 is going to give a fantastic
13 presentation. So I'll jump in with crime. We're still
14 struggling with the two things that we finished off the
15 year with, homicides and non-fatal shootings. We are down
16 one criminal homicide this year, as opposed to last year,
17 but that is definitely nothing to be too excited about.
18 And our non-fatal shootings were down 23 over last year.
19 I mean up 23, excuse me, for a 62% increase.

20 We have seen a little bit of a spike in carjackings
21 over the last two weeks. It is the season, folks start
22 their car in the morning, let it run. I know that when we
23 last talked to some of the commercial auto theft people,
24 they're heavily looking into the fact that possibly these
25 cars weren't actually carjacked, but inappropriately -

1 they weren't reported properly. All in all, part one
2 violent crime due to the assaults and non-fatal, we're up
3 about 11% over last year.

4 Property crime continues to trend down, which is
5 great. We're down 31% with an overall par one crime being
6 down 18%. As far as COVID is concerned, we have at DPD 24
7 of our members have last tested positive on their last
8 test. We have 28 members currently quarantined. As far as
9 the rank of those go most of them are police officers.
10 There are 12 of them, 5 civilians 1, detective, 4
11 sergeants, a corporal. I think, all in all, we're kind of
12 going back in the right direction. So that is a good
13 thing. I like to think that this cold weather is helping
14 a little bit. Folks are wearing their masks at all times,
15 washing their hands. And we're definitely doing our
16 social distance.

17 First are critically injured officers, not a whole
18 lot of change. We've had a couple of officers in the last
19 couple of weeks that have been injured. Officer Brenda
20 Hernandez was dealing with a mentally ill patient when he
21 struck her in the face a couple of times. She suffered a
22 broken nose and another person in a vehicle accident. And
23 then just last night we had one of our officers slip and
24 fall on some ice, going down some steel steps, and landed
25 on his head. He is doing okay. He is at home

1 recuperating. So that is a good thing. Outside of that
2 last week both just the East and West sides on patrol,
3 they took over 80 some guns off the street with 83 CCW
4 arrests. So the men and women as cold as it is out there,
5 they are still out there doing their thing, a lot of
6 proactive enforcement trying to keep our citizens safe.
7 Other than that, that's about it. I'll open it up to any
8 questions you have for me.

9 CHAIRPERSON BELL: Thank you,

10 COMMISSIONER DAVIS: Mr. Chair.

11 CHAIRPERSON BELL: Commissioner Davis.

12 COMMISSIONER DAVIS: Thank you, sir. A couple of
13 questions. I know this first one, you probably have to
14 get back with us, but do you know how many children have
15 been shot or killed, I'd say in the last six months.

16 DPD FITZGERALD: No, I don't have an actual number. I
17 don't know if Commander Decker is on or not, but I can
18 definitely get back to you. I know that we've had a bad
19 spell of it in the past few weeks with a 4-year-old and a
20 5-year-old and a 10-year-old.

21 COMMISSIONER DAVIS: Right.

22 DPD FITZGERALD: But for an actual number, I will get
23 that to you as soon as possible.

24 COMMISSIONER DAVIS: Also secondly, gun locks - do
25 you all have gun locks that you all giving away or

1 advocating for people to use?

2 DPD FITZGERALD: I do believe the MPO officers in
3 each precinct have gun locks readily accessible to them,
4 and that would be a wonderful thing to do for folks to
5 call and ask or call the precinct and we can make
6 arrangements to get the locks out there to them.

7 COMMISSIONER DAVIS: Okay. I would recommend perhaps
8 we should be doing some public service announcements
9 about that because we have too many children being shot
10 and killed.

11 DPD FITZGERALD: For sure.

12 COMMISSIONER DAVIS: That's it. Thank you.

13 CHAIRPERSON BELL: Commissioner Holt?

14 COMMISSIONER HOLT: No, that's okay. Thank you.

15 COMMISSIONER BERNARD: I have a question, Mr.
16 Chairman.

17 CHAIRPERSON BELL: Commissioner Bernard.

18 COMMISSIONER BERNARD: First of all, I want to
19 congratulate you on your report and especially on the
20 part of the report that dealt with the medical services
21 that you provide officers that are injured on the job.
22 It's really good. Your process is great. Even if there's
23 no other officer present, they can go to a hospital and
24 receive medical attention for something. And then of
25 course the supervisor will approve it. I think that's

1 fantastic. And that's unusual because usually for
2 somebody, you know, you have to have a witness or
3 something like that. So congratulations to you on that.

4 Then secondly as you may or may not know, I am very
5 interested in getting guns off the street without you
6 having to put yourself at risk, without the enormous
7 amount of money, probably at least \$200,000 per case that
8 it costs the citizens of the State and the citizens of
9 the City of Detroit, every time somebody is stopped with
10 a CCW, they don't have their permit or whatever. And then
11 of course they're arrested. Then they've got to go to
12 jail for two years. It's an enormous cost to us in terms
13 of the overall criminal justice system. So I'd like to
14 work with you. Number one, if you're the person that's in
15 charge of this, or whoever's in charge of doing a public
16 service announcement and everything else to try to get
17 people to turn in their guns and also to set up a fund
18 for a gun buyback. I don't want young brothers and
19 sisters to go to jail simply because they have a gun in
20 their pocket. They're not supposed to have a gun in their
21 pocket, but they do, so they do. So to me, I don't want
22 them to catch a case, catch a felony, you know, go
23 through all of that for the next 40, 50 years of their
24 life with this hanging over their head. So I want to work
25 with you to proactively, not reactively address the

1 problem of guns in the community. So please, please,
2 please. I'll do anything.

3 I know there are no schools right now, so it is hard
4 to communicate with you. That's not the point. We can do
5 something about this. I'm convinced that we can and I
6 need your help, your infrastructure, your intelligence,
7 your experience, to deal with it. Please, we have got to
8 address this proactively. I'm glad you got 73 guns off
9 the street, but that's 73 new felony convictions, 73 new
10 cases. All we're doing is contributing to the all-black
11 male Academy.

12 CHAIRPERSON BELL: Commissioner Bernard, you posed
13 two statements. There was no question for the deputy
14 chief. So thank you. We're going to move on.

15 COMMISSIONER BROWN: To the Chair.

16 CHAIRPERSON BELL: Yes, sir.

17 COMMISSIONER BROWN: First of all thank you, Deputy
18 Chief Fitzgerald. Thanks to all the men and women out
19 there struggling to do the job. If we do a gun buyback
20 program Commissioner Bernard, I would like to work with
21 you on that. But also I asked a few meetings ago about
22 tickets for the MPOs and our officers that they're not
23 getting the ticket books in a timely fashion. And I asked
24 if we would get those electronic handheld devices. So I
25 just want to know what is the struggle with getting the

1 tools officers need to do their job because what we hear
2 in District 1, we got new bike lanes and people are
3 parking in these bike lanes and it's becoming a problem
4 because when they park in the bike lane and the people
5 that know where they're supposed to park are parking,
6 they're blocking them in and now you have these disputes,
7 of people that are in the bike lane. They're feeling like
8 they're being blocked in by these people and people that
9 are parking on the streets are not. So, we need to
10 actively get ahead of this because this is going to be a
11 bigger problem during the summer months because they're
12 still people out there riding bikes, but I mean, we're
13 going to have more people out there riding bikes. We're
14 going to have these people parking in these bike lanes
15 thinking that there was a parking space. So a part of
16 that is to address it with the tickets and warnings and
17 just what is the struggle because when we get the
18 tickets, from what I'm understanding they only coming out
19 with two or three books. That is way not enough for the
20 MPOs and the officers over there too - they'll write
21 those tickets up in a matter of hours. But if we had the
22 electronic handheld devices, the only thing we dealing
23 with now is we are into the computer system.

24 CHAIRPERSON BELL: Commissioner Brown,

25 COMMISSIONER BROWN: Hold on Mr. Chair. If you're not

1 going to do it. Hold on Mr. Chair. The Chair can't
2 interrupt me because I want to make a point. If we are
3 not going to do it

4 CHAIRPERSON BELL: Commissioner Brown, the Chair can
5 interrupt. DC Fitzgerald, would you take a note and make
6 a notion with Mrs. White to get that issue that he is
7 trying to raise in reference to those concerns. We
8 appreciate it, we got to move on.

9 DC FITZGERALD: Sir. Mr. Chairman I believe Commander
10 Hayes is on and I think he's been working on it with the
11 parking enforcement director. So if Commander Hayes is
12 available, he might be able to shed some light on this.

13 CHAIRPERSON BELL: No, we are not going to entertain
14 Commander Hayes at this time. You're going to work with
15 Ms. White and then get the response probably because we
16 have a heavy agenda as you well know.

17 DC FITZGERALD: We'll take care of it, thank you.

18 CHAIRPERSON BELL: HR, the next item would be the HR
19 record. Mrs. White.

20 MRS. WHITE: Yes. Through the Chair. Lieutenant Coles
21 is on the line and staff is enabling his microphone and
22 staff co-hosts, if you have a further update, please
23 share.

24 VICE-CHAIRPERSON HOLT: He's gone, I think.

25 LIEUTENANT COLES: Yes, good afternoon. Through the

1 Chair. One of my sergeants is going to be reporting on
2 the information I wanted to introduce him. And I'm also
3 the sergeant who's in charge of our field recruiting,
4 just so that the Board can get used to and accustomed to
5 the individuals that are taking the spot of Lieutenant
6 McCord and Lieutenant Gonzalez, who both were promoted
7 out of recruiting. That would be Sergeant Glenn Anderson
8 and Jordan Hall.

9 CHAIRPERSON BELL: Thank you.

10 LIEUTENANT COLES: Jordan Hall. Yes, and they're both
11 here.

12 SERGEANT ANDERSON: Through the Chair. Good afternoon
13 honorable Board. My name is Glenn Anderson Sergeant at
14 Detroit Police Recruiting.

15 CHAIRPERSON BELL: Afternoon, sir.

16 MRS. WHITE: Yes, Go ahead Sergeant Anderson.

17 SERGEANT ANDERSON: All right. Thank you. I'll be
18 presenting our monthly report, the December report. This
19 monthly report is provided as a summary of our human
20 resources Bureau activities for the month of December
21 2020. Also provided are documents, which contain more
22 detailed information with respect to staffing, hiring,
23 and manpower by race and sex specifically for sworn
24 members. Of our current department staffing for sworn
25 members, we have 2,586 positions filled. We have 86

1 vacant positions. For our civilians, we have 626
2 positions filled and 117 vacant positions. As it relates
3 to our sworn recruiting from July 1st, 2020 to December
4 31st, 2020, we had 2,235 applicants with 33 we're in the
5 process. We hired 83. 130 candidates were removed from
6 the process for a lack of interest. 1,278 were
7 temporarily disqualified, and 276 candidates were
8 permanently disqualified and 435 candidates are currently
9 awaiting MCOLES testing. In regards to testing for
10 December 2020 our written and physical agility
11 examination results for our written, we had 43 scheduled
12 and out of that 43 we scheduled, 26 appeared, 16 were no
13 shows, one withdrew. Now out of that 26 that appeared 22
14 passed and 4 failed. That was for our written. For our
15 physical agility, we scheduled 64 for the month of
16 December. And out of that 64, 39 appeared 4 rescheduled,
17 2 withdrew, and 19 were no shows. And out of that 39, 24
18 past and 15 failed. We didn't have a December Academy
19 class, but our total new hires in December, we had 31
20 civilians one police assistant for a total of 32 new
21 hires. In respect to our Detroit residency information,
22 we have 573 sworn members, 330 civilians, and 30 police
23 assistants that reside in the City of Detroit. As it
24 relates to our attrition, we lost 17 sworn members in
25 December, 4 civilians, and 2 police assistance for a

1 total of 23. In regards to our leave of absence and
2 restricted duty. For our sworn members, we have 49
3 members that are continuous FMLA. We have 153 members
4 that are FMLA intermittent, 2 members on medical leave, 4
5 members on military leave, 143 members restricted, 51
6 members disabled, and 16 members sick for the month of
7 December. For civilians, we have 52 that are on
8 continuous FMLA, 165 intermittent FMLA, and 4 on medical
9 leave. As it relates to our sworn personnel that are
10 suspended for the month of December, we had 4 police
11 officers, zero detectives, zero sergeants, and zero
12 lieutenants. So it's a total of 4. And as mentioned, our
13 monthly separations for December 2020 were a total of 17.
14 And as it relates to our drop program, we have a total of
15 599 members in the month of December, they are
16 participating in the drop program. And that concludes my
17 report. And I'll open up for questions.

18 CHAIRPERSON BELL: Question for Sergeant Anderson.

19 SERGEANT ANDERSON: Yes, sir.

20 COMMISSIONER BERNARD: I have a question.

21 CHAIRPERSON BELL: Yes, ma'am.

22 COMMISSIONER BERNARD: Okay. Two things quickly. You
23 mentioned that several police officers of staff are
24 disabled. When they're disabled do they get 100% of their
25 salary?

1 SERGEANT ANDERSON: Yes, It depends. If it was on the
2 job, if it happened on duty, they get the salary.

3 COMMISSIONER BERNARD: And how long does the
4 disability salary continue if you're disabled and unable
5 to work?

6 SERGEANT ANDERSON: Well, it is continuous, but with
7 that, they see the medical section and then we put them
8 through physical therapy and we get them back to work. So
9 while they're off disabled, if it's a physical injury or
10 it might be a psychological injury, we work with them to
11 get them back to work.

12 COMMISSIONER BERNARD: So they could be on disability
13 indefinitely, 100% disability?

14 SERGEANT ANDERSON: Well, not indefinitely.

15 LIEUTENANT COLES: Through the Chair. I'd like to
16 answer that one through the Chair. Those determinations
17 are not made on our level, so we cannot say how long they
18 will or will not be on. And that's something that we
19 just, we can't tell you.

20 COMMISSIONER BERNARD: No, I understand that. I'm
21 just asking, can I be on 100% disability for years and
22 can receive my full salary? That's my only question.

23 LIEUTENANT COLES: Through the Chair. If you're
24 saying for years, it is possible, that could happen, but
25 you kind of said indefinitely. So indefinitely is

1 different, but yes, for a number of years it could be.

2 Yes ma'am.

3 COMMISSIONER BERNARD: Okay. And my second question
4 relates to your hiring. There are a number of reasons
5 that a person can be disqualified, but I wanted to ask if
6 a person's offenses as a youth or people who have been
7 adjudicated under HYTA, which relates to people who
8 committed crimes when they were young, are those offenses
9 held against you, or when you are applying to be a police
10 officer, because the purpose of HYTA as you and I both
11 know, is that there won't be any repercussions for you as
12 an adult. Go ahead. Thank you.

13 LIEUTENANT COLES: Yes, ma'am. Through the Chair. We
14 HYTA is considered, depending on the charge that they
15 had. We have to also go with what AMCOLS considers, as
16 there are some things that they will not hire you for, or
17 they won't certify you for. So we cannot hire the people
18 that they will not certify, but for the most part, if
19 someone has an HYTA and it's a misdemeanor, depending on
20 the charge, it's not held against them.

21 COMMISSIONER BERNARD: A felony as a youth would be
22 held against you?

23 LIEUTENANT COLES: A felony will be held against you.

24 COMMISSIONER BERNARD: Which could be shoplifting an
25 item over a hundred over \$100. Yes, okay.

1 LIEUTENANT COLES: Through the Chair, ma'am it's
2 whatever AMCOLS says for the felonies. Yes, the felony
3 conviction.

4 CHAIRPERSON BELL: Thank you Sgt. Anderson. Sgt. Hall
5 next.

6 COMMISSIONER BERNARD: Thank you, Mr. Chairman.

7 SERGEANT HALL: All right. Good afternoon. Through
8 the Chair. Good afternoon, honorable Board and everyone
9 else at the meeting. My name is Jordan Hall and I am the
10 new Sergeant for field recruitment for Detroit Police
11 Department. We operate out of the office of the Chief.
12 However, we work very closely, hand-in-hand with our
13 police recruiting unit. We're looking forward to working
14 with each and every one of you all as well as the
15 community. So prior to me being in this position, I was
16 assigned to the chief's neighborhood liaison under the
17 direction of now Assistant Chief Todd Bettison but he was
18 a deputy chief then. So what I'm looking forward to doing
19 with this new position is to get in contact with the
20 community, seeing what the community wants. Anytime we go
21 out in the community, always ask, you know, we want
22 Detroiters to be Detroit police officers. So of course
23 although we cannot control who applies we're definitely,
24 my team and I, we're out on the road and we are trying to
25 recruit as many people as we can. So Commissioner Burch

1 gave us great suggestions to go to the food drives. So
2 you may see us at food drives at the windows of the cars
3 you know, recruiting, let them know how great the Detroit
4 Police Department is. As well as we're going to be
5 meeting with Commissioner Holley and see what kind of
6 ideas for recruitment and anybody else. We are open to a
7 lot of suggestions because we're a team, and I look
8 forward to the challenge. This is going to be fun. I'm
9 already excited about it. So if anybody has any
10 questions, please let me know.

11 LIEUTENANT COLES: To the Chair.

12 CHAIRPERSON BELL: Yes.

13 LIEUTENANT COLES: I did also want Sergeant Hall to
14 talk about, I think they have some new radio spots that
15 were coming up.

16 CHAIRPERSON BELL: Thank you.

17 SERGEANT HALL: Yes, absolutely. So we actually have
18 a recruitment campaign that just, it just began on
19 Monday. It's The Bounce 105.1, its Gello. He's actually
20 doing a couple of different ads, and I'm going to be able
21 to share them with you all. It's already airing and I
22 think we're getting some traction from it. I believe I'm
23 just going to be doing it. Is it Bushman? I think Bushman
24 may be doing some radio advertisements as well. So that's
25 what we have so far, the two stations,

1 CHAIRPERSON BELL: That's 105.1?

2 SERGEANT HALL: 105.1, the Bounce.

3 CHAIRPERSON BELL: Okay. The Bounce. Okay.

4 COMMISSIONER BROWN: Yes. To the Chair.

5 CHAIRPERSON BELL: Yes, sir.

6 COMMISSIONER BROWN: Just Sergeant Hall and Lt. Coles
7 I know I sound always contentious all the time with
8 hiring, but I mean, I have my preferences. But I think
9 you guys are doing a good job with weathering through all
10 of the issues and situations we're going through. And
11 just to the new sergeants, just welcome aboard, but also
12 I do a food drive. I work every 2nd and 4th Tuesday, and
13 if you have some information, you'd like for me to just
14 put in those cars when those people are coming through
15 because they are doing about 200 people, 200 to 300
16 people every 2nd and 4th Tuesday. I'd be honored to just
17 put those in there or just have someone come over there
18 and put them in there. Because I field over there,
19 helping with traffic as well. So if there's some
20 information you have and you can get it to me and we'll
21 make sure that we get it in those cars, in the hands of
22 those people. Thank you.

23 COMMISSIONER BERNARD: To the Chair.

24 CHAIRPERSON BELL: Go ahead.

25 COMMISSIONER BERNARD: Okay. Thank you. Just one

1 other question Lieutenant. In terms of the new recruits
2 and the people that we've been talking about in terms of
3 personnel, can you give us some demographic information?
4 How many men, how many women, how many African-Americans
5 et cetera?

6 LIEUTENANT COLES: To the Chair. I'm sorry, is the
7 question, how many people are applying at this moment or
8 how many people have we hired in the last?

9 COMMISSIONER BERNARD: Yes. In terms of your report,
10 in terms of hires, right.

11 LIEUTENANT COLES: Okay. Through the chair. I don't
12 think we have it broken down for that, but I can break it
13 down and have it to you by the end of the week, I'll
14 action by tomorrow afternoon for the last six months if
15 that's right.

16 COMMISSIONER BERNARD: Thank you. You could share it
17 with the full Board, if that's okay with the Chairman we
18 would be delighted to know.

19 CHAIRPERSON BELL: You can always share with the
20 Board.

21 LIEUTENANT COLES: I'll send it through. I'm sorry. I
22 apologize. Through the Chair. I'll send it to Secretary
23 White.

24 CHAIRPERSON BELL: Mrs. White. Send it to Mrs. White
25 and she will assimilate.

1 LIEUTENANT COLES: Absolutely.

2 COMMISSIONER BERNARD: Thank you.

3 LIEUTENANT COLES: No problem.

4 COMMISSIONER BERNARD: Thank you Mr. Chairman.

5 CHAIRPERSON BELL: Yes. Ma'am.

6 COMMISSIONER BURCH: Mr. Chair.

7 CHAIRPERSON BELL: Yes, ma'am

8 COMMISSIONER BURCH: To Sergeant Hall. When we made
9 that suggestion about putting your applications into the
10 food baskets or wherever that was to be city-wide, right?
11 So by Commissioner Brown saying, he'd be glad to do it.
12 That's what your volunteers are doing to find out where
13 the locations are, which I know you have a record of
14 that, right? But that's away, like you said, to get
15 people to join the police department. Another thing I
16 wanted to say about the recruiting is that when officers
17 graduate and all of that, have you come up yet with any
18 incentives to help an officer, a female or male to stay
19 in Detroit, are you working on that or whatever
20 department does that? To you to Lieutenant Cole, how can
21 we assist these young people to stay in Detroit, buy a
22 home in Detroit?

23 CHAIRPERSON BELL: Commissioner Burch, I'll respond
24 to that question. That issue is with the Mayor and the
25 Chief of Police, that is an incentative. People haven't

1 taken advantage of the housing, et cetera, but we can
2 have that discussion. We share with you our best
3 information on that particular matter.

4 COMMISSIONER BURCH: So, you don't want him to
5 answer?

6 CHAIRPERSON BELL: Well, I'm just giving the answer.
7 Yes, there's the housing program, but not that many
8 people have taken advantage of that. You can get a
9 discount. I have one officer go down the street 4 or 5
10 years ago. He took advantage of it. But Lieutenant Cole,
11 do you have any more information versus what we share?

12 LIEUTENANT COLES: To the Chair? Sir, not on that
13 aspect, you are absolutely correct. I did want to say
14 though that we do, and Sergeant Hall does go to all of
15 the food banks that we know about. There's absolutely, as
16 far as I know, there are no written numbers or lists that
17 all of them are. So if anyone has any information on any
18 more, we would definitely be happy to get it. You can
19 contact me or if you go through Secretary White, we'll
20 send people and get information to every single one of
21 them.

22 COMMISSIONER BURCH: Oh, okay. So we can go through
23 you yourself or you're telling us to go through Ms.
24 White,

25 LIEUTENANT COLES: If you can reach me, ma'am, yes

1 ma'am, you can go through me.

2 COMMISSIONER BURCH: I'd rather go, Ms. White is
3 already bombarded. I'd rather go through you to give you
4 the list. Don't put it all over there to her, where
5 that's your job. So I'm just saying that there are many
6 food banks out there, but we need to know who to directly
7 get to, and that's you, sergeant. You're doing an
8 excellent job.

9 CHAIRPERSON BELL: Okay. Sergeant Hall is a great
10 person to fill those shoes. I know him. I've been
11 interacting with him. AC Bettison on staff. So he has a
12 big shoe if he understands that, I conveyed that to him.
13 So I know he is up to the challenge. I do have one
14 recommendation. Lieutenant Coles.

15 LIEUTENANT COLES: Yes, sir.

16 CHAIRPERSON BELL: I'd like you to contact and
17 perhaps this is a task for Chief Craig, to contact a
18 potential Hall of Famer, Calvin Johnson, to do a radio
19 spot for you. I met him at the 5th precinct food drive. I
20 mean, you know, over there for Councilman Spivey. And I
21 know he's going to be a Hall of Famer. So we need to
22 reach out to somebody of that stature, I think would be a
23 plus-plus in terms of recruiting ad or whatever that is.
24 Can we, and I convey that to Chief Craig? I know he is up
25 to the task.

1 LIEUTENANT COLES: Through the Chair. Yes, sir. I'll
2 definitely get that information conveyed to him.

3 CHAIRPERSON BELL: Okay. Thank you. Commissioner
4 Holt.

5 COMMISSIONER HOLT: I just want to say that's a very
6 good idea.

7 COMMISSIONER BERNARD: I agree.

8 CHAIRPERSON BELL: Thank you. Vice Chair Holt, you
9 had something to say?

10 SERGEANT HALL: To the Chair.

11 COMMISSIONER HOLT: No, thank you though.

12 CHAIRPERSON BELL: Okay. We're going to move on to, I
13 sorry, HR. Thank you, Lieutenant Coles and your staff.
14 Sergeant Hall and Sergeant Anderson, outstanding job.
15 12th Precinct. We are going to hear from the 12th
16 Precinct now. Ms. White

17 MRS. WHITE: Yes. To the Chair, Commander Sims and
18 Captain Newson are on the line, sir. Honorable Board.

19 CHAIRPERSON BELL: Thank you.

20 COMMANDER SIMS: Good afternoon honorable Board. DC
21 Fitzgerald, DPD personnel, and community members. Are you
22 guys able to hear me okay?

23 CHAIRPERSON BELL: Yes ma'am, we can hear you, good
24 to see you.

25 COMMANDER SIMS: My name is Deshaun Sims. I'm the

1 Commander of the 12th precinct. Here with me on this call
2 are Captain Vernal Newson and the MPO team led by
3 Sergeant Shirley Bledsoe with MPOs Crowder, Womack,
4 Buckman, McGee, and Quinn Abdellah. Today we will be
5 providing you with an overview of our crime statistics
6 for the 12th Precinct for the calendar year 2020, and
7 Captain Newson will go over the crime strategies that we
8 are implementing to reduce the number of aggravated
9 assaults and non-fatal shootings that occur within the
10 12th precinct boundaries. And these are the areas that we
11 experienced increases. In 2020 violent crimes are up 3%
12 with increases in the areas of aggravated assaults and
13 non-fatal shootings. We saw our largest reductions in the
14 area of CSC and robberies. We also had a reduction of 12%
15 for homicides. Property crimes were down across all the
16 categories with our highest reductions being seen in the
17 area of burglary. Overall, the 12th precinct realized a
18 14% in part one crime reduction as compared to what we
19 saw a 10% for the calendar year 2019. Before I bring up
20 Captain Newson, I just wanted to speak to you about some
21 of the community things we've done in the calendar year
22 of 2020, which was reduced or mitigated through the
23 pandemic. But we did have a Turkey giveaway through our
24 partnership with Good Fellows and the 4th Precinct. We
25 gave out a total of 9,000 boxes to families. We adopted a

1 family for Christmas and through our partnership with
2 Meijers, we took 14 children on a shopping spree.
3 Upcoming events that we're looking forward to is our
4 Easter basket giveaway, and then conducting a police-
5 community summit through our internal and external
6 relations team within DPD. One of the things that you all
7 mentioned, we do have our community comstat meetings that
8 are held on once a month via zoom through AmeriCorps and
9 Wayne State University. And we do have gun locks
10 available at the 12th Precinct that we are able to give
11 out. And I will bring up Captain Newson to speak to our
12 crime strategies.

13 CHAIRPERSON BELL: Thank you.

14 COMMANDER SIMS: Captain Newson?

15 CAPTAIN NEWSON: Here we go. Can you hear me?

16 CHAIRPERSON BELL: Yes, just fine.

17 CAPTAIN NEWSON: There we go. Sorry about that. Once
18 again, good afternoon. I'm Vernal Newsome, Captain at the
19 12th Precinct. I'd like to present you with just a
20 portion of our strategy for this year, the combat against
21 non-fatal shootings and aggravated assault. But first,
22 let me introduce my team here also on Zoom today.
23 Lieutenant Candice Magikowski. She's the officer in
24 charge of the 12th Precinct detectives. Lieutenant Todd
25 Marcino. He's the officer in charge of my special

1 operations team and cease-fire team. The single highest
2 crime category the 12th Precinct experience during 2020
3 was an aggravated assault as the Commander indicated at
4 12% overall. Of the aggravated assault and non-fatal
5 shootings increased by 54%, compared to the previous
6 year.

7 In total, the city experienced a 53% increase in
8 non-fatal shootings of which we learned that 31% are
9 argument based. So we took note of this. So what we did
10 was, we put together a strategic goal for 2021 to reduce
11 the level of gun violence in the 12th Precinct,
12 specifically in an effort to accomplish this goal; we
13 developed a gun violence reduction plan by implementing
14 the following strategies. First, we formed a dedicated
15 high-impact ranger unit assigned with the responsibility
16 for apprehension of name, offenders, and gun
17 confiscations, excuse me, associated through the
18 aggravated assault complaints that are filed.

19 We increased the special operations unit to
20 strategically expand resources for the non-fatal shooting
21 investigation and the ceasefire program. That way with
22 the ceasefire program the message could be delivered
23 regarding non-fatal shootings and also aggravated assault
24 or any complaint. In the detective unit, we established a
25 gun assault team and increased the number of non-fatal

1 shooting investigators, both under the directive of
2 relentless investigative follow-up and prosecution of gun
3 crime. We also added a sergeant with direct oversight of
4 both teams and in collaboration with the professional
5 education and training of homicide and crime scene
6 services, we developed a comprehensive training format
7 for the detectives in the areas of crime scene
8 investigations, evidence, identification, and
9 collections, firearm ballistics for NIBIN. Here is one of
10 my specialties, wound pattern detection, as well as
11 search warrants for cell phones.

12 Finally, we mandated a case review process where a
13 supervisor is responsible for a 24-hour case review
14 followed up by a 72-hour case review and completed with a
15 7-day case review. This review was culminated by a weekly
16 accountability meeting with the Captain, myself, and with
17 the Commander and the Lieutenant of my selection to
18 ensure that the cases have received adequate follow-up.
19 The end yield of the 5-point strategy configuration is to
20 increase a deterrent of committing gun violence in the
21 12th Precinct and relentless follow-up for investigations
22 that would be similar to those of homicide. Thank you
23 for your attention. Any questions?

24 CHAIRPERSON BELL: Commissioners?

25 COMMANDER JONES: Yes. Commissioner Jones. I

1 definitely want to thank the 12th Precinct for that
2 presentation. I've been over to the office with Commander
3 Sims and had an opportunity to sit down and discuss the
4 fact that I'm a --

5 MRS. WHITE: Through the Chair, Commissioner Jones,
6 we're having some technical difficulty with your
7 microphone. So Mr. Chair, I'm not sure if you wanted to
8 come back to Commissioner Jones?

9 CHAIRPERSON BELL: Yes. Any other Commissioners.

10 COMMISSIONER BERNARD: I definitely want to
11 congratulate you Commander Sims on your report. And of
12 course, that of, of Captain Newsom. What's your telephone
13 number? I'm going to shoot over there after this meeting
14 if you're there. And I want to talk to you personally if
15 that's okay.

16 COMMANDER SIMS: The telephone number in the office
17 is 5961210.

18 COMMISSIONER BERNARD: Okay. Thank you. And I'd ask
19 Akbar to meet me since he's right around the corner, if
20 you don't mind, Melanie. Thank you.

21 COMMANDER SIMS: Yes.

22 MRS. WHITE: Mr. Chair.

23 CHAIRPERSON BELL: Yes, ma'am, no other questions. We
24 move on then. Thank you, Commander Sam's, Captain Newson
25 for, outstanding work at the 12th Precinct, and that's

1 ongoing. Thank you.

2 COMMISSIONER BURCH: Mr. Chair. I'm so sorry. I
3 wanted to mention and thank Commander Sims. He's one of
4 the Precincts that volunteered because they're supposed
5 to be in all the Precincts, but our LOVE signs are posted
6 on the property. So we appreciate all of the Precincts
7 that have been working with us to get that message out to
8 our citizens and our police department. Thank you,
9 Commander. Thank everybody over there at number 12.

10 COMMANDER SIMS: You're welcome.

11 CHAIRPERSON BELL: Thank you. Mrs. White, we move on
12 to the gunshot detection system policy directive.

13 MRS. WHITE: Yes, sir. Through the Chair, Director
14 Reid Branche-Wilson is on the line and will be presenting
15 today and also Captain Aric Tosqui from Crime Intel,
16 Crime Intelligence. Thank you

17 MR. BRANCHE-WILSON: Through the Chair. This is Reid
18 Branche-Wilson. I'm the director of Administrative
19 Operations at DPD. I'll give Captain Aric Tosqui if
20 you're available to give a brief intro before we get
21 started. Thank you.

22 CAPTAIN TOSQUI: Yes. Can you hear me?

23 COMMISSIONER HOLT: Yes.

24 CAPTAIN TOSQUI: Yes. Through the Chair, Tosqui,
25 Captain, Crime Intelligence. So you all know that we have

1 engaged in a contract with the ShotSpotter and prior to
2 our deployment of a ShotSpotter technology in the 8th and
3 9th Precinct, we are establishing policy. We worked with
4 the Board back in, I want to say around November 2020 in
5 drafting that policy. We had, once we crafted it, and got
6 approval from the Chief, we have submitted it for review
7 and we are here today to answer any questions about the
8 policy that has been submitted. Thank you.

9 MR. BRANCHE-WILSON: Through the Chair, I'm going to
10 just go through if it's all right. Do I have permission
11 to share screens?

12 CHAIRPERSON BELL: Yes sir.

13 MR. BRANCHE-WILSON: Okay. So I'm going to go through
14 Oh, it says I don't, but

15 MRS. WHITE: Yes, you can try now. Thank you.

16 MR. BRANCHE-WILSON: Got it. Okay. Thank you all. So
17 hopefully now you can see a PowerPoint slide.

18 MRS. WHITE: Yes.

19 MR. BRANCHE-WILSON: So, today before we start
20 talking about the policies itself, just take a minute to
21 talk about why we went and procured gunshot detection,
22 and then also talk about the technology itself, and then
23 really we can go to the policy. The reason why we really
24 don't need to analyze this data too closely, we can just
25 look at it and say, there are too many shots fired calls

1 in the City of Detroit. Nearly 30 shots fired calls per
2 day in 2020 with the 8th and 9th Precincts just at 4
3 shots fired calls per day in each Precinct. And as
4 Captain Tosqui already mentioned, that is the area where
5 we will be focused. So again, just we wanted to procure
6 this technology so we could have a better way of tracking
7 and identifying those gun casings and being able to
8 respond to those runs.

9 Going to the next slide, the actual technology
10 itself just wanted at a really high level, because again,
11 this is a policy conversation, but wanted to talk about
12 what the technology itself can and can't do, and just be
13 clear on how it works and I'm going to be a hundred
14 percent upfront. I am not an IT person, but I'm going to
15 speak it in terms that I understand. And basically what
16 that is, is there are audio sensors that are placed
17 throughout the coverage area. And whenever there's a loud
18 noise that resembles gunfire detected by three of the
19 sensors - it has to be three sensors, then a short audio
20 snippet gets sent to the ShotSpotter Incident Review
21 Center and there, what happens is they actually analyze
22 that to determine whether or not it is a gunshot or
23 something else.

24 So basically at a very high-level ShotSpotter can
25 detect outdoor audible gunfire within that defined

1 coverage area. It can also send a short audio snippet to
2 the ShotSpotter Incident Review Center. It cannot be
3 triggered by human voices or produce live streaming of
4 sensor audio by company employees, police, or other third
5 parties.

6 Actually, ShotSpotter did an independent audit and I
7 believe it was 2019 that talked about how there was an
8 extremely low risk of excuse me, I'm pulling that up
9 right now of any potential problems with privacy in
10 regard to ShotSpotter. So going to the next slide,
11 apologies. I had too many tabs up. So talking through
12 that, the actual procedure and this is where we're
13 getting into the policy portion. I just wanted to talk
14 about what will happen should a gunshot occur in the
15 coverage area. So when someone shoots a gun in that
16 coverage area, multiple mounted sensors, as I said, at
17 least three will detect this precise location and the
18 number of rounds that have been fired. That information
19 is sent to ShotSpotter who then authenticates the gunfire
20 to determine whether or not it was indeed shots fired.
21 Once they confirm that then it gets sent to DPD and we
22 will be actually dispatching that run through our
23 precinct intelligence units. Those are the smaller real-
24 time crime centers in the 8th and 9th Precincts. We'll
25 have a designated unit that is responsible for responding

1 to those ShotSpotter units. They will go to the scene,
2 canvas, the area for victims' evidence and witnesses, do
3 general police work, and thereafter the next day they
4 actually return to the scene and re-canvas for any
5 additional evidence.

6 Moving on and this is actually really from hearing
7 from the Board and as Captain Tosqui mentioned at the
8 first meeting we had with the Board, we really wanted to
9 make sure that even with what was already in the contract
10 and the technology's capabilities, we wanted to build in
11 policy as well, that DPD cannot monitor a Vive audio from
12 audio senses. And DPD can only hear audio from confirmed
13 gunshot incidents, and that audio can only be reviewed
14 when it's pertinent to active investigations involving
15 the discharge of a firearm. And violations of these
16 protections are subject to discipline or termination. And
17 the last item I wanted to just mention to you all is that
18 we also want to be transparent about the gunshot
19 detection use center. And to that end, we put in the
20 policy that we would create a quarterly report where we
21 discuss the number of confirmed gunshot detection. Sorry,
22 what? Oh, gunshot detection incidents, number of false
23 gunshot detection, incidents, average response time, as
24 well as the number of confiscated guns, gun casings, and
25 arrests stemming from a gunshot detection, excuse me,

1 notifications. Captain Tosqui, is there anything you
2 wanted to add that I might've missed?

3 CAPTAIN TOSQUI: Just two things. One is that it's
4 very important to know that we have drafted into the
5 policy that the ShotSpotter is only to be used as an
6 investigative lead. It is not sufficient enough to
7 warrant an arrest. It is enough to bring officers to the
8 scene to conduct an investigation. Second is that
9 ShotSpotter in and of itself is not enough to violate any
10 Fourth Amendment protection of anyone's home or of
11 anyone's property. So if the shot is originated on the
12 property, in the backyard of a house, it would have to be
13 further corroborating evidence that would allow officers
14 the ability to investigate that yard. So on a public
15 street, obviously it's different, but that's built into
16 our policy that you would be able to find in 307.8-3.2
17 and 3.3.

18 COMMISSIONER BERNARD: I have a question.

19 CHAIRPERSON BELL: Commissioner, I'm going to ask -
20 this is a hot subject, but I'm going to ask - limit
21 yourself to two questions, two questions, but we can get
22 around to all the 11 commissioners, if not all 10, can we
23 do that?

24 COMMISSIONER BERNARD: Yes. I'll raise my hand again.
25 I'll do my 2. Thank you, Mr. Chairman. Couple things. How

1 many sensors are actually mounted in an area?

2 CAPTAIN TOSQUI: Through the Chair, the amount of
3 sensors are not known to DPD. Part of that has to do with
4 FOIA requirements. If ShotSpotter were to tell us the
5 locations and the amount of sensors that are placed
6 throughout they would be subject to FOIA, and then we
7 would be disclosing where the sensors are. So that's only
8 known to ShotSpotter. We just know that there are enough
9 out there to triangulate the position of where the
10 gunshot is. If after our evaluation, we find false
11 positives, or we find shots that are going undetected,
12 and we give that to ShotSpotter, then they will either
13 add sensors or adjust where sensors are. But the amount
14 of sensors is not something they tell us.

15 COMMISSIONER BERNARD: I was just trying to get a
16 ballpark. Secondly, the sensors are capable whether you
17 use them for that or not picking up the conversation. For
18 example, if the FBI, let's say you did my area with shop
19 center, shots fired, pardon me. And you were able to pick
20 up, as you said, gunfire. If, for example, another
21 intelligence agency wanted information from my yard, they
22 could use that technology to gather that information from
23 you. Is that correct?

24 CAPTAIN TOSQUI: It is not correct. We own all the
25 data. ShotSpotter does not own any data. They're not per

1 our contract allowable to give that to any third party
2 and whether the sensors pick up anything, they do not
3 trigger an investigation, unless it's a gunshot. Now I
4 will say if a human voice is able to be loud enough to be
5 speaking at the time that gunshots are going off, and
6 it's loud enough to be heard on top of a gunshot then,
7 and only then will the human voice be heard on the audio.
8 But the likeliness that a human voice would be loud
9 enough to trigger a sensor, according to ShotSpotter's
10 technology that is something that's not possible.

11 COMMISSIONER BERNARD: Thank you.

12 CHAIRPERSON BELL: Thank you.

13 MR. BRANCHE-WILSON: And building off that, sorry. To
14 the Chair from Captain Tosqui's point. That's also why we
15 made sure it was very important that we kept in-policy
16 that you could only listen to those audio snippets if it
17 was relevant to an active investigation involving a
18 firearm discharge.

19 VICE-CHAIR HOLT: Through the Chair.

20 CHAIRPERSON BELL: Commissioner Davis was next.

21 VICE-CHAIR HOLT: Okay.

22 COMMISSIONER DAVIS: Question. Has ShotSpotter, as an
23 investigative tool, been useful in closing any cases or
24 made any arrest as a tool with it.

25 CAPTAIN TOSQUI: It has in the past, we have not used

1 it since our pilot project, so we don't have any current
2 data on that. It's used throughout the country. It's
3 actually used throughout the world on multiple different
4 things. It's used in many locations in the United States.
5 There's a lot of positive stories with that. We don't
6 have anything in Detroit because we're not using it at
7 the moment until we have the policy in place.

8 COMMISSIONER DAVIS: Okay. During your pilot, was it
9 useful to help save someone that might've been shot that
10 you all were able to get to the area?

11 MR. BRANCHE-WILSON: So through the Chair, it wasn't
12 really a pilot. It was in 2015. I was not actually at the
13 department at that time. So I don't know the specifics
14 behind that. What I can say is I know it was helpful to
15 investigations and we do have some statistics surrounding
16 the first deployment of ShotSpotter. But I can't speak to
17 that specific question, but we can come back and follow
18 up to see if there's anything specific. To that point
19 though, I will say that the opportunity to get a more
20 specific location than what oftentimes a 911 call will
21 produce is really valuable because it allows the officers
22 to actually know where to respond to versus if you're
23 calling 911. If I'm calling 911 from my house, I'm not
24 looking out the window to try to find exactly where that
25 shots are being fired. So I can't give that precise

1 location.

2 COMMISSIONER DAVIS: Okay. Thank you.

3 CAPTAIN TOSQUI: Through the Chair. The information
4 that we had given out before, I can just reiterate that.
5 It equates to 18 search warrants, 30 weapons recovered,
6 571 rounds of ammunition, 9 arrests, and casings from the
7 scene were matched in NIBIN then later on linking members
8 of gutter hog gang to a homicide.

9 COMMISSIONER BURCH: Mr. Chair.

10 CHAIRPERSON BELL: Thank you. Commissioner Holt is
11 next.

12 COMMISSIONER HOLT: Thank you Chair Bell. Thank you,
13 Captain Tosqui and Mr. Branch-Wilson. During December
14 after Captain Tosqui had made a presentation in the
15 neighborhood, one of the citizens who were privy to that
16 presentation called me, and what she was interested in
17 having was an enlarged map that Capitol Tosqui uses in
18 his presentation. And eventually what I understood from
19 her that all she wanted was to have a general location as
20 to where the ShotSpotter would be used in Precincts 8 and
21 9. My question to you, Captain Tosqui as a rule, the
22 Detroit Police Department and all the law enforcement
23 agencies that subscribed to ShotSpotter, they do not know
24 exactly where the sensors are installed, correct?

25 CAPTAIN TOSQUI: That's correct. We don't have any of

1 that information.

2 COMMISSIONER HOLT: Thank you.

3 CAPTAIN TOSQUI: So we have the general area of
4 coverage, and we have high confidence that the area
5 inside that location is about a 95% probability that
6 gunfire in that area will be detected. There could be
7 some ancillary detection outside, but ShotSpotter
8 guarantees on the inside of that area coverage.

9 COMMISSIONER HOLT: Okay. And can you expound on why
10 it is law enforcement agencies do not know the exact
11 location where the sensors are installed?

12 CAPTAIN TOSQUI: Yes. Through the Chair. The major
13 reason is because of the FOIA implications. If we were to
14 have the locations where sensors were, then that could be
15 FOIA and through public record, the locations of the
16 sensors could be identified by the public. They could be
17 at that point easily identified for malicious destruction
18 of property or folks take them down or some other type of
19 criminal activity with that. So not telling us where they
20 put the sensors up prevents that from happening.

21 COMMISSIONER HOLT: One last question. That's a two-
22 fold question probably. Okay. You use the word snippet to
23 describe how much voice audio is recorded. Is that in
24 times of 30 seconds or what's the snippet?

25 MR. BRANCHE-WILSON: Through the Chair, and I

1 apologize if I miscommunicated that. So that snippet
2 would be only for the gunfire. So it would be a second
3 before the gunfire and a second after. So it would only
4 be triggered for that gunfire incident, but then a second
5 before and a second after.

6 COMMISSIONER HOLT: Okay. Thank you for that
7 clarification. And, I was about to tag my second part
8 question, and sometimes when you do want to use the
9 information that comes from the ShotSpotter
10 investigation, there's an individual that has to have
11 access to that data. Is there any special training that
12 officer has to have in order to review extensive data
13 from the ShotSpotter, the person who is in charge of
14 reviewing, is there any special training?

15 MR. BRANCHE-WILSON: So through the Chair, if I'm
16 understanding the question correctly, we're not going to
17 be the ones doing the preliminary review of the potential
18 gunshot. So ShotSpotter has a team, that's their
19 professional career or I don't know if that's their
20 professional career, but that's their job where they
21 review that sound to say, yes, it's gunfire or no, it's
22 not gunfire. So once they make that determination, once
23 the ShotSpotter technicians make that determination, then
24 they send it to us. Our teams are going to be trained on
25 the application and use and those sorts of items as well.

1 COMMISSIONER HOLT: Thank you for your presentation
2 and your response to our questions.

3 COMMISSIONER JONES: Through the Chair.

4 CHAIRPERSON BELL: Commissioner Burch.

5 COMMISSIONER BURCH: I'm getting ready to say, wait,
6 wait.

7 COMMISSIONER BURTON: Through the Chair.

8 COMMISSIONER BURCH: Okay. Mr. Chair, and to the two
9 gentlemen. Often we find this in the area where we live
10 in the Northeast of Detroit, that we hear gunfire pretty
11 often. The officers and our officers are excellent, the
12 ones that do night patrol. Okay. So get my point that
13 when gun fires are shot, you may think is right outside
14 your door, but it's not, it can be in the next block. So
15 how do we get the information and if this is an
16 experiment, what you all are doing, how do you know where
17 the gunshots and get that little spot thing you got to go
18 and look for the bullets? How do you know that when we
19 can't tell you what street it's on?

20 MR. BRANCHE-WILSON: So through the Chair and you
21 know a part of that I'm going to say is high level
22 because Commissioner Burch, I'm going to be honest, I
23 can't get really granular with the technology side of it,
24 but that's what the power of these sensors are, is that
25 because they position those sensors and are able to

1 triangulate a particular location. That's why they are so
2 much more powerful than just us, you know, trying to
3 identify, because just like you said, you hear it, you
4 don't know where it is, but those sensors are much more
5 in tune in the combination of having multiple of them can
6 really sync up an exact location. I don't know, Captain
7 Tosqui, can you give any details beyond that?

8 CAPTAIN TOSQUI: No. Through the Chair, you're
9 absolutely right. Working the streets as well, there have
10 been situations where I've been called out as when I was
11 a patrol officer we get called out to shots fired in the
12 area, and the officers are really just driving around,
13 hoping that somebody comes out and says, you know, says
14 that they are a witness, or, I mean, we're not hoping
15 that we hear, you know, the victims, but we're hoping
16 that we have some type of direction of where that shot
17 is. So the benefit of this is that the triangulation of
18 the sensors gives you a pinpoint. And then you have a
19 radius around that pinpoint. So it says, you know, is
20 probably right here at the corner of 7-mile and Gratiot
21 as an example. And then if you don't see any shell
22 casings right there, try within 25 meters around.

23 Now, if we get to a scene, first the indication
24 happens within about 60 seconds of the gunshot. So that
25 goes from the gunshot happening to ShotSpotter technology

1 and reporting back to DPD. We'll dispatch the car, and
2 then when the car gets there, it's possible that either
3 A, the subjects are gone or B, the subjects are still
4 there. So if they're gone and it's nighttime Commissioner
5 Burch, like you're saying and we don't find any evidence;
6 one of the things that we've built in is that we're
7 coming back up the next day to re-canvas for the evidence
8 too, and then the other thing that we built in not
9 necessarily in this policy, but with our NIBIN program,
10 is that we're going to be doing community outreach with
11 the groups that are in the neighborhoods at the 8th and
12 9th Precincts that are in this target area to let them
13 know that we had got shots called through the ShotSpotter
14 system or that we had shots fired, or we have somebody
15 shot that was in the area. So we have a multilayered
16 approach. We're hoping that we're going to get increased
17 911calls for service as well. We know that because there
18 are so many shots that happen and most people think that,
19 well, what's the use of calling the police, even if they
20 show up, they're not going to find anything. We're hoping
21 that this increases with that, and then ultimately both
22 the shots called and the actual shots decrease over time.
23 I hope that answers your questions.

24 COMMISSIONER BURCH: And I just want to say this
25 because other commissioners have comments. Would you

1 please get my number from Ms. White, that won't burden
2 her so I can speak to you because we have suggestions to
3 help you. I don't want to see it over the air. Ms. White
4 will give you my number and you call me.

5 CAPTAIN TOSQUI: Sure.

6 COMMISSIONER BURCH: Can you do that?

7 CAPTAIN TOSQUI: I can.

8 COMMISSIONER BURCH: Thank you.

9 COMMISSIONER BURTON: To the Chair.

10 CHAIRPERSON BELL: Commissioner Jones.

11 COMMISSIONER JONES: Thank you. Through the Chair.

12 One of the things I wanted to say is that I had been
13 looking really into this program and doing some online
14 research. Our staff has the job of preparing a tremendous
15 package for use on the shots about a program they've
16 included cities that ShotSpotter is used in, they've
17 included some legal items also in our package on this
18 week or whatever. So a lot of the questions that I had
19 were answered. So these couple of questions that I have
20 here are basically for community listeners. I want to be
21 assured that civil liberties, civil rights, and
22 everything is not being taken advantage of. We want to
23 make sure that that's not the case. So, based upon the
24 information you've given us about the ShotSpotter
25 program, are you indicating that the video portion of it

1 is, there's no video that can be activated to record any
2 citizen in any kind of way?

3 MR. BRANCHE-WILSON: Through the Chair, there is no
4 video associated with ShotSpotter.

5 COMMISSIONER JONES: Okay. Okay. Secondly, I wanted
6 to ask where ShotSpotter is concerned. Can you tell our
7 community listeners that if there's any local control
8 whatsoever over the ShotSpotter program, as far as if a
9 gunshot is detected, is there anything done at a local
10 level, or are we relying on that information to come back
11 from the ShotSpotter corporation?

12 MR. BRANCHE-WILSON: We do not get any alert until
13 ShotSpotter verifies it and sends it through us, sends it
14 to us, excuse me.

15 COMMISSIONER JONES: Okay, great. Thank you so much
16 for your presentation.

17 CHAIRPERSON BELL: Commissioner Burton.

18 COMMISSIONER BURTON: Thank you, Mr. Chairman. I have
19 a few questions on this. First, the statement is that the
20 technology can be abused to violate our civil liberties
21 and serve as another techno-racism unfairly targeting
22 people of color and people that live in poverty. Our
23 primary concern is that the technology can be used to spy
24 on people and record private conversations. In 2015 a
25 Massachusetts court relating to an incident in which

1 ShotSpotter recorded a verbal conversation among people
2 before and after a fatal shooting.

3 The Massachusetts court found the recording was
4 prohibited and an exception under the State Wiretap Act,
5 the court granted the defendant motion to suppress the
6 recordings. In addition to that, there was another case,
7 and none of these cases were mentioned in the packet that
8 we received, but in New York, a judge ruled ShotSpotter
9 data inadmissible calling it unreliable scientific
10 evidence. It was the Syvonne Simmonds, case number 6:17-
11 CV-06176. And now, Syvonne Simmonds is suing ShotSpotter
12 and the police department, and that raises many questions
13 based off of the lack of transparency from ShotSpotter
14 and how they changed their report. Can you relate to any
15 of that? Can you speak to any of that first and the judge
16 ruling in New Jersey, I mean, New York, or can you speak
17 to the reference of the Massachusetts 2015 case? Both of
18 these are high profile cases.

19 CAPTAIN TOSQUI: Through the Chair. So I go back to
20 the point that we made in the beginning that no human
21 voice will trigger the audio snippet to go into
22 ShotSpotter. The only time the human voice will be heard
23 is that if it happens to be in the one second before the
24 gunshot, or if the human voice is loud enough to speak
25 over that of a gunshot. Michigan also has wiretap laws

1 that are in place. I know attorney Nestle's looking into
2 maybe changing those laws but those laws are in place
3 that would rule in these cases should something outside
4 of policy and outside of the contract happen. We have a
5 strict policy that's set up here. And again, I referenced
6 307.8-3.3 in the directive where ShotSpotter is only a
7 lead. It cannot be used to bring about a warrant, it
8 cannot be used to initiate an arrest.

9 So if any of the cases where an officer would take a
10 ShotSpotter lead and go right, and arrest somebody
11 without any further corroborating evidence that would be
12 directly against the policy. We have a very strict policy
13 as it relates to discipline. You cannot use ShotSpotter
14 to go in somebody's house. You cannot use ShotSpotter to
15 go into somebody's yard, and that's also in policies
16 307.8-3.2. I know that Director Branche-Wilson has
17 scoured policies for ShotSpotter from around the country.
18 And I'm quite confident that ours is one of the strictest
19 policies as it relates to the protection of liberty,
20 first amendment liberty, and fourth amendment liberty.
21 And I am very confident in the fact that because we own
22 the data, nobody will have access to any kind of audio.
23 And I just think that the idea that the gunshots are the
24 ones that are going to trigger the audio and that a human
25 voice, or some type of other neighborhood type sound with

1 the exception of firecrackers, because it has been shown
2 that sometimes there's a misidentification with the
3 firecracker, depending on the type of caliber it is, but
4 that nothing else is going to trigger that snippet to go
5 to the ShotSpotter and then come back to us.

6 CAPTAIN TOSQUI: And those are the only recordings
7 that we have. So I'm very confident in what we have in
8 our policy here in terms of safeguarding civil liberty.

9 MR. BRANCHE-WILSON: And just to build on Captain
10 Tosqui and through the Chair, excuse me. The one example
11 you gave of the firecracker and the rare example of that
12 would occur. That's also why we built in the policy that
13 they could only listen to that audio snippet when it's
14 about an active investigation for our firearm discharge.
15 So just wanted to complete that last thought,

16 COMMISSIONER BERNARD: Mr. Chairman, I just want to
17 make a real quick comment. I want to compliment both of
18 my sisters Ms. Holt, and obviously Ms. Burch for their
19 questions and their participation. They were fabulous in
20 this discussion. And I'd like the Board to know that the
21 shots have fired where ShotSpotter, a company is located
22 in Newark, California. So apparently this was all done by
23 satellite through technology. Our information goes to
24 California, is that what's happening?

25 CAPTAIN TOSQUI: Through the Chair that is correct.

1 They have two centers, one's in California, and I believe
2 the other one's in Washington DC.

3 COMMISSIONER BERNARD: So it's all of our information
4 and the other cities. That information goes through
5 satellite, obviously to these other communities, and then
6 they communicate back to us. Is that correct?

7 CAPTAIN TOSQUI: Through the Chair.

8 COMMISSIONER BERNARD: We don't know. Okay. There is
9 no office here for ShotSpotter?

10 CAPTAIN TOSQUI: Through the Chair, that's correct.

11 COMMISSIONER BRANDON: Thank you.

12 COMMISSIONER BURTON: Mr. Chairman.

13 CHAIRPERSON BELL: Commissioner Burton.

14 COMMISSIONER BURTON: Mr. Chairman, no disrespect. I
15 just like to ask you, will you be open to us bringing in
16 someone from the university level to speak in reference
17 to ShotSpotter as well as getting more community
18 opinions, from the members of the community since this
19 technology is going to be something that they're trying
20 to use for the community. It doesn't reduce police
21 response times. There are false alarms when it comes to
22 ShotSpotter based on the reports, but would you open to
23 having a public hearing on ShotSpotter, having somebody
24 from the academic level to come in and speak to this, as
25 well as community activists and civil liberty groups,

1 CHAIRPERSON BELL: Commissioner Burton, this is our
2 open forum, as you well know, all our meetings are open
3 to the public and they have the opportunity. And this
4 matter also went before the Council in terms of the
5 contract. That was an open forum for people to have
6 participated. So we all continue, it's on our website,
7 and they can contact us by email, text, or call. We would
8 note that, but other than that, this is the forum. This
9 forum will go on for quite some time, so we're going to
10 move forward. Thank you

11 COMMISSIONER HOLT: Through the Chair. One last
12 comment.

13 CHAIRPERSON BELL: Did I hear a voice?

14 COMMISSIONER HOLT: Yes sir. Commissioner Holt.

15 CHAIRPERSON BELL: Yes, ma'am, briefly.

16 COMMISSIONER HOLT: Thank you. To piggyback on the
17 last request that was made by our Commissioner and also a
18 comment alluding to the fact that we have not received an
19 extensive amount of information on the ShotSpotter. Our
20 most recent packet is well packed, full of information. I
21 believe before when ShotSpotter was first introduced to
22 us, the two cases that were targeted were a part of that
23 research. Again, the packet that we received shows that
24 over, I don't know what, 90 cities or so subscribed to
25 ShotSpotter. I say this as an opportunity on the part of

1 DPD and with the assistance of Ms. White and her staff to
2 ensure that the Board has as much information that is
3 needed so that we can be in a position to support the
4 policy. In other words, I see transparency here. So
5 that's my spiel on bringing in more people to speak on
6 the issue.

7 CHAIRPERSON BELL: Thank you.

8 COMMISSIONER BERNARD: Mr. Chairman, I agree with Ms.
9 Holt, but I don't think there's any harm in us getting a
10 different point of view. I mean, we are here obviously to
11 protect the community, and if there's a community voice
12 on this, I'm not aware of it, but Commissioner Burton
13 seems to feel that there is from the ACLU and others.

14 CHAIRPERSON BELL: Commissioner Bernard

15 COMMISSIONER BERNARD: I have no problem with
16 listening.

17 CHAIRPERSON BELL: They spoke loud and clear at the
18 Council. If you revisit the Council meeting on this issue
19 of the contract that was locked ACLU, they all weighed in
20 on it. So we got to move on. I want to thank the Captain,
21 thank Mr. Branche-Wilson for participating in this
22 dialogue. And I want to thank Ms. White for preparing
23 this information. It's quite lengthy, so go through it.
24 I'm not concerned about what happened across America. I'm
25 concerned about Detroit and what's happening with

1 Michigan, how are we dealing with that? So we have all
2 the information. So I would hope that you would take time
3 and digest it. Well, we're going to move on to the next
4 item on the agenda. Ms. White.

5 MRS. WHITE: Yes. Through the Chair, honorable Board.
6 If you can please refer to the agenda for the incoming
7 correspondence for this week, and they are as follows.
8 Number one, weekly DPD facial recognition technology
9 report for the week of January 18th, 2021 through January
10 24th, 2021. The second item consisted of the DPDs 2019
11 annual report, which was a digital version that was
12 published due to COVID-19. Additionally, the honorable
13 Board received the 2021 Detroit police department,
14 virtual community comstat meetings, flyers, and
15 information from Crime Intelligence, Captain Tosqui in
16 your packet today. And lastly, you also just indicated
17 the staff reports consisting of, and not limited to the
18 research and material prepared by BOPC administrative
19 staff on gunshot detection, technology consisting of the
20 information that DPD transmitted involving the contract,
21 various PowerPoint presentations, and then also the
22 Board's research and evaluation material of other policy
23 directives from around the country, publications and
24 other support material for your consideration. And please
25 know that we are accepting recommendations for the policy

1 directive as it is with that and the Board's office at
2 this time. Thank you. And that concludes the incoming
3 correspondence.

4 CHAIRPERSON BELL: Thank you, Ms. White. Unfinished
5 business.

6 COMMISSIONER DAVIS: Mr. Chair.

7 CHAIRPERSON BELL: Yes.

8 COMMISSIONER DAVIS: I would like to continue to
9 request the names of any sub-committees or committees
10 that you have formed and what members are on it, and what
11 minutes have been generated.

12 CHAIRPERSON BELL: I can respond to that Commissioner
13 Davis. I do not have any committee, period. I do not have
14 any committees. Okay. That is factual, that is truthful.
15 And I say in my term of office, I cannot have any
16 committee by our bylaws. So there's no committee
17 structure at this time. Okay.

18 COMMISSIONER DAVIS: Mr. Chair.

19 CHAIRPERSON BELL: I would have a sidebar
20 consultation with you but. I'm not going to debate my -
21 you asked a question. I gave you a statement.

22 COMMISSIONER DAVIS: But that was false.

23 CHAIRPERSON BELL: Yes, sir. Any new business.

24 COMMISSIONER HOLLEY: Chairman, new business.

25 CHAIRPERSON BELL: Yes. Commissioner Holley.

1 COMMISSIONER HOLLEY: Thank you, Mr. Chairman. Mr.
2 Chairman, I'm really still concerned about this crime and
3 I just feel like we owe it to the community to try to do
4 something proactive. I'm asking that if you would allow
5 the staff to put together a policy conference of some
6 sort like with the chief judge or the district court, the
7 deputy mayor, Chief Craig, the prosecutor's office 4
8 commissioners somebody from the black caucus, and
9 Lansing, Brenda Jones, House suppressing, Jen Jones, 2
10 parents, and someone from the Detroit public school
11 system. And we all sit around and see what we can do. We
12 are right now ahead of last year's homicide. And I just
13 feel like that we're just going on and on. And I'm asking
14 that you really consider it through your office to really
15 have us put this kind of conference together. We can do
16 this by Zoom, or we can do it in the headquarters. We've
17 got enough space for social distancing, so we can get
18 ahead of this game. This is getting - two girls got
19 killed at the first of the year. Three people are killed.
20 I just don't know how we can sit here in good conscience,
21 and not try to do something proactive about homicide.

22 CHAIRPERSON BELL: Yes sir, Commissioner Holley. I
23 heard you loud and clear. We are trying to work that up.
24 I'm going to ask you, I'm not saying a committee. I'm
25 going to ask you to co-chair along with Commissioner

1 Davis and myself with the staff. It's not a committee,
2 it's a task force to deal with the issue of crime in the
3 City of Detroit. Is that something that we could do
4 Commissioner Davis?

5 COMMISSIONER DAVIS: I'd be willing to be a part of
6 that group.

7 CHAIRPERSON BELL: Okay, be part of that group.

8 COMMISSIONER BURTON: Mr. Chair.

9 COMMISSIONER DAVIS: Thank you.

10 CHAIRPERSON BELL: Yes, sir. Okay.

11 COMMISSIONER JONES: Commission Jones would like to
12 participate as well.

13 CHAIRPERSON BELL: Well, let me say this. Let me say
14 this, Commissioner Holley and Commissioner Davis and all
15 the Commissioners will have an opportunity at the table.
16 We would do a Zoom forum. We're trying to work it up. So
17 we heard Commissioner Holley at the end of the year, and
18 we're going to be on course to do that. We go on into the
19 month of February. It's Black History Month. And
20 Commissioner Holley, we are ahead of the homicide
21 shooting at this time.

22 COMMISSIONER BERNARD: Right.

23 CHAIRPERSON BELL: So we're on the same page to try
24 to get our voice out there. So, Commissioner Burton.

25 COMMISSIONER BURCH: You said, Burch or Burton?

1 CHAIRPERSON BELL: Burton.

2 COMMISSIONER BURTON: To the Chair, I have a couple
3 of motions that I'd like to make, but first I want to
4 start off by saying, I wish that this body, I hope that
5 this body does follow the Board bylaws when it comes in
6 reference to approving the minutes, it does state in our
7 bylaws that we must have them for 48 hours prior to
8 voting on our minutes. And so we look at our minutes
9 there was no hard copy. We got an electronic copy that
10 was sent out in less than 24 hours. I do move at this
11 time that we properly vote on those minutes because the
12 way we voted, the way you passed the minutes, Mr.
13 Chairman was improper, so I'd like to move that we vote
14 up or vote down on the Board minutes because it does go
15 against our bylaws. We have not followed --

16 CHAIRPERSON BELL: Commissioner Burton, first, you
17 just said, you just got an electronic copy. We would
18 address the minutes next week of last week's meeting, we
19 would address the minutes from next week. You just got a
20 copy of it, so I hear you. So we're doing it in that
21 manner.

22 COMMISSIONER BURTON: So we're going to postpone
23 approving the minutes to next week?

24 CHAIRPERSON BELL: Yes, sir. We already approved it,
25 but we will revisit the minute since you don't have a

1 hard copy, move on.

2 COMMISSIONER BURTON: All right. My motion that I
3 like to make right now, Mr. Chairman, thank you very
4 much. I would just make one motion at this point now. I
5 moved that we oppose the Board attorney's position.

6 CHAIRPERSON BELL: Sir, we are not in a position to
7 oppose anything. We went through the process with the
8 director of personnel. We're still bogged down with that.
9 HR can only handle one task at a time. So there are
10 issues that we are going to address in that manner, so I
11 want to move on. Thank you.

12 COMMISSIONER BURTON: Commissioner, just second a
13 motion. Commissioner Davis said ---

14 CHAIRPERSON BELL: Sir, we're going to move on as far
15 as personnel matter I think we discussed that. Any
16 announcement, Mr. Robert Brown.

17 MR. ROBERT BROWN: Yes, sir. Good evening, Mr.
18 Chair and this honorable Board. The announcement,
19 upcoming meeting for the next virtual meeting is
20 Thursday, February 4th, 2021 at 3:00 PM. And your next
21 community meeting is Thursday, February the 11th, 2021
22 and at 3:00 PM. And Mr. Chair, if it's okay I'll go
23 through right to oral communication. We currently have 7,
24 8 speakers. Your first 3 speakers would be Ms. Bernie
25 Smith followed by Ms. Sharon Parnell followed by Minister

1 Eric Blunt, Ms. Smith.

2 MS. PARNELL: Hi, Bernice, won't be here today.

3 MR. ROBERT BROWN: Okay, Ms. Parnell.

4 MS. PARNELL: My concern was about those shots fired.
5 When did they put those in the city, and if they're all
6 over the city? And they already answered my question on
7 the gun locks. I do appreciate that because we need some
8 type of answers for these children being shot and killed.

9 COMMISSIONER DAVIS: Yes.

10 MS. PARNELL: That that concerned me more than
11 anything. Thank you so much and have a great day.

12 CHAIRPERSON BELL: Thank you. There's no technology
13 of shots fired at this time because we don't have a
14 policy.

15 MR. ROBERT BROWN: Minister Eric Blunt.

16 MINISTER BLUNT: Yes, this is Minister Eric Blunt, a
17 lifelong Detroiter. Can you hear me?

18 CHAIRPERSON BELL: Yes, sir.

19 MINISTER BLUNT: This ShotSpotter is just another
20 technology. People do not trust the police. Just this
21 week, the leadership of the Michigan State police was
22 discovered to be illegally and without authority using a
23 technology called end-to-end encryption where they
24 conceal and delete their conversations. There's just too
25 much technology in the police hands for which they are

1 not held accountable. As it relates to this Board, many
2 have described it as dysfunctional, but after the five
3 years that I've observed this Board, it forces me to use
4 another adjective, corrupt. At first, I believe this
5 Board was not able to focus on civilian oversight, but
6 now I am convinced that this Board is not willing or even
7 avoid focusing on civilian oversight, which is police
8 misconduct. I truly believe, if not all, most of these
9 commissioners are intelligent enough to walk and chew gum
10 at the same time, but it must be intentional that this
11 Board refuses to focus on civilian oversight, which is
12 police misconduct. Sometimes you only need to look at the
13 agenda. It's dominated by resolutions recognizing police
14 officers and lengthy discussions on crime statistics and
15 crime prevention. So the majority of the time and energy
16 and resources spent by this Board are not primarily
17 directed toward police misconduct. And therein lies the
18 problem. I yield my time.

19 MR. ROBERT BROWN: Mr. Chair, your next three
20 speakers would be a caller whose phone number ends in
21 402. I don't see Ms. Petty, Ms. Michelle George, and KC.
22 Go ahead caller 402, 402.

23 CALLER 402: It's been a long time since I've been
24 able to hear you [01:46:49 inaudible] the union today.
25 Thank you so much for letting me speak. I was thinking

1 about the shots fired program initiative, and speaking
2 about the children and the loss of their lives and the
3 parents and the collapse of the guns. And also the MPO
4 often innovating themselves to help and assist. And in
5 that manner to preserve the lives of their babies. That
6 is admirable in the DPD as well as also the transparency
7 and the order the Chairperson and the Assistant Chair
8 working together. The flow that I hear is admirable,
9 outstanding, and it just astounds me how you continue to
10 flow as human beings together, even on sensitive matters.
11 I don't see you, but I still can feel and hear you; the
12 humanness coming out. And I appreciate the humanness
13 coming out and also appreciate the - I mean, Chair Bell
14 doing as he usually does keeping the flow and the order
15 with authoritativeness and the cooperation of the others
16 that are speaking and trying to speak. Thank you so much,
17 Chair Bell for doing what you do, and thank you so much
18 Board speaking to you. Because if you weren't like you
19 was Chair Bell, they wouldn't want to speak, they would
20 walk away. I admire that in you Chair Bell. Continue to
21 do so --

22 CHAIRPERSON BELL: Thank you.

23 MR. ROBERT BROWN: Miss Michelle George?

24 MISS GEORGE: Yes, good evening. You can hear me?

25 MR. ROBERT BROWN: Yes.

1 MISS GEORGE: Hi, Mr. Brown. Okay. To Chairman Bell
2 and the honorable Board. I wanted to make a comment.
3 Commissioner Burton, we have to have something there's
4 too much shooting in the city. Now I know the officers,
5 all of the presentations were excellent. But with all the
6 shootings that we have in the city now with the facial
7 recognition program, this is what should have been done
8 before the policy came out. And probably the only reason
9 the policy has come out is because of all the pushback
10 with facial recognition. So that program needs to desist,
11 but with the shot, the ShotSpotter, we need to have that
12 and it's too much gunfire. I can't even get the breaking
13 news story off my phone. What Chief Craig and Mayor
14 Duggan needs to do, I did email the assistant chief email
15 about the missing children. We don't hear about that.
16 Children are missing. I don't hear Amber Alert when it's
17 dealing with Detroit. I don't understand this and the
18 Mayor, he doesn't present anything. No sir, every blue
19 moon, Chief Craig will come out when it's a crime, that's
20 what a normal administration will do. You will come out
21 when it's a crime like Ms. Parnell stated with all these
22 children. What you're going to do, where the locks are
23 going to go. We in the inner city, we don't have the
24 patrol like they have downtown. We need new leadership in
25 the city. It's just unfortunate. The City Council paid

1 \$200,000 for a movement "Black Lives Matter." Instead of
2 going after the individuals, when we saw George Floyd's
3 breath leave his body. So my thing is that we need better
4 leadership. Will someone please answer my email? I know
5 we make these public comments. I don't understand it. I
6 know Assistant Chief Bederson, he will answer the email.
7 Will someone please answer my email? I'm going to send
8 out another email to the Assistant Chief's email. I would
9 like an answer. With all of this crime, it's ridiculous.
10 So will somebody please do that? Thank you for taking my
11 comments. Thank you very much.

12 CHAIRPERSON BELL: Thank you.

13 MR. ROBERT BROWN: And KC.

14 KC: Hi, can you hear me?

15 MR. ROBERT BROWN: Yes.

16 KC: Hi, I'm calling to request that you urge DPD to
17 drop the countersuit against protestors. You should know
18 that they're currently on the wrong side of history with
19 this countersuit, and I think you need to be working
20 towards breaking down DPDs, obviously inflated ego, and
21 get them to admit that they're in the wrong to attack
22 peaceful protestors. Also, hey, Chairman Bell, can you
23 please stop talking over and muting other commissioners
24 because they say something that hurt your feelings.
25 You're doing great harm because these commissioners are

1 speaking about issues that I very much care about as a
2 citizen in Detroit. Please stop silencing my
3 representation. If you cannot do that Commissioner Bell,
4 I respectfully request that you step down from this
5 position due to incompetency. I'm also going to add that,
6 can we please listen to Commissioner Burton? And could we
7 please get some more insight regarding the technology of
8 ShotSpotter? I would like to hear some more inputs that
9 are more than just what DPD has compiled in a newsletter
10 for you. Thank you. I yield my time.

11 MR. ROBERT BROWN: Mr. Chair, your last speaker
12 would be CAC Chair, Scotty Bowman.

13 SCOTTY BOWMAN: Okay. First of all, could you reset
14 the timer?

15 COMMISSIONER BERNARD: Right?

16 SCOTTY BOWMAN: Thank you. Okay. So by the way, here
17 are my thoughts. First of all, the safeguards you have
18 for civil liberties and privacy are a little unclear. I
19 was somewhat encouraged by hearing that it only recorded
20 the second before and after a gunshot. And the system was
21 only triggered by that. What's a critical question is
22 whether or not that triggering happens at the station
23 where the microphone is set up or is it at the computer
24 that is somewhere on the other side of the country so
25 that we still have all that audio being transmitted

1 either by wire, through servers, satellite, all of the
2 above most likely before it gets to its destination.,
3 Because if that's happening, then you still have that
4 audio out there. If on the other hand, the microphone
5 where it goes before the transmission occurs is triggered
6 only by gunshots or explosives. And then the only thing
7 transmitted is the gunshot audio and a second before and
8 after that's quite a different story and that's not
9 nearly as bad. So I think we need to clear that up. There
10 definitely needs to be a public hearing on this policy
11 item that you put on the agenda before it is voted on and
12 finally, please don't shut commissioners out of the
13 meetings or mute them or black their video because you
14 are uncomfortable with them. That is disenfranchising the
15 voters of the 5th District last week and overturning the
16 results of the 2017 election de facto. I yield.

17 MR. ROBERT BROWN: Mr. Chair that was your last
18 speaker.

19 CHAIRPERSON BELL: Thank you. If there is no other
20 business before this body a motion.

21 COMMISSIONER BURCH: Commissioner Bell, Mr. Bell.
22 Yoo-hoo.

23 CHAIRPERSON BELL: Yes ma'am.

24 COMMISSIONER BURCH: Mr. Bell.

25 CHAIRPERSON BELL: Yes. Ma'am

1 COMMISSIONER BURCH: Mr. Chair, I just want to say
2 this before we go off, would you, as Chair asked Mayor
3 Duggan to attend whether or not it'd be a closed session
4 or however you would do it, but through Zoom, so we can
5 speak to him as commissioners, as our particular concern,
6 especially about our own district. I am in number 3, as
7 everybody knows. Would you please go to him and ask him
8 that. I'm asking you, Mr. Bell, as Chair of the Board of
9 Police Commissioners. Will you do that, sir?

10 CHAIRPERSON BELL: I can do that but the Mayor is
11 open to talking to any commissioner directly or
12 indirectly. You don't need me to be that.

13 COMMISSIONER BURCH: Okay. Well, excuse me. I didn't
14 say you be there. I said, I want to hear what Mr. Davis
15 says, I want to hear what Mr. Hernandez - he's not here.
16 I want to hear what their

17 COMMISSIONER HERNANDEZ: I'm present.

18 COMMISSIONER BURCH: Individual concern, because Mr.
19 Bell, we probably share the same issues. Mayor Duggan
20 needs to hear from the people, which we serve - the
21 people. But when I go one-on-one, I may take a little
22 group, but if I take all my commissioners, guess what?
23 You are representing a thousand or 2000 more people.
24 What's wrong with that, what's wrong with that?

25 CHAIRPERSON BELL: Commissioner Burch, I want to talk

1 to you indirectly. We cannot meet as a whole with the
2 Mayor. That would be improper. So the Chair would
3 entertain a motion, but I will meet with you on that
4 item. The Chair will entertain a motion for adjournment.

5 VICE-CHAIRPERSON BELL: Through the Chair, through
6 the Chair. I like to - through the Chair, Chair Bell.

7 CHAIRPERSON BELL: I'm listening, go ahead.

8 VICE-CHAIRPERSON BELL: Thank you. One last comment.
9 I really encourage the commissioners to delve into the
10 packet that was sent, that was delivered to our homes in
11 relationship to ShotSpotter. It is a wealth of
12 information that also would support the concern that we
13 have academics to speak on the issue. So look at the
14 materials. They are very, very thorough. In fact, one of
15 them is so unbiased that you almost want to say, well,
16 why didn't Ms. White include this packet? But honestly,
17 she was trying to do due diligence to ensure that we had
18 a very unbiased discussion on ShotSpotter.

19 CHAIRPERSON BELL: A motion for adjournment would be
20 in order.

21 COMMISSIONER BERNARD: So moved.

22 CHAIRPERSON BELL: We stand adjourned. We stand
23 adjourned. Thank you.

24

25 Meeting Adjourned at 5:00p.m.

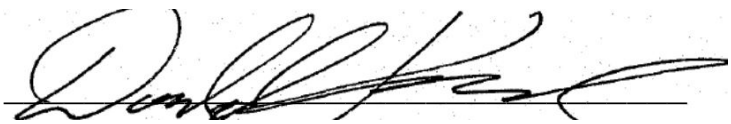
1 STATE OF MICHIGAN)
)
2 COUNTY OF WAYNE)

3 RECORDER'S CERTIFICATE AND NOTARIZATION

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

I, Donald Handyside, Court Recorder, do hereby certify that on January 28, 2021, at 2:55 p.m., I did record the Detroit BOPC meeting, the same being later reduced to typewriting and that the foregoing is a true and accurate transcription of said electronic recording taken at such time and place.

I further certify that I am not related to or employed by any party of this cause or their respective counsel.



DONALD HANDYSIDE (CER 1464)

Notary Public

My Commission Expires: 5/6/2020

\$

\$10,000 23:13
\$100 36:25
\$20,000 23:13
\$200,000 28:7 83:1

***9** 4:4,13

0

01:46:49 80:24

1

1 6:7,9 8:16 25:10 30:2
1,278 33:6
10 55:22
10% 45:19
10-year-old 26:20
100% 34:24 35:13,21
105.1 38:19 39:1,2
11 55:22
11% 25:3
117 33:2
11th 78:21
12 24:12 25:10 50:9
12% 45:14 47:4
12th 44:15 45:1,6,10,17 46:10,
 19,24 47:2,11 48:21 49:1,25
130 33:5
14 46:2
14% 45:18
143 34:5
15 33:18

153 34:3
16 33:12 34:6
165 34:8
17 33:24 34:13
18 59:5
18% 25:6
18th 73:9
19 33:17
1st 33:3

2

2 6:10 8:19,21 33:17,25 34:4
 55:25 75:9
2,235 33:4
2,586 32:25
20 23:3
200 39:15
2000 86:23
2015 58:12 66:24 67:17
2017 85:16
2019 45:19 53:7 73:10
2020 32:21 33:3,4,10 34:13
 45:6,11,22 47:2 51:4 52:2
2021 2:3 7:21 10:14 47:10
 73:9,10,13 78:20,21
21st 8:5,8
22 33:13
23 24:18,19 34:1
24 8:6,10 25:6 33:17 77:10
24-hour 3:3 48:13
24th 73:10
25 63:22
26 33:12,13
276 33:7
28 2:3 25:8

28th 7:20 10:14
2nd 39:12,16

3

3 6:11 9:6 12:20 78:24 86:6
3% 45:11
3.3 55:17
30 33:22 52:1 59:5 60:24
300 39:15
307.8-3.2 55:16 68:16
307.8-3.3 68:6
31 33:19
31% 25:5 47:8
313 596-1830 2:23 3:12
313 596-2482 3:4
313 596-2499 3:3
31st 33:4
32 33:20
33 33:4
330 33:22
360 3:14
39 20:13 21:6 22:23 33:16,17
3:00 3:24 78:20,22

4

4 5:23 25:10 33:14,16,25 34:4,
 8,10,12 42:9 52:2 75:7
4-year-old 26:19
40 20:1 28:23
402 80:21,22,23
43 33:11,12
435 33:8
48 77:7
49 34:2

4:00 3:24 4:14
 4th 39:12,16 45:24 78:20

5

5 6:15,18 10:4,5,19,20,21
 22:24 25:10 42:9
 5,800 3:15
 5-point 48:19
 5-year-old 26:20
 50 28:23
 51 34:5
 52 34:7
 53% 47:7
 54% 47:5
 571 59:6
 573 33:22
 5961210 49:17
 599 34:15
 5:00p.m 87:25
 5th 43:19 85:15

6

6 6:24 22:24
 60 63:24
 62% 24:19
 626 33:1
 64 33:15,16
 6:17- 67:10

7

7 6:25 10:23 12:20 78:23
 7-day 48:15
 7-mile 63:20
 72-hour 48:14

73 29:8,9

8

8 59:20 78:24
 80 26:3
 83 26:3 33:5
 86 32:25
 8th 51:2 52:2 53:24 64:11

9

9 59:6,21
 9,000 45:25
 90 71:24
 911 58:20,23
 911calls 64:17
 95% 60:5
 9th 51:3 52:2 53:24 64:12

A

Abdellah 45:4
 ability 55:14
 aboard 39:11
 absence 34:1
 absolutely 38:17 41:1 42:13,
 15 63:9
 abused 66:20
 AC 19:2 43:11
 academic 70:24
 academics 87:13
 Academy 29:11 33:18
 accepting 73:25
 access 4:21 61:11 68:22
 accessible 27:3
 Accessing 2:20

accident 25:22
 accomplish 47:12
 account 2:10
 accountability 48:16
 accountable 80:1
 accustomed 32:4
 acknowledge 4:17
 acknowledged 4:14
 ACLU 72:13,19
 Act 16:21 21:1 67:4
 acting 22:18
 action 19:18 40:14
 activated 66:1
 active 54:14 57:17 69:14
 actively 30:10
 activists 70:25
 activities 32:20
 activity 60:19
 actual 26:16,22 52:9 53:12
 64:22
 ad 43:23
 add 55:2 56:13 84:5
 added 48:3
 addition 6:20 13:15 67:6
 additional 5:5 54:5
 Additionally 2:12 73:12
 address 2:13,14 3:13,23 19:11
 28:25 29:8 30:16 77:18,19
 78:10
 addressing 8:12,13
 adequate 48:18
 adhere 2:17,18
 adherence 2:20
 adjective 80:4
 adjourned 87:22,23,25

adjournment 87:4,19
adjudicated 36:7
adjust 56:13
administration 82:20
administrative 2:23 14:17,19
 50:18 73:18
admirable 81:6,8
admire 81:20
admit 83:21
adopted 45:25
ads 38:20
adult 36:12
advancing 17:9
advantage 42:1,8,10 65:22
advertisements 38:24
advocating 27:1
African-americans 40:4
afternoon 2:1 6:2,6,8,12 7:1,5,
 8 15:5 31:25 32:12,15 37:7,8
 40:14 44:20 46:18
agencies 59:23 60:10
agency 56:21
agenda 3:13 4:1 7:20,22 8:13
 9:3,4,5,18,23 10:7,13,21,22
 11:3,6,11,12,14,15,22 12:19,
 24 31:16 73:4,6 80:13 85:11
agendas 3:11,16
aggravated 45:8,12 46:21
 47:3,4,18,23
agility 33:10,15
agree 8:24 11:10,11,18 20:12
 44:7 72:8
agreement 16:23
ahead 20:9 30:10 32:16 36:12
 39:24 75:12,18 76:20 80:22
 87:7
air 65:3

airing 38:21
Akbar 14:22 49:19
alarms 70:21
alert 66:12 82:16
alerts 3:16
all-black 29:10
allowable 57:1
allowed 12:3
alluding 71:18
Amber 82:16
AMCOLS 36:15 37:2
Amen 5:21
amendment 55:10 68:20
America 72:24
Americorps 46:8
ammunition 59:6
amount 28:7 56:2,5,13 71:19
analyze 51:24 52:21
ancillary 60:7
Anderson 32:7,12,13,16,17
 34:18,19 35:1,6,14 37:4 44:14
Annie 18:21,24
announcement 28:16 78:16,
 18
announcements 27:8
annual 73:11
Ansley 14:22
answers 64:23 79:8
anymore 11:14,19
anyone's 55:10,11
Anytime 37:20
apologies 53:11
apologize 9:4 40:22 61:1
apparently 23:1 69:22
appeared 33:12,13,16

applicants 33:4
application 61:25
applications 41:9
applies 37:23
applying 36:9 40:7
appointed 22:25
apprehension 47:16
approach 64:16
appropriately 2:18
approval 7:20 9:3 10:13 21:10
 51:6
approve 7:22 12:24 16:6
 27:25
approved 9:5 77:24
approving 8:11 77:6,23
area 22:14 45:14,17 52:4,17
 53:1,15,16 54:2 56:1,18 58:10
 60:3,4,6,8 62:9 63:12 64:12,
 15
areas 45:10,12 48:7
argument 19:3 47:9
Aric 50:15,19
arrangements 27:6
arrest 55:7 57:24 68:8,10
arrested 28:11
arrests 26:4 54:25 59:6
aspect 42:13
assault 46:21 47:3,4,18,23,25
assaults 25:2 45:9,12
assigned 37:16 47:15
assimilate 40:25
assist 41:21 81:4
assistance 33:25 72:1
assistant 14:19,24 15:8 18:8,
 11,17 19:10 33:20 37:17 81:7
 82:14 83:6,8

assistants 33:23
Association 15:22
assured 65:21
astounds 81:9
attack 83:21
attend 86:3
attendance 14:16 15:25
attendees 2:5,7,9,11
attention 27:24 48:23
attorney 68:1
attorney's 78:5
attrition 33:24
audible 52:25
audio 52:16,19 53:1,4 54:11,
 12,13 57:7,16 60:23 67:21
 68:22,24 69:13 84:25 85:4,7
audit 53:6
authenticates 53:19
authoritativeness 81:15
authority 79:22
auto 24:23
automatically 17:2,4
average 54:23
avoid 80:7
awaiting 33:9
aware 16:16 72:12

B

babies 81:5
back 20:6 23:17,25 25:12
 26:14,18 35:8,11 49:8 51:4
 58:17 64:1,7 66:10 67:19 69:5
 70:6
background 4:23
backyard 55:12
bad 26:18 85:9

ballistics 48:9
ballpark 56:16
banks 42:15 43:6
Baptist 7:13
barely 20:2
based 17:13 20:21 47:9 65:23
 67:13 70:22
basically 52:15,24 65:20
basket 46:4
baskets 41:10
bat 23:4
Bederson 83:6
began 38:18
beginning 67:20
beings 81:10
Bell 5:7,8,22,23 6:7,10,11,15,
 24 7:3,7,12,17,19,25 8:3,12,
 15,19 9:10,16,23 10:1,9,16,
 20,23 11:2,4,7,18 12:1,5,9,16,
 21,25 13:7,12,19,23 14:2,5,8
 15:2,13,18,24 16:11,14 17:3,
 7,8,11 18:7,15,16,19,22 19:7,
 16,22 20:9 21:12,20 22:4,5
 23:11,16,19,22,24 24:2,5,7,9,
 10 26:9,11 27:13,17 29:12,16
 30:24 31:4,13,18 32:9,15
 34:18,21 37:4 38:12,16 39:1,
 3,5,24 40:19,24 41:5,7,23
 42:6 43:9,16 44:3,8,12,19,23
 46:13,16 48:24 49:9,23 50:11
 51:12 55:19 57:12,20 59:10,
 12 62:4 65:10 66:17 70:13
 71:1,13,15 72:7,14,17 74:4,7,
 12,19,23,25 75:22 76:7,10,13,
 23 77:1,16,24 78:6,14 79:12,
 18 81:13,17,19,20,22 82:1
 83:12,22 84:3 85:19,21,23,24,
 25 86:8,10,19,25 87:5,6,7,8,
 19,22
Bellville 17:1 22:11 23:15
benefit 63:17
Bernard 8:22,23 9:4 22:5,6,7

27:15,17,18 29:12,20 34:20,
 22 35:3,12,20 36:3,21,24 37:6
 39:23,25 40:9,16 41:2,4 44:7
 49:10,18 55:18,24 56:15
 57:11 69:16 70:3,8 72:8,14,15
 76:22 84:15 87:21

Bernice 79:2

Bernie 78:24

Bettison 37:17 43:11

big 43:12

bigger 30:11

bike 30:2,3,4,7,14

bikes 30:12,13

Birch 6:13

bit 24:20 25:14

black 75:8 76:19 83:1 85:13

Bledsoe 45:3

Blessed 5:17

blessings 5:14

block 62:14

blocked 30:8

blocking 30:6

Blossom 14:17

blue 6:5 82:18

Blunt 79:1,15,16,19

board 2:2,24 3:11,23 4:24 5:4,
 14,24 6:3,20 9:21 10:13
 14:10,15 15:7,12 16:16 17:24,
 25 18:25 19:17,25 20:5 21:6
 22:15,24,25 23:8 24:11 32:4,
 13 37:8 40:17,20 44:18,20
 51:4 54:7,8 69:20 72:2 73:5,
 13 77:5,14 78:5,18 80:1,3,5,6,
 11,16 81:18 82:2 86:8

board's 2:17 3:1,7,20 4:19
 14:12 73:22 74:1

board's 2:23 3:4,20 5:3

body 77:4,5 83:3 85:20

bogged 78:8
bombarded 43:3
books 29:23 30:19
BOPC 2:22 3:6,16,19 4:17 73:18
BOPC@DETROITMI.GOV 3:12
bopc@detroitmi.gov. 2:25
Bounce 38:19 39:2,3
boundaries 45:10
Bowman 84:12,13,16
boxes 45:25
Branch-wilson 59:13
Branche-wilson 50:14,17,18 51:9,13,16,19 57:13 58:11 60:25 61:15 62:20 66:3,12 68:16 69:9 72:21
BRANDON 70:11
break 40:12
breaking 82:12 83:20
breath 83:3
Brenda 25:19 75:9
briefly 71:15
bring 45:19 46:11 55:7 68:7
bringing 70:15 72:5
broken 25:22 40:12
brothers 28:18
Brown 6:8,9 8:14,17 11:22,23 12:3,7 13:10,22 14:16 16:22 17:10,11,12 29:15,17 30:24, 25 31:4 39:4,6 41:11 78:16,17 79:3,15 80:19 81:23,25 82:1 83:13,15 84:11 85:17
Buckman 45:4
build 54:10 69:9
building 57:13
built 55:15 64:6,8 69:12

bullets 62:18
Burch 6:12 9:7,9,12 10:3 12:14,16 16:23 17:3,7 18:21, 24 21:16,20 22:4 37:25 41:6, 8,23 42:4,22 43:2 50:2 59:9 62:4,5,8,22 64:5,24 65:6,8 69:18 76:25 85:21,24 86:1,13, 18,25
burden 65:1
Bureau 32:20
burglary 45:17
Burton 6:16 8:4 10:6 13:6,9, 17,20,21,25 14:4,7 18:13,23 23:18,21 62:7 65:9 66:17,18 70:12,13,14 71:1 72:12 76:8, 24,25 77:1,2,16,22 78:2,12 82:3 84:6
Bushman 38:23
business 74:5,23,24 85:20
buy 41:21
buyback 28:18 29:19
bylaws 2:17 4:19 74:16 77:5, 7,15

C

CAC 84:12
calendar 3:8 45:6,19,21
caliber 69:3
California 69:22,24 70:1
call 3:12 5:9 8:15 13:21 27:5 45:1 58:20 65:4 71:7
called 13:25 16:13 59:16 63:10,11 64:13,22 79:23
caller 80:20,22,23
calling 58:23 64:19 67:9 83:16
calls 5:24 51:25 52:1,3
Calvin 43:18
campaign 38:18

Candice 46:23
candidate 16:6 17:1,6,8,9,17, 19 18:4,11 20:17 22:8,10,19 23:9
candidates 16:17 17:16,18 19:12,14 20:1,3,13,16 21:5,6, 9,17 33:5,7,8
canvas 54:2
capabilities 54:10
capable 56:16
capacities 21:25
Capitol 59:17
Captain 15:9 44:18 45:2,7,20 46:11,14,15,17,18 48:16 49:12,24 50:15,19,22,24,25 52:4 54:7 55:1,3 56:2,24 57:14,25 59:3,13,14,21,25 60:3,12 63:6,8 65:5,7 67:19 69:6,9,25 70:7,10 72:20 73:15
car 24:22 64:1,2
care 31:17 84:1
cared 5:20
career 61:19,20
carjacked 24:25
carjackings 24:20
cars 24:25 38:2 39:14,21
case 28:7,22 48:12,13,14,15 65:23 67:6,10,17
cases 29:10 48:18 57:23 67:7, 18 68:3,9 71:22
casings 52:7 54:24 59:6 63:22
catch 28:22
categories 45:16
category 47:2
caucus 75:8
CCW 26:3 28:10
cease-fire 47:1
ceasefire 47:21,22

cell 48:11

center 52:21 53:2 54:19 56:19

centers 53:24 70:1

certify 36:17,18

cetera 40:5 42:1

chair 4:9 5:12,23 6:6 7:18,24
9:2,6,8,9,10,14 10:15 12:1,8,
12,23 13:9,21,25 14:10 15:20
16:22,23 17:10 18:6,13,14,15,
23 19:6,15,21 20:11 21:7,15,
16 23:18,21,22 26:10 29:15
30:25 31:1,4,20 32:1,12
35:15,16,23 36:13 37:1,8
38:11 39:4,23 40:6,11,22 41:6
42:12 44:1,8,10,17 49:5,7,22
50:2,13,17,24 51:9 56:2
57:14,19 58:11 59:3,9,12
60:12,25 61:15 62:3,7,8,20
63:8 65:9,11 66:3 67:19
69:10,25 70:7,10 71:11 73:5
74:6,18 76:8 77:2 78:18,22
80:19 81:7,13,17,19,20 84:11,
12 85:17 86:1,2,8 87:2,4,5,6

Chairman 6:17,21 7:15 8:2,4,
14,18 11:8 13:17 22:9,22
24:10 27:16 31:9 37:6 40:17
41:4 55:25 66:18 69:16 70:12,
14 72:8 74:24 75:1,2 77:13
78:3 82:1 83:22

Chairperson 5:7,8,22 6:7,10,
11,15,24 7:3,7,12,17,19,25
8:3,12,15,19 9:16,23 10:1,9,
16,20,23 11:2,4,7,18 12:1,5,9,
16,21,25 13:7,12,19,23 14:2,
5,8 15:2,13,18,24 16:11,14
17:3,8,11 18:7,16,19 19:7,16,
22 20:9 21:12,20 22:5 23:16,
19,24 24:2,5,7,9 26:9,11
27:13,17 29:12,16 30:24 31:4,
13,18 32:9,15 34:18,21 37:4
38:12,16 39:1,3,5,24 40:19,24
41:5,7,23 42:6 43:9,16 44:3,8,
12,19,23 46:13,16 48:24 49:9,
23 50:11 51:12 55:19 57:12,
20 59:10 62:4 65:10 66:17
70:13 71:1,13,15 72:7,14,17
74:4,7,12,19,23,25 75:22

76:7,10,13,23 77:1,16,24
78:6,14 79:12,18 81:7,22
83:12 85:19,23,25 86:10,25
87:7,19,22

challenge 38:8 43:13

change 25:18

changed 67:14

changing 68:2

Chaplain 5:10 14:13,14

Chaplin 5:11,22

charge 28:15 32:3 36:14,20
46:24,25 61:13

Charles 15:3

chew 80:9

chief 3:2 14:21 15:3,4,8 18:9,
11,18 19:10 24:9 29:14,18
37:11,17,18 41:25 43:17,24
51:6 75:6,7 82:13,14,19 83:6

chief's 37:16 83:8

children 26:14 27:9 46:2 79:8
81:2 82:15,16,22

Christmas 46:1

Church 7:14

cities 65:16 70:4 71:24

citizen 66:2 84:2

citizens 5:16 6:2 26:6 28:8
50:8 59:15

city 2:12 3:7 5:13,18 6:3,5 7:9
21:19,24,25 22:1,3 28:9 33:23
47:7 52:1 76:3 79:5,6 82:4,6,
23,25

city-wide 41:10

civil 65:21 66:20 69:8 70:25
84:18

civilian 80:5,7,11

civilians 25:10 33:1,20,22,25
34:7

clarification 10:2 61:7

clarify 10:9

clarifying 9:5

class 33:19

clear 52:13 72:17 75:23 85:9

click 13:16

closed 16:20 86:3

closed-door 6:21

closely 37:12 51:24

closest 18:9

closing 57:23

co- 5:3

co-chair 75:25

co-hosts 31:22

coincides 20:4

cold 25:13 26:4

Cole 41:20 42:10

Coles 14:20 31:20,25 32:10
35:15,23 36:13,23 37:1 38:11,
13 39:6 40:6,11,21 41:1,3
42:12,25 43:14,15 44:1,13

collaboration 48:4

collapse 81:3

colleagues 17:22

collections 48:9

color 66:22

combat 46:20

combination 63:5

Commander 15:8,9 26:17
31:9,11,14 44:17,20,25 45:1
46:14 47:3 48:17,25 49:2,11,
16,21,24 50:3,9,10

comment 2:6 69:17 71:12,18
82:2 87:8

comments 3:21,22 4:1,5,15
64:25 83:5,11

commercial 24:23

Commission 21:13 76:11

commissioner 5:23,25 6:8,9, 12,13,16 7:1,2,4,5,7,8,10,15, 23 8:2,4,14,17,21,22,23 9:4,7, 9,10,12 10:3,6,24 11:2,3,4,6, 7,8,19,23 12:1,3,7,10,14,16, 17,18 13:1,5,6,9,10,17,20,21, 22,25 14:4,7 16:8,9,13,14,15, 22,23,24 17:3,7,10,11,12 18:13,21,23,24 19:15,16,17, 21,22 20:5,7,9,10 21:12,13, 15,16,20 22:4,5,6,7 23:10,16, 18,20,21 24:1,6,8 26:10,11, 12,21,24 27:7,12,13,14,15,17, 18 29:12,15,17,20 30:24,25 31:4 34:20,22 35:3,12,20 36:3,21,24 37:6,25 38:5 39:4, 6,23,25 40:9,16 41:2,4,6,8,11, 23 42:4,22 43:2 44:3,5,7,11 48:25 49:5,8,10,18 50:2,23 55:18,19,24 56:15 57:11,20, 22 58:8 59:2,9,10,12 60:2,9, 21 61:6 62:1,3,4,5,7,8,22 64:4,24 65:6,8,9,10,11 66:5, 15,17,18 69:16 70:3,8,11,12, 13,14 71:1,11,14,16,17 72:8, 12,14,15 74:6,8,12,18,22,24, 25 75:1,22,25 76:4,5,8,9,11, 14,17,20,22,24,25 77:2,16,22 78:2,12,13 79:9 82:3 84:3,6, 15 85:21,24 86:1,11,13,17,18, 25 87:21

Commissioner-at-large 7:3

commissioners 2:2,24 3:24 6:4 16:19 20:23 21:1 48:24 49:9 55:22 64:25 75:8 76:15 80:9 83:23,25 85:12 86:5,9,22 87:9

committed 36:8

committee 17:23 22:18,19 23:7 74:13,16 75:24 76:1

committees 74:9,14

committing 48:20

communicate 29:4 70:6

communication 78:23

communications 4:1

communities 70:5

community 7:9 14:17 29:1 37:15,20,21 44:21 45:21 46:5, 7 64:10 65:20 66:7 70:17,18, 20,25 72:11 73:14 75:3 78:21

company 53:4 69:21

compared 45:18 47:5

compiled 84:9

complaint 2:25 3:2,3 47:24

complaints 47:18

complete 4:11 69:15

completed 48:14

compliment 69:17

composition 22:17

comprehensive 48:6

computer 2:9 4:12 30:23 84:23

Comrade 19:24

comstat 46:7 73:14

conceal 79:24

concern 66:23 79:4 86:5,18 87:12

concerned 25:6 66:6 72:24,25 75:2 79:10

concerns 31:7

concludes 34:16 74:2

conduct 55:8

conducted 14:15

conducting 46:4

conference 75:5,15

confidence 60:4

confident 68:18,21 69:7

configuration 48:19

confirm 53:21

confirmed 54:12,21

confiscated 54:24

confiscations 47:17

confused 12:25

congratulate 27:19 49:11

congratulations 28:3

Conrad 21:22

conscience 75:20

consensus 17:5

consideration 5:6 73:24

considered 21:19 36:14

considers 36:15

consisted 73:10

consisting 73:17,19

constituents 6:19

consultation 74:20

contact 2:22 3:1 5:3 37:19 42:19 43:16,17 71:7

contentious 39:7

continue 5:14 35:4 71:6 74:8 81:9,20

continues 25:4

continuing 21:4

continuous 34:3,8 35:6

contract 51:1 54:9 57:1 68:4 71:5 72:19 73:20

contributing 29:10

control 37:23 66:7

controls 4:12

conversation 52:11 56:17 67:1

conversations 66:24 79:24

convey 43:24

conveyed 43:12 44:2

conviction 37:3

convictions 29:9

convinced 29:5 80:6
cooperation 81:15
Coordinator 14:18
copy 6:20 8:7,9,10 77:9,17,20
 78:1
corner 49:19 63:20
corporal 25:11
corporation 14:25 66:11
correct 9:19 18:18,19 42:13
 56:23,24 59:24,25 69:25 70:6,
 10
correction 13:15
corrections 13:3,4,7
correctly 61:16
correspondence 73:7 74:3
correspondences 5:5
corroborating 55:13 68:11
corrupt 80:4
cost 28:12
costs 28:8
Council 71:4 72:18 82:25
Councilman 43:20
Counsel 14:25
countersuit 83:17,19
country 5:19 58:2 68:17 73:23
 84:24
couple 25:18,19,21 26:12
 38:20 55:25 65:19 77:2
court 14:12 66:25 67:3,5 75:6
coverage 52:17 53:1,15,16
 60:4,8
COVID 25:6
COVID-19 73:12
crafted 51:5
Craig 15:4 43:17,24 75:7
 82:13,19

crazy 11:21
create 21:6 54:20
credentials 20:18
crime 24:13 25:2,4,5 45:5,7,18
 46:12 47:2 48:3,5,7 50:15,16,
 25 53:24 73:15 75:2 76:2
 80:14,15 82:19,21 83:9
crimes 36:8 45:11,15
criminal 24:16 28:13 60:19
critical 84:21
critically 25:17
Cromwell 14:22
cropped 20:3
Crowder 45:3
CSC 45:14
culminated 48:15
current 32:24 58:1
cut 23:3
cutting 10:11
CV-06176 67:11

D

dark 19:5
Darryl 6:9
data 51:24 56:25 58:2 61:11,
 12 67:9 68:22
date 2:2 10:14
Davenport 5:10,11 14:14
Davis 7:1,2 8:21 10:24 16:9,
 13,14,15,24 19:15,16,17,22
 20:7 21:15 24:1 26:10,11,12,
 21,24 27:7,12 57:20,22 58:8
 59:2 74:6,8,13,18,22 76:1,4,5,
 9,14 78:13 79:9 86:14
day 52:2,3 54:3 64:7 79:11
DC 15:15 31:5,9,17 44:20 70:2
de 85:16

deal 13:24 21:4 29:7 76:2
dealing 25:20 30:22 73:1
 82:17
dealt 27:20
debate 74:20
December 32:18,20 33:3,10,
 16,18,19,25 34:7,10,13,15
 59:13
decisions 5:15 16:18
Decker 26:17
decrease 64:22
dedicated 47:14
deemed 4:9
defendant 67:5
defined 52:25
delete 79:24
delighted 40:18
delivered 47:22 87:10
delve 87:9
Demetrius 14:14
demographic 40:3
department 5:17 7:10 14:11
 18:3 20:20 32:24 37:11 38:4
 41:15,20 50:8 58:13 59:22
 67:12 73:13
depending 36:14,19 69:3
depends 35:1
deployment 51:2 58:16
deputy 15:3 24:9 29:13,17
 37:18 75:7
describe 60:23
Deshawn 44:25
designated 53:25
desist 82:10
destination 85:2
destruction 60:17

detailed 32:22
details 63:7
detect 52:25 53:17
detected 52:18 60:6 66:9
detection 48:10 50:12 51:21
 54:19,21,22,23,25 60:7 73:19
detective 25:10 47:24
detectives 34:11 46:24 48:7
determination 61:22,23
determinations 35:16
determine 52:22 53:20
deterrent 48:20
Detroit 2:1,12 5:17,18 6:3,6
 7:9 15:22 18:3 20:20 21:25
 22:1,3,13,14 28:9 32:14
 33:21,23 37:10,22 38:3 41:19,
 21,22 52:1 58:6 59:22 62:10
 72:25 73:13 75:10 76:3 82:17
 84:2
Detroiters 79:17
Detroiters 37:22
Detroitmi.gov 3:18
detroitmi.gov/bopc 3:8
detroitmi.gov/bopc. 3:5
developed 47:13 48:6
device 4:13
devices 29:24 30:22
dial 2:23 4:13
dialogue 10:10 72:22
difficulties 5:3
difficulty 49:6
digest 73:3
digital 73:11
diligence 87:17
direct 48:3
directed 80:17

direction 25:12 37:17 63:16
directive 48:1 50:12 68:6 74:1
directives 3:9 73:23
directly 43:6 68:12 86:11
director 10:25 16:2,7 31:11
 50:13,18 68:16 78:8
disability 35:4,12,13,21
disable 5:1
disabled 34:6,24 35:4,9
disagree 17:12
disappointed 6:19
discharge 54:15 57:18 69:14
discipline 54:16 68:13
disclosing 56:7
discount 42:9
discovered 79:22
discuss 49:3 54:21
discussed 78:15
discussion 8:1,3,4 13:6,9
 16:10,12 42:2 69:20 87:18
discussions 80:14
disenfranchising 85:14
dismissal 2:19 4:10
dispatch 64:1
dispatching 53:22
displeased 6:19
disputes 30:6
disqualified 33:7,8 36:5
disrespect 70:14
distance 25:16
distancing 75:17
distributed 3:14
district 5:23 6:7,9,10,11,13,
 15,18,24,25 8:16,19,21 9:6
 10:4,5,19,20,21,23 30:2 75:6
 85:15 86:6

division 3:1 14:20
documents 32:21
dominated 80:13
Don 14:13
don't 23:13
door 62:14
downtown 82:24
DPD 4:24 15:4,5,17 24:10 25:6
 26:16,22 27:2,11 44:21 46:6
 50:19 53:21 54:11,12 56:3
 64:1 72:1 73:8,20 81:6 83:16
 84:9
DPDS 73:10 83:20
draft 3:9,13,16 9:22
drafted 55:4
drafting 51:5
drive 39:12 43:19
drives 38:1,2
driving 63:12
drop 17:17 34:14,16 83:17
dropped 20:16
due 8:5 25:2 73:12 84:5 87:17
Duggan 82:14 86:3,19
duty 34:2 35:2
dysfunctional 80:2

E

earlier 3:17
early 9:18
easily 60:17
East 26:2
Easter 46:4
echo 21:13
education 48:5
effort 47:12

ego 83:20
elected 15:19
election 85:16
electronic 8:9 29:24 30:22
 77:9,17
electronically 8:7
email 2:10,11,13,24 3:11,13,
 23 5:5 8:7 71:7 82:14 83:4,6,
 7,8
emailed 8:25
employees 53:4
enable 5:1
enabling 31:21
encourage 87:9
encouraged 84:19
encryption 79:23
end 23:7 40:13 48:19 54:19
 76:17
end-to-end 79:23
ends 80:20
energy 80:15
enforcement 26:6 31:11 59:22
 60:10
engage 19:25
engaged 51:1
enlarged 59:17
enormous 28:6,12
ensure 48:18 72:2 87:17
entertain 23:19 31:13 87:3,4
entire 5:17
equates 59:5
equitable 17:16,21
Eric 79:1,15,16
Erica 14:25
established 47:24
establishing 51:3

evaluation 56:10 73:22
evening 78:17 81:24
events 46:3
eventually 59:18
evidence 48:8 54:2,5 55:13
 64:5,7 67:10 68:11
exact 60:10 63:6
examination 33:11
excellent 43:8 62:11 82:5
exception 67:4 69:1
excited 24:17 38:9
excluded 22:16
excuse 9:2 10:4 14:13 16:5
 24:19 47:17 53:8 54:25 66:14
 69:10 86:13
excused 6:24
executives 4:25
expand 47:20
experience 29:7 47:2
experienced 45:11 47:7
experiencing 5:2
experiment 62:16
explosives 85:6
expound 60:9
extensive 20:16 61:12 71:19
external 46:5
extremely 53:8

F

fabulous 69:19
face 25:21
Facebook 3:20
facial 73:8 82:6,10
fact 8:6 17:13 22:10,15 24:24
 49:4 68:21 71:18 87:14

facto 85:16
factual 74:14
failed 12:21 33:14,18
Failure 2:18
fair 17:16,21 18:1,2
fall 25:24
false 54:22 56:10 70:21 74:22
Famer 43:18,21
families 45:25
family 46:1
fantastic 24:12 28:1
fashion 29:23
fatal 67:2
Father 5:12
favor 8:16
fax 3:3
FBI 56:18
feasible 20:2 21:7
February 76:19 78:20,21
feel 22:16 23:7 72:13 75:3,13
 81:11
feeling 30:7
feelings 83:24
Fellows 45:24
fellowship 5:15
felonies 37:2
felony 28:22 29:9 36:21,23
 37:2
female 41:18
field 20:13 32:3 37:10 39:18
file 3:2
filed 47:18
fill 43:10
filled 32:25 33:2
finally 48:12 85:12

find 3:8,18 41:12 55:16 56:10,
11 58:24 62:9 64:5,20

fine 2:15 46:16

finished 24:14

firearm 48:9 54:15 57:18
69:14

firecracker 69:3,11

firecrackers 69:1

fired 51:25 52:1,3 53:18,20
56:19 58:25 63:11 64:14
69:21 79:4,13 81:1

fires 62:13

Fitzgerald 15:3,5,15,17 24:9,
10 26:16,22 27:2,11 29:18
31:5,9,17 44:21

floor 12:6,7,9 14:3,6,9

flow 81:8,10,14

Floyd's 83:2

flyers 73:14

FMLA 34:3,4,8

focus 80:5,11

focused 52:5

focusing 80:7

FOIA 56:4,6 60:13,15

fold 60:22

folks 6:4 24:21 25:14 27:4
60:18

follow 58:17 77:5

follow-up 48:2,18,21

food 38:1,2 39:12 41:10 42:15
43:6,19

force 76:2

forces 80:3

form 4:11 13:16

format 48:6

formed 47:14 74:10

forum 2:16,18 3:22 71:2,5,8,9
76:16

forums 4:21

forward 19:18 37:13,18 38:8
46:3 71:10

found 67:3

fourth 55:10 68:20

frustrating 11:10

full 21:6 23:8 35:22 40:17
71:20

fun 11:13,19 38:8

fund 28:17

fundamental 23:4

G

game 75:18

gang 59:8

gather 56:22

gave 38:1 45:25 69:11 74:21

Gello 38:19

general 54:3 59:19 60:3

generally 9:21

generated 74:11

gentlemen 62:9

George 80:21 81:23,24 82:1
83:2

girls 75:18

give 10:1 12:5 18:4 20:18
24:12 40:3 43:3 46:10 50:19,
20 56:12 57:1 58:25 63:7 65:4

giveaway 45:23 46:4

giving 26:25 42:6

glad 29:8 41:11

Glenn 32:7,13

goal 47:10,12

God 5:12,13,19

Gonzalez 32:6

good 2:1 6:2,6,8,12 7:1,5,8
15:2,5,15,17 25:12 26:1 27:22
31:25 32:12 37:7,8 39:9 44:6,
20,23 45:24 46:18 75:20
78:17 81:24

Govdelivery 3:15

graduate 41:17

grant 5:14

granted 67:5

granular 62:23

Gratiot 63:20

great 7:9 25:5 27:22 38:1,3
43:9 66:15 79:11 83:25

grounds 19:22

group 76:6,7 86:22

groups 64:11 70:25

guarantees 60:8

guess 86:22

gum 80:9

gun 26:24,25 27:3 28:18,19,20
29:19 46:9 47:11,13,16,25
48:2,20 52:7 53:15 54:24
62:13 79:7

gunfire 52:18,25 53:19 56:20
60:6 61:2,3,4,21,22 62:10
82:12

guns 26:3 28:5,17 29:1,8
54:24 81:3

gunshot 50:12 51:21 52:22
53:14 54:13,18,21,22,23,25
56:10 57:3,6 61:18 63:24,25
66:9 67:24,25 73:19 84:20
85:7

gunshots 57:5 62:17 68:23
85:6

gutter 59:8

guys 11:12,15,17 39:9 44:22

H

half 17:22

Hall 32:8,10 37:4,7,9 38:13,17
39:2,6 41:8 42:14 43:9,18,21
44:10,14

hand 4:3,12 55:24 85:4

hand-in-hand 37:12

handheld 29:24 30:22

handle 78:9

hands 5:19,20 25:15 39:21
79:25

Handyside 14:13

hanging 28:24

happen 35:24 53:14 64:18
68:4

happened 35:2 72:24

happening 60:20 63:25 69:24
72:25 85:3

happy 42:18

hard 8:7,9,10 29:3 77:9 78:1

harm 72:9 83:25

Hayes 15:8 31:10,11,14

head 25:25 28:24

headquarters 75:16

hear 8:18 9:16 22:4,6 30:1
44:15,22,23 46:15 50:22
54:12 62:10 63:3,15 71:13
77:20 79:17 80:24 81:8,11,24
82:15,16 83:14 84:8 86:14,15,
16,20

heard 57:6,7 67:22 75:23
76:17

hearing 54:6 70:23 84:19
85:10

heave 14:9

heavenly 5:12

heavily 24:24

heavy 31:16

held 36:9,20,22,23 46:8 80:1

hell 11:12

helpful 58:14

helping 25:13 39:19

Hernandez 7:4,5,6 11:2,3
25:20 86:15,17

hey 83:22

high 52:10 60:4 62:21 67:18

high-impact 47:15

high-level 52:24

highest 45:16 47:1

highly 19:9,19

hire 36:16,17

hired 33:5 40:8

hires 33:19,21 40:10

hiring 32:22 36:4 39:8

historic 7:13

history 20:5 76:19 83:18

hog 59:8

Hold 12:3 30:25 31:1

holding 20:8

Holley 7:15,16 11:7,8,19,24
13:1,5 20:5,10 21:12,13 23:10
38:5 74:24,25 75:1,22 76:14,
17,20

Holt 6:2 7:22,24 12:17,18
16:2,5 18:6,8,15,17,20 19:6,8
23:16,20,22 24:3 27:13,14
31:24 44:4,5,8,11 50:23
57:19,21 59:10,12 60:2,9,21
61:6 62:1 69:18 71:11,14,16
72:9

home 25:25 41:22 55:10

homepage 3:18

homes 87:10

homicide 24:16 48:5,22 59:8
75:12,21 76:20

homicides 24:15 45:15

honest 62:22

honestly 87:16

honorable 4:24 5:4,11 6:3
10:12 14:10 24:10 32:13 37:8
44:18,20 73:5,12 78:18 82:2

honored 39:16

hope 64:23 73:2 77:4

hoping 63:13,14,15 64:16,20

hospital 27:23

host 4:8 5:4

hot 55:20

hour 3:24

hour's 20:18

hours 8:6,10 30:21 77:7,10

house 55:12 58:23 68:14 75:9

housing 42:1,7

HR 14:20 19:23 21:21 31:18
44:13 78:9

human 32:19 53:3 57:4,7,8
67:20,22,24 68:24 81:10

humanness 81:12

hundred 36:25 52:13

hurt 83:24

HYTA 36:7,10,14,19

I

ice 19:18 25:24

icon 4:3

idea 20:18 44:6 68:23

ideas 38:6

identification 48:8

identified 60:16,17

identify 2:6 63:3

identifying 52:7

ill 25:20
 illegally 79:22
 images 4:8
 imagine 21:5
 implementing 45:8 47:13
 implications 60:13
 important 4:5 55:4 57:15
 impression 11:25
 improper 10:7,22 16:15 19:19
 77:13 87:2
 improperly 6:18,22
 in-policy 57:15
 inadmissible 67:9
 inappropriate 4:9 13:2 21:21,
 23
 inappropriately 24:25
 inaudible 80:24
 incentive 41:25
 incentives 41:18
 incident 52:20 53:2 61:4 66:25
 incidents 54:13,22,23
 include 87:16
 included 65:16,17
 incoming 73:6 74:2
 incompetency 84:5
 increase 24:19 47:7 48:20
 increased 47:5,19,25 64:16
 increases 45:11,12 64:21
 indefinitely 35:13,14,25
 independent 53:6
 indicating 65:25
 indication 63:23
 indirectly 86:12 87:1
 individual 61:10 86:18
 individually 5:25

individuals 32:5 83:2
 inflated 83:20
 information 2:22 3:6 11:1 16:9
 32:2,22 33:21 39:13,20 40:3
 42:3,11,17,20 44:2 53:18
 56:21,22 59:3 60:1 61:9 62:15
 65:24 66:10 69:23 70:3,4
 71:19,20 72:2,23 73:2,15,20
 87:12
 informing 17:25
 infrastructure 29:6
 initiate 68:8
 initiative 81:1
 injured 25:17,19 27:21
 injury 35:9,10
 innovating 81:4
 Innovation 14:11
 inputs 84:8
 inside 60:5,8
 insight 84:7
 installed 59:24 60:11
 instructions 3:21
 integrity 17:15
 Intel 50:15
 intelligence 29:6 50:16,25
 53:23 56:21 73:15
 intelligent 80:9
 intent 20:19
 intentional 80:10
 interacting 43:11
 interest 33:6
 interested 28:5 59:16
 interim 14:21
 intermittent 34:4,8
 internal 46:5
 internet 10:10

interrupt 31:2,5
 interrupting 4:23
 interview 20:1
 interviewing 22:19
 interviews 17:13,14 20:22,24
 intro 50:20
 introduce 15:4 32:2 46:22
 introduced 71:21
 introduction 5:24 14:9 15:13
 investigate 55:14
 investigation 47:21 55:8 57:3,
 17 61:10 69:14
 investigations 2:25 48:8,21
 54:14 58:15
 investigative 3:1 48:2 55:6
 57:23
 Investigator 3:2 14:19,21,22,
 23,24
 investigators 48:1
 invited 4:7 22:20
 invocation 5:10 14:15
 involved 20:12 23:2
 involving 54:14 57:17 73:20
 issue 16:1 19:11 31:6 41:24
 72:6,18 76:2 87:13
 issues 22:7,8,14 23:11 39:10
 78:10 84:1 86:19
 item 5:24 7:20 13:2 14:8 24:7
 31:18 36:25 54:17 73:4,10
 85:11 87:4
 items 61:25 65:17
 it's 38:19 83:9
 I'm 62:5

J

 jail 28:12,19

James 14:20
 January 2:3 7:20 8:5,8 10:14
 73:9
 Janya 14:18
 Jen 75:9
 Jersey 67:16
 Jesus 7:6
 Jesus' 5:21
 Jim 7:15
 job 27:21 29:19 30:1 35:2 39:9
 43:5,8 44:14 61:20 65:14
 Johnson 43:18
 join 2:9 3:10 4:6 41:15
 joining 4:6
 Jones 7:7,8,11,23 8:2 11:5,6
 16:8 19:21 20:6,7,9,10 21:13
 24:6,8 48:25 49:5,8 62:3
 65:10,11 66:5,15 75:9 76:11
 Jordan 32:8,10 37:9
 judge 67:8,15 75:6
 July 33:3
 jump 24:11,13
 justice 28:13

K

Karina 16:6 19:8
 KC 80:21 83:13,14,16
 keeping 81:14
 killed 26:15 27:10 75:19 79:8
 kind 25:11 35:25 38:5 66:2
 68:22 75:15
 knowledge 17:24

L

lack 33:6 67:13
 landed 25:24

lane 30:4,7
 lanes 30:2,3,14
 Lansing 75:9
 large 7:6,11
 largest 45:13
 lastly 4:16 73:16
 late 14:2
 law 59:22 60:10
 Lawrence 14:22
 laws 4:20 67:25 68:2
 lead 55:6 68:7,10
 leadership 5:18 79:21 82:24
 83:4
 learned 13:12 47:8
 leave 34:1,4,5,9 83:3
 led 45:2
 left 9:10 10:14 11:24
 legal 65:17
 lengthy 72:23 80:14
 lesson 13:14
 letting 80:25
 level 35:17 47:11 52:10 62:21
 66:10 70:16,24
 liaison 37:16
 liberties 65:21 66:20 84:18
 liberty 68:19,20 69:8 70:25
 lies 80:17
 Lieutenant 14:20 31:20,25
 32:5,6,10 35:15,23 36:13,23
 37:1 38:11,13 40:1,6,11,21
 41:1,3,20 42:10,12,25 43:14,
 15 44:1,13 46:23,24 48:17
 lieutenants 34:12
 life 28:24
 lifelong 79:17
 light 17:17 31:12

likeliness 57:8
 limit 55:20
 limited 73:17
 Linda 22:5,6
 link 3:19
 linking 59:7
 links 3:10
 Lisonya 14:23
 list 3:11 15:6 22:23 43:4
 listen 11:21 20:23 57:16 69:13
 84:6
 listeners 65:20 66:7
 listening 72:16 87:7
 lists 42:16
 litigation 19:20
 live 6:14 21:24 22:3 53:3 62:9
 66:22
 lived 17:1
 lives 21:19 23:14 81:2,5 83:1
 local 66:7,9
 located 69:21
 location 53:17 58:20 59:1,19
 60:5,11 63:1,6
 locations 41:13 56:5 58:4
 60:14,15
 locked 72:19
 locks 26:24,25 27:3,6 46:9
 79:7 82:22
 logging 2:15
 long 21:3,4 35:3,17 80:23
 Lord 5:12
 loss 81:2
 lost 33:24
 lot 25:18 26:5 38:7 58:5 65:18
 loud 52:17 57:4,6,8 67:24
 72:17 75:23

love 6:13 7:2 50:5**low** 53:8**Lt** 39:6

M

Madam 16:3**made** 17:4 23:2 35:17 41:8
57:15,24 59:14 67:20 71:17**Madrigal** 14:24**Magikowski** 46:23**major** 60:12**majority** 80:15**make** 2:6 4:1 5:15 6:17 11:13,
16,17 17:15 27:5 31:2,5 39:21
54:9 61:22,23 65:23 69:17
77:3 78:3,4 82:2 83:5**makes** 18:4**making** 16:17**male** 29:11 41:18**males** 6:5**malicious** 60:17**man** 7:13 11:14**mandated** 48:12**manner** 77:21 78:10 81:5**manpower** 32:23**map** 59:17**Marcino** 46:25**Martin** 7:10**masked** 2:8**masks** 25:14**Massachusetts** 66:25 67:3,17**matched** 59:7**material** 73:18,22,24**materials** 87:14**matter** 23:1 30:21 42:3 71:4
78:15 83:1**matters** 23:1 81:10**mayor** 41:24 75:7 82:13,18
86:2,10,19 87:2**Mccord** 32:6**Mcgee** 45:4**MCOLES** 33:9**means** 22:13**medical** 27:20,24 34:4,8 35:7**meet** 23:4 49:19 87:1,3**meeting** 2:2,7,16,19 3:8,10,22
4:2,6,10,21,23 5:2,6,9 6:18,
22,23 8:5,8 11:10,24 14:12
15:12 20:17 21:2,10 22:9 37:9
38:5 48:16 49:13 54:8 72:18
77:18 78:19,21 87:25**meetings** 2:4 16:21 20:25
29:21 46:7 71:2 73:14 85:13**Meijers** 46:2**Melanie** 49:20**members** 14:16 17:25 18:25
22:15,24,25 25:7,8 32:24,25
33:22,24 34:2,3,4,5,6,15
44:21 59:7 70:18 74:10**men** 18:2 26:4 29:18 40:4**mentally** 25:20**mention** 50:3 54:17**mentioned** 21:8 34:12,23 46:7
52:4 54:7 67:7**message** 2:4 47:22 50:7**met** 43:19**meters** 63:22**metropolitan** 22:14**Michelle** 80:21 81:23**Michigan** 67:25 73:1 79:21**microphone** 5:1 31:21 49:7
84:23 85:4**might've** 55:2 58:9**military** 22:11 34:5**mind** 49:20**Minister** 78:25 79:15,16,19**minute** 51:20 77:25**minutes** 3:9 4:16 8:8,11,13,24
9:22 13:3,4,8,16 74:11 77:6,8,
11,12,14,18,19,23**miscommunicated** 61:1**misconduct** 80:8,12,17**misdemeanor** 36:19**misidentification** 69:2**missed** 55:2**missing** 82:15,16**mistaken** 21:18**mitigated** 45:22**mobile** 4:13**moment** 40:7 58:7**Monday** 38:19**money** 28:7**monitor** 54:11**monitoring** 14:11**month** 32:20 33:15 34:6,10,15
46:8 76:19**monthly** 32:18,19 34:13**months** 26:15 30:11 40:14**moon** 82:19**morning** 24:22**motion** 12:12,23 23:23,25
24:2,4 67:5 78:2,4,13 85:20
87:3,4,19**motions** 77:3**motion's** 12:21**mounted** 53:16 56:1**move** 7:22 8:5,10 10:17 13:2,
15,23 14:6 16:1,6 24:7 29:14
31:8 44:12 49:24 50:11 71:10
72:20 73:3 77:10,13 78:1,11,
14

moved 7:25 13:5 16:11 24:3
78:5 87:21

movement 83:1

Moving 54:6

MPO 27:2 45:2 81:3

MPOS 29:22 30:20 45:3

MR.ROBERT 81:23

multilayered 64:15

multiple 53:16 58:3 63:5

mute 85:13

muted 4:7 9:15 16:3

muting 83:23

N

names 22:23 74:9

narrow 23:5

nature 17:6

necessarily 23:8 64:9

needed 72:3

neighborhood 37:16 59:15
68:25

neighborhoods 64:11

Nestle's 68:1

Newark 69:22

news 3:16 82:13

newsletter 84:9

Newsom 49:12

Newsome 46:18

Newsom 15:9 44:18 45:2,7,20
46:11,14,15,17 49:24

NIBIN 48:9 59:7 64:9

night 25:23 62:12

nighttime 64:4

noise 52:18

non-criminal 3:2

non-fatal 24:15,18 25:2 45:9,
13 46:21 47:4,8,20,23,25

non-violation 16:20

none@none.com 2:14

normal 82:20

Northeast 62:10

nose 25:22

note 2:3 5:4 31:5 47:9 71:8

notification 15:21

notifications 55:1

notion 31:6

November 51:4

number 3:4 23:11 24:12
26:16,22 28:14 36:1,4 45:8
47:25 49:13,16 50:9 53:18
54:21,22,24 65:1,4 67:10 73:8
80:20 86:6

numbers 2:7 42:16

O

observed 80:3

occur 45:9 53:14 69:12

occurs 85:5

offenders 47:16

offenses 36:6,8

office 2:23 3:1 37:11 49:2,16
70:9 74:1,15 75:7,14

officer 15:21 18:9 22:3 25:19
27:23 36:10 41:18 42:9 46:23,
25 61:12 63:11 68:9

officers 5:16 6:4 15:22 25:9,
17,18,23 27:2,21 29:22 30:1,
20 34:11,23 37:22 41:16 55:7,
13 58:21 62:11 63:12 80:14
82:4

officials 15:19 21:24

oftentimes 58:20

one's 70:1,2

one-on-one 86:21

ongoing 50:1

online 65:13

open 16:20 20:25 26:7 34:17
38:6 70:15,22 71:2,5 86:11

opening 19:20

operate 37:11

operations 47:1,19 50:19

opinions 70:18

opportunity 5:13 19:1,24 49:3
58:19 71:3,25 76:15

oppose 78:5,7

opposed 24:16

opposition 10:16

option 4:25

options 4:14

oral 4:1 78:23

order 5:9 20:25 61:12 81:7,14
87:20

ordinances 4:20

originated 55:11

outdoor 52:25

outreach 64:10

outstanding 44:14 49:25 81:9

overrule 13:21,25

oversight 48:3 80:5,7,11

overturning 85:15

overview 45:5

owe 75:3

owns 23:14

P

package 9:20 65:15,17

packaged 9:19

packed 71:20

packet 9:21 67:7 71:20,23
73:16 87:10,16

paid 11:20 82:25

pandemic 45:23

panelists 2:11 4:25

par 25:5

pardon 56:19

parents 75:10 81:3

park 30:4,5

parking 30:3,5,9,14,15 31:11

Parnell 78:25 79:2,3,4,10
82:21

part 25:1 27:20 30:15 36:18
45:18 56:3 61:7 62:21 71:22,
25 76:5,7

participants 4:2,6

participate 22:20 76:12

participated 71:6

participating 15:15 34:16
72:21

participation 69:19

parties 53:5

partnership 45:24 46:1

party 57:1

pass 10:17 12:13

passed 13:8 33:14 77:12

past 20:4 26:19 33:18 57:25

patient 25:20

Patillo 16:6 18:10 19:1

Patillo's 19:9,12

patrol 26:2 62:12 63:11 82:24

pattern 48:10

peaceful 83:22

people 3:14,16 16:19 17:22,23
23:2,6 24:23 27:1 28:17 30:2,
4,7,8,12,13,14 36:6,7,17
37:25 39:14,15,16,22 40:2,7,8

41:15,21,25 42:8,20 64:18
66:22,24 67:1 71:5 72:5 75:19
79:20 86:20,21,23

percent 52:14

period 74:13

permanently 33:8

permission 51:10

permit 28:10

person 16:24 21:18,21 22:11
25:22 28:14 36:5 43:10 52:14
61:13

person's 36:6

personally 49:14

personnel 10:25 15:4 16:1,7
22:18 34:9 40:3 44:21 78:8,15

persons 21:10

pertaining 6:21

pertinent 54:14

Petty 80:21

phone 2:7 80:20 82:13

phones 4:22 48:11

physical 33:10,15 35:8,9

pick 56:19 57:2

picking 56:17

piggyback 71:16

pilot 58:1,8,12

pinpoint 63:18,19

place 58:7 68:1,2

plan 47:13

plans 20:20 23:14

platforms 2:20

plus-plus 43:23

PM 3:25 4:14 78:20,22

pocket 28:20,21

point 6:17 15:11 16:9 29:4
31:2 57:14 58:18 60:17 62:12

67:20 72:10 78:4

police 2:2,24 3:24 5:17 6:4
7:1,10 14:20,21 15:21,22
16:1,7 18:3 20:20 22:2 25:9
32:14 33:20,22,25 34:10,23
36:9 37:10,13,22 38:4 41:15,
25 50:8 53:4 54:3 59:22 64:19
67:12 70:20 73:13 79:20,21,
25 80:7,12,13,17 86:9

police- 46:4

policies 2:5,17,19,21 51:20
68:15,17,19

policy 3:9 50:12 51:3,5,8,23
52:11 53:13 54:11,20 55:5,16
58:7 64:9 68:4,5,12 69:8,12
72:4 73:22,25 75:5 79:14
82:8,9 85:10

pool 17:19

portion 46:20 53:13 65:25

posed 29:12

position 16:7 37:15,19 56:9
62:25 72:3 78:5,6 84:5

positions 32:25 33:1,2

positive 25:7 58:5

positives 56:11

possibly 24:24

posted 4:21 50:5

postpone 8:5,11 77:22

potential 43:18 53:9 61:17

poverty 66:22

power 62:24

powerful 63:2

Powerpoint 51:17 73:21

practice 19:23 20:4

prayer 5:21

pre-knowledge 19:10

precinct 27:3,5 43:19 44:15,
16 45:1,6,10,17,24 46:10,19,
24 47:2,11 48:21 49:1,25 51:3

52:3 53:23
Precincts 50:4,5,6 52:2 53:24
 59:20 64:12
precise 53:17 58:25
preferences 39:8
preliminary 61:17
prepared 73:18
preparing 65:14 72:22
present 7:6,16 8:20,21 15:23
 22:9 27:23 46:19 82:18 86:17
presentation 24:13 49:2
 59:14,16,18 62:1 66:16
presentations 3:9 73:21 82:5
presented 23:6,9
presenting 15:10 32:18 50:14
preserve 81:5
President 15:22
press 4:3
pretty 62:10
prevent 4:23
prevention 80:15
prevents 60:20
previous 20:24 47:5
previously 14:14
primarily 80:16
primary 66:23
prior 37:15 51:1 77:7
privacy 53:9 84:18
private 66:24
privy 59:15
proactive 26:6 75:4,21
proactively 28:25 29:8
probability 60:5
problem 29:1 30:3,11 41:3
 72:15 80:18

problems 53:9
procedure 19:25 53:12
process 6:1 12:10 17:12,15,21
 19:4 20:11,12,24 21:8,14,21
 22:9,16,21 23:2 27:22 33:5,6
 48:12 78:7
procure 52:5
procured 51:21
produce 53:3 58:21
professional 4:18 48:4 61:19,
 20
profile 67:18
program 29:20 34:14,16 42:7
 47:21,22 64:9 65:13,15,25
 66:8 81:1 82:7,10
prohibited 67:4
project 58:1
promoted 32:6
prompt 2:12
prompted 2:10
properly 7:25 16:11 25:1
 77:11
property 23:14 25:4 45:15
 50:6 55:11,12 60:18
prosecution 48:2
prosecutor's 75:7
protect 17:15 72:11
protection 55:10 68:19
protections 54:16
protestors 83:17,22
provide 3:13 27:21
provided 32:19,21
providing 45:5
psychological 35:10
public 3:21,22,25 4:5,15 17:13
 18:2 27:8 28:15 55:14 60:15,
 16 70:23 71:3 75:10 83:5
 85:10

publications 73:23
publicly 17:14
published 73:12
pull 23:17,25
pulling 53:8
purpose 36:10
pushback 82:9
put 6:22 17:24,25 21:6 28:6
 35:7 39:14,17,18 43:4 47:10
 54:19 60:20 75:5,15 79:5
 85:11
putting 41:9

Q

quagmire 23:10
qualifications 23:5
quarantined 25:8
quarterly 54:20
question 21:17 23:17 27:15
 29:13 34:18,20 35:22 36:3
 40:1,7 41:24 55:18 57:22
 58:17 59:21 60:21,22 61:8,16
 74:21 79:6 84:21
questionable 19:19
questions 20:21 26:8,13
 34:17 38:10 48:23 49:23 51:7
 55:21 62:2 64:23 65:18,19
 66:19 67:12 69:19
quick 6:17 69:17
quickly 34:22
Quinn 45:4
quorum 7:18

R

race 32:23
radio 38:14,24 43:18
radius 63:19

raise 4:3,12 31:7 55:24
raised 22:15
raises 67:12
ranger 47:15
rank 25:9
rare 69:11
rational 13:24
re-canvas 54:4 64:7
reach 2:22 42:25 43:22
reactively 28:25
read 8:24
readily 27:3
ready 62:5
real 69:17
real- 53:23
realized 45:17
reason 13:24 51:23 60:13 82:8
reasons 36:4
receive 18:17 27:24 35:22
received 3:17 5:5 8:6 16:25
 18:11 48:18 67:8 71:18,23
 73:13
receiving 3:16
recent 71:20
recognition 73:8 82:7,10
recognize 13:19
recognized 13:18
recognizing 80:13
recommend 27:7
recommendation 17:4 18:12,
 18 43:14
recommendations 73:25
record 31:19 41:13 60:15
 66:1,24
recorded 60:23 67:1 84:19

recording 14:12 67:3
recordings 67:6 69:6
recovered 59:5
recruit 37:25
recruiting 32:3,7,14 33:3
 37:13 38:3 41:16 43:23
recruitment 14:21 37:10 38:6,
 18
recruits 40:1
recuperating 26:1
reduce 45:8 47:10 70:20
reduced 45:22
reduction 45:14,18 47:13
reductions 45:13,16
refer 73:6
reference 31:7 67:17 70:16
 77:6
referenced 68:5
refrain 4:19
refuses 80:11
regard 53:10
Reid 50:14,17
reiterate 59:4
relate 22:15 67:14
relates 33:2,24 34:9,14 36:4,7
 68:13,19 80:1
relating 66:25
relations 14:18 46:6
relationship 87:11
relentless 48:2,21
relevant 4:20 57:17
relocating 22:13 23:12
relying 66:10
remain 4:18
remember 4:10

reminder 2:16 4:24
reminders 2:4 4:5
removed 6:18 33:5
repercussions 36:11
report 16:1 27:19,20 32:18,19
 34:17 40:9 49:11 54:20 67:14
 73:9,11
reported 25:1
reporter 14:13
reporting 32:1 64:1
reports 3:9 70:22 73:17
representation 84:3
representative 15:19 23:8
representing 14:20 15:3 86:23
request 3:25 4:2 17:17 71:17
 74:9 83:16 84:4
requesting 9:11 12:7
required 22:2
requirement 22:1
requirements 56:4
requires 2:20
rescheduled 33:16
research 20:19 65:14 71:23
 73:18,22
resembles 52:18
reset 84:13
reside 33:23
residence 21:18 22:1
residency 33:21
resident 21:22 22:11,12
resolutions 80:13
resources 3:6 32:20 47:20
 80:16
respect 6:14 32:22 33:21
respectful 4:18
respectfully 84:4

respond 41:23 52:8 58:22
 74:12
responding 53:25
response 31:15 54:23 62:2
 70:21
responsibility 47:15
responsible 48:13 53:25
rest 15:11 17:16
restricted 34:2,5
result 2:19 4:9
results 33:11 85:16
resume 19:9,13
resumes 19:12
return 54:4
reveal 15:11
Reverend 11:23 23:10
review 21:21 48:12,13,14,15
 51:6 52:20 53:2 61:12,17,21
reviewed 54:13
reviewing 61:14
revisit 72:18 77:25
ridiculous 83:9
riding 30:12,13
rights 65:21
risk 28:6 53:8
road 37:24
robberies 45:14
Robert 14:16 78:16,17 79:3,15
 80:19 81:25 83:13,15 84:11
 85:17
Rock 7:13
Roll 8:15
Ron 15:21
Rosalia 14:24
rounds 53:18 59:6
rule 59:21 68:3

ruled 67:8
rules 13:13
ruling 67:16
run 24:22 53:22
runs 52:8
rushed 20:12

S

safe 6:6 26:6
safeguarding 69:8
safeguards 84:17
salary 34:25 35:2,4,22
Sam's 49:24
satellite 69:23 70:5 85:1
Savage-whitley 14:25
save 58:9
scene 48:5,7 54:1,4 55:8 59:7
 63:23
scheduled 33:11,12,15
school 75:10
schools 29:3
scientific 67:9
Scotty 84:12,13,16
scoured 68:17
screen 4:12
screens 51:11
search 48:11 59:5
season 24:21
seconds 60:24 63:24
Secretary 15:7 40:22 42:19
section 35:7
select 17:4 19:1
selected 16:24 17:2
selection 48:17

send 9:21 40:21,22,24 42:20
 53:1 61:24 83:7
sends 66:13
Senior 14:23
sense 11:16,17
senses 54:12
sensitive 81:10
sensor 53:4 57:9
sensors 52:16,19 53:16 56:1,
 3,5,7,13,14,16 57:2 59:24
 60:11,14,16,20 62:24,25 63:4,
 18
separate 22:8
separations 34:13
sergeant 32:3,7,12,13,16,17
 34:18,19 35:1,6,14 37:7,10
 38:13,17 39:2,6 41:8 42:14
 43:7,9 44:10,14 45:3 48:3
sergeants 25:11 32:1 34:11
 39:11
serve 5:13 66:21 86:20
servers 85:1
service 27:8 28:16 64:17
services 4:20 27:20 48:6
session 16:20 86:3
sessions 6:21
set 28:17 68:5 84:23
sex 32:23
Sgt 37:4
share 31:23 38:21 40:16,19
 42:2,11 51:11 86:19
Sharon 78:25
shed 31:12
shell 63:21
Shirley 6:13 45:3
shoe 43:12
shoes 43:10

shoot 49:13
shooting 47:20 48:1 67:2
 76:21 82:4
shootings 24:15,18 45:9,13
 46:21 47:5,8,23 82:6
shoots 53:15
shop 56:18
shoplifting 36:24
shopping 46:2
short 52:19 53:1
shot 26:15 27:9 55:11 58:9
 62:13 63:16 64:15 79:8 82:11
shots 51:25 52:1,3 53:20
 56:11,19 58:25 63:11 64:13,
 14,18,22 65:15 69:21 79:4,13
 81:1
Shotspotter 51:1,2 52:20,24
 53:2,6,10,19 54:1 55:5,9 56:4,
 8,12,25 57:22 58:16 59:20,23
 60:7 61:9,13,18,23 63:25
 64:13 65:16,24 66:4,6,8,11,13
 67:1,8,11,13,22 68:6,10,13,
 14,17 69:5,21 70:9,17,22,23
 71:19,21,25 79:19 82:11 84:8
 87:11,18
Shotspotter's 57:9
show 64:20
shown 69:1
shows 33:13,17 71:23
shut 85:12
sick 34:6
side 62:23 83:18 84:24
sidebar 74:19
sides 26:2
sign 3:18,23
signs 50:5
silence 4:22
silencing 84:2

similar 2:14 48:22
Simmonds 67:10,11
Simms 15:9
simply 28:19
Sims 44:17,20,25 46:14 49:3,
 11,16,21 50:3,10
single 42:20 47:1
sir 5:11 8:12 9:17,20,24 10:12
 12:5,12 14:3 15:5 16:13 26:12
 29:16 31:9 32:15 34:19 39:5
 42:12 43:15 44:1,18 50:13
 51:12 71:14 74:23 75:22
 76:10 77:24 78:6,14,17 79:18
 82:18 86:9
sisters 28:19 69:18
sit 49:3 75:11,20
situation 21:5
situations 39:10 63:10
skating 19:18
skills 19:9
slide 51:17 52:9 53:10
slip 25:23
Sloan 14:23
smaller 53:23
Smartsheet 3:23 4:2,11
Smith 78:25 79:1
snippet 52:20 53:1 60:22,24
 61:1 67:21 69:4,13
snippets 57:16
social 25:16 75:17
somebody's 68:14,15
sort 75:6
sorts 61:25
sound 39:7 61:21 68:25
sounds 4:23
space 30:15 75:17

speak 3:25 4:17 12:4 13:18
 21:23 45:20 46:11 52:15
 58:16 65:2 67:15,16,24 70:16,
 24 72:5 80:25 81:16,19 86:5
 87:13
speaker 4:16,17 84:11 85:18
speakers 78:24 80:20
speaking 9:23 12:2 57:5 81:1,
 16,18 84:1
special 46:25 47:19 61:11,14
Specialist 14:17
specialties 48:10
specific 58:17,18,20
specifically 32:23 47:12
specifics 58:13
speech 4:8
spell 26:19
spent 80:16
spiel 72:5
spike 24:20
Spivey 43:20
spoke 19:9 21:22 72:17
spot 32:5 43:19 62:17
spots 38:14
spree 46:2
spy 66:23
staff 4:17 5:4,18 14:15 19:23
 31:21,22 34:23 43:11 44:13
 65:14 72:1 73:17,19 75:5 76:1
staffing 32:22,24
Stair 15:8 18:9 19:10
Stair's 18:11,18
Stairs 19:2
stand 87:22
standard 19:25
star 4:4,13

start 4:7 5:25 11:9 24:21 51:19
 77:4
started 20:13 50:21
state 14:4,5,6 28:8 46:9 67:4
 77:6 79:21
stated 82:21
statement 66:19 74:21
statements 29:13
States 58:4
station 84:22
stations 38:25
statistics 45:5 58:15 80:14
statue 43:22
stay 41:18,21
steel 25:24
stemming 54:25
step 84:4
steps 25:24
Stewart 14:19
stood 19:13
stop 11:15 83:23 84:2
stopped 28:9
stories 58:5
story 82:13 85:8
strategic 47:10
strategically 47:20
strategies 45:7 46:12 47:14
strategy 46:20 48:19
streaming 53:3
street 26:3 28:5 29:9 42:9
 55:15 62:19
streets 30:9 63:9
strict 68:5,12
strictest 68:18
struck 25:21

structure 74:17
struggle 29:25 30:17
struggling 24:14 29:19
stuff 11:16,21
sub-committee 16:17
sub-committees 74:9
subject 54:16 55:20 56:6
subjects 64:3
submitted 51:6,8
subscribe 3:15
subscribed 59:23 71:24
suffered 25:21
sufficient 55:6
suggestion 41:9
suggestions 38:1,7 65:2
suing 67:11
summary 32:19
summer 30:11
summit 46:5
Supervising 14:22,23
supervisor 27:25 48:13
support 15:25 72:3 73:24
 87:12
supported 12:18
supposed 28:20 30:5 50:4
suppress 67:5
suppressing 75:9
surrounding 58:15
suspended 34:10
sworn 32:23,24 33:3,22,24
 34:2,9
sync 63:6
system 28:13 30:23 50:12
 64:14 75:11 84:20
Syvonne 67:10,11

T

table 23:23,24 76:15
tabs 53:11
tag 61:7
taking 32:5 83:10
talk 38:14 49:14 51:21,22
 52:11 53:13 86:25
talked 22:17 24:23 53:7
talking 9:12 11:21 19:3 40:2
 51:20 53:11 83:23 86:11
target 64:12
targeted 71:22
targeting 66:21
task 43:17,25 76:2 78:9
team 37:24 38:7 45:2 46:6,22
 47:1,25 61:18
teams 48:4 61:24
technical 5:3 49:6
technicians 61:23
techno-racism 66:21
technology 14:11 51:2,22
 52:6,9,12 56:22 57:10 62:23
 63:25 66:20,23 69:23 70:19
 73:8,19 79:12,20,23,25 84:7
technology's 54:10
telephone 4:4 49:12,16
telling 42:23 60:19
temporarily 33:7
Teresa 14:17
term 74:15
termination 54:16
terms 4:19 22:19 28:12 40:1,2,
 9,10 43:23 52:15 69:8 71:4
test 25:8
tested 25:7

testing 33:9
Texas 22:12 23:14
text 16:25 71:7
that'd 16:20
theft 24:23
therapy 35:8
they've 65:16
thin 19:18
thing 21:5 25:13 26:1,5 27:4
 30:22 41:15 62:17 64:8 83:3
 85:6
things 11:20 19:4 24:14 34:22
 36:16 45:21 46:6 55:3,25 58:4
 64:6 65:12
thinking 30:15 80:25
Thomas 15:21
thought 69:15
thoughts 84:17
thousand 86:23
throw 5:14
Thursday 2:3 78:20,21
ticket 29:23
tickets 29:22 30:16,18,21
Tiffany 14:19
time 4:22 5:1 6:1 9:11,15
 10:12,17 15:20 16:4 20:18
 28:9 31:14 39:7 53:24 54:23
 57:5 58:13 64:22 67:22 71:9
 73:2 74:2,17 76:21 77:11 78:9
 79:13 80:10,15,18,23 84:10
timely 29:23
timer 84:14
times 25:14,21 60:24 70:21
today 8:11 14:12,16 17:6 45:4
 46:22 50:15 51:7,19 73:16
 79:2 80:24
Today's 2:2

Todd 37:17 46:24
tomorrow 40:14
tool 57:23,24
tools 30:1
top 57:6
Tosqui 50:15,19,22,24 52:4
 54:7 55:1,3 56:2,24 57:25
 59:3,13,14,17,21,25 60:3,12
 63:7,8 65:5,7 67:19 69:6,10,
 25 70:7,10 73:15
Tosqui's 57:14
total 33:19,20 34:1,12,13,14
 45:25 47:7
tough 15:6
tracking 52:6
traction 38:22
traffic 39:19
trained 61:24
training 48:5,6 61:11,14
transmission 85:5
transmitted 73:20 84:25 85:7
transparency 67:13 72:4 81:6
transparent 54:18
tremendous 65:14
trend 25:4
triangulate 56:9 63:1
triangulation 63:17
trigger 57:3,9 67:21 68:24
 69:4
triggered 53:3 61:4 84:21 85:5
triggering 84:22
true 2:13
trust 5:20 79:20
truthful 74:14
Tuesday 3:14 9:21,25 39:12,
 16

tune 63:5
Turkey 45:23
turn 28:17
two- 60:21
type 60:18 63:16 68:25 69:3
 79:8

U

ultimately 20:15 64:21
unable 35:4
unbiased 87:15,18
unclear 84:18
uncomfortable 85:14
understand 11:9,13 18:8,10
 23:22 35:20 52:15 82:17 83:5
understanding 30:18 61:16
understands 43:12
understood 59:18
Underwood 14:18
undetected 56:11
unfairly 66:21
Unfinished 74:4
unfortunate 82:25
union 80:24
unit 37:13 47:15,19,24 53:25
United 58:4
units 53:23 54:1
university 46:9 70:16
unprotected 4:8
unreadiness 23:19
unreliable 67:9
unusual 28:1
upcoming 46:3 78:19
update 3:17 31:22
upfront 52:14

urge 83:16

V

vacant 33:1,2

valuable 58:21

vehicle 25:22

verbal 67:1

verifies 66:13

Vernal 45:2 46:18

version 73:11

versus 42:11 58:22

vetted 17:23 21:8

Vice 44:8

Vice- 15:21

Vice-chair 6:1,2 7:22,24 16:2,
3,5 18:6,8,15,17,20 19:6,8
23:22 24:3 57:19,21

VICE-CHAIRPERSON 31:24
87:5,8

victims 63:15

victims' 54:2

video 3:10 4:7,8 5:2 65:25
66:1,4 85:13

view 72:10

violate 55:9 66:20

violating 4:19 20:25

violations 54:15

violence 47:11,13 48:20

violent 25:2 45:11

virtual 2:4 3:21 73:14 78:19

visible 2:11

visit 3:4,6

Vive 54:11

voice 57:4,7,8 60:23 67:21,22,
24 68:25 71:13 72:11 76:24

voices 53:3

volunteered 50:4

volunteers 41:12

vote 8:15,17 9:1,3,10,11 10:4,
6,14,21,24,25 11:3,6 12:10,
14,17,18 13:1,10,13,16 17:5
77:11,13,14

voted 10:3 16:19 77:12 85:11

voters 85:15

votes 12:20

voting 10:10,13 12:10 77:8

W

wait 62:5,6

walk 80:9 81:20

wanted 32:2 36:5 41:16 45:20
49:7 50:3 52:5,10,11 53:13
54:8,10,17 55:2 56:21 59:19
65:12 66:5 69:15 82:2

warnings 30:16

warrant 55:7 68:7

warrants 48:11 59:5

washing 25:15

Washington 70:2

Wayne 46:9

wealth 5:16 87:11

weapons 59:5

wearing 25:14

weather 25:13

weathering 39:9

website 3:5,7,20 4:3 71:6

week 3:17 6:17 8:11 26:2
40:13 65:18 73:7,9 77:18,19,
23 79:21 85:15

week's 6:22 77:18

weekly 3:11 48:15 73:8

weeks 24:21 25:19 26:19

weigh 20:6,23

weighed 72:19

weren't 81:18

West 26:2

we're 13:10

whatsoever 66:8

What's 11:23

White 2:1 5:8 7:18,19 8:22 9:2,
6,8,14,17,18,20,24 10:3,9,12,
19 12:11,12,20,23 14:9,10
15:2,18,20,24 16:3 18:14
31:6,15,19,20 32:16 40:23,24
42:19,24 43:2 44:16,17 49:5,
22 50:11,13 51:15,18 65:1,3
72:1,22 73:4,5 74:4 87:16

whittled 20:14,15

whoever's 28:15

William 7:2

Willie 5:23

window 58:24

windows 38:2

wire 85:1

wiretap 67:4,25

wisdom 5:15

withdraw 24:1,2,3

withdrew 33:13,17

witnesses 54:2

Womack 45:3

women 6:5 18:2 26:4 29:18
40:4

wonderful 27:4

word 60:22

words 72:4

work 6:5 7:2 21:25 28:14,24
29:20 31:14 35:5,8,10,11
37:12 39:12 49:25 54:3 75:23
76:16

worked 51:3

working 31:10 37:13 41:19
50:7 63:9 81:8 83:19

works 18:9 52:13

world 5:19 58:3

wouldn't 81:19

wound 48:10

write 30:20

written 33:10,11,14 42:16

wrong 11:12,14,15,22,23
83:18,21 86:24

Y

yard 55:14 56:21 68:15

year 15:16 24:15,16,18 25:3
45:6,19,21 46:20 47:6 75:19
76:17

year's 75:12

years 28:12,23 35:21,24 36:1
42:10 80:3

yield 48:19 80:18 84:10 85:16

Yoo-hoo 85:22

York 67:8,16

young 7:13 28:18 36:8 41:21

youth 36:6,21

Z

zoom 2:5,8,9,12,20 3:19 4:11
46:8,22 75:16 76:16 86:4

zoom's 2:17 4:19

zoom.us. 2:4