

06/24/2021

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
June 24, 2021 at 3:01 P.M.

1 MS. WHITE: Good afternoon again and welcome to the
2 Detroit Board of Commissioners meeting. And please note
3 the following reminders for virtual meeting on Zoom.us. A
4 message regarding zoom policies: attendees do not need to
5 identify themselves unless they would like to make a
6 comment. Attendees can phone in to the meeting and phone
7 numbers will be masked by zoom.

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

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

21 **Regarding BOPC contact information, for**
22 **administration please dial (313) 596-1830. You may email**
23 **the board of commissioners at bopc@DetroitMi.gov. For**
24 **complaint investigations, please contact the office of**
25 **the chief investigator, the board's investigative**

1 division, to file a non-criminal complaint. And the 24-
2 hour complaint line is: (313) 596-2499. The fax number is
3 (313) 596-1831. And please visit the board's website at
4 detroitmi.gov/BOPC. Where you can also find important
5 information and file noncriminal complaints.

6 Regarding BOPC information resources, the city's
7 website at detroitmi.gov/BOPC to find the meeting
8 calendar minutes, reports, presentations, draft policy
9 directives, video links and much more. You may also join
10 the email list for weekly agendas. And you may contact us
11 at BOPC@Detroitmi.gov, or you may call (313) 596-1830 and
12 provide your email address to get the draft agenda,
13 distributed each Tuesday to over 360 people. You may also
14 subscribe to GovDelivery where there are over 6,800
15 people now receive BOPC news alerts and draft agendas.
16 Please also sign up on the Detroitmi.gov homepage for
17 more information. Also note the BOPC Zoom link and other
18 information is also available on the Board's Facebook
19 page.

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

1 request without Smartsheet, meeting participants may use
2 the "raise hand" icon on the website, or they may press
3 star nine (*9) on the telephone.

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

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

22 Please silence your phones and other background
23 sounds to prevent interrupting the meeting.

24 Thank you and now Chairperson Bell.

25 CHAIRPERSON BELL: Thank you, Ms. White. I just want

1 to say good afternoon to all the Commissioners. I'm
2 looking forward to this meeting here this afternoon. We
3 have some serious business to take care of, so I
4 appreciate your cooperation and that we do it in the
5 spirit of oversight. At this time, I'm going to ask
6 Chaplain Mobley, to do the invocation, please?

7 CHAPLAIN MOBLEY: Good afternoon, distinguished
8 Commissioners.

9 COMMISSIONERS: Good afternoon.

10 CHAPLAIN MOBLEY: We thank you for this day. Another
11 day, we're able to try again. With your help, we can do
12 all things. So we've come before you, and we thank you
13 that you have been given an assignment, a purpose to
14 watch over, and we thank you that we come with wisdom to
15 do the job. We pray right now for our City. We pray for
16 peace. We pray your grace rest upon us. We asked of those
17 who have been given charge, just speak on our behalf.
18 Bless them, Father God. Just speak boldly but speak with
19 great wisdom. We pray for our Commissioner Board. We pray
20 your blessing upon them. We pray for our Police
21 Department and those Father you've given oversight. We
22 ask Lord, now let this meeting, and let your presence be
23 in this meeting. Let, Father God your will be done. We
24 ask Lord too much is given much is required and that they
25 will be asked even more. So have your way in this

1 dialogue, in this fellowship. We asked it in Jesus' name.
2 Amen.

3 CHAIRPERSON BELL: Thank you, Chaplain.

4 CHAPLAIN MOBLEY: You're welcome.

5 CHAIRPERSON BELL: We appreciate the prayer. We're
6 going to go right into the introduction of the
7 Commissioner this afternoon, starting with District 1.
8 District 2.

9 COMMISSIONER BERNARD: Good afternoon, everyone.
10 Attorney Linda Bernard representing District 2. It's
11 great seeing you today.

12 CHAIRPERSON BELL: Thank you. District 3.

13 COMMISSIONER BURCH: Good afternoon, everyone. This
14 is Shirley Burch, Commissioner for District 3. Love where
15 you live. And I would also like to quote what our former
16 Chief Craig says - Just do the right thing. That was one
17 of his famous quotes. I asked that of us today.

18 CHAIRPERSON BELL: Thank you. District 4 is your
19 Chair, Willie Bell. District 5. District 6. Commissioner
20 Carter said she might be able to join us a little bit
21 later. She has a conflict and work schedule. District 7.

22 COMMISSIONER DAVIS: Good afternoon, everyone Police
23 Commissioner William Davis of the great District 7.
24 Officers, love where you work.

25 CHAIRPERSON BELL: Thank you. At-Large, Commissioner

1 Hernandez.

2 COMMISSIONER HERNANDEZ: Good afternoon. Jesus
3 Hernandez, At-Large.

4 CHAIRPERSON BELL: Thank you. Commissioner Jones.

5 COMMISSIONER JONES: Hi, good everyone and welcome to
6 the BOPC meeting. To our Chief White and his executive
7 staff, to all of our community partners, the rest of my
8 commissioners and all the ones who care and love the
9 great City of Detroit that we live in. I'm Commissioner
10 Martin Jones, At-Large.

11 CHAIRPERSON BELL: Thank you. Commissioner Holley,

12 COMMISSIONER HOLLEY: Present and counted for. Thank
13 you.

14 CHAIRPERSON BELL: Thank you.

15 CHAIRPERSON BELL: At-Large, Vice-Chair Holt.

16 COMMISSIONER BURCH: You mean you're muted?

17 VICE-CHAIR HOLT: Thank you so very much. Ditto,
18 ditto, ditto. Yes. I'm Vice-Chair, Annie Holt, At-Large.

19 CHAIRPERSON BELL: Thank you. Commissioners, we do
20 have a quorum. Thank you. The next item would be agenda
21 for June the 24th, 2021.

22 COMMISSIONER BERNARD: So moved.

23 COMMISSIONER JONES: Support.

24 COMMISSIONER HERNANDEZ: Support.

25 CHAIRPERSON BELL: It's been properly moved and

1 support it. Discussion. Those in favor, Aye.

2 COMMISSIONERS: Aye.

3 CHAIRPERSON BELL: Those oppose. Motion carries. The
4 next item will be approval of minutes for June the 17th,
5 2021. Is there any additional correction to the minutes?

6 COMMISSIONER BERNARD: Move for approval, Mr.
7 Chairman.

8 CHAIRPERSON BELL: Thank you.

9 COMMISSIONER JONES: Support.

10 VICE-CHAIR HOLT: Second.

11 CHAIRPERSON BELL: It's been moved and second.

12 Discussion.

13 COMMISSIONER BURCH: Discussion. I just wanted to say
14 if they could please put in the minutes of the comment I
15 made last week that you said inappropriate, Mr. Chair. I
16 just think that should still go into the minutes of what
17 my comment was. I thank you. If she doesn't remember, I
18 can repeat it, Ms. White.

19 CHAIRPERSON BELL: Commissioner Burch, the
20 parliamentarian would remind you that all comments by
21 Commissioners are not in the minutes. That is Robert's
22 Rules of Order and she sort of emphasized that we
23 emphasize that again at the training session. All
24 comments do not end up in the minutes. The matter of the
25 business is most important and that's in a minute. I just

1 wanted to share that with you. But the parliamentarian
2 will remind you that is the process of Robert's Rules of
3 Order, the longstanding.

4 COMMISSIONER BERNARD: Mr. Chairman, I would move to
5 her comments, be included. The Commissioner has requested
6 that we include her comments. It's just an accommodation.

7 CHAIRPERSON BELL: I didn't say I would not include
8 them. I didn't say I would not include I'm just reminding
9 her ma'am okay. She made it clear. And Ms. White, her,
10 well, I'm just reminding you of the proper order and you
11 are aware of that. Thank you.

12 COMMISSIONER BERNARD: I agree.

13 COMMISSIONER BURCH: Thank you. Thank you,
14 Commissioner Bernard. Thank you.

15 COMMISSIONER BERNARD: Thank you Mr. Chairman.

16 CHAIRPERSON BELL: Those in favor of the minutes,
17 Aye.

18 COMMISSIONERS: Aye.

19 CHAIRPERSON BELL: Those oppose. The motion carries.
20 Thank you. The introduction of the staff will be by Mrs.
21 White.

22 MRS. WHITE: Yes. Through the Chair, Honorable Board,
23 the Department of Innovation and Technology is monitoring
24 today's meeting. And our court reporter is Mr. Don
25 Handyside and the following Board staff members are in

1 attendance today, Mr. Robert Brown, Administrative
2 Specialist, Ms. Theresa Blossom, Community Relations
3 Coordinator, Ms. Jonya Underwood, Administrative
4 Assistant, Investigator Tiffany Stewart, Director,
5 Katrina Patillo, Director of Police Personnel, Assistant
6 Corporation, Counsel Erica Savage Whitley, Interim Chief
7 Investigator Lawrence Akbar, Supervising Investigator
8 Ansley, Cromwell, Acting, Supervising Investigator,
9 LiSonya Slone, Acting Supervisor Investigator. Rosalie
10 Madrigal, Senior Investigator, Adela Rivera and
11 Investigator Roslyn Banks, investigator Daniel Callaway,
12 investigator Giana Carter, Investigator LaShondra Neely,
13 Investigator Carolyn Nickels, Investigator Markita
14 Stanton, and also Mrs. Angela Cox and Mrs. Stephanie
15 Phillips are all in attendance today. Thank you.

16 CHAIRPERSON BELL: Thank you, Mrs. White. And I
17 appreciate your staff in terms of attendance. Chief
18 White., it's good to see you, sir.

19 CHIEF WHITE: Good afternoon.

20 COMMISSIONER BURCH: Good afternoon.

21 COMMISSIONER JONES: Welcome, sir.

22 CHIEF WHITE: Thank you.

23 CHAIRPERSON BELL: I assume Ms. White can help you or
24 she can mention all those who might be attending public
25 command staff or DPD.

1 MRS. WHITE: Yes, sir. Through the Chair and
2 reviewing the attendees' list. I see Captain Michael
3 Parish, Commander, Kyra Joy Hope, Deputy Chief DeShaun
4 Sims DPO, Vice-President, Ron Thomas, Deputy Chief
5 Franklin Hayes, Sergeant Gwendolyn Stokes, Sergeant
6 Felicia Jewel, Lieutenant James Coles, Lieutenant Sharon
7 McClure, Lieutenant Richard Frisdon and Sergeant
8 Snodgrass, Sergeant Glenn Anderson and First Assistant
9 Chief Todd Bettison. And that is all that I see at this
10 time. Thank you.

11 CHAIRPERSON BELL: Thank you. I just wanted to
12 acknowledge Commander Parish at this time and all the
13 others on the call in terms of participating in the
14 meeting. Do we have any elected officials or
15 representatives of elected officials in the meeting?

16 MRS. WHITE: Through the Chair, at this time,
17 Community Advisory Council Chair, Scotty Bowman, and Ms.
18 Maria Overall of State Representative Tyrone Carter's
19 Office. Thank you.

20 CHAIRPERSON BELL: Thank you, and we appreciate their
21 attendance and all attendance. Commissioners, I want to
22 thank you for this afternoon's meeting. As you well know,
23 this is my last Chairmanship meeting in terms of my term
24 in office. And I want to really thank those Commissioners
25 who really support my Chairmanship and the Board of

1 Police Commission in reference to our duty and
2 responsibilities, especially the oversight of the Detroit
3 Police Department. You know who you are. So I want to
4 really acknowledge you. I'm not going to get into names,
5 but you know exactly where you stand in reference to this
6 Chair. So I appreciate that, but democracy always should
7 speak. When elections are over, we should work together
8 and teamwork, as I'm looking forward to working in the
9 future near future with the Chair and the Vice-Chair that
10 was duly elected by this body.

11 CHAIRPERSON BELL: So we move forward. My remarks
12 will be brief and to the point. The Board is in support
13 of the recent initiative announced this week dealing with
14 violence on the freeway in the City of Detroit. I'm going
15 to have Chief White speaks to that in terms of sharing,
16 why they make this initiative, and naming this after a
17 two-year-old. So I'm going to just reserve that and allow
18 him to speak clearly to the issue. We have a serious
19 problem in our community. And you know that when you deal
20 with the issue we're dealing with it's just not happening
21 all - it's happening all over the country, but we are
22 concerned about our hometown Detroit, okay. Let's make it
23 clear. We are concerned about what's happening in
24 Detroit, not Southfield or any other part. Our home needs
25 to be taken care of.

1 CHAIRPERSON BELL: I have compassion for whatever's
2 going on in this country and especially in metropolitan
3 Detroit, but I'm concerned about what's happening in the
4 city limit. When you tell them about 8-Mile Road, you're
5 talking about Mack Avenue, you're talking about
6 Telegraph, you're talking Alter Road, you're talking
7 about Detroit, okay. So let's move on in terms of getting
8 on board, in terms of working towards that goal for we're
9 going to have to have another incident like we just
10 witnessed. I can't say enough about DPD and James White
11 leadership and the Michigan State Police coming together
12 and other Departments coming together, but he's going to
13 speak to that. We support them. We all must take action
14 to promote peace and public safety in our community. It
15 should be clear that we all in this together. Last week,
16 the Board approved the recommendation from the Chief of
17 Police of the rank of First Assistant Chief, Deputy
18 Chief, Commander and Captain.

19 CHAIRPERSON BELL: We congratulate the Department
20 executives and continue to encourage proactive,
21 effective, and positive leadership and policing, and
22 accountability of the Department. Today, we're going to
23 hear from Chief White dealing with the reorganization
24 plan. You have received that information, so he's going
25 to elaborate on that also from Chief we'll hear various

1 other key updates. Update as always, I guess, key
2 updates. Today, we have a resolution highlighting and
3 acknowledging retiring Police James E. Craig for his
4 service, his dedication, and his commitment to the City
5 of Detroit and this Department. Truly, he's been one of
6 the outstanding Chief of Police in the Detroit Police
7 Department in my history of having Chief. This started
8 off with Phillip Chanagan. Then when to William A. Hart.
9 We can go on down the line. So I think without a doubt,
10 it came down to the Medal of Honor.

11 CHAIRPERSON BELL: He served this City. He served
12 this Department. That should be clear in terms of we are
13 in a better place today than we were when he started
14 eight years ago when I started on this Board in that
15 timeframe. Today, we'll have a presentation from OCI,
16 Office of the Chief Investigator regarding citizen
17 complaint update data and key metric the Board awareness.
18 It reminds us of citizen complaint according to our main
19 oversight authority and looks forward to hearing this
20 report. Yesterday, we had our NACOLEES membership meeting.
21 In two or three cities that were on this call. I'm one of
22 the co-Chairs. I'm on the National Board, as you know.
23 They can't get beyond a system complaint because it has
24 to be signed by the complainant. In a lot of instances,
25 it has to go through the Police Department. If not, it's

1 not a complaint until they sign it or go through that
2 system.

3 CHAIRPERSON BELL: They don't have direct. I was
4 just amazed by that, but that is the issue that they are
5 facing. A whole lot of them do not have subpoena power
6 but we share our concern with them, and that's getting
7 back to how we address an oversight in the City of
8 Detroit and how we oversight in the nation. So we need to
9 really buckle down and concentrate on our mission and how
10 we can not only help ourselves but help other cities who
11 even are getting started or they've been around for a
12 while. So even LA has some issues with how they handle
13 complaints. We don't have those issues in Detroit. I
14 think we do an excellent job through OCI and through the
15 Board's Office and through the Commissioner in terms of
16 taking those complaints and try to handle those
17 complaints in a timely manner. And I know clearly how it
18 worked because I spent five years working for OCI and I
19 had to address all the complaints that came in, all the
20 complaints. So to me is something that is now in the
21 charter, what we handled that should be our goals and
22 objectives.

23 CHAIRPERSON BELL: We will have interviews. I think
24 for the investigator position only for two, we will
25 schedule the others at a later date. I think we had an

1 issue with the timeframe, so we're going to cover them
2 another date and time. I'm not going to say anything on
3 public comment. Ms. White is always clearly stated again
4 in the meeting. Our national first search firm will be
5 continuously working and we can look forward to a very
6 productive July after the holiday break. We know we're
7 going to hear from them in reference to where they are
8 with that. We just see information on that. And you also
9 know that remote meetings have been extended through the
10 end of July. I think that's good use because we still in
11 that critical stage of COVID-19. People are still being
12 impacted that even though the City of Detroit made it
13 clear that we would be continuing to meet in July and it
14 might end at the end of the month or it might be sooner.

15 CHAIRPERSON BELL: As you well know, the Board does
16 not meet next Thursday on July 1st, due to Independence
17 Day holiday break. We truly want everyone to have a safe,
18 healthy, and peaceful time. I know the fireworks going to
19 be going up, people are going to be circulating. I just
20 hope that we can keep the peace and be safe to enjoy July
21 4th, like we used to enjoy in the City of Detroit. So I'm
22 encouraging that. I just want the public to know that you
23 hear from some of our commissioners all the time in
24 reference to the complaint that was filed against me. I
25 was conducting business that was totally inappropriate.

1 Well, the IG has spoken in written documentation that I
2 was exonerated on all the charges that were alleged
3 against me. You have a copy of that Commissioners. I'm
4 pleased with the finding coming out in a timely manner
5 before I leave Office as Chair.

6 CHAIRPERSON BELL: I was exonerated completely on all
7 alleged charges that were made against me. So that speaks
8 to my leadership. I thank you for your compliance in
9 terms of respecting that I try to be the best Chair I can
10 possibly be and that's been, my motto. And as I said to
11 some people on that council staff, I will challenge any
12 Commission to compare their body of work with Willie
13 Bell. I'm just being that blunt. My body of work in the
14 last eight years speaks for itself. And this Board is a
15 better Board because of my leadership and because of me
16 to the Chair, Lisa Carter's leadership, and other Board
17 members who have served and being elected Commissioner,
18 being appointed Commissioner over the last eight years.
19 So I want to state that and thank you, but we are looking
20 forward to better things and more unity and a cohesive
21 type of environment.

22 CHAIRPERSON BELL: I want to be a part of that and
23 you should want to a part of the. So these times are
24 critical. The president just spoke about on MSNBC about
25 what's happening with the gun violence. And what they

1 trying to do is not enough, but he spoke to that issue is
2 not enough. We confiscate over five hundred guns in a
3 month as Chief White reported out, but what happened to
4 those people with those guns? What happened afterward? As
5 you well know, the criminal justice system as Chief Craig
6 stated, they have to be connected and be concerned too,
7 but you have too many victims just like this family just
8 this week is a victim. What about the victims? What about
9 the victim? There are too many moms and dad and
10 grandmother, aunts; it could be your family on TV,
11 begging for closure. Do you know something, say
12 something? I recall on the Eastside of Detroit and I'm
13 going to get off this soapbox.

14 CHAIRPERSON BELL: East side of Detroit,

15 COMMISSIONER DAVIS: Please.

16 CHAIRPERSON BELL: There was an incident where a
17 Gross Point young lady was shot and killed in Detroit.
18 They offered a \$100,000 reward and they didn't get one
19 bite that was significant. That's my understanding. So
20 you look at that situation. So that's a whole lot of
21 money, not the \$2,500 that we offer. I'm going to close
22 on that note. Thank you, Commissioners. We're looking
23 forward to a great meeting this afternoon. I was a little
24 long-winded, but this is my final opportunity to speak as
25 Chair, and I thank you. We're going to turn it over to -

1 now we have a resolution. Commissioner Jones for Chief
2 Craig.

3 COMMISSIONER JONES: Thank you, Chair Bell. And an
4 added note through the Chair. I definitely want to thank
5 you as Chair and thank Ms. Annie Mae Holt as Vice-Chair
6 for your leadership in those positions through some of
7 the most trying times that our city has ever seen. Your
8 leadership took us through COVID-19, it took us through
9 protest, it took us through lockdowns in homes. We're
10 away from jobs, schools, and families. So I just want to
11 thank publicly both of you for having the courage to
12 stand in the positions that you did and to deliver a
13 Board that many times were unified, so that way we can
14 get through these trying times for the community that we
15 serve. To you, I say, thank you once again. A Resolution
16 honoring Chief James E. Craig. And I thank you for the
17 honor to read this Resolution.

18 COMMISSIONER JONES: Whereas James E, Craig began his
19 career in law enforcement with the Detroit Police
20 Department in 1977, forced to relocate due to Department
21 layoffs. He traveled Western began working for the Los
22 Angeles Police Department on Tuesday, August 10th, 2021,
23 Chief James E. Craig will retire from the Detroit Police
24 Department after eight years of dedicated service to the
25 residents, business owners and visitors of the City of

1 Detroit, and WHEREAS after a 28-year career with the
2 LAPD, he was appointed Chief of Police for Portland Maine
3 in 2009 and Chief of Police in Cincinnati, Ohio, and 2011
4 before returning to Detroit as the 42nd Chief of Police
5 in 2013, and WHEREAS since returning to his hometown,
6 Chief Craig has made significant changes and continuous
7 improvements to the Department's organizational structure
8 and processes. Among the many changes needed, Chief Craig
9 worked to get the Department out of federal consent
10 decrees. it had been under since 2003 and 2016, after 13
11 years under strict federal oversight, the Department met
12 its obligations for reform and the Department's progress
13 and modernization were early key successes to Chief
14 Greg's tenure and impact, and WHEREAS throughout his
15 career, he has embraced and leveraged several innovative
16 technologies, launching the project, Greenlight, the
17 public-private partnership aimed to reduce crime and the
18 real-time crime center, a state of the art intelligence
19 center they began and the Detroit public safety
20 headquarters and expanded to include too many real-time
21 crime centers in the 8th and 9th Precincts. Most
22 recently, Chief Craig oversaw the launch of the
23 ShotSpotter technology. And whereas Chief Craig has also
24 been instrumental in changing the lives of those involved
25 in the gang and gun violence through programs such as a

1 ceasefire, Detroit. He also established programs geared
2 towards mentoring and empowering the youth of Detroit,
3 such as the brotherhood and sisterhood programs and
4 children and trauma intervention camp known as C I T I
5 Camp.

6 COMMISSIONER JONES: He reinvigorated Detroit pal and
7 other youth activities. And whereas it was a leader of
8 great integrity and accountability, striving to bridge
9 the gap between law enforcement and the residents of
10 Detroit. He designed the neighborhood Police Officer's
11 program, a very successful community-oriented initiative.
12 He was also instrumental in developing the Department's
13 first-of-its-kind LGBTQ liaison unit and engagement
14 effort that promotes open communication with members of
15 the LG BTQ community about Detroit, and WHEREAS in the
16 continuing efforts to bring more accountability and
17 transparency through the Department, Chief Craig
18 established and a new unit, the office of internal and
19 external relations, this office expanded both the
20 internal operations of officer's support and the external
21 efforts of procedural justice and policing legitimacy
22 through community engagement. One major program under the
23 Office of Internal and External Relation is peer support.
24 It resulted from Chief Craig's dedication to ensuring
25 that officers get the support of resources they need when

1 confronted with traumatic experiences in the line of
2 duty.

3 COMMISSIONER JONES: Other internal support programs
4 successfully developed under Chief Craig include the DPP
5 FIT and CORE then committee on race and equality core
6 aims to safeguard equality and celebrate the strength of
7 diversity by giving members a non-judgmental forum to
8 voice concerns of disciplinary treatment or actions based
9 on race, religion, gender, sexual orientation, national
10 origin, age, or gender identity. Now, THEREFORE, be it
11 resolved that Detroit Board of Police Commissioners,
12 speaking on behalf of the Detroit Police Department and
13 the citizens of the City of Detroit recognize and honor
14 the commitment and the spirit of Chief James E Craig. The
15 success of his years of service comes from his dedication
16 and commitment to strengthening relationships with
17 leaders, businesses, and the people he's in a career
18 marked by best vision. Chief Craig leaves a legacy of
19 professionalism, integrity, and distinguished service to
20 the people of the great City of Detroit. The men and the
21 women of the Detroit Police Department and all of those
22 aspiring to excellence. We thank and congratulate you,
23 Chief James E. Craig.

24 VICE-CHAIR HOLT: through the Chair. I move that we
25 place this most magnifying and Honorable tribute to honor

1 Chief Greg Chief James Craig in the archives of the Board
2 of Police Commissioners highlighting the statement of
3 discriminatory treatments or actions.

4 COMMISSIONER HERNANDEZ: Support.

5 CHAIRPERSON BELL: It's been moved and supported.
6 Discussion. Those in favor, Aye.

7 COMMISSIONERS: Aye.

8 CHAIRPERSON BELL: Those opposed. Outstanding.

9 VICE-CHAIR Thank you. Commissioner Martin Jones for
10 your excellent reading of the document as well, through
11 the Chair.

12 CHAIRPERSON BELL: Thank you, Commissioner Jones, for
13 reminding me, I had made notes here it, and look down in
14 my notes. I want to say that Vice-Chair Annie Mae Holt
15 has been an outstanding Vice-Chair, who really met the
16 challenge. She was a Vice Chair prior to my election
17 under Lisa Carter, and I can't say enough about her. She
18 fills her role to the maximum in terms of Vice-Chair and
19 so many areas. So I just wanted to thank you my sister
20 and acknowledge that. You know, I can't say enough about
21 Melanie White, as Interim Board Secretary. We haven't
22 missed a beat in terms of her due diligence and
23 commitment and dedication to this Board. If we would do a
24 resolution today, it would be beyond what we just heard
25 about Chief Craig. And I can't say enough about Interim

1 Chief Lawrence Akbar in terms of his role of stepping up
2 and serving in that capacity.

3 CHAIRPERSON BELL: So as we move forward and I can't
4 say enough about the Board staff who support this Board,
5 behind the scene and in front of the scene, and also OCI
6 staff to do outstanding work, reference to the complaint
7 and concern. We don't get any complaints in reference to
8 how they held the job. We might get one or two
9 disgruntled individuals, but they do an excellent job. So
10 I hope if I didn't know you charge it to my head and
11 not my heart, but I feel you and I appreciate it. I can't
12 say enough about James E. White. We got off to a Rocky
13 start in 2014. He would admit that I would admit that
14 because we didn't have the power of the Board. And we
15 worked towards that with the council and we got our power
16 and that relationship became a great relationship over
17 the years.

18 CHAIRPERSON BELL: When I look at First Assistant, I
19 mean, Chief White, AC Stair, First Assistant Chief, all
20 those Deputy Chief, and Assistant Chiefs, they work with
21 this Board to the best of their ability. I know I had a
22 great working relationship with them. It was not always
23 ideal. We didn't always agree, but we agree to disagree
24 in a professional manner. So I really appreciate that.
25 And they have come to these meetings sometimes it's not

1 an ideal situation, some of the questions concern, but
2 they look in the camera and answer to the best of the
3 ability, if not, they would get back with you on that
4 note, Chief White, you got the floor.

5 CHIEF WHITE: Thank you Chair. And thank you
6 Honorable Board for allowing me to present today. Through
7 the Chair, let me start by saying congratulations on your
8 Chairmanship and the conclusion of that. It's been a
9 pleasure working with you. I look forward to continuing
10 to work with the newly elected Chair, Commissioner
11 Holley, and also congratulations to you Vice-Chair Holt
12 as indicated already, this was, you know, I'm not going
13 to say unprecedented year because that just does not
14 illustrate what 2020 was and to be able to pivot the way
15 that this Commission has and not miss a beat, it's
16 something that will be studied and looked at for years to
17 come. Also. I want to just once again lift retired Chief
18 James Craig up as evidenced by what the team that he has
19 left for me to manage.

20 CHIEF WHITE: He has done a phenomenal job with the
21 Detroit Police Department, and we all wish him the best.
22 Getting to my report as the Board is well aware, it has
23 been a very violent couple of weeks, which I will get
24 into momentarily with the initiatives that we are running
25 right now. But I do want to talk a little bit about our

1 overall crime stats. Not unlike other major cities, we
2 are experiencing an uptick in a number of critical
3 categories with crime particularly with criminal
4 homicides, we're up 15%, criminal sexual conduct 22%,
5 aggravated assaults 20%, as well as non-fatal shootings
6 at 19%. We have experienced a reduction in robberies by
7 26%. So we're down 26%. There were up 7%, unfortunately,
8 carjackings. Not celebrating these facts I'm about to
9 present to you, but property crimes are continuing to
10 trend in the right direction.

11 We're down 28% with property crimes burglaries in
12 particular, larcenies 21%, motor vehicle thefts are up
13 just 1%, and part one property crime overall reduction to
14 17%. We're not celebrating anything we're doing with
15 that. In particular. We know that a number of people are
16 working from home and certainly that has a correlation to
17 the number of property crimes that we're seeing, because
18 there are people at home and not at work, leaving
19 dwellings unoccupied. As I talked about a very, very busy
20 few weeks this week represents my fourth week back with
21 the Department, a number of really tragic and critical
22 events have occurred. Probably one of the most
23 significant, they're all significant, but the one that
24 tugs at our heart the most is the loss of this beautiful
25 young child, a two-year-old, that was shot on the

1 freeway.

2 CHIEF WHITE: Brison Christian. That situation is
3 sad, tragic and certainly, one that I won't ever forget,
4 and talking to the family, obviously there' are not words
5 that I have other than I'm sorry, in expressing
6 condolences to comfort them. But from that great work,
7 great work from the men and women of the Detroit Police
8 Department and the Michigan State Police and the ATF and
9 other federal partners. And I'm telling you, I know
10 people say this a lot, but I was there. These people
11 would not go home. These officers worked tirelessly until
12 these violent perpetrators were off the street. It was
13 just one small moniker of help to the family and peace to
14 the family to get these violent perpetrators off the
15 street. The father spoke recently at one of our meetings.
16 His strength, it's just something I've never seen, never
17 witnessed. So from that, we continue to do the work to
18 ensure that we can reduce this gun violence. As part of
19 that, I'm launching a program that has already started -
20 Operation Brison. At the very least, it's going to go
21 through the rest of the summer. The Chair spoke a little
22 bit about it. I did in fact meet with approximately 30
23 Chiefs of Police from around this region today to partner
24 on area freeways. And the idea with that, and some may be
25 asked why other agencies. Well, these freeway veins run

1 through a multitude of communities. And so whether
2 they're leaving Detroit or coming to Detroit, it's
3 important that we've got the resources in place, air
4 supporting place to guard against future tragedies, such
5 as this.

6 CHIEF WHITE: By way of example, some of the things
7 that we're going to be looking at are air support. We're
8 going to be looking at aggressive driving. So if we see
9 someone that's aggressively driving, not just speeding
10 up, I think the Board recognizes that aggressive driving
11 is quite different than just simply speeding. We're
12 looking for road rage incidents and we're also looking
13 for violent perpetrators who've committed a crime and hit
14 our area freeway to make their escape. So we thought it
15 was important to talk to these area Chiefs and they are
16 all committed to providing resources to, to combat this
17 problem. This is not a program that's going to look like
18 Detroit Police officers patrolling other communities. Our
19 Police officers will stay in our communities. Those
20 adjacent communities will have their Police officers
21 patrol their communities. But what we're looking to do is
22 collaborate.

23 CHIEF WHITE: There'll be collaboration for a law
24 enforcement purpose, utilizing air support, communicating
25 that you know, a violent perpetrator or aggressive driver

1 has left our community now entering your community. I
2 want to further highlight for the Board why that's
3 important. So we've thrown around a lot of stats about
4 some of the gun confiscation. So in the month of June
5 alone, there have been 360 gun arrests. From that 114 or
6 32%. And let me say this, these 360, these are citywide
7 gun incidents 114 or 32% of those were from outside the
8 City of Detroit and downtown has gotten a lot of
9 attention lately. So we talk about the gun arrests from
10 there. 21, or I'm sorry, 41 of the, let me restate that.
11 41 gun arrests for June, 21 of them or 51% have been from
12 outside the City of Detroit.

13 CHIEF WHITE: So half the gun arrests from downtown,
14 from non-city of Detroit residents. Why is that
15 important? Well, obviously there's no gun shops downtown,
16 so these guns are coming downtown. So these people are
17 bringing the weapons into the city. And so it's important
18 to have a collaborative effort with these policing
19 agencies to say, you know, hey, your resident is coming
20 to our community and causing a problem. And one of the
21 things that came out of the meeting today with a few of
22 them is if you have a problem you know, with a trigger
23 puller or someone who was bringing problems to the
24 community, let us know about it. We can, help and
25 collaborate with you. So that was really a good thing to

1 come out of that meeting. So that's one of the major
2 components to Operation Brison is Police collaboration,
3 additional patrols, additional work with these
4 neighboring community Police agencies.

5 CHIEF WHITE: Also I launched yesterday's operation
6 restore order. Enough is enough. It's started on the
7 Westside and the results of that operation were 19 felony
8 arrest eight misdemeanor arrests 410 ordinance
9 violations, 11 firearms seas 21 vehicles impounded. They
10 also answered four Police runs the issue and executed
11 rather three search warrants, 236 investigations. People
12 investigated, I'm sorry. There were 65 rocks of cocaine
13 confiscated \$1,151 in cash seized, which appears to be
14 narcotics proceeds and 284 vehicles investigate it. We
15 started on the Eastside today. And again, this is in
16 response to the uptake in violent crime, and already
17 today the officers while doing surveillance, work in the
18 community looking for a felon encountered a vehicle,
19 encountered three males in that vehicle apply a ski mass.
20 They call out for air support, air support, tracks the
21 vehicle down.

22 CHIEF WHITE: They pull that vehicle over and they
23 recover weapons from that vehicle. And obviously three
24 males in a vehicle and ski masks and 80-degree weather.
25 They were obviously headed to do something nefarious. So

1 I'm happy to say that we either stopped a robbery or
2 worse. She had a murder by being out there today and the
3 work continues. We're going to continue to strategically
4 look at our crime problem. I believe being able to live
5 safely is a civil right. I think that our community has
6 suffered enough and it is our responsibility to provide
7 that layer of safety or do everything in our power to
8 provide an additional layer of safety for our community.
9 With that, I will entertain any questions that the
10 Commission has.

11 CHAIRPERSON BELL: Commissioners.

12 COMMISSIONER BURCH: Here I am.

13 COMMISSIONER DAVIS: My hands been raised.

14 CHAIRPERSON BELL: Commissioners Davis, Birch, and
15 Martin Jones.

16 COMMISSIONER DAVIS: Thank you. I have two questions
17 for you, sir. 1., Can you give us a little bit more
18 information as it relates to what's going on with the
19 Clifford Woodard case and 2. Do you know, or do you know
20 how often the Department is updating families or missing
21 children or people have ongoing cases, tragic cases, to
22 update them on the status of their case? You know, those
23 two things I'm concerned about?

24 CHIEF WHITE: Yes, sir. Through the Chair, I don't
25 have the information on the updates with regards to

1 missing children, but I will reach out to the missing
2 Department and find that out. I do know that or you may
3 also know that we've updated our Facebook page to be more
4 interactive with missing people and to also provide an
5 update when they have been found. So that's something we
6 did about a week ago with regards to Mr. Woodard. I offer
7 the Department office, our deepest sympathy to the
8 Woodard family. A very tragic event, very sad event. You
9 know, as the Board may be aware, an officer was
10 officially charged today by the prosecutor's office. I
11 will withhold my comments on that portion of it and let
12 the judicial process play itself out. But what regards
13 the tragic events surrounding it?

14 CHIEF WHITE: My condolences to the family, both
15 families. Our family as a policing agency, as well as the
16 Woodard family. As the Board is aware, Mr. Woodard was an
17 exemplary member of our community, beloved in the
18 community. And the events that led to his death are just
19 simply tragic, tragic, tragic events. We will learn from
20 them. We will continue to be cautious as we operate these
21 motor vehicles in the city. And you know, at the right
22 time I will address the findings of the judicial process
23 with the Commission.

24 COMMISSIONER DAVIS: That's all I have.

25 CHAIRPERSON BELL: Commissioner Burch.

1 COMMISSIONER BURCH: Yes. Thank you to the Chair and
2 to Chief White. I just want to thank you first. Many of
3 the speed, the doughnut speeding that they do has
4 decreased. They're still speeding, sir, down Dequindre,
5 but I've been told these words by working so closely with
6 you all, they're called hotspots. So I want you to know
7 the hotspots at 8th and Dequindre where there's the
8 Michigan loop that goes around.

9 BURCH: These are places that the enemies hide and
10 also the other Police Departments across 8-mile. That's a
11 place that they catch the speeders. Some of them are more
12 people of color. So I'm just saying we want to be fair
13 catching all those that are speeding and not just focus
14 on those. The other spot, sir, is Algonac and Hoover.
15 That's an area where I have a friend living alone and she
16 owns property. There is so much that goes on in her area
17 at night.

18 COMMISSIONER BURCH: And she has complained and
19 complained and no, I'm not complaining on Sergeant
20 McGinnis. He can only do what he can do, which is a
21 fantastic job. But I suggested, not just to you, but
22 others before, is there a plan where you can know when
23 these gangs come together at a certain time that you
24 would be ready for them and take them away where they
25 can't come back? I mean, just sir, if you can answer me,

1 what do you do about the gangs that repeatedly stopped
2 for a while and then they come back Chief White? What's
3 your strategic plan to get rid of the gangs? Yes, sir. I
4 gave you a lot, I know.

5 CHIEF WHITE: Yes, ma'am, through the Chair obviously
6 we would be working through our Gang Intelligence Unit to
7 ensure that we constitutionally investigate any gang
8 activity. With regards to them going away permanently,
9 you know, obviously that would be depending on exactly
10 what we're investigating them for and what they're being
11 charged with. But just gang disruption is something that
12 we can do and it's something that we continue to do. So I
13 will talk to you offline about exactly which gang area
14 you're speaking of. And I'll make sure that our Gang
15 Intelligence Team is in the process of getting the
16 information that they need so that we can disrupt those
17 activities.

18 COMMISSIONER BURCH: Thank you.

19 CHIEF WHITE: Thank you.

20 CHAIRPERSON BELL: Commissioner Jones.

21 COMMISSIONER JONES: All right. Through to Chair.
22 Mine is more of a comment as opposed to a question. And
23 first of all, I definitely want to thank you Chief White
24 for your work, the work of DPD, the work of Michigan
25 State Police and any federal resources that we use to

1 bring the persons of interest to justice for the
2 slaughter of our son, our community son, Brison
3 Christian.

4 COMMISSIONER JONES: I worked with the family for the
5 prayer vigil, the balloon release, and also at the prayer
6 camp at the conference that we had downtown and the
7 Skyler Room, and they have been an example of strength. I
8 don't know how they do it myself. You know, he told the
9 story about his child and how he came to be and how, you
10 know, he and his wife had prayed and prayed for her to
11 get pregnant. Then finally, I came to pass and someone
12 robbed this community of a life. Somebody who could have
13 been maybe a police chief one day himself, we were
14 robbed. And I thank you for the justice that you helped
15 to bring to the family of Brison Christian. That's all.

16 CHIEF WHITE: If I may respond through the Chair.
17 Thank you for that Commissioner Jones. You know, that
18 this one is one of the more tragic ones for so many
19 reasons, but when you look at what we had there, we had a
20 African-American family, husband, and wife, two kids,
21 just a picture, perfect car coming from, you know,
22 basketball practice. This is what you want our families
23 doing. And to enter the freeway and be attacked by a
24 monster is just something that is unsettling for all of
25 us. And of all the things I've seen and been a part of, I

1 must admit that that incident rattled me unlike any
2 other, and then going to that scene and seeing that car
3 seat and, what that car seat contained and looking at how
4 that family was just destroyed by an impulse ridiculous
5 decision. The community should be outraged. That's an
6 intolerable circumstance, and we can't get to Monday and
7 act like that day didn't happen. We should never forget
8 that moment in time. And that's one of the things when,
9 when you have these types of tragedies, we're so quick to
10 move on. This one we should never move on from. It was
11 just absolutely horrible. It's everything you want in a
12 family that was destroyed by buffoonish behavior. So I
13 thank you for your supportive department and showing up
14 at those events and helping us. So thank you for those
15 words.

16 CHAIRPERSON BELL: Any other Commissioner?

17 VICE-CHAIR HOLT: Commissioner Bernard.

18 COMMISSIONER BERNARD: Chief, thank you again for
19 your report. I know that you said you had, I mean, I was
20 at the press conference, obviously as well. I know that
21 you said you had picked up two people of interest. Number
22 1, have those been charged? Number 2, have you learned,
23 or have we learned anything as a result of this
24 experience? One of the comments that was made at your
25 press conference was that it's only the community can

1 keep you safe. The police are usually, of course, as we
2 both know, after the fact, after something has happened,
3 and I'm really interested in knowing why, in your
4 opinion, not only as a Chief, but based on your training
5 and mental illness and psychology, et cetera, why this is
6 happening? I mean, I can understand gang violence. I got
7 that, you know, A dislikes B, B is trying to get A, got
8 that, or even husband and wife, all that kind of stuff,
9 because you and I both know most murders or crimes of
10 passion by people who know each other, there may be, you
11 know, beefs that we've got. I understand all that, but
12 why do people shoot cars on the freeway of people they
13 don't know? And they don't have a beef with?

14 CHIEF WHITE: You know, through the Chair, ma'am, I'm
15 sorry through the Chair. I don't have an answer for as to
16 the whys, I wish I did. All I can do is try to prevent it
17 in the future to reduce the opportunity to victimize our
18 community to use the data to support how we deploy you
19 know, when you look at the sociological impact of crime
20 and all that white paper study stuff, that's one
21 component that, you know, I really would like to have the
22 time to sit back and examine, but in reality what's
23 happening in the community right now requires that I put
24 the right police officers in the right areas to prevent
25 crime, reduce crime and be proactive towards crime. And

1 when crime does happen that we, that we effectively
2 investigate crime. If we can slow it down enough where we
3 can read those white papers studies and look at that
4 social logical impact.

5 CHIEF WHITE: I mean, certainly we all know there are
6 a lot of things that drive crime. You know, I do think
7 the community is the key. I really do believe that. And I
8 think working with the community and talking, you know,
9 in formats like this, as well as more structured formats,
10 as it relates to crime, community engagement, community
11 involvement, reporting people that we know that are
12 committing crime and then participation when you are a
13 victim of a non-fatal shooting, you know, oftentimes we
14 find our non-fatal shooting victim, won't cooperate with
15 the police. Well, a non-fatal shooting is essentially a
16 failed murder, right? So it's not like they're going to
17 not come back. And this, this code of, well, I don't want
18 to tell, you're going to not only put yourself at risk,
19 but maybe your family, because when they come back, you
20 know, they're not going to cleanly, wait to finish the
21 job.

22 CHIEF WHITE: They're going to finish a job where
23 they see you. If you happen to be standing in front of a
24 ten-year-old, that's, you know, that's, what's going to
25 happen. So, you know, I don't have a better answer for

1 you. I mean, I think, you know, academically we know
2 there are a number of factors that influenced crime
3 decisions. I just want people to make better decisions. I
4 want to take away opportunities for them to make those
5 impulse decisions for temporary problems, you know, those
6 lifelong decisions to pull a gun out, a fight, those
7 types of things.

8 COMMISSIONER BERNARD: Were these people indicted
9 yet? I know they were persons of interest.

10 CHIEF WHITE: Two people were charged.

11 COMMISSIONER BERNARD: There were charged with his
12 murder.

13 CHIEF WHITE: Yes ma'am.

14 COMMISSIONER BERNARD: Okay. So there is enough
15 probable cause to do that. Okay. And we have no idea why
16 they did this.

17 CHAIRPERSON BELL: Commissioner Bernard, I'm going to
18 give you a respond to the why. You know, deep down why.
19 Reverend Frederick Sampson of the late pastor tabernacle
20 church.. They don't ask the why, you know why, and
21 sometimes we don't know why, but God is the answer. There
22 are no explanation. We have an evil spirit in our
23 community. These individuals are evil, devilish spirits.
24 That's what we dealing with. And you know why they got to
25 that way. They started early on and you know, what's

1 happening in our families, what happened in our
2 neighborhood, in our community. Nothing is sacred in our
3 community. Our churches are not sacred. They have a
4 burglar alarm, they have a security guard just like
5 everybody else now. So don't ask that question. You know,
6 the answer. Chief White, I want to say this. I watched
7 the press conference. I couldn't make it in person, but
8 Michael Shaw, the Lieutenant lifted up Greenlight several
9 times in reference to that plate or two, and also they're
10 going to use any technology they can with cameras and
11 sector.

12 CHAIRPERSON BELL: And that was a case where it
13 really helped. He just said, the reporter asked the
14 question, what happened? He said, no, you need to follow
15 the case in terms of court. I'm not going to reveal how
16 it went down. So he lifted up all those critical about
17 Greenlight. It don't cost you nothing, but it, community
18 is a true, is a variable tool. I just want to thank Chief
19 White. DPD cannot do it all. It's a community issue. And
20 we all know that. So don't pose that why we know the
21 answer what's going on in our community. Thank you, Chief
22 White, thank you for your report. We're going to move on
23 to the next report which would be the reorganization
24 plan. Is that you Chief White?

25 CHIEF WHITE: It is.

1 CHAIRPERSON BELL: Yes, sir.

2 CHIEF WHITE: Okay. If we could start the PowerPoint,
3 I would ready to go. Through the Chair, there is a
4 PowerPoint that goes along with this presentation, and
5 once it start, I will go through rather quickly with the
6 realignment report.

7 CHAIRPERSON BELL: Thank you.

8 MRS. WHITE: We are working to bring up the
9 PowerPoint presentation Commander, Michael Parish, you do
10 have the co-host designation.

11 COMMANDER PARISH: Thank you. I'm working to pull up
12 the PowerPoint right now.

13 MRS. WHITE: Thank you.

14 CHIEF WHITE: As they work out the technology piece.
15 I'll just preface with the fact that this is a
16 realignment and not so much a restructuring. And the
17 reason that the realignment was necessary, as the Board
18 is aware, I am running the organization with two
19 assistant chiefs and not three. First Assistant Chief
20 Todd Bettison and Assistant Dave LeValley and myself are
21 the three components of the top tier of the organization.
22 As such, I had to realign a number of the different
23 porting components to fit that model. I didn't want to be
24 too disruptive with the structure of the organization
25 coming in and the interim role but I needed to put in a

1 model that worked for the efficiencies that we were
2 trying to gain and the alignment and reporting component.
3 So when the PowerPoint comes up, we can get right into
4 that.

5 COMMANDER PARISH: Chief, I apologize. It is not
6 coming up for some reason. Ms. White, would it be
7 possible for you to broadcast to us?

8 MRS. WHITE: Yes, we're working to bring it up. Yes.
9 Thank you.

10 CHIEF WHITE: Okay. I will talk through the
11 PowerPoint and then just, you can just join in when
12 you're able to work through that. So as indicated - there
13 we go, very good. All right. So the alignment realignment
14 was necessitated in part by the recent appointments. The
15 selection of Deputy Chief, Elaine Bryant, as Chief of
16 Police in Columbus, Ohio, the subsequent departure of
17 Captain LeShanna Potts left the opportunity to make a few
18 elevations in the organization, as well as to realign a
19 few other positions. So with that and the retirement of
20 First Assistant Chief Stair. So with that First Assistant
21 Chief over Support Operations was selected as Todd
22 Bettison. Deputy Chief DeShaun Sims took over the Eastern
23 operations neighborhood, policing bureau east. Commander
24 Franklin Hayes was elevated to Deputy Chief. And I'll
25 talk a little bit more about this later but neighborhood

1 control strategies and support and Kurt Worboys is
2 elevated to Commander and he took over the 12th Precinct
3 replacing a long time Commander at the 12th Precinct
4 Deshaun Simms. Captain Michael Parish was elevated to my
5 Chief of Staff and the rank, or as the rank or in the
6 rank, I'm sorry of Commander. Lieutenant Rebecca McKay
7 elevated to Captain over the 5th Precinct. Lieutenant
8 Brandon Lewis, elevated to Captain over Communications.
9 And those were those restructuring or realignments.
10 Lieutenant Lawrence Perifore as Captain over the 9th
11 Precinct. Next slide please.

12 CHIEF WHITE: So I don't know if the Board can see
13 this. We'll make sure that we provide a hard copy. I took
14 on more of a role in the day-to-day operations of the
15 organization from the standpoint of the things that I did
16 as Assistant Chief. I took a lot of those on in my
17 office, a lot of the build outs for the buildings and
18 things such as that reports to me, quite candidly, that's
19 a comfort zone for me. And I thought that I could be a
20 help to the two assistant chiefs since we don't have
21 three, but we have two, and this was a skillset that I
22 brought to the table. So you will note that a number of
23 those direct reports correlate with that, my desire to be
24 more of an assistance to them from my previous seat to my
25 current seat. That makes sense. Next slide.

1 CHIEF WHITE: There were some changes to the
2 organizational chart that I want to highlight here. There
3 was a new unit that was developed over the past 10
4 months. That unit was identified as the field support
5 bureau. It had a Commander over that unit. I did
6 eliminate that unit and reassign that Commander to patrol
7 over the 3rd Precinct. The Special services unit went
8 away. I activated the Neighborhood Crime Control
9 Strategies, Unit, the Support Services Bureau the Support
10 Services Division and the Diversity Equity and Inclusion
11 Unit. Obviously it's very important. My work with the
12 Michigan Department of Civil Rights highlighted for me
13 the importance to consider diversity equity and inclusion
14 in every level of an organization's function, including
15 hiring discipline, termination, and assignments. We do
16 that, I think Chief Craig left a great model for that,
17 but I want it to have a more structured model with
18 diversity equity and inclusion.

19 CHIEF WHITE: So that is consideration and everything
20 that we do. Oftentimes we have blind spots as it relates
21 to diversity and inclusion. There are some missteps along
22 the way. This position will ensure that we are using best
23 practices in making these considerations as we make all
24 decisions in the organization. So I'm very happy to make
25 that addition or the units that were removed. And I think

1 removed this a little strong. Neighborhood policing east
2 and west remained the same. The only differences is
3 neighborhood policing east is neighborhood policing,
4 Eastern operations, neighborhood policing, Western
5 operations. Professional education and training is simply
6 the training center, now. This was basically a little bit
7 of cleaning up some language and administrative
8 operations has analysis and strategies, because what
9 administrative operations has morphed into is a unit that
10 does all of our analytical work so that we can make
11 deployment decisions. So the administrative ops title no
12 longer was a fit that the work that they do is, was same
13 unit, same people, no people movement, just analysis and
14 strategies. Next slide, please.

15 CHIEF WHITE: One of the key modifications is the
16 neighborhood crime suppression and support bureau. Very
17 important unit to me because I'm in an interim role.
18 Number one, I wanted to make sure that I had a hand
19 working with AC LeValley, and Deputy Chief Franklin Hayes
20 on all crime decisions. I want to be at the table. I want
21 to make sure that the, the, the messaging the plan, the
22 structure and the enforcement components are directed by
23 me. And that's why I stood this unit up and put a Deputy
24 Chief over it. And we talk probably 10 times a day about
25 our crime strategy. In fact, it is this deputy chief who

1 was running the two strategies that we did yesterday and
2 today the ones I mentioned earlier today. We can go to
3 the next slide.

4 CHIEF WHITE: I pretty much just explained all of
5 that. There's one big piece of that. Mike, stay there, go
6 back to that. I do want to highlight something. So you
7 will know Honorable Board that the Communications Unit is
8 now running through the real-time crime center. That was
9 just a simple fix that made sense to me, everything we do
10 as it relates, well not everything, but a majority of the
11 work that we do start with the 911 call. And as you know,
12 that we've had some, some efficiency issues with our 911
13 communications, putting them under the same umbrella just
14 makes sense, your crime patrol assignments, your, your
15 911 call. All of that seemed to be a perfect fit, very,
16 very happy and encouraged with the leadership that we
17 have their commander Melissa Gardener has moved on to the
18 4th precinct where I'm confident she's going to do a
19 phenomenal job.

20 CHIEF WHITE: She did a great job structuring
21 communications and with this model, I think just adds an
22 additional layer of efficiency where we can take it to
23 the next level and smooth out those ripples that we find
24 ourselves having from time to time in communications.
25 Next slide. First Assistant Chief. We go back to the

1 First Assistant Chief, please. Back one slide. Thank you.
2 The First Assistant Chief you will know that this is a
3 little bit different than a First Assistant Chief Stair
4 had. We made some modifications with that, nothing too
5 heavy, but a few points that we needed to clean up
6 because I took over one or two First Assistant Chief
7 assignments as a direct report to me. So Assistant Chief
8 Bettison has Payroll Support Services Bureau, Chief
9 Neighborhood Liaison to DDC, that's a new ad for First
10 Assistant Chief, Management Services Training Center and
11 the Office of Internal and External Relations. Next
12 slide. Okay, we'll skip this. I know it's hard to read.
13 We'll make sure that the Board gets a hard copy next
14 slide.

15 CHIEF WHITE: And as I was speaking before that, you
16 know, because I'm going to play a closer role in some of
17 the areas in the Department, based on my experience and
18 comfort prior to leaving the Department. You'll see that
19 I have a number of direct reports that's changed
20 significantly, but that also takes a lot of pressure off
21 of the two Assistant Chiefs because we don't have that
22 third assistant chief. And again, I just want to
23 highlight for the Board. I just didn't think it made
24 sense to come in and add a third Assistant Chief from an
25 interim seat. That's such a big position in the

1 organization. I thought it was best to just keep those
2 two and revisit that if I'm afforded the opportunity to
3 leave the Department beyond the interim role. Next slide.

4 CHIEF WHITE: And that concludes my report.

5 CHAIRPERSON BELL: Thank you, Chief White.

6 Commissioners. I see Jones.

7 VICE-CHAIR HOLT: Commissioner Jones.

8 CHAIRPERSON BELL: Okay. Thank you.

9 COMMISSIONER JONES: Okay. Through the Chair. I just
10 want to ask Chief James White one of the hot button
11 issues that we had last summer was with the police in
12 dealing with persons with mental health challenges. Can
13 you tell me under which one of those categories does that
14 interaction change or come in and there was still the
15 collaborations with the mental health facilities that the
16 police officer could take them to. Can you tell us how
17 you fit that into your plan for this summer's police?

18 CHIEF WHITE: Through the Chair, actually it doesn't
19 change. It gets actually a little closer to the Chief's
20 Office. So the Office of Internal External Relations is
21 now direct report or comes into Todd Bettison, First
22 Assistant Chief Bettison. Every time I say First
23 Assistant Chief, I want to say, LaShonda Stair, sorry.
24 First Assistant Chief Todd Bettison. But the unique
25 characteristic of that is we have Commander Kyra Hope now

1 engaged and so she's over that unit. And so it reinforces
2 the work that the captain is doing that's there, but more
3 importantly or equally of importance is the fact that the
4 CIT program, which is a crisis intervention training
5 they've been charged and I'll take that department wide.
6 It's in three Precincts and AC Bettison is going to
7 ensure that it is a city-wide endeavor and he's already
8 started that work. All right. Great, great. Glad to hear
9 it.

10 COMMISSIONER BERNARD: Chief, I received a question
11 on my cell phone from a Mr. Fletcher Bland, a citizen in
12 Detroit. He wanted to know, are you going to have
13 unmarked cars on the freeway? Sort of patrolling the
14 freeways as well. That was his question.

15 CHIEF WHITE: Through the Chair. This is a visibility
16 campaign. I want to change behavior. At this time I don't
17 want to commit to not ever doing it. But I will just say
18 right now I want everybody to see that the police are
19 there, so they change behavior.

20 COMMISSIONER BERNARD: Okay. Thank you.

21 COMMISSIONER BURCH: Chief White.

22 CHAIRPERSON BELL: Commissioner Burch.

23 COMMISSIONER BURCH: Yes. Chairman Bell Chief White.
24 I just want to say you will give this to us in hard copy,
25 right? Because it was so much to intake. And I really

1 would like to know that.

2 CHAIRPERSON BELL: You have a hard copy. It was
3 packaged and was sent out. Ms. White. Did they get a hard
4 copy?

5 COMMISSIONERS: No.

6 CHAIRPERSON BELL: Just pause. You said not yet.
7 Okay.

8 COMMISSIONERS: Not yet.

9 COMMISSIONER BURCH: Can I finish my question?

10 CHAIRPERSON BELL: Yes ma'am, finish your question. I
11 assume that you.

12 COMMISSIONER BURCH: You make me lose my thoughts. I
13 wanted to just say AC Bettison is excellent, everybody
14 knows that he's one person I've always told them that.
15 Could you just briefly in two minutes share what his
16 duties are in plain English? What are his duties? Just
17 one minute, Chief pleased.

18 CHAIRPERSON BELL: I thought he just did a PowerPoint
19 laying that out to us.

20 COMMISSIONER BURCH: No. Chair Bell. I mean, he's
21 laughing because he knows I'm right. Okay, go ahead.

22 CHIEF WHITE: Through the Chair, AC Bettison, I'll
23 start with does pretty much anything I reckon do on a
24 daily basis, which changes every day, because we have a
25 lot going on but he's a great partner. But I'll give you

1 his structure in the organizational chart, but he does a
2 lot more than this. He's in charge of payroll, Support
3 Services, Bureau Support Services Division, including
4 Chief's Neighborhood Liaison. That's the community
5 engagement piece. That's our, that's our internal,
6 external relations the DDC, which is our jail, the
7 Management Services Bureau, the Training Center and the
8 Office of Internal and External Relations, which contains
9 CORE and the new Diversity Equity and Inclusion Unit. So
10 he has his hands full.

11 COMMISSIONER BURCH: Yes, Chief. Yes he does. Yes, he
12 does.

13 CHIEF WHITE: All right.

14 CHAIRPERSON BELL: Mr. White, can you email a copy of
15 the reorganization plan to all the Commissioners?

16 MRS. WHITE: Through the Chair. We have distributed
17 that PowerPoint presentation electronically. You should
18 have received it at the start of the meeting when we
19 received it. So we will also make sure that you receive
20 hard copies. Thank you.

21 CHAIRPERSON BELL: Thank you, Ms. White, Chief White.
22 Thank you. There is no other question.

23 COMMISSIONER DAVIS: My hand is up.

24 CHAIRPERSON BELL: Commissioner Davis.

25 COMMISSIONER DAVIS: Chief White, question. I know

1 the Precincts are going to be actively involved in
2 helping to deal with the drifting and racing and all this
3 other stuff that's going on, but is there also a point
4 person citywide that's going to be helping to coordinate
5 and make sure we see a reduction in these horrible
6 accidents that's going on with all these people racing,
7 drifting, and just terrorizing our neighborhoods?

8 CHIEF WHITE: Yes. Through the Chair, the Captain
9 over the unit is Captain Johnson and he is the point
10 person as well as Deputy Chief Franklin Hayes. Those will
11 be the two points of contact.

12 COMMISSIONER DAVIS: Thank you.

13 CHAIRPERSON BELL: We want to thank Chief White again
14 for rolling out the concept of reorganizing and
15 regrouping on empowerment. I appreciate him in terms of
16 explaining why we don't have a third assistant chief,
17 make a whole lot of sense to me. But they trying to do
18 the best job they can under the circumstance. As you well
19 know, we have crime throughout the City of Detroit. It's
20 just not in one area. All the issue we've been impacted
21 with and the Commanders are present. Chief White
22 indicated they're going to be more engaged and more
23 involved. So you need to engage your Commander and
24 Captain of each Precinct. But the citywide initiative, I
25 appreciate it.

1 CHAIRPERSON BELL: When we met with the mayor, we
2 talked about more boots on the ground. Chief White was
3 not at the meeting, but Assistant Chief Bettison was at
4 that meeting. And the Mayor agreed more boots on the
5 ground, but we are undermanned by 60 officers in terms of
6 budget. So once again, if you know, anyone who would have
7 a strong desire to be the police, we would like them, you
8 know, in terms of applying and go through the process.
9 But we want good quality people as you well know and all
10 the issue in policing. We want to make sure that we have
11 good people who are going to fill those uniforms and
12 raise their right hand because that is the number one
13 issue in terms of the training and what type of office we
14 are getting. On that note, Chief White, and thank you
15 once again.

16 CHIEF WHITE: Thank you.

17 COMMISSIONER BURCH: I look forward to your call
18 Chief White.

19 CHIEF WHITE: Yes, ma'am.

20 CHAIRPERSON BELL: We're going to move on to Office
21 of the Chief Investigator, Interim Chief Investigator
22 Lawrence Akbar.

23 MR. AKBAR: Good afternoon, Honorable Board.

24 COMMISSIONERS: Good afternoon, afternoon.

25 MR. AKBAR: I am Lawrence Akbar, Interim Chief of the

1 Office of the Chief Investigator. In your packets you
2 have the Office of the Chief Investigator, April, 2021
3 citizens complaint report. The OCI received 105
4 complaints during April of 2021, 50, more than in April,
5 2020. These charts show how and where citizens file
6 complaints, OCI received the most telephone complaints,
7 41 of the 66 overall of department citywide calls during
8 the month of April. These charts show the number of
9 complaints filed against commands? 3 complaints involve
10 multiple commands. OCI did not receive any complaints
11 regarding landlord tenant and eviction, civil rights
12 disputes. During the month of April. OCI is continuing to
13 monitor this concern to ensure members understand
14 department policy and the assigned role during civil
15 disputes. 75 complaints closed in April involved, 130
16 allegations. The top 2 allegations are procedure
17 violations and demeanor violations. Procedure violations
18 generally are traffic stops where the complainants'
19 alleged citations were improperly issue.

20 Also during traffic stops complainants complained
21 that the police had just stopped them without a reason.
22 They also complain about police runs, where the
23 complainant alleges that officers did not properly
24 investigate their particular incident. Regarding demeanor
25 violations, we're talking about rules of professional

1 conduct, the use of profanity. Commissioners Bell, Holt,
2 and Jones and I, continue to stress the importance of
3 good customer service during the new recruit training
4 sessions. It is imperative that officers conduct
5 professionally to implement procedural justice and
6 legitimacy and fair policing. If an officer is
7 unprofessional, his or her actions may escalate to the
8 use of force situation and additional procedure
9 allegations.

10 MR. AKBAR: 40 incidents closed in April involved, a
11 DPD member equipped with body-worn cameras. During the
12 month of April, we captured 36 of those incidents on a
13 body-worn camera system. I want to tell you a little bit
14 about the violations of DPD policy regarding members
15 failing to use a body-worn camera properly. And those
16 incidents are when members failed to turn on their body-
17 worn cameras during an investigation. The members turn on
18 their body-worn camera halfway through the investigation.
19 They turn off their body-worn cameras before the
20 investigation is complete, members fail to report body-
21 worn camera malfunction to a supervisor. They fail to
22 request a fortunate body-worn camera, and they also
23 failed not to document the malfunction on their activity
24 log sheet. If an officer violates DPD policy regarding
25 body-worn cameras, they may be subject to discipline,

1 including, but not limited to termination.

2 MR. AKBAR: 85 DVD members identified in 75
3 complaints closed in April. Now, if you look at the pie
4 chart far right, you will see that 72 police officers
5 were involved in the month of April regarding citizens'
6 complaints. 4 sergeants were identified. You look at
7 seniority, 18 police officers, less than 2 years, and 20
8 members with 3 to 4 years of experience, 16 members with
9 5 to 9 years involved citizens' complaints. 24 officers
10 with seniority from 20 to 29 years. DPD calls for service
11 flows in April 39 DPD members working the afternoon shift
12 during the time of the incidents, 3 to 4 years of
13 seniority, 14, less than 2 years 7, and always keep in
14 mind. Afternoon shift is the busiest shift during the 24
15 hour period.

16 MR. AKBAR: The Office of the Chief Investigator had
17 experienced challenges during this pandemic. However, I
18 continue to take proactive measures to identify solutions
19 to those challenges. I will continue to work with Interim
20 Board Secretary Ms. Melanie A. White to identify key
21 training initiatives, to NACOLES, the City of Detroit and
22 other outlets to ensure staff comports with the best
23 practices regarding oversight initiatives. I want to
24 thank the OCI staff are working diligently through this
25 pandemic. I also want to thank past and present Board of

1 Police Commissioners, who during the pandemic have read
2 and prove and return all OCI closed cases in a timely
3 manner. Without their cooperation, citizens would not
4 receive their finding letters, and my office would not be
5 able to forward sustained findings to disciplinary unit.
6 The information is also vital to respond to the City of
7 Detroit for your complaints and other department
8 requests. I also want to thank the General Service
9 Department for maintaining and cleaning our facilities
10 during this pandemic.

11 Now we're going to get into OCI statistics. OCI has
12 currently 557 cases open, 245 cases over 90 days, 412
13 cases have been closed during 2021 thus far, during April
14 2 OCI investigators separated from our organization. 70
15 cases were reassigned to remaining investigators on duty.
16 Additionally, 1 OCI investigators separate from OCI in
17 May, and the 52 cases left open are being distributed to
18 our backlog squad, as well as the forthcoming,
19 approximately 69 cases that will be left open by 2
20 members who we anticipate are retiring in July. General
21 public announcement. Citizens can come into the Office of
22 the Chief Investigator made complaints. Were located at
23 900 Merrill Plaisance. Our phone number is (313) 596-
24 2499. We'll take complaints from you right over the
25 phone. We're in operation from 8 to 4 during office

1 hours. If we are closed, citizens are welcome to call,
2 leave a message, and just leave your first and last name
3 and a telephone number.

4 If it's a business day, one of my investigators will
5 come back and we'll call you. You also can file
6 complaints by going to any Detroit Police Precinct and by
7 going to the Precinct, make sure that you asked for a
8 supervisor. You also can file complaints online, www dot
9 Detroit, mi.gov/BOPC. And you can file a complaint
10 online. You also can fax us a complaint. Our fax number
11 is (313) 596-2482. That is the end of my presentation,
12 Honorable Board. I thank you for your time and patience
13 with me in our office. And at this time, I'll be glad to
14 answer any of your questions.

15 CHAIRPERSON BELL: Commissioners?

16 COMMISSIONER BERNARD: I have a question.

17 CHAIRPERSON BELL: Commissioner Bernard.

18 COMMISSIONER BERNARD: Yes, as I've looked at your
19 stats and so forth, there are no use of force complaints.
20 Is that correct?

21 MR. AKBAR: If you look at.

22 COMMISSIONER BERNARD: I see harassment and that
23 troubles me along with demeanor, but I didn't see you
24 don't break it out. I just wanted to ask you because use
25 of force has been such a hot topic, obviously throughout

1 the country. I just want to make sure that we are
2 [01:19:15 inaudible].

3 MR. AKBAR: We only received during that time period
4 8 use of force complaints. As you can see, if you look in
5 that category, you'll see we have one administratively
6 closed, 2 that they claim it was excessive force were
7 exonerated. And 3 were just unfounded, period. And that
8 has to do with the fact that we have those body-worn
9 cameras. That that makes a heck of a difference in terms
10 of us being able to do a thorough and excellent job in
11 terms of the investigative process.

12 COMMISSIONER BERNARD: And the harassment issues.

13 MR. AKBAR: Harassment is a really big, broad,
14 general issue. Sometimes our citizens feel that even with
15 the police just stopping and having a conversation, when
16 they give us a complaint, they consider that harassment.
17 So harassment really those categories probably the most
18 diff difficult one to deal with the once we get into the
19 investigation, we'll find out that's not even the issue.
20 It's another issue and we quickly give it the appropriate
21 title and we investigate that.

22 COMMISSIONER BERNARD: Thank you.

23 MR. AKBAR: You're welcome.

24 CHAIRPERSON BELL: Commissioner Jones.

25 COMMISSIONER JONES: Hi, good afternoon.

1 CHAIRPERSON BELL: Commissioner Davis, next.

2 COMMISSIONER DAVIS: Oh, Lord.

3 COMMISSIONER JONES: Commissioner Davis if you would
4 like to go first I can wait.

5 CHAIRPERSON BELL: Go ahead

6 COMMISSIONER DAVIS: I had my hand up before you.

7 CHAIRPERSON BELL: Let me say this, this is a screen,
8 right? I apologize if I don't see you and Holt doesn't
9 see you, but we will get to you. Go ahead and speak,
10 Commissioner Davis.

11 COMMISSIONER DAVIS: Right. Okay, my question, sir,
12 how quickly do you usually notify the person that's
13 making the report that you received it and you taking
14 action?

15 MR. AKBAR: Okay, how the process works. When they
16 first file a complaint and it goes through my front
17 office, my clerical staff will send out a letter, let
18 them know who is - they have the receipt of their
19 complaint and who is their investigator, and they have a
20 phone number if they wish to call. But generally my
21 investigator, as soon as they get a case, reach out and
22 call the complainant. If we haven't completed the case
23 and 45 days have passed, we send out a second letter and
24 we try to contact them by phone to let them know that
25 their case is still open, and we're still working on it.

1 COMMISSIONER DAVIS: Thank you.

2 MR. AKBAR: Okay.

3 COMMISSIONER JONES: All right. Through the Chair.

4 CHAIRPERSON BELL: Yes, sir.

5 COMMISSIONER JONES: All right. Thank you, OCI Akbar,
6 for your report. You did an excellent job, and I'm
7 looking at the stat sheet that you have before us. One of
8 the things that I don't see here is how many of those
9 investigations that you do, where the citizen made the
10 complaint, but they don't follow up to reaffirm the
11 experience that they're complaining about what the
12 officer's because I read a great deal of these cases and
13 I really see where a lot of people don't bother to engage
14 the investigator when they call, write letters, leave
15 messages for them to get back with them. And is there any
16 statistic about how many people don't participate in the
17 process of making a complaint?

18 MR. AKBAR: I probably can research our database and
19 give you that information. A lot of times when they don't
20 follow through, they might be angry at the time when they
21 make the complaint. And other times they may have
22 attorneys because they're looking down the road to sue us
23 and the attorneys may advise them not to talk to us,
24 hoping the fact that we don't do anything and then that's
25 something else they could bring up when they sue us. But

1 we followed through, regardless of when you make a
2 complaint, if they don't cooperate or not, we're still
3 going to follow through because it protects the City of
4 Detroit, it protects us, and it protects the citizens,
5 also.

6 COMMISSIONER JONES: One more question. On the use of
7 force complaints, isn't it the case where there is a use
8 of force that the officers have to complete an entirely
9 separate report on their log sheets and everything
10 regarding the use of force, and what happened in that
11 instance?

12 MR. AKBAR: Yes, they do, they do have to make out a
13 use of force report, right.

14 COMMISSIONER JONES: Okay. All right. Thank you, sir,
15 for your report.

16 CHAIRPERSON BELL: Commissioner Burch, Commissioner
17 Bernard.

18 COMMISSIONER BURCH: Okay. I'm sorry, Mr.
19 Commissioner. Mr. Akbar, let's go back like four years
20 ago. I just want to know that when I was doing reports,
21 the complaint, we would always notice on the line to see
22 how many other accusations had been made against that
23 officer. Do you still do that, where we were trying to
24 see if it is like a repeat of this officer, having
25 complaints made against them? And then many times what

1 concerned me in reading the complaint, it would say this
2 portion was not recorded and that was due to them, not
3 wearing their body-worn camera. Do you still have that
4 going on today?

5 MR. AKBAR: The percentage answered the second part
6 that you talked about. The percentage is really low in
7 terms of them not activating or aggravating their body-
8 worn camera. When they first were introduced to the
9 Police Department, it was a situation where I don't want
10 to say that they did it on purpose, but I'll say they
11 weren't used to that technology and when they would get
12 out of the car, you know, they didn't turn it on. And
13 with respect to the first thing that you, that you asked
14 now, I did, since I've taken over, there are in our
15 database, gives us a history of all of the offenses that
16 were pointed out. But here's what my problem was for me.
17 We are responsible for doing unbiased investigations and
18 to have my investigators look at all that type of data
19 information before they even start their investigation,
20 always being a human being in your mind, you already
21 think of each case is dealt with separately. A person
22 could be accused of five different incidents for
23 something, and we could not prove it. Okay. However, on
24 this. Oh, I mean, you get what, I'm saying, ma'am.

25 COMMISSIONER BURCH: I got you.

1 MR. AKBAR: Okay. All right. Thank you.

2 COMMISSIONER BURCH: Thank you. Okay.

3 CHAIRPERSON BELL: Commissioner Bernard.

4 COMMISSIONER BERNARD: Thank you, Mr. Chairman, just
5 real quickly, Akbar, one of the things - we got the
6 report from the Department when they did their whole
7 disciplinary unit within the Department, within the
8 Chief's Office, they were, our cases I referred to them
9 as sustained. And then many times they would come back
10 and say, well, we still don't think it's appropriate. So
11 they can dismiss if you will, our finding that the
12 complaint was sustained. That's still true, I assume. Who
13 deals with that?

14 MR. AKBAR: Here's the issue, but keep in mind our
15 investigative body, we are fact-finders. We point out the
16 violations and we submit them to disciplinary and they
17 have a reviewing process. I believe they call officers
18 in. And eventually, they make the bottom line. They make
19 a final decision in terms of what the actual discipline
20 will be. We have no control over that but I make sure
21 that we do our job and look at all the facts. And if it's
22 appropriate, I'll say that they violated policy and we
23 had that evidence there, then we submit it. That's what
24 we do.

25 COMMISSIONER BERNARD: Okay. Thank you.

1 MR. AKBAR: You're welcome.

2 CHAIRPERSON BELL: If there are no other questions I
3 want to thank Interim Chief Akbar for an excellent report
4 and also I want to thank the OCI staff that work on these
5 cases. And I want to thank their support staff because we
6 try to provide more stats and more information about what
7 transpired, we're trying to provide information, get back
8 to the citizens in a timely manner. So when those issues
9 come up, we're in a better place today versus if we were
10 a year ago in terms of trying to report out and trying to
11 keep a record though. So thank you. Ms. White your
12 report.

13 MRS. WHITE: Yes. Through the Chair, Honorable Board.
14 If you would note the agenda for this week's incoming
15 correspondence, you receive the weekly DPD facial
16 recognition technology report, and also various other
17 staff reports and DPD reports, including, and not limited
18 to the administrative messages announcing the
19 Department's reorganization plan and the Chief's
20 reorganization plan and Departmental organizational
21 chart, which was distributed last Thursday for your
22 consideration. You also received just a bit ago, the
23 Office of the Inspector General final case disposition on
24 case number 20- 20026 regarding the investigation. So you
25 have received those items for this week, and that

1 concludes the Interim Board Secretary report for this
2 week. Thank you.

3 CHAIRPERSON BELL: Thank you, Ms. White.

4 CHAIRPERSON BELL: We move on to unfinished business.
5 We have the Police Commissioners investigation interview,
6 unfinished business, and other unfinished business. If
7 not, we will start with the investigator - two
8 individuals who have complied with the schedule. Ms.
9 White.

10 MRS. WHITE: Yes. Through the Chair. Honorable Board.
11 Again, you have received the interview packet in
12 preparation for today's interviews. There are two
13 interviews scheduled for today and the first one is with
14 Mr. Kawane Johnson and also Mr. Shawn Rule is from the
15 city's HR division. He is a recruitment specialist and
16 will be conducting the interview today. He will conduct
17 the technical portion of the interview and the Honorable
18 Board will follow up with questions immediately
19 thereafter. Also, we are waiting for Ms. Tracy Meeks, but
20 she will be joining in soon, also from the city's HR
21 Division, a supervisor at the HR Division and she will
22 provide support and assistance during the interview
23 process. Mr. Shawn Rule, if you could please introduce
24 yourself and move forward with your introductions and
25 your instructions script. Thank you,

1 VICE-CHAIR HOLT: Ms. White, through the Chair.

2 CHAIRPERSON BELL: Yes, ma'am.

3 VICE-CHAIR HOLT: So apparently the other person is
4 not interviewing today?

5 CHAIRPERSON BELL: We have two. The other ones could
6 not make the commitment to interview. We only have two.
7 Ms. White. What is the timeframe for these interviews?

8 VICE-CHAIR: Chair Bell, that

9 MRS. WHITE: Through the Chair?

10 CHAIRPERSON BELL: Did I answer your question?

11 VICE-CHAIR HOLT: No sir, you did not.

12 CHAIRPERSON BELL: Okay, what is your question? I'm
13 sorry. I apologize.

14 VICE-CHAIR HOLT: I only heard one name. I'm sorry,
15 through the Chair from Ms. White, correct?

16 MRS. WHITE: Through the Chair. At this time, Mr.
17 Kawane Johnson, and can provide clarification for the
18 pronunciation of his first name. He was called at this
19 time for the first scheduled interview, which will last
20 approximately 20 minutes. And then you have a second
21 interview with the named individual in your packet. So
22 there's one interview at a time. So Mr. Kawane Johnson is
23 first and then your second interviewee candidate will be
24 immediately after this interview and she listed in your
25 packet.

1 VICE-CHAIR HOLT: Okay. Thank you. That answers my
2 question.

3 COMMISSIONER BERNARD: Melanie, we didn't get the
4 second packet. We didn't get those in our packets. At
5 least I didn't get it in mind.

6 MRS. WHITE: Okay.

7 COMMISSIONER BERNARD: Don't you always reproduce
8 them, right.

9 MRS. WHITE: We will redistribute them. Thank you.

10 COMMISSIONER BERNARD: I don't have the stuff in this
11 pack.

12 VICE-CHAIR HOLT: We didn't get it in this packet,
13 but we got it before now.

14 COMMISSIONER BERNARD: I know, but you know,

15 CHAIRPERSON BELL: Commissioner Holley,

16 COMMISSIONER DAVIS: We can't hear you.

17 MRS. WHITE: Commissioner Holley, your microphone is
18 muted at this time, sir.

19 COMMISSIONER DAVIS: Hey, fatty talker.

20 MRS. WHITE: If staff co-hosts could please assist
21 with enabling Commissioner Holley's microphone, please?

22 CHAIRPERSON BELL: Well, let's go ahead and get back
23 to his question. I can't, he didn't, he got frustrated
24 and turned it on muted. Thank you.

25 MRS. WHITE: Okay. Mr. Shawn Rule, if you could

1 please move forward.

2 MR. RULE: Fantastic. Good afternoon board members.
3 We will be conducting a technical experience interview.
4 It will last for 20 minutes in total. So I have three
5 technical questions.

6 CHAIRPERSON BELL: Sir, can we narrow it down? We
7 trying to do the whole process with Commissioners
8 speaking. Can you narrow that down to no more than 10
9 minutes? Is that possible?

10 MR. RULE: Absolutely.

11 CHAIRPERSON BELL: Yes, sir, we appreciate it. 10
12 minutes for you and 10 minutes for the interview process.
13 That is a whole lot of time to keep us on this call.
14 Thank you.

15 MR. RULE: Understood. Okay, so let's jump right in.
16 Kawane, can you hear me?

17 MR. JOHNSON: Yes, I can.

18 MR. RULE: All right, fantastic. So first question.
19 Sometimes internal and external customers can have
20 unreasonable expectations that we must manage. Please
21 describe a situation in which you had to manage an
22 unreasonable expectation?

23 MR. JOHNSON: Well, in my history of doing
24 investigations, we often have turnaround times. I think I
25 heard today your case is 45 days. I've had turnaround

1 times for 30 days. So essentially what I like to do is
2 when I get an investigation, I start with an
3 investigative plan. I reach out to the complainant or the
4 person filing the complaint. And what I do is I keep them
5 abreast. Sometimes they're not going to be happy with the
6 results of the investigation. That's fine. You have to
7 remind them that an investigation is often done by policy
8 and what is legal. And every investigation seems to have
9 its own nuances. So when someone's difficult oftentimes
10 you may have to go above and beyond. So you may have to
11 take extra time with that person, whereas a normal
12 interview of a person may last 10 minutes, you might have
13 to go 30 or 40 minutes just to allow a person to vent.

14 MR. JOHNSON: So those are some of the things or some
15 of the practices that I like to do. Again, start with a
16 good investigative plan because you need to know the
17 details. You got to know the backgrounds of certain
18 officers like one of the panel members said, some
19 officers have more than one complaint or one person may
20 have more than one similar complaint lodged against them.
21 So you need to know that information; if you can find any
22 information on the reporting party or the complainant
23 that may help as well. But oftentimes you have to
24 remember that every elevated voice is not necessarily a
25 voice of anger towards you. It's probably a plea for

1 help. So that's the mindset that I use when I start an
2 investigation and I deal with unruly personnel.

3 MR. RULE: Great. Next question. Please describe a
4 time for us when you were asked to stay late at work to
5 help solve an unexpected problem or meet a challenging
6 deadline.

7 MR. JOHNSON: I don't think I've ever had to be asked
8 to stay late. I think depending on what organization
9 you're in, you know, the volume of work, you understand
10 how many man-hours it's probably going to take. You
11 understand who's available to help on particular
12 projects. If it's solely your project, then you make the
13 decision to stay late. You work weekends sometimes, you
14 put in the extra hours to do that. So I just think in
15 today's world, that's, that's common especially when
16 we're dealing with 30 or 45-day turnarounds. And you
17 know, it affects the organization as a whole. It affects
18 you personally, but it affects the organization as a
19 whole. So I think that just you look at your caseload,
20 you understand the volume of work, some cases you can get
21 off your plate a lot a little more swift, some you want
22 to take a little bit more time and, you know, personally
23 you have to decide how you manage your caseload. But if
24 the question is, do I have a problem with staying late or
25 putting in extra work? I do not. That's part of fostering

1 a career.

2 MR. RULE: Thank you. Final question. Think of a time
3 when you had a lot to do in a short amount of time, how
4 did you go about accomplishing your work?

5 MR. JOHNSON: Well more than often in investigations,
6 you always have a huge caseload. So what I like to do is
7 organize it based on what creates liability for the
8 organization, what's a liability for a potential lawsuit
9 to the company. I like to organize it by what comes in
10 first, if practical, and so on and so forth. So again,
11 first what's potential liability to the company or the
12 organization? You have to knock those out first. 2) If
13 you're directed to do, or if it's implied that certain
14 investigations get done first, we do those, and often or
15 not, I knock out the easiest investigations first,
16 because that helps with data and statistics and closer
17 ratios. So that's a little bit how I do it and that's
18 been my plan and practice. So that has worked. And if,
19 you know, if given feedback to do something different, I
20 have no qualms in doing things differently.

21 MR. RULE: Mr. Johnson, thank you very much for your
22 responses. I open it up now for questions from the Board.

23 CHAIRPERSON BELL: Thank you, sir. Commissioners,
24 raise both hands.

25 VICE-CHAIR HOLT: Chair Bell. We have Commissioners

1 Davis, Bernard, and anyone else?

2 CHAIRPERSON BELL: By all means, Davis is going to go
3 first.

4 VICE-CHAIR HOLT: Okay. Thank you.

5 COMMISSIONER DAVIS: Good afternoon. Thank you for
6 applying because we definitely need some help. I see that
7 you were employed by the City of Detroit as a police
8 officer from 1997 to 2018. In the event that you are one
9 of our successful candidates, do you think you would have
10 any problems reporting stuff on former officers you may
11 have worked with?

12 MR. JOHNSON: I don't think that's an issue. For the
13 last 10 years of my career, I worked in the labor
14 relations disciplinary. I ended my career in professional
15 standards and we had to report out on officers all the
16 time. You know, I look at this role as an agent for the
17 Board of Police Commissioners. With that said, we serve
18 the community, but we also partner with Detroit Police
19 Department. So let's say there are bad apples or
20 different apples that have been identified. It only helps
21 the citizens and the Police Department identify those
22 people and perhaps get some corrective action to those
23 individuals. So, no, sir, I would not have any issues
24 with that.

25 COMMISSIONER DAVIS: I also see that you were a part

1 of the Office of the Chief of Police for two years. So
2 you say you wouldn't have any problems, right?

3 MR. JOHNSON: No, sir.

4 COMMISSIONER DAVIS: Okay. Thank you.

5 MR. JOHNSON: Thank you.

6 CHAIRPERSON BELL: Who is next? Commissioner Bernard.

7 COMMISSIONER BERNARD: Hi, Mr. Johnson, I'm confused
8 by your resume. Are you a NACOLES certified police
9 officer?

10 Mr. JOHNSON: So as a retired police officer if you
11 do not continue in a law enforcement capacity after two
12 years you're NACOLES lapse unless you renew it somehow.
13 So currently, no, ma'am to answer your question.

14 COMMISSIONER BERNARD: You are a retired, Detroit
15 Police Officer?

16 MR. JOHNSON: Yes, ma'am, proudly.

17 COMMISSIONER BERNARD: Your resume starts from 1997
18 to 2000. So you retired after what, 20 years?

19 MR. JOHNSON: Almost 22 years.

20 COMMISSIONER BERNARD: Okay. So you retired as a
21 police officer and while you were a police officer, you
22 performed these other administrative roles within the
23 Department?

24 MR. JOHNSON: Yes ma'am.

25 COMMISSIONER BERNARD: Okay. Now, since - and you

1 finished all that in 2018, is that correct?

2 MR. JOHNSON: Yes ma'am.

3 COMMISSIONER BERNARD: Okay. Then you went to
4 Everett, Washington to work for Boeing?

5 MR. JOHNSON: Yes ma'am.

6 COMMISSIONER BERNARD: Are you there now?

7 MR. JOHNSON: No. I'm in Michigan now. I've since
8 returned to Michigan. Ma'am.

9 COMMISSIONER BERNARD: When did you leave Boeing?

10 MR. JOHNSON: Last August.

11 COMMISSIONER BERNARD: Okay. So you'd been back in
12 Detroit since August of 2021.

13 Mr. JOHNSON: Approximately, yes ma'am.

14 COMMISSIONER BERNARD: All right. And what have you
15 been doing since then?

16 MR. JOHNSON: I currently work for another company. I
17 don't want to name them at this point because it's a
18 public forum.

19 COMMISSIONER BERNARD: Why are you interested in this
20 position?

21 MR. JOHNSON: interested in this position because
22 it's more akin to what I have an aptitude for, what I
23 have a desire to do. I want to continue to build my
24 career in investigations someday, be a manager of
25 investigations. I also have a connection with the City of

1 Detroit, right? I want to help improve those conditions.
2 I'm a native Detroiter. So anybody that's a native
3 Detroiter, especially who has come up in the '60s and 70s
4 and '80s. There's a pride when you remember those times
5 and you know, there's still pride in the city, but I
6 would like to help it get back to what it once was, and
7 this is my way of being able to do that.

8 COMMISSIONER BERNARD: When you were working for the
9 Chief,

10 CHAIRPERSON BELL: That's your last question, please.

11 COMMISSIONER BERNARD: I'm sorry. I said when you
12 were working for the Chief, which Chief did you work for?

13 MR. JOHNSON: The chief, I should know his name. The
14 one that came from Wayne County, Chief.

15 CHAIRPERSON BELL: Warren Evans.

16 MR. JOHNSON: Warren Evans. Thank you, sir. I'm
17 sorry. I'm pushing 50 and starting to lapse.

18 COMMISSIONER BERNARD: Okay. All right. And so you
19 also worked since you left the Police Department for UPS
20 as a supervisor?

21 MR. JOHNSON: I did that in my last year, while I
22 worked at DPD, I was able to do that. I did that during
23 the night shift. You load trucks at night.

24 COMMISSIONER BERNARD: Do you have a writing sample
25 for us?

1 MR. JOHNSON: I can provide you one.

2 COMMISSIONER BERNARD: or investigated?

3 MR. JOHNSON: I think I can provide you one. I would
4 probably have to redact a lot of information.

5 COMMISSIONER BERNARD: You can redact the person's
6 name. I understand that, but I think we'd be interested
7 in seeing that. Okay, so you are in Detroit currently?

8 MR. JOHNSON: Yes, ma'am.

9 CHAIRPERSON BELL: Thank you, Commissioner Bernard.
10 Who else is speaking or have a question or concern?

11 VICE-CHAIR HOLT: I have a question, through the
12 Chair.

13 CHAIRPERSON BELL: Yes ma'am.

14 VICE-CHAIR HOLT: I too was going to ask the question
15 as to which police chief it was, you were assigned. So
16 I'm appreciative that Commissioner Bernard cleared that
17 up. And as you worked under the Chief of Police, you
18 investigated citizens' complaints filed against police
19 officers. Now, when we, Commissioners review some of the
20 complaints, and if that complaint happens to be
21 sustained, I believe that the complaint is turned over to
22 the Chief of Police. With those complaints I've come
23 across, are those the complaints you would have resolved
24 during or recommended for suspension or whatever the case
25 might have been?

1 MR. JOHNSON: Well, in my role, I wouldn't recommend
2 a penalty.

3 VICE-CHAIR HOLT: That's for the Chief of Police, but
4 with those would have been complaints you would have
5 reviewed?

6 MR. JOHNSON: Yes, ma'am. When those come in I would
7 log those in and we would disseminate those to the
8 different districts in precincts. Yes ma'am. Okay. Thank
9 you.

10 CHAIRPERSON BELL: Commissioner Hernandez, is your
11 hand up?. Okay.

12 COMMISSIONER HERNANDEZ: No, Commissioner Bernard
13 asked all six of mine.

14 CHAIRPERSON BELL: I do have one question, maybe two.
15 Have you continued your investigation in some capacity in
16 the last 3, 4 years?

17 MR. JOHNSON: Well, that's what I did at Boeing. I
18 was a corporate investigator at Boeing.

19 CHAIRPERSON BELL: Okay. Thank you. Next question.
20 Are you computer and technology savvy?

21 MR. JOHNSON: Yes, sir.

22 CHAIRPERSON BELL: Okay.

23 VICE-CHAIR HOLT: I'm sorry, Chair Bell. One last
24 question, especially in light of the fact that is it
25 Kawane or Kawane.

1 MR. JOHNSON: Kawane.

2 VICE-CHAIR HOLT: Ms. White, you were correct. Okay.
3 the question was asked if you would have issues being a
4 former police officer with having to perhaps rule on the
5 negative behavior of a police officer who had been
6 subjected to a complaint, are you familiar with the DPD
7 policy of right to intervene?

8 MR. JOHNSON: Right to intervene?

9 VICE-CHAIR HOLT: Correct?

10 MR. JOHNSON: No. I'm not familiar with that at all.

11 VICE-CHAIR HOLT: Okay. Thank you.

12 CHAIRPERSON BELL: I might add that was not in place
13 when he was on the job that came about just recently.

14 VICE-CHAIR HOLT: I don't know that?

15 CHAIRPERSON BELL: I don't know. I just want to
16 clarify. I don't know what you know, but I just wanted to
17 state.

18 VICE-CHAIR HOLT: Well, maybe in that example, you
19 should.

20 CHAIRPERSON BELL: Okay, I got it. Thank you. Thank
21 you, Mr. Johnson. Thank you for the opportunity.

22 COMMISSIONER BURCH: Wait, wait. One more, one more,
23 one more Chair Bell.

24 VICE-CHAIR HOLT: Commissioner Burch.

25 COMMISSIONER BURCH: I just wanted to ask you, sir,

1 how do you feel about partnering, especially when the new
2 recruits go out on their job? How do you feel about
3 partnering with African-Americans and Caucasians? Do you
4 believe into together the same race or not?

5 MR. JOHNSON: Okay. Well as a new recruit, I had to
6 partner with officers who are not of my same demographic,
7 not many issues, but times have changed. I don't see an
8 issue with it. I think what needs to be incorporated is
9 what's legal, what you can legally do. And what is a
10 company policy or Departmental policy? Are you always
11 going to have people who don't like each other or from
12 different backgrounds who may maybe not get along
13 personally, but in the role of a police officer, you have
14 to remember, you have to stay professional, you have to
15 do what's illegal and you have to do what's the procedure
16 as mandated to do. So, I hope that answers your question.

17 COMMISSIONER BURCH: Not really. I was trying to see,
18 how do you feel about two officers as far as one that was
19 just a recruiter, one that has seniority. Don't you think
20 the seniority can help to train that where you wouldn't
21 have to younger officers?

22 CHAIRPERSON BELL: Commissioner Burch, I think we're
23 going outside the scope of an interview for a candidate.
24 He answered that question.

25 COMMISSIONER BURCH: I don't have to judge people.

1 CHAIRPERSON BELL: He answered that question to the
2 best of his ability. We want to move on. Thank you.

3 COMMISSIONER BURCH: You always want to move on when
4 I ask a question?

5 CHAIRPERSON BELL: Well, ma'am he responded to the
6 question, ma'am.

7 COMMISSIONER BURCH: That's okay. No, he didn't.
8 That's okay.

9 CHAIRPERSON BELL: He answered to the best of his
10 ability. I'm not going to debate. He answered to the best
11 of his ability. Ms. White next candidate.

12 COMMISSIONER BURCH: Pastor Holley, you're sitting
13 there and laughing.

14 MRS. WHITE: Yes, sir. Through the Chair, the next
15 candidate, and excuse me, Mr. Johnson. Thank you for the
16 interview. The Honorable Board will be in touch with you.

17 MR. JOHNSON: Thank you.

18 MRS. WHITE: The next candidate is Ms. Betty Ellen-
19 Coubts, and we are working on bringing her over to the
20 panel gallery. So she is not on the panel gallery at this
21 time.

22 CHAIRPERSON BELL: While we're waiting. I would hope
23 that you take some time to perhaps rate the person we
24 just interview from 1 to 10. Can we do that in your own
25 personal note? And I will suggest to Commissioner Holley

1 in the future, maybe we need - I'm glad everybody didn't
2 show up. Maybe we just need to do three interviews at a
3 time because it's going to be some time-consuming
4 process. So they would take a long - that's my
5 suggestion. I'm glad everybody didn't show up for an
6 interview, it would've been a bit too much to try to get
7 through this and be fair to the candidate into the
8 Commissioners.

9 MS. COUBTS. I'm sorry. Hello. I'm Ellen Coubts. I'm
10 the other candidate.

11 CHAIRPERSON BELL: Yes, ma'am.

12 MRS. WHITE: Mr. Rule, if you could move forward with
13 your interview questions?

14 MR. RULE: Ms. Coubts, thank you for joining. I have
15 three technical/experience questions. Basically, I'm
16 going to look for your responses and then we'll open it
17 up to the Board for questions. First question. Sometimes
18 internal and external customers can have unreasonable
19 expectations that we must manage. Please describe a
20 situation in which you had to manage an unreasonable
21 expectation?

22 MS. COUBTS: There was an abandoned house. When, in
23 terms of expectations of customers or management, is that
24 your question? I want to make sure you get. I want to
25 make sure I have the correct reference.

1 MR. RULE: Yes, that's fine.

2 MS COUBTS: Well from my experience, my 26 years'
3 experience with the Police Department, one incident that
4 comes to mind is an incident when I worked at Criminal
5 Sex Crimes Unit and a supervisor wanted me to go and
6 check on a new case I was assigned and look for evidence.
7 When I went to the location, the house was abandoned and
8 it was condemned. And I relayed that information to my
9 supervisors saying that there was no possible way that
10 the incident happened there, but the victim was adamant.
11 I found a way to check the surrounding area. That was my
12 difficult area, difficult situation because I couldn't
13 get in, everything was boarded up the front door open.
14 There was a hole in the floor, so there was no way
15 anybody could possibly go inside. I checked all the
16 sides, windows, everything.

17 MS COUBTS: I communicated that to the supervisor I
18 call for resources to see if maybe if there's a little
19 help because maybe I was missing it. Maybe someone else
20 can help me with my problem. And they were adamant about
21 me going inside the home, which was really unsafe for me.
22 And like I said, I relayed that information. No one was
23 really listening to me. And what I did was I didn't put
24 myself in harm's way. I called for a canine unit because
25 it was still fresh at the time. That case called my

1 resources and come to find out my end result was that it
2 never happened there. But that was my difficult situation
3 because they were going by the victim's information and
4 the victim wasn't there at the time.

5 MR. RULE: Okay. Ms. Coubts, thank you. Second
6 question, please describe a time when you were asked to
7 stay late at work to help solve an unexpected problem or
8 meet a challenging deadline?

9 MS. COUBTS: I was also working in sex crime at the
10 time and we had a case where we found out information
11 that our possible suspect was leaving town. So we were
12 almost finished tuning up for the day and the victim
13 called and she told us, hey, look, he's leaving town,
14 he's packing up. I heard this from relatives. At the time
15 we had resources like taskforce. So they lent those
16 units. I quickly type out search warrants that I needed
17 because I knew I needed them the next day. So I ended up
18 staying that evening. I quickly took my search warrant to
19 the judge, signed it conducted our search warrants.
20 Taskforce ended up finding relatives of this particular
21 guy and the end result was we ended up catching him
22 before he left town. And what was the good thing about it
23 was he was also charged guilty at the end of the trial,
24 but due to that diligence that persistence that drives
25 that energy and not wanting to let that man go and to

1 help out that victim, that's what made me want to stay
2 and help that victim.

3 MR. RULE: Fantastic. So final question. Think of a
4 time when you had a lot to do in a short amount of time,
5 how do you go about accomplishing your work?

6 MS COUBTS: That is where you go through your
7 priorities. What's more important? You organize it, you
8 delegate, you sit back, you think about it. You engage
9 and you be creative. Sometimes you have to think out of
10 the box and you have to figure out certain ways of doing
11 things to get it done in that short period of time. Like
12 for example, that gentlemen that were leaving town, you
13 had to rush, there was no sitting back, I'll get back to
14 it tomorrow. It had to be done right then and there. So
15 you take in everybody's ideas, you put them together, you
16 work with your people and you come up with a better
17 solution to hurry up and get that information or that
18 problem done.

19 MR. RULE: Great. And at this time we will open it up
20 for questions from the Board.

21 CHAIRPERSON BELL: Commissioner Davis, but we going
22 to limit to two questions to all the Commissioners, then
23 we might come back to you. Is that fair enough? Two
24 questions, and when everybody has a chance to speak then
25 we might come back to you. Commissioner Davis.

1 COMMISSIONER DAVIS: I see that you worked for the
2 City of Detroit Police Department from 1988 to 2018. What
3 have you been doing since then?

4 MS. COUBTS: No, I've worked for the Police
5 Department from 1986 to 2012.

6 COMMISSIONER DAVIS: Okay and since then?

7 MS. COUBTS: And since then I had a desire to go back
8 to school and get my degree. I dropped out of school when
9 I joined the Police Department. I dropped out of college
10 and in that time life happens, I ended up having children
11 and things like that. And what I did was when I retired,
12 I said, okay, I'm going back in my degree because I'm
13 educated, driven. I'm always willing to learn something.
14 So I got my degree during that time, I got a part-time
15 job and now that I've gotten my degree, I miss working
16 for the City of Detroit and me kind of want to come back.

17 COMMISSIONER DAVIS: Okay. So your job is not related
18 to investigations or anything?

19 MS. COUBTS: My job is working for Target as a
20 customer service.

21 COMMISSIONER DAVIS: Thank you.

22 CHAIRPERSON BELL: Commissioners.

23 VICE-CHAIR HOLT: Through the Chair.

24 CHAIRPERSON BELL: Yes ma'am.

25 VICE-CHAIR HOLT: Okay. Thank you, Ms. Coubts. And

1 that was my next question to you. You, you indicated that
2 since raising the young people in your family, you went
3 back to school and what does that degree consist of?

4 MS. COUBTS: Its liberal art and I also learned a
5 second language, which was sign language. I fell in love
6 with the language and I ended up learning sign language,
7 and I'm still continuing with that education in the fall.

8 VICE-CHAIR HOLT: Through the Chair. My second
9 question, and where are you matriculating?

10 MS COUBTS: I'm sorry, what?

11 VICE-CHAIR HOLT: Okay. And where are you attending
12 school?

13 MS. COUBTS: Oh, I just graduated from Madonna
14 University.

15 VICE-CHAIR HOLT: Oh, congratulations.

16 MS. COUBTS: Thank you, thank you very much.

17 VICE-CHAIR HOLT: Except that information is not in
18 your resume.

19 MS. COUBTS: It was presented before I graduated.

20 VICE-CHAIR HOLT: You should have put it there, you
21 know, in pursuit of, but for sharing.

22 MS. COUBTS: Yes.

23 CHAIRPERSON BELL: Any other Commissioner?

24 COMMISSIONER BERNARD: Yes, me. Thank you for
25 interviewing with us. Ms. Coubts. I'm trying to

1 understand, have you ever managed anybody?

2 MS. COUBTS: Yes, ma'am. My last few years in the
3 Police Department, I was administration at number 6. So I
4 managed the whole IOU and the detectives unit at number
5 6. And since I've been at Target, I'm also an acting
6 supervisor in customer service.

7 COMMISSIONER BERNARD: No writing sample. Do you have
8 a writing sample that you could share with us?

9 MS. COUBTS: Writing? No, I don't have anything with
10 me at the moment. I'm sorry.

11 VICE-CHAIR HOLT: You can create it.

12 COMMISSIONER BERNARD: You can send it to us because
13 this position is heavy on writing and on things like
14 that, you know, organizing facts and making [02:00:07
15 inaudible] et cetera. So we would need a writing sample.
16 And if it relates to some sort of investigation or task
17 that would be most helpful.

18 MS. COUBTS: Yes. Ma'am. I can get that to you. I
19 will go through whoever's in charge of the zoom and
20 figure out a way to get it to you guys.

21 CHAIRPERSON BELL: Thank you.

22 VICE-CHAIR HOLT: Ms. White, you will send it to Ms.
23 White. Thank you.

24 CHAIRPERSON BELL: She would communicate with her.
25 Thank you. Commissioner Burch.

1 COMMISSIONER BURCH: Ms. Coubts, I think you answered
2 my question. Have you been employed by DPD?

3 MS. COUBTS: Yes.

4 COMMISSIONER BURCH: You don't. Well, I can just ask
5 the question. I hope to Chair Bell. You don't think that
6 would be a conflict in the position that if you get it?

7 MS, COUBTS: No, ma'am, I don't think so because I
8 am.

9 COMMISSIONER BURCH: How so, yes.

10 MS. COUBTS: I have a strong work ethic and I'm
11 dedicated, so I'm also fair to an individual. I love
12 people so I can be objective.

13 COMMISSIONER BURCH: So it wouldn't be a conflict on
14 you if you happen to know somebody's family.

15 MS. COUBTS: No, ma'am.

16 COMMISSIONER BURCH: All right. Thank you, ma'am.

17 MS. COUBTS: Yes.

18 CHAIRPERSON BELL: I don't see any other hands up. I
19 have one and maybe two questions. Ms. Coubts, how many
20 years of investigative experience do you have?

21 MS. COUBTS: I have 24 years out of my 26 years in
22 the police department.

23 CHAIRPERSON BELL: Go ahead, I'm sorry.

24 MS. COUBTS: I have worked homicide sex crimes
25 against property persons, property child abuse, number

1 10, which is a fraud numb Southwest. I've done most of my
2 investigations during my tenure.

3 CHAIRPERSON BELL: Thank you. So you retired as a
4 what rank?

5 MS. COUBTS: As an investigator.

6 CHAIRPERSON BELL: Investigator. Thank you. So you
7 held the most, I think sex crime is the most sensitive
8 job that you could perhaps investigate, working in that
9 particular unit. That's my understanding because you're
10 dealing with the victim and they're not always willing to
11 cooperate. We find that somewhat in citizens complaint,
12 but that was a whole different world. Could you elaborate
13 on your experience of working with the victim and their
14 family?

15 MS COUBTS: With sex crimes, you had to have that
16 compassion, which a lot of which was most of the work,
17 pretty much, gained their trust. So they would that they
18 will understand that you will be willing to work in their
19 favor and work your hardest. And I've worked with the
20 children in sex crimes, the unknown, and the known, which
21 were the domestics and across the board if they feel that
22 they can trust you and that you understand them, and that
23 you believe that particular person with their particular
24 sex crimes, you can go a long way. They can give you - if
25 they volunteered information, which makes your

1 investigation a lot easier and makes you willing to put
2 forth all your effort. But I've enjoyed working in sex
3 crimes because of the satisfaction that when we get to a
4 trial and they say guilty and the relief and the feeling
5 of I have accomplished something, somebody believed me.
6 That was worth it.

7 CHAIRPERSON BELL: Thank you. I assumed there was no
8 other question. Ms. Coubts, I want to thank you, and Ms.
9 White, could you elaborate?

10 MRS. WHITE: Yes. Ms. Coubts, the Board of Police
11 Commissioners will be in touch with you. And thank you
12 again for your time.

13 MS. COUBTS: Thank you very much.

14 MRS. WHITE: Through the Chair, Mr. Shawn Rule is
15 also still on the line. I wanted to just double check and
16 see if you had closing remarks for Mr. Shawn Rule from
17 the city's HR Division.

18 CHAIRPERSON BELL: Yes, he, if he wants to speak I
19 appreciate his involvement.

20 MRS. WHITE: If you had closing remarks, sir.

21 COMMISSIONER BERNARD: I have a comment for him if he
22 wants. Mr. Rule, is he still there. No, he's gone.

23 MR. RULE: No, I'm here. Yes ma'am.

24 COMMISSIONER BERNARD: Okay. Sir, I just think your
25 question about staying late is, no offense to you, just

1 personally is frivolous. I mean, all professionals, if
2 you're interviewing for a professional position, you're
3 not a 9 to 5, and you don't take your business. I just
4 thought, you know, for a position that is as important as
5 this, it's understood, like in your position that you're
6 going to take. Are you dedicated to getting the job done?
7 You know, not just after staying late, you may have to
8 stay all weekend. I mean, you know---

9 MR. RULE: Ma'am, if I may interject. I apologize.
10 Those questions were provided for me. I didn't make those
11 questions up. They came from test development.

12 COMMISSIONER BERNARD: For a secretary, maybe, but
13 not for a professional.

14 MR. RULE: I wouldn't have chosen those questions if
15 it were up to me. I'm just being very honest. I agree
16 with you. That was a frivolous question.

17 COMMISSIONER HOLLEY: Mr. Chairman, Mr. Chairman.

18 MRS. WHITE: Through the Chair.

19 CHAIRPERSON BELL: Let's pause for a minute. Ms.
20 White.

21 MRS. WHITE: I just want to share it clarification
22 for the record the city's test development unit
23 specializes in developing questions, interview questions
24 for interviews for candidates for the City of Detroit. So
25 that was developed by the city's talent or test

1 development unit, who specializes in developing
2 informatics.

3 COMMISSIONER BERNARD: For maintenance workers, not
4 for a professional position.

5 CHAIRPERSON BELL: Commissioner Bernard, Commissioner
6 Bernard, we've not going to debate the question with how
7 he responded. Let's move on. Sometimes we need not speak
8 what we think but do it on the sidebar or make those
9 types of comments, because it's embarrassing to that
10 person in terms of fueling those questions. You didn't
11 know how he arrived and he explained, so let's move on.

12 VICE-CHAIR HOLT: Through the Chair.

13 CHAIRPERSON BELL: Yes, ma'am.

14 VICE-CHAIR HOLT: For some reason, Commissioner
15 Holley's face is lightening up.

16 COMMISSIONER HOLLEY: I'm on the line.

17 CHAIRPERSON BELL: He's on the line. Thank you,
18 Commissioner Holt.

19 VICE-CHAIR HOLT: Okay.

20 CHAIRPERSON BELL: Is there any other,

21 COMMISSIONER HOLLEY: Mr. Chairman.

22 CHAIRPERSON BELL: Yes, sir.

23 COMMISSIONER DAVIS: I think he's trying to ask a
24 question.

25 CHAIRPERSON BELL: Yes, sir. Go ahead.

1 COMMISSIONER HOLLEY: Please forgive me, but should
2 we not, in respect to the candidates, should we not be
3 concerned about police officers judging other police
4 officers with this position? Should I not that be
5 paranoid about that?

6 CHAIRPERSON BELL: I don't think so because we have a
7 history and OCI have police officers work in the
8 capacity. I know that was a standard procedure from 1974
9 up until even now when officers have been retired and
10 they engage and they find - I have supervised officers in
11 that capacity. You'll find that they are investigators,
12 they do an impartial process. As you well know, it's all
13 scrutinized, going up the chain in that office to the
14 Chief Investigator. It's a concern, but there's no truth
15 to those concerned because they have worked in their
16 capacity since the Board of Police Commissioners was
17 founded, OCI. It was filled by police officers and
18 civilians and administration. So that answers your
19 question.

20 COMMISSIONER HOLLEY: Thank you.

21 CHAIRPERSON BELL: Okay, we move on. Any new
22 business?

23 COMMISSIONER BURCH: The new business, yes.

24 CHAIRPERSON BELL: Yes, ma'am.

25 COMMISSIONER BURCH: Is that we had a beautiful time

1 at Juneteenth regarding taillights being repaired free by
2 this company called Liberation at 8-mile at the Belmont
3 shopping center; very successful to fix the rear of
4 people's cars, that they would not get pulled over
5 sometimes by frivolous things, and then there may be an
6 altercation.

7 COMMISSIONER BURCH: So little things like that, we
8 thank that organization for doing that free or anybody
9 that came up there this past Friday. It was a beautiful
10 experience. And we thank Sergeant Spruce, NPO Robinson,
11 and also the other officer, his name escapes me, but he
12 was also there Spruce Robinson and Nichols. If I didn't
13 say his name he'd get me later, but they were there
14 protecting, and that's what I meant before Chair Bell.
15 Some people there that were really with the organization
16 did not want our police there. So again, we need to train
17 our citizens and to also train the officers together. If
18 we work together, you have a better city. That's all I'm
19 saying, sir, to Chair Bell. Thank you.

20 CHAIRPERSON BELL: Commissioner Burch, I've been
21 engaging with that process since 1971. I'm in the black
22 officer movement with that whole process. I continue
23 today to engage the community.

24 CHAIRPERSON BELL: That's why we sit here. That's why
25 we sit here to engage. And you have people that don't

1 even know their councilperson. They don't know their
2 State Rep that also knows their State Senator. They don't
3 know the Wayne County Commissioner. I know all of those
4 people, but most people do not know they could not, they
5 couldn't care less. They couldn't care less about the
6 Board of Police Commissioners, even though we are in 7
7 districts, but I've been active for the last eight years.
8 You'll find people, do you know Willie Bell? No, I don't
9 know Willie Bell. So, you know, Commissioner Burch, I
10 don't know. And you think you engage outside of the 11th
11 Precinct. Let's move on to any other announced. We going
12 to move to the announcement, please.

13 VICE-CHAIR HOLT: Chair Bell.

14 CHAIRPERSON BELL: Yes ma'am.

15 VICE-CHAIR HOLT: It's about a half-minute
16 Declaration that I'd like to share in a relationship.
17 Okay. During a forum, the Board of Police Commissioners
18 conducted earlier this year., It was shared that
19 homicides in Detroit were committed by assailants who
20 have easy access to guns. Social psychologist highlights
21 that some of these are assailants behaviors are triggered
22 by the enslavement of poverty poor education and drugs. I
23 plea with parents, grandparents, and great-grandparents
24 to beg your young people to think and try to appreciate
25 life during the press release, baby Brison's father took

1 responsibility for the death of his son.

2 VICE-CHAIR HOLT: And then he realized that he, the
3 father of that two-year-old had given his son the best in
4 life he could as a father. We need to try to impress upon
5 our young people to just think and try to find some value
6 for life for all people. Thank you. And that comes from a
7 grandmother. Thank you.

8 CHAIRPERSON BELL: Thank you. I'm a grandfather too.

9 VICE-CHAIR HOLT: I know. You and Alvin Stokes out
10 there Juneteenth with your grandbabies.

11 CHAIRPERSON BELL: We want to move on. I want to
12 thank each of our commissioners. One of those
13 commissioners, like Commissioner Jones is hands-on with
14 300 that represent this Board out there in the city
15 streets. I've been doing it for a long time, and that's
16 the type of engagement we talk about because we preaching
17 to the choir here, as you well know. We not preaching to
18 the community. Very few people tune in, but you have the
19 opportunity to engage through your district and through
20 At-Large. Whatever you want to do. And I know we don't
21 get the big salary to cover our gas expenses but we are
22 dedicated. I thank you, Commissioners. I see DC Franklin
23 Hayes on the call filling in for Chief White. Thank you
24 for your attendance. Are we going to move on to Mr.
25 Brown?

1 MR. ROB BROWN: Yes, sir. Mr. Chair. Good afternoon
2 Chairperson Bell and this honorable Board. These are your
3 announcements for the Board's next two meetings. July
4 8th, 2021 at 3:00 PM with the 10th Precinct present. And
5 you have already mentioned that the July 4th meeting was
6 going to be canceled because of the holiday. And so the
7 next meeting after that would be July 15th, 2021 at 3:00
8 PM. And would you acknowledge that I go straight into a
9 public comment, sir?

10 COMMISSIONER BURCH: Mr. Chair, wait a minute. Before
11 he goes into that, please. Chief Hayes, would you please
12 call me. This is Commissioner Burch?

13 CHIEF HAYES: Yes, ma'am. As soon as this meeting
14 concludes.

15 COMMISSIONER BURCH: Thank you.

16 CHIEF HAYES: Ma'am.

17 MR ROB BROWN: Mr. Chair, you currently have 9
18 speakers. I'll call them by threes.

19 CHAIRPERSON BELL: Thank you.

20 MR. ROB BROWN: Your first speaker will be CAC Chair,
21 Mr. Scotty Bowman, Ms. Bernie Smith and Minister Eric
22 Blunt.

23 CHAIRPERSON BELL: Thank you.

24 MR. ROB BROWN: Mr. Bowman.

25 MR. BOWMAN: Hello? Can you hear me?

1 COMMISSIONER DAVIS: Yes, sir.

2 MR. BOWMAN: Okay. Yeah. Well, first of all, just as
3 you introduced me correctly, I am the Community Advisory
4 Council Chair for District 4. We have our meetings on the
5 second Monday of each month at 7:00 PM. And to find out
6 more, please visit d4cac.org. I have contact information
7 on there. There's a contact form. You can also email
8 me@scottyeducation@yahoo.com. I will be getting a city
9 email address soon that you can use instead. Also, and
10 this is very important, a couple of things, community
11 members over at the 9th Precinct, actually, over off
12 Whittier on either side streets like Linette and Glendale
13 and Flanders and Wilfred have had a severe problem with
14 people speeding up and down the streets. The city council
15 can't get the speed humps until next year and they're
16 begging for help.

17 MR. BOWMAN: So if you can maybe improve traffic
18 controls over traffic patrols over there that would be
19 terrific. Another thing I did hear some disturbing
20 information last week from someone going by the name of,
21 I believe it was it's all over is what he went by. I'd
22 like that person to reach out to me because I really
23 think there's some important information I'd like to
24 discuss with that gentleman. And so again, you know, and
25 I can, oh, and also in addition to being contacted as

1 community advisory council chair also the founder of
2 Detroit Residents Advancing Civilian Oversight, and
3 there's also contact form there and contact information
4 there as well. I thank you all for a professional meeting
5 and for doing some good interviews. And I noticed the
6 signal was cutting out a lot and I was cut in and out,
7 but I'm glad that you recognized me for this
8 conversation. Thank you very much and have a wonderful
9 evening.

10 MR. ROB BROWN: Ms. Bernie Smith.

11 MS. SMITH: Good afternoon Commissioners. I just want
12 to let the critics that have a problem with what I did
13 this week. Let them know that I happened to be May 31st,
14 89 years old. And I've been in Detroit 61 years, dealing
15 in politics. And also, I just want to let you know a
16 little tidbit. I have one kidney for 48 years and I'm not
17 on dialysis. So the good Lord has kept me here for some
18 reason, even though my son has an argument with me saying
19 what I said this week and my daughter-in-law, but you
20 know what, if you think of one thing that the good Lord
21 has kept you here, then you don't have anything else to
22 worry about. I want to congratulate Chief White. I'm so
23 proud of you. I don't know what to do. And I will try and
24 be down there at Greektown so I can watch your
25 performance. You did a good press release today at noon,

1 and I'm very proud of you and all the police people that
2 are here in our city and Detroit, we need to recognize
3 that we got a good city. I was told that this is a racist
4 city. That's a lie. I love this city and I will maintain
5 staying here as long as I got breath, take care
6 Commissioners, and good luck to you, Holley, I feel sorry
7 for you baby. You're going to have to pray before you get
8 started. You take care. Bye.

9 MR. ROB BROWN: Minister, Eric Blunt.

10 MINISTER BLUNT: Can you hear me, Board?

11 COMMISSIONER DAVIS: Yes.

12 MINISTER BLUNT: Yes. This is Minister Eric Blunt. I
13 just can't believe some of the things I hear on this
14 call. Are you really serious that former police officers
15 can investigate the misconduct of police officers? I
16 mean, where are the ethics in that? That's like having
17 your mother on your jury? What are you really doing? No,
18 no, no, no. Chief Craig, I'm glad you're gone. You will
19 go down in history as the king of surveillance, which is
20 based on racist, race-based analysis and algorithms.
21 Commissioner Bell, your description of criminal activity
22 as being evil. Just stop portraying black people as being
23 inherently evil. I mean, we didn't hear this type of
24 language from anybody else when a white teenager killed
25 his white father who happened to be a police officer. So

1 just, just, just stop it. And, and for you Police
2 Commissioners that continue to lie to the public about
3 who you are and how you got on the Board of Police
4 Commissioners. No, you are not At-Large. You are an
5 appointee and there is a horrible difference. And you
6 need to tell the truth about who you are and what your
7 title is. I yield my time.

8 MR. ROB BROWN: Mr. Chair, the next three speakers
9 will be Ms. Sharon Parnell, followed by Mr. Jerry Sanders
10 followed by Ms. Joy.

11 MS. PARNELL: Good evening. This is Sharon Parnell. I
12 just want to congratulate DC Hayes and DeShaun Sim's and
13 since Craig has gone maybe James White, well initiate gun
14 buyback, again. I think he could get some guns off the
15 street. He may not get all of them off, but I think it
16 would help with somebody who's crying. They'll turn those
17 guns in. They may go back and get some more, but at least
18 we can get some off the street. Thank you and have a
19 great day.

20 MR. ROB BROWN Mr. Jerry Sanders.

21 MR. SANDERS: Commissioners, I called in on this
22 meeting a couple of weeks ago to discuss ATV and four-
23 track issues that were going on in my community. I stay
24 on the Southwest side. I was told - you guys gave a
25 suggestion to reach out to the Commander at my Precinct,

1 which I did. I reached out to Commander Sloan. Commander
2 Sloan put a group of people together that she thought
3 would be helpful in assisting with this problem. One of
4 them is looking at the open lot area that I have in my
5 community of trying to get it fenced in. The other one
6 was Lieutenant Gutierrez who was supposed to assist in
7 trying to do something to regulate the control of this
8 situation and talk to traffic control.

9 MR. SANDERS: I'm calling today because I do
10 appreciate Commander Sloan doing the steps that she'd
11 started to assist in this. My only concern is that when I
12 spoke with Lieutenant Gutierrez, I found myself in a
13 situation where I had a Lieutenant who did not want to
14 hear the community's voice about the complaint. I felt as
15 if I was being told I should not complain because there
16 have already been complaints and there are certain
17 limitations to what we can do. And the direction I was
18 given by Lieutenant Gutierrez was if I know where these
19 vehicles are to share the addresses so that they can
20 repossess them or do some kind of taking of the vehicles.
21 My problem with that is where is the task force put
22 together? Where are the undercover investigators put
23 together? Where is the assistance being requested to the
24 ATF or the State Police to assist in this? Why is the
25 community now after---

1 MR. ROB BROWN: The next speaker will be Ms. Joy.

2 MS. JOY: Can you hear me?

3 MR. ROB BROWN: Yes, ma'am.

4 MS. JOY: Okay. This is Ms. Joy. I'm welcoming all
5 the Board Commissioners and also want to say about Chief
6 Craig. He assisted me while he was there and helped me
7 quite a bit with what he helped assisted me in. And I
8 just want to say, I appreciate him Commissioner Bell,
9 Commissioner Holt, Commissioner Burch. Oh boy, she's
10 almost like somebody's grandma, doing a great job, but I
11 also think she's also professional too. I don't want to
12 say she's just like that very professional. And the
13 officers in the DMC, they're very extremely professional
14 in how they respond and react to the civilians. There
15 they come in and out, and I'm one of them and the Rim,
16 and the Harper, and receiving and all of the places over
17 there. They just very, very professional, very supportive
18 of the people that come in there, the civilians to come
19 to the hospital and children's hospital, even in how they
20 work. They're really great. And I appreciate also the
21 MPOs and how they work and help. To officer Biggs, and
22 the officer Shammley helped me, but it's been two months
23 now. I've got my property back. And then in police week
24 that was a great opportunity to participate. And also
25 too, for the motor city, make-over how the, the

1 Commissioner's help there to get Detroit beautiful. And
2 it's just a host of gamut things that you all do, such
3 just great work. And I greatly appreciate and support you
4 100%. Keep on keeping on. I appreciate you so very much.
5 And thank you.

6 MR. ROB BROWN: Mr. Chair, your next three speakers
7 would be Ms. Brenda Hill, followed by Ms. Michelle
8 George, followed by Ms. Brenda Butler. Ms. Hill.

9 MS. HILL: Yes. Can you hear me now?

10 MR. ROB BROWN: Yes, ma'am.

11 MS. HILL: Yes. And I want to say to Interim Chief
12 White, he's going to have a heck of a job and he needs
13 all the help he can get. And partially what Commissioner
14 Holt said about families, taking responsibility for what
15 their children and grandchildren do is, pretty much all
16 the help he needs. I mean, if we take care of our own,
17 they won't have to be in the hands of the police. And we
18 asking the police to do almost an insurmountable job yet,
19 there are things that could be done. And I was on this
20 phone call sitting on Dickerson, and I saw three
21 different police cars going up and down the street, but
22 they weren't looking for the trouble. I was sitting next
23 door to a house that I knew it was trouble and I'm half-
24 blind. And nothing. We need officers on the beat walking.
25 You, you would know what the trouble is in each

1 neighborhood you'd know who has the ATVs and little
2 motorcycles and stuff like that. You can't, you can't see
3 that from a car and who's racing up and down the street.
4 There are some things, fundamental things that can be
5 done to help. Also, I hope that you consider taking away
6 the facial recognition technology. It is the single most
7 detrimental thing to Negroes in this country. And
8 especially in a city that's 80% black. There is not one
9 survey report done that said that this has helped. And it
10 definitely has not helped Detroit since we have such a
11 high crime rate. So let's consider those things and sit
12 here and let.

13 MR. ROB BROWN: Ms. Mitchell George.

14 MS. GEORGE: Yes. Can you hear me?

15 MR. ROB BROWN: Yes.

16 MS. GEORGE: Okay. Yes. One or two because I know
17 Brenda's time was up until I honed into what she was
18 saying. The issue is that Chairman Bell and this
19 Honorable Board, people would know the Police
20 commissioners if they would sit on facial recognition,
21 made a press conference. You all have that power in your
22 authority. It doesn't matter the mayor who he appointed.
23 You have that power to make conferences to say, hey, this
24 facial recognition needs to leave because I said before,
25 it is not helping this crime. It's just there as a tool

1 just to see what it can do. So I agree with that and I've
2 always said that. Also I'm glad, we're praying for you
3 Chief White, definitely. We're praying for you.
4 Hopefully, we can get that chaplain core team because you
5 need spiritual warfare.

6 MS. GEORGE: In other words, it's not just with
7 weapons, it's also a spiritual thing as well. I want to
8 say I'm glad OCI that you're having you know, hiring
9 someone in OCI because as you all recall, back in 2010,
10 Judge Cook issued an order when we had that consent
11 decree about backlogs and complaints with and staffing
12 and I having not letting your report go over 90 days. So
13 remembered that I'm glad. Hopefully, we can get some help
14 with that because remember that Judge Cook back when we
15 had to physically and also with Precinct 10 when it came
16 out on Fox News about investigating going after those
17 young people, that's the issue. And we can get a consent
18 decree on just that issue going after the sex spree, that
19 growth. So we need to deal with that. Also to the
20 marijuana increasing I mean, violence as well. So in
21 Greektown, all you smell is weed and it, damages the
22 brain. So I just wanted to make that comment. Thank you.

23 MS. BUTLER: Yes. Good afternoon, commissioners and
24 congratulations to Chief White and the changes that have
25 been made under his leadership. I'd like to know if those

1 changes will be on the website for the community to see,
2 and also Commissioner Bell, I have not received a
3 communication from you regarding the no-knock warrant. So
4 how did you send it to me?

5 CHAIRPERSON BELL: I will do a follow-up.

6 MS. BUTLER: So how am I expecting it to come to me,
7 sir?

8 CHAIRPERSON BELL: I assume that we can send it by
9 email. I will check with Ms. White., Do we have your
10 email or telephone number? If you send it to her, we
11 would have that information. I'll do a follow-up this
12 week.

13 MS. BUTLER: Thank you very much.

14 CHAIRPERSON BELL: Thank you.

15 MS. BUTLER: I yield my time?

16 CHAIRPERSON BELL: Thank you.

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

18 CHAIRPERSON BELL: Thank you, Mr. Brown. I just want
19 the knowledge the public comments. We appreciate the
20 public comments, opportunity to interact with the Board.
21 I want to once again, thank you Board for supporting me
22 in terms of the last year or so in terms of Chairman of
23 the Board. Thank my Vice-Chair, and all of you have taken
24 apart and Deputy Chief Frank Hayes, I want to include you
25 in that because we interact. I just remind the Board. I

1 hope to see you Friday afternoon and Saturday morning.

2 And I just want to knowledge, Chief Anthony Hope, Wayne

3 State Chief is on the call. Thank you for his

4 involvement. At this time we would entertain a motion for

5 adjournment.

6 VICE-CHAIR HOLT: So moved to be adjourned.

7 COMMISSIONER DAVIS: Support.

8 CHAIRPERSON BELL: It's been moved and supported.

9 Discussion. Those in favor Aye.

10 COMMISSIONERS: Aye.

11 CHAIRPERSON BELL: hose opposed. Have a great evening

12 and be safe.

13 Meeting Adjourned at 5:33p.m.

14

15

16

17

18

19

20

21

22

23

24

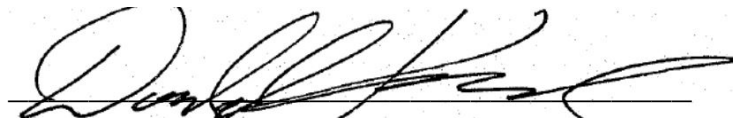
25

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

RECORDER'S CERTIFICATE AND NOTARIZATION

I, Donald Handyside, Court Recorder, do hereby certify that on June 24, 2021, at 3:01 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

\$

\$1,151 30:13
\$100,000 18:18
\$2,500 18:21

(

(313) 57:23

***9** 4:3,12

0

01:19:15 59:2
02:00:07 88:14

1

1 6:7 31:17 36:22 57:16 81:24
1% 26:13
10 44:3 45:24 69:8,11,12
70:12 73:13 81:24 90:1
107:15
100% 105:4
105 54:3
10th 19:22 98:4
11 30:9
114 29:5,7
12th 43:2,3
13 20:10
130 54:15
14 56:13
15% 26:4
15th 98:7
16 56:8
17% 26:14

17th 8:4
18 56:7
19 30:7
19% 26:6
1971 95:21
1974 94:8
1977 19:20
1986 86:5
1988 86:2
1997 73:8 74:17
1st 16:16

2

2 6:8,10 31:19 36:22 54:16
56:7,13 57:14,19 59:6 72:12
20 56:7,10 67:20 69:4 74:18
20% 26:5
20- 65:24
2000 74:18
20026 65:24
2003 20:10
2009 20:3
2010 107:9
2011 20:3
2012 86:5
2013 20:5
2014 24:13
2016 20:10
2018 73:8 75:1 86:2
2020 25:14 54:5
2021 7:21 8:5 19:22 54:2,4
57:13 75:12 98:4,7
21 29:10,11 30:9
21% 26:12
22 74:19

22% 26:4
236 30:11
24 56:9,14 89:21
24- 3:1
245 57:12
2499 57:24
24th 7:21
26 83:2 89:21
26% 26:7
28% 26:11
28-year 20:1
284 30:14
29 56:10

3

3 6:12,14 54:9 56:8,12 59:7
78:16
30 27:22 70:1,13 71:16
300 97:14
313 596-1830 2:22 3:11
313 596-1831 3:3
313 596-2482 58:11
313 596-2499 3:2
31st 100:13
32% 29:6,7
36 55:12
360 3:13 29:5,6
39 56:11
3:00 3:23 98:4,7
3rd 44:7

4

4 6:18 56:6,8,12 57:25 78:16
99:4
40 55:10 70:13

41 29:10,11 54:7
410 30:8
412 57:12
42nd 20:4
45 60:23 69:25
45-day 71:16
48 100:16
4:00 3:23 4:13
4th 16:21 98:5
4tth 46:18

5

5 6:19 56:9 92:3
50 54:4 76:17
51% 29:11
52 57:17
557 57:12
596- 57:23
5:33p.m 109:13
5th 43:7

6

6 6:19 88:3,5
6,800 3:14
60 53:5
60s 76:3
61 100:14
65 30:12
66 54:7
69 57:19

7

7 6:21,23 56:13 96:6
7% 26:7

70 57:14
70s 76:3
72 56:4
75 54:15 56:2
7:00 99:5

8

8 57:25 59:4
8-mile 13:4 33:10 95:2
80% 106:8
80-degree 30:24
80s 76:4
85 56:2
89 100:14
8th 20:21 33:7 98:4

9

9 56:9 92:3 98:17
90 57:12 107:12
900 57:23
911 46:11,12,15
9th 20:21 43:10 99:11

A

abandoned 82:22 83:7
ability 24:21 25:3 81:2,10,11
abreast 70:5
absolutely 36:11 69:10
abuse 89:25
AC 24:19 45:19 49:6 50:13,22
academically 39:1
access 4:21 96:20
Accessing 2:19
accidents 52:6

accommodation 9:6
accomplished 91:5
accomplishing 72:4 85:5
account 2:9
accountability 13:22 21:8,16
accusations 62:22
accused 63:22
acknowledge 4:17 11:12 12:4 23:20 98:8
acknowledged 4:14
acknowledging 14:3
act 36:7
acting 10:8,9 88:5
action 13:13 60:14 73:22
actions 22:8 23:3 55:7
activated 44:8
activating 63:7
active 96:7
actively 52:1
activities 21:7 34:17
activity 34:8 55:23 101:21
actual 64:19
ad 47:9
adamant 83:10,20
add 47:24 79:12
added 19:4
addition 44:25 99:25
additional 8:5 30:3 31:8 46:22 55:8
Additionally 2:11 57:16
address 2:12,13 3:12,22 15:7, 19 32:22 99:9
addresses 103:19
adds 46:21
Adela 10:10

adhere 2:16,17
adherence 2:19
adjacent 28:20
adjourned 109:6,13
adjournment 109:5
administration 2:22 88:3 94:18
administrative 10:1,3 45:7,9, 11 65:18 74:22
administratively 59:5
admit 24:13 36:1
Advancing 100:2
advise 61:23
advisory 11:17 99:3 100:1
affects 71:17,18
afforded 48:2
African-american 35:20
African-americans 80:3
after--- 103:25
afternoon 2:1 5:1,2,7,9 6:7,9, 13,22 7:2 10:19,20 18:23 53:23,24 56:11,14 59:25 69:2 73:5 98:1 100:11 107:23 109:1
afternoon's 11:22
afterward 18:4
age 22:10
agencies 27:25 29:19 30:4
agency 32:15
agenda 3:12,25 7:20 65:14
agendas 3:10,15
agent 73:16
aggravated 26:5
aggravating 63:7
aggressive 28:8,10,25
aggressively 28:9
agree 9:12 24:23 92:15 107:1
agreed 53:4
ahead 50:21 60:5,9 68:22 89:23 93:25
aimed 20:17
aims 22:6
air 28:3,7,24 30:20
Akbar 10:7 24:1 53:22,23,25 55:10 56:2,16 58:21 59:3,13 60:15 61:2,5,18 62:12,19 63:5 64:1,5,14 65:1,3
AKBER 59:23
ake 82:25
akin 75:22
alarm 40:4
alerts 3:15
Algonac 33:14
algorithms 101:20
alignment 42:2,13
allegations 54:16 55:9
alleged 17:2,7 54:19
alleges 54:23
allowing 25:6
Alter 13:6
altercation 95:6
Alvin 97:9
amazed 15:4
Amen 6:2
amount 72:3 85:4
analysis 45:8,13 101:20
analytical 45:10
Anderson 11:8
Angela 10:14
Angeles 19:22
anger 70:25
angry 61:20
Annie 7:18 19:5 23:14
announced 12:13 96:11
announcement 57:21 96:12
announcements 98:3
announcing 65:18
Ansley 10:8
answers 68:1 80:16 94:18
Anthony 109:2
anticipate 57:20
apologize 42:5 60:8 67:13 92:9
apparently 67:3
appears 30:13
apples 73:19,20
apply 30:19
applying 53:8 73:6
appointed 17:18 20:2 106:22
appointee 102:5
appointments 42:14
appreciative 77:16
appropriately 2:17
approval 8:4,6
approved 13:16
approximately 27:22 57:19 67:20 75:13
April 54:2,4,8,12,15 55:10,12 56:3,5,11 57:13
aptitude 75:22
archives 23:1
area 27:24 28:14,15 33:15,16 34:13 52:20 83:11,12 103:4
areas 23:19 37:24 47:17
argument 100:18
arrest 30:8

arrests 29:5,9,11,13 30:8
arrived 93:11
art 20:18 87:4
aspiring 22:22
assailants 96:19,21
assaults 26:5
assigned 54:14 77:15 83:6
assignment 5:13
assignments 44:15 46:14
 47:7
assist 68:20 103:6,11,24
assistance 43:24 66:22
 103:23
assistant 10:4,5 11:8 13:17
 24:18,19,20 41:19,20 42:20
 43:16,20 46:25 47:1,2,3,6,7,
 10,21,22,24 48:22,23,24
 52:16 53:3
assisted 104:6,7
assisting 103:3
assume 10:23 50:11 64:12
 108:8
assumed 91:7
At-large 6:25 7:3,10,15,18
 97:20 102:4
ATF 27:8 103:24
attacked 35:23
attendance 10:1,15,17 11:21
 97:24
attendees 2:4,6,8,10
attendees' 11:2
attending 10:24 87:11
attention 29:9
Attorney 6:10
attorneys 61:22,23
ATV 102:22
ATVS 106:1

August 19:22 75:10,12
aunts 18:10
authority 14:19 106:22
Avenue 13:5
aware 9:11 25:22 32:9,16
 41:18
awareness 14:17
Aye 8:1,2 9:17,18 23:6,7
 109:9,10

B

baby 96:25 101:7
back 15:7 25:3 26:20 33:25
 34:2 37:22 38:17,19 46:6,25
 47:1 58:5 61:15 62:19 64:9
 65:7 68:22 75:11 76:6 85:8,
 13,23,25 86:7,12,16 87:3
 102:17 104:23 107:9,14
background 4:22
backgrounds 70:17 80:12
backlog 57:18
backlogs 107:11
bad 73:19
balloon 35:5
Banks 10:11
based 22:8 37:4 47:17 72:7
 101:20
basically 45:6 82:15
basis 50:24
basketball 35:22
beat 23:22 25:15 105:24
beautiful 26:24 94:25 95:9
 105:1
beef 37:13
beefs 37:11
beg 96:24
began 19:18,21 20:19

begging 18:11 99:16
behalf 5:17 22:12
behavior 36:12 49:16,19 79:5
behaviors 96:21
believed 91:5
Bell 4:24,25 6:3,5,12,18,19,25
 7:4,11,14,15,19,25 8:3,8,11,
 19 9:7,16,19 10:16,23 11:11,
 20 12:11 13:1,19 14:11 15:3,
 23 16:15 17:6,13,22 18:14,16
 19:3 23:5,8,12 24:3,18 31:11,
 14 32:25 34:20 36:16 39:17
 40:12 41:1,7 48:5,8 49:22,23
 50:2,6,10,18,20 51:14,21,24
 52:13 53:1,20 55:1 58:15,17
 59:24 60:1,5,7 61:4 62:16
 64:3 65:2 66:3,4 67:2,5,8,10,
 12 68:15,22 69:6,11 72:23,25
 73:2 74:6 76:10,15 77:9,13
 78:10,14,19,22,23 79:12,15,
 20,23 80:22 81:1,5,9,22 82:11
 85:21 86:22,24 87:23 88:21,
 24 89:5,18,23 90:3,6 91:7,18
 92:19 93:5,13,17,20,22,25
 94:6,21,24 95:14,19,20,24
 96:8,9,13,14 97:8,11 98:2,19,
 23 101:21 104:8 106:18
 108:2,5,8,14,16,18 109:8,11
Belmont 95:2
beloved 32:17
Bernard 6:9,10 7:22 8:6 9:4,
 12,14,15 36:17,18 39:8,11,14,
 17 49:10,20 58:16,17,18,22
 59:12,22 62:17 64:3,4,25
 68:3,7,10,14 73:1 74:6,7,14,
 17,20,25 75:3,6,9,11,14,19
 76:8,11,18,24 77:2,5,9,16
 78:12 87:24 88:7,12 91:21,24
 92:12 93:3,5,6
Bernie 98:21 100:10
Bettison 11:9 41:20 42:22
 47:8 48:21,22,24 49:6 50:13,
 22 53:3
Betty 81:18

big 46:5 47:25 59:13 97:21**Biggs** 104:21**Birch** 31:14**bit** 6:20 25:25 27:22 31:17
42:25 45:6 47:3 55:13 65:22
71:22 72:17 82:6 104:7**bite** 18:19**black** 95:21 101:22 106:8**Bland** 49:11**Bless** 5:18**blessing** 5:20**blind** 44:20 105:24**Blossom** 10:2**blunt** 17:13 98:22 101:9,10,12**board** 2:2,23 3:22 5:19 9:22,
25 11:25 12:12 13:8,16 14:14,
17,22 16:15 17:14,15,16
19:13 22:11 23:1,21,23 24:4,
14,21 25:6,22 28:10 29:2
32:9,16 41:17 43:12 46:7
47:13,23 53:23 56:20,25
58:12 65:13 66:1,10,18 69:2
72:22 73:17 81:16 82:17
85:20 90:21 91:10 94:16 96:6,
17 97:14 98:2 101:10 102:3
104:5 106:19 108:20,21,23,25**Board's** 2:16 4:19 15:15 98:3**boarded** 83:13**board's** 2:25 3:3,18**body** 12:10 17:12,13 64:15**body-** 55:16,20 63:7**body-worn** 55:11,13,15,18,19,
22,25 59:8 63:3**Boeing** 75:4,9 78:17,18**boldly** 5:18**boots** 53:2,4**BOPC** 2:21 3:6,15,17 4:17 7:6**BOPC@DETROITMI.GOV**
3:11**bopc@detroitmi.gov.** 2:23**bother** 61:13**bottom** 64:18**Bowman** 11:17 98:21,24,25
99:2,17**box** 85:10**boy** 104:9**brain** 107:22**Brandon** 43:8**break** 16:6,17 58:24**breath** 101:5**Brenda** 105:7,8**Brenda's** 106:17**bridge** 21:8**briefly** 50:15**bring** 21:16 35:1,15 41:8 42:8
61:25**bringing** 29:17,23 81:19**Brison** 27:2,20 30:2 35:2,15**Brison's** 96:25**broad** 59:13**broadcast** 42:7**brotherhood** 21:3**brought** 43:22**Brown** 10:1 97:25 98:1,17,20,
24 100:10 101:9 102:8,20
104:1,3 105:6,10 106:13,15
108:17,18**Bryant** 42:15**BTQ** 21:15**buckle** 15:9**budget** 53:6**buffoonish** 36:12**build** 43:17 75:23**buildings** 43:17**Burch** 6:13,14 7:16 8:13,199:13 10:20 31:12 32:25 33:1,
9,18 34:18 49:21,22,23 50:9,
20 51:11 53:17 62:16,18
63:25 64:2 79:22,24,25 80:17,
22,25 81:3,7,12 88:25 89:1,4,
9,13,16 94:23,25 95:7,20 96:9
98:10,12,15 104:9**BURCHL** 50:12**bureau** 42:23 44:5,9 45:16
47:8 51:3,7**burglar** 40:4**burglaries** 26:11**busiest** 56:14**business** 5:3 8:25 16:25 19:25
58:4 66:4,6 92:3 94:22,23**businesses** 22:17**busy** 26:19**Butler** 105:8 107:23 108:6,13,
15**button** 48:10**buyback** 102:14**Bye** 101:8**Bylaws** 2:16 4:19

C

CAC 98:20**calendar** 3:8**call** 3:11 11:13 14:21 30:20
46:11,15 53:17 58:1,5 60:20,
22 61:14 64:17 69:13 83:18
97:23 98:12,18 101:14 105:20
109:3**Callaway** 10:11**called** 33:6 67:18 83:24,25
84:13 95:2 102:21**calling** 103:9**calls** 54:7 56:10**camera** 25:2 55:13,15,18,21,
22 63:3,8

cameras 40:10 55:11,17,19,25
59:9
camp 21:4,5 35:6
campaign 49:16
canceled 98:6
candidate 67:23 80:23 81:11,
15,18 82:7,10
candidates 73:9 92:24 94:2
candidly 43:18
canine 83:24
capacity 24:2 74:11 78:15
94:8,11,16
captain 11:2 13:18 42:17 43:4,
7,8,10 49:2 52:8,9,24
captured 55:12
car 35:21 36:2,3 63:12 106:3
care 5:3 7:8 12:25 96:5 101:5,
8 105:16
career 19:19 20:1,15 22:17
72:1 73:13,14 75:24
carjackings 26:8
Carolyn 10:13
carries 8:3 9:19
cars 37:12 49:13 95:4 105:21
Carter 6:20 10:12 23:17
Carter's 11:18 17:16
case 31:19,22 40:12,15 60:21,
22,25 62:7 63:21 65:23,24
69:25 77:24 83:6,25 84:10
caseload 71:19,23 72:6
cases 31:21 57:2,12,13,15,17,
19 61:12 64:8 65:5 71:20
cash 30:13
catch 33:11
catching 33:13 84:21
categories 26:3 48:13 59:17
category 59:5

Caucasians 80:3
causing 29:20
cautious 32:20
ceasefire 21:1
celebrate 22:6
celebrating 26:8,14
cell 49:11
center 20:18,19 45:6 46:8
47:10 51:7 95:3
centers 20:21
certified 74:8
cetera 37:5 88:15
chain 94:13
chair 4:8 6:19 8:15 9:22 11:1,
16,17 12:6,9 17:5,9,16 18:25
19:3,4,5 22:24 23:11,16 25:5,
7,10 27:21 31:24 33:1 34:5,21
35:16 37:14,15 41:3 48:9,18
49:15 50:20,22 51:16 52:8
61:3 65:13 66:10 67:1,8,9,15,
16 72:25 77:12 78:23 79:23
81:14 86:23 87:8 89:5 91:14
92:18 93:12 95:14,19 96:13
98:1,10,17,20 99:4 100:1
102:8 105:6 108:17
Chairman 8:7 9:4,15 49:23
64:4 92:17 93:21 106:18
108:22
Chairmanship 11:23,25 25:8
Chairperson 4:24,25 6:3,5,12,
18,25 7:4,11,14,15,19,25 8:3,
8,11,19 9:7,16,19 10:16,23
11:11,20 12:11 13:1,19 14:11
15:3,23 16:15 17:6,22 18:14,
16 23:5,8,12 24:3,18 31:11,14
32:25 34:20 36:16 39:17
40:12 41:1,7 48:5,8 49:22
50:2,6,10,18 51:14,21,24
52:13 53:1,20 58:15,17 59:24
60:1,5,7 61:4 62:16 64:3 65:2
66:3,4 67:2,5,10,12 68:15,22
69:6,11 72:23 73:2 74:6
76:10,15 77:9,13 78:10,14,19,

22 79:12,15,20 80:22 81:1,5,
9,22 82:11 85:21 86:22,24
87:23 88:21,24 89:18,23 90:3,
6 91:7,18 92:19 93:5,13,17,
20,22,25 94:6,21,24 95:20,24
96:14 97:8,11 98:2,19,23
108:5,8,14,16,18 109:8,11
challenge 17:11 23:16
challenges 48:12 56:17,19
challenging 71:5 84:8
Chanagan 14:8
chance 85:24
change 48:14,19 49:16,19
changed 47:19 80:7
changing 20:24
chaplain 5:6,7,10 6:3,4 107:4
characteristic 48:25
charge 5:17 24:10 51:2 88:19
charged 32:10 34:11 36:22
39:10,11 49:5 84:23
charges 17:2,7
chart 44:2 51:1 56:4 65:21
charter 15:21
charts 54:5,8
check 83:6,11 91:15 108:9
checked 83:15
chief 2:25 6:16 7:6 10:6,17,19,
22 11:3,4,9 12:15 13:16,17,
18,23,25 14:6,7,16 18:3,5
19:1,16,23 20:2,3,4,6,8,13,22,
23 21:17,24 22:4,14,18,23
23:1,25 24:1,19,20 25:4,5,17,
20 27:2 28:6,23 29:13 30:5,22
31:24 32:14 33:2 34:2,5,19,23
35:13,16 36:18 37:4,14 38:5,
22 39:10,13 40:6,18,21,24,25
41:2,14,19 42:5,10,15,20,21,
22,24 43:5,12,16 44:1,16,19
45:15,19,24,25 46:4,20,25
47:1,2,3,6,7,8,10,15,22,24
48:4,5,10,18,22,23,24 49:10,

15,21,23 50:17,22 51:11,13,
21,25 52:8,10,13,16,21 53:2,
3,14,16,18,19,21,25 54:1,2
56:16 57:22 65:3 74:1 76:9,
12,13,14 77:15,17,22 78:3
94:14 97:23 98:11,13,16
100:22 101:18 104:5 105:11
107:3,24 108:24 109:2,3

Chief's 48:19 51:4 64:8 65:19

chiefs 24:20 27:23 28:15
41:19 43:20 47:21

child 26:25 35:9 89:25

children 21:4 31:21 32:1
86:10 90:20 105:15

children's 104:19

choir 97:17

chosen 92:14

Christian 27:2 35:3,15

church 39:20

churches 40:3

Cincinnati 20:3

circulating 16:19

circumstance 36:6 52:18

CIT 49:4

citations 54:19

cities 14:21 15:10 26:1

citizen 14:16,18 49:11 61:9

citizens 22:13 54:3,5 56:5,9
57:3,21 58:1 59:14 62:4 65:8
73:21 90:11 95:17

citizens' 77:18

city 2:11 5:15 7:9 12:14 13:4
14:4,11 15:7 16:12,21 19:7,25
22:13,20 29:8,12,17 32:21
52:19 56:21 57:6 62:3 73:7
75:25 76:5 86:2,16 92:24
95:18 97:14 99:8,14 101:2,3,4
104:25 106:8

city's 66:15,20 91:17 92:22,25

city-wide 49:7

citywide 29:6 52:4,24 54:7

city's 3:6

civil 31:5 44:12 54:11,14

Civilian 100:2

civilians 94:18 104:14,18

claim 59:6

clarification 67:17 92:21

clarify 79:16

clean 47:5

cleaning 45:7 57:9

cleanly 38:20

clear 9:9 12:23 13:15 14:12
16:13

cleared 77:16

clerical 60:17

Clifford 31:19

close 18:21

closed 54:15 55:10 56:3 57:2,
13 58:1 59:6

closely 33:5

closer 47:16 48:19 72:16

closing 91:16,20

closure 18:11

co-chairs 14:22

co-host 41:10

co-hosts 68:20

cocaine 30:12

code 38:17

cohesive 17:20

Coles 11:6

collaborate 28:22 29:25

collaboration 28:23 30:2

collaborations 48:15

collaborative 29:18

college 86:9

color 33:12

Columbus 42:16

combat 28:16

comfort 27:6 43:19 47:18

command 10:25

commander 11:3,12 13:18
41:9,11 42:5,23 43:2,3,6 44:5,
6 46:17 48:25 52:23 102:25
103:1,10

Commanders 52:21

commands 54:9,10

comment 2:6 4:15 8:14,17
16:3 34:22 91:21 98:9 107:22

comments 3:20,21,25 4:4,14,
16 8:20,24 9:5,6 32:11 36:24
93:9 108:19,20

Commission 12:1 17:12 25:15
31:10 32:23

Commissioner 5:19 6:7,9,13,
14,19,22,23,25 7:2,4,5,9,11,
12,16,22,23,24 8:6,9,13,19
9:4,5,12,13,14,15 10:20,21
15:15 17:17,18 18:15 19:1,3,
18 21:6 22:3 23:4,9,12 25:10
31:12,13,16 32:24,25 33:1,18
34:18,20,21 35:4,17 36:16,17,
18 39:8,11,14,17 48:7,9
49:10,20,21,22,23 50:9,12,20
51:11,23,24,25 52:12 53:17
58:16,17,18,22 59:12,22,24,
25 60:1,2,3,6,10,11 61:1,3,5
62:6,14,16,18,19 63:25 64:2,
3,4,25 68:3,7,10,14,15,16,17,
19,21 73:5,25 74:4,6,7,14,17,
20,25 75:3,6,9,11,14,19 76:8,
11,18,24 77:2,5,9,16 78:10,12
79:22,24,25 80:17,22,25 81:3,
7,12,25 85:21,25 86:1,6,17,21
87:23,24 88:7,12,25 89:1,4,9,
13,16 91:21,24 92:12,17 93:3,
5,14,16,18,21,23 94:1,20,23,
25 95:7,20 96:3,9 97:13
98:10,12,15 99:1 101:11,21
104:8,9 105:13 108:2 109:7

Commissioner's 105:1

commissioners 2:2,23 3:23
5:1,8,9 7:8,19 8:2,21 9:18
11:21,24 16:23 17:3 18:22
22:11 23:2,7 31:11,14 48:6
50:5,8 51:15 53:24 55:1 57:1
58:15 66:5 69:7 72:23,25
73:17 77:19 82:8 85:22 86:22
91:11 94:16 96:6,17 97:12,13,
22 100:11 101:6 102:2,4,21
104:5 106:20 107:23 109:10

commit 49:17

commitment 14:4 22:14,16
23:23 67:6

committed 28:13,16 96:19

committee 22:5

committing 38:12

common 71:15

communicate 88:24

communicated 83:17

communicating 28:24

communication 21:14 108:3

communications 3:25 43:8
46:7,13,21,24

communities 28:1,18,19,20,
21

community 7:7 10:2 11:17
12:19 13:14 19:14 21:15,22
29:1,20,24 30:4,18 31:5,8
32:17,18 35:2,12 36:5,25
37:18,23 38:7,8,10 39:23
40:2,3,17,19,21 51:4 73:18
95:23 97:18 99:3,10 100:1
102:23 103:5,25 108:1

community's 103:14

community-oriented 21:11

company 72:9,11 75:16 80:10
95:2

compare 17:12

compassion 13:1 90:16

complain 54:22 103:15

complainant 14:24 54:23
60:22 70:3,22

complainants 54:18,20

complained 33:18,19 54:20

complaining 33:19 61:11

complaint 2:24 3:1,2 14:17,
18,23 15:1 16:24 24:6 54:3
58:9,10 59:16 60:16,19 61:10,
17,21 62:2,21 63:1 64:12
70:4,19,20 77:20,21 79:6
90:11 103:14

complaints 3:5 15:13,16,17,
19,20 24:7 54:4,6,9,10,15
56:3,6,9 57:7,22,24 58:6,8,19
59:4 62:7,25 77:18,20,22,23
78:4 103:16 107:11

complete 4:10 55:20 62:8

completed 60:22

completely 17:6

compliance 17:8

complied 66:8

component 37:21 42:2

components 30:2 41:21,23
45:22

comports 56:22

computer 2:8 4:11 78:20

concentrate 15:9

concept 52:14

concern 15:6 24:7 25:1 54:13
77:10 94:14 103:11

concerned 12:22,23 13:3 18:6
31:23 63:1 94:3,15

concerns 22:8

concludes 48:4 66:1 98:14

conclusion 25:8

condemned 83:8

conditions 76:1

condolences 27:6 32:14

conduct 26:4 55:1,4 66:16

conducted 84:19 96:18

conducting 16:25 66:16 69:3

conference 35:6 36:20,25
40:7 106:21

conferences 106:23

confident 46:18

confiscate 18:2

confiscated 30:13

confiscation 29:4

conflict 6:21 89:6,13

confronted 22:1

confused 74:7

congratulate 13:19 22:22
100:22 102:12

congratulations 25:7,11
87:15 107:24

connected 18:6

connection 75:25

consent 20:9 107:10,17

consideration 44:19 65:22

considerations 44:23

consist 87:3

constitutionally 34:7

contact 2:21,24 3:10 52:11
60:24 99:6,7 100:3

contacted 99:25

contained 36:3

continue 13:20 27:17 31:3
32:20 34:12 55:2 56:18,19
74:11 75:23 95:22 102:2

continued 78:15

continues 31:3

continuing 16:13 21:16 25:9
26:9 54:12 87:7

continuous 20:6
continuously 16:5
control 43:1 44:8 64:20 103:7, 8
controls 4:11 99:18
conversation 59:15 100:8
Cook 107:10,14
cooperate 38:14 62:2 90:11
cooperation 5:4 57:3
coordinate 52:4
Coordinator 10:3
copies 51:20
copy 17:3 43:13 47:13 49:24 50:2,4 51:14
core 22:5 51:9 107:4
corporate 78:18
Corporation 10:6
correct 58:20 67:15 75:1 79:2, 9 82:25
correction 8:5
corrective 73:22
correctly 99:3
correlate 43:23
correlation 26:16
correspondence 65:15
cost 40:17
Coubts 81:19 82:9,14,22 83:2, 17 84:5,9 85:6 86:4,7,19,25 87:4,10,13,16,19,22,25 88:2, 9,18 89:1,3,7,10,15,17,19,21, 24 90:5,15 91:8,10,13
council 11:17 17:11 24:15 99:4,14 100:1
councilperson 96:1
Counsel 10:6
counted 7:12

country 12:21 13:2 59:1 106:7
County 76:14 96:3
couple 25:23 99:10 102:22
courage 19:11
court 9:24 40:15
cover 16:1 97:21
COVID-19 16:11 19:8
Cox 10:14
Craig 6:16 14:3 18:5 19:2,16, 18,23 20:6,8,22,23 21:17 22:4,14,18,23 23:1,25 25:18 44:16 101:18 102:13 104:6
Craig's 21:24
create 88:11
creates 72:7
creative 85:9
crime 20:17,18,21 26:1,3,13 28:13 30:16 31:4 37:19,25 38:1,2,6,10,12 39:2 44:8 45:16,20,25 46:8,14 52:19 84:9 90:7 106:11,25
crimes 26:9,11,17 37:9 83:5 89:24 90:15,20,24 91:3
criminal 18:5 26:3,4 83:4 101:21
crisis 49:4
critical 16:11 17:24 26:2,21 40:16
critics 100:12
Cromwell 10:8
crying 102:16
current 43:25
customer 55:3 86:20 88:6
customers 69:19 82:18,23
cut 100:6
cutting 100:6

D

d4cac.org. 99:6
dad 18:9
daily 50:24
damages 107:21
Daniel 10:11
data 14:17 37:18 63:18 72:16
database 61:18 63:15
date 15:25 16:2
daughter-in-law 100:19
Dave 41:20
Davis 6:22,23 18:15 31:13,14, 16 32:24 51:23,24,25 52:12 60:1,2,3,6,10,11 61:1 68:16, 19 73:1,2,5,25 74:4 85:21,25 86:1,6,17,21 93:23 99:1 101:11 109:7
day 5:10,11 16:17 35:13 36:7 45:24 50:24 58:4 84:12,17 102:19
day-to-day 43:14
days 57:12 60:23 69:25 70:1 107:12
DC 97:22 102:12
DDC 47:9 51:6
deadline 71:6 84:8
deal 12:19 52:2 59:18 61:12 71:2 107:19
dealing 12:13,20 13:23 39:24 48:12 71:16 90:10 100:14
deals 64:13
dealt 63:21
death 32:18 97:1
debate 81:10 93:6
decide 71:23
decision 36:5 64:19 71:13

decisions 39:3,5,6 44:24
45:11,20

Declaration 96:16

decreased 33:4

decree 107:11,18

decrees 20:10

dedicated 19:24 89:11 92:6
97:22

dedication 14:4 21:24 22:15
23:23

deemed 4:8

deep 39:18

deepest 32:7

degree 86:8,12,14,15 87:3

delegate 85:8

deliver 19:12

demeanor 54:17,24 58:23

democracy 12:6

demographic 80:6

department 5:21 9:23 12:3
13:19,22 14:5,7,12,25 19:20,
22,24 20:9,11 21:17 22:12,21
25:21 26:21 27:8 31:20 32:2,7
36:13 44:12 47:17,18 48:3
49:5 54:7,14 57:7,9 63:9 64:6,
7 73:19,21 74:23 76:19 83:3
86:2,5,9 88:3 89:22

Department's 20:7,12 21:12
65:19

Departmental 65:20 80:10

Departments 13:12 33:10

departure 42:16

depending 34:9 71:8

deploy 37:18

deployment 45:11

deputy 11:3,4 13:17 24:20
42:15,22,24 45:19,23,25
52:10 108:24

Dequindre 33:4,7

describe 69:21 71:3 82:19
84:6

description 101:21

Deshaun 11:3 42:22 43:4
102:12

designation 41:10

designed 21:10

desire 43:23 53:7 75:23 86:7

destroyed 36:4,12

details 70:17

detectives 88:4

detrimental 106:7

Detroit 2:2,11 7:9 12:2,14,22,
24 13:3,7 14:5,6 15:8,13
16:12,21 18:12,14,17 19:19,
23 20:1,4,19 21:1,2,6,10,15
22:11,12,13,20,21 25:21 27:7
28:2,18 29:8,12,14 49:12
52:19 56:21 57:7 58:6,9 62:4
73:7,18 74:14 75:12 76:1 77:7
86:2,16 92:24 96:19 100:2,14
101:2 105:1 106:10

Detroitier 76:2,3

Detroitmi.gov 3:16

detroitmi.gov/bopc 3:7

detroitmi.gov/bopc. 3:4

developed 22:4 44:3 92:25

developing 21:12 92:23 93:1

development 92:11,22 93:1

device 4:12

devilish 39:23

dial 2:22 4:12

dialogue 6:1

dialysis 100:17

Dickerson 105:20

diff 59:18

difference 59:9 102:5

differences 45:2

differently 72:20

difficult 59:18 70:9 83:12 84:2

diligence 23:22 84:24

diligently 56:24

direct 15:3 43:23 47:7,19
48:21

directed 45:22 72:13

direction 26:10 103:17

directives 3:9

Director 10:4,5

disagree 24:23

disciplinary 22:8 57:5 64:7,16
73:14

discipline 44:15 55:25 64:19

discriminatory 23:3

discuss 99:24 102:22

Discussion 8:1,12,13 23:6
109:9

disgruntled 24:9

dislikes 37:7

dismiss 64:11

dismissal 2:18 4:9

disposition 65:23

disputes 54:12,15

disrupt 34:16

disruption 34:11

disruptive 41:24

disseminate 78:7

distinguished 5:7 22:19

distributed 3:13 51:16 57:17
65:21

district 6:7,8,10,12,14,18,19,
21,23 97:19 99:4

districts 78:8 96:7

disturbing 99:19
ditto 7:17,18
diversity 22:7 44:10,13,18,21
 51:9
division 3:1 44:10 51:3 66:15,
 21 91:17
DMC 104:13
document 23:10 55:23
documentation 17:1
domestics 90:21
Don 9:24
door 83:13 105:23
dot 58:8
double 91:15
doubt 14:9
doughnut 33:3
downtown 29:8,13,15,16 35:6
DPD 10:25 13:10 34:24 40:19
 55:11,14,24 56:10,11 65:15,
 17 76:22 79:6 89:2
DPO 11:4
DPP 22:4
draft 3:8,12,15
drifting 52:2,7
drive 38:6
driven 86:13
driver 28:25
drives 84:24
driving 28:8,9,10
dropped 86:8,9
drugs 96:22
due 16:16 19:20 23:22 63:2
 84:24
duly 12:10
duties 50:16
duty 12:1 22:2 57:15

DVD 56:2

dwellings 26:19

E

earlier 46:2 96:18

early 20:13 39:25

easier 91:1

easiest 72:15

east 18:14 42:23 45:1,3

Eastern 42:22 45:4

Eastside 18:12 30:15

easy 96:20

educated 86:13

education 45:5 87:7 96:22

effective 13:21

effectively 38:1

efficiencies 42:1

efficiency 46:12,22

effort 21:14 29:18 91:2

efforts 21:16,21

elaborate 13:25 90:12 91:9

Elaine 42:15

elected 11:14,15 12:10 17:17
 25:10

election 23:16

elections 12:7

electronically 51:17

elevated 42:24 43:2,4,7,8
 70:24

elevations 42:18

eliminate 44:6

Ellen 82:9

Ellen- 81:18

email 2:9,10,12,22 3:10,12,22
 51:14 99:7,9 108:9,10

embarrassing 93:9

embraced 20:15

emphasize 8:23

emphasized 8:22

employed 73:7 89:2

empowering 21:2

empowerment 52:15

enabling 68:21

encountered 30:18,19

encourage 13:20

encouraged 46:16

encouraging 16:22

end 8:24 16:10,14 58:11 84:1,
 21,23

endeavor 49:7

ended 73:14 84:17,20,21
 86:10 87:6

enemies 33:9

energy 84:25

enforcement 19:19 21:9 28:24
 45:22 74:11

engage 52:23 61:13 85:8
 94:10 95:23,25 96:10 97:19

engaged 49:1 52:22

engagement 21:13,22 38:10
 51:5 97:16

engaging 95:21

English 50:16

enjoy 16:20,21

enjoyed 91:2

enslavement 96:22

ensure 27:18 34:7 44:22 49:7
 54:13 56:22

ensuring 21:24

enter 35:23

entering 29:1

entertain 31:9 109:4
environment 17:21
equality 22:5,6
equally 49:3
equipped 55:11
equity 44:10,13,18 51:9
Eric 98:21 101:9,12
Erica 10:6
escalate 55:7
escape 28:14
escapes 95:11
essentially 38:15 70:1
established 21:1,18
ethic 89:10
ethics 101:16
Evans 76:15,16
evening 84:18 100:9 102:11
 109:11
event 32:8 73:8
events 26:22 32:13,18,19
 36:14
eventually 64:18
Everett 75:4
everybody's 85:15
eviction 54:11
evidence 64:23 83:6
evidenced 25:18
evil 39:22,23 101:22,23
examine 37:22
excellence 22:22
excellent 15:14 23:10 24:9
 50:13 59:10 61:6 65:3
excessive 59:6
excuse 81:15
executed 30:10

executive 7:6
executives 13:20
exemplary 32:17
exonerated 17:2,6 59:7
expanded 20:20 21:19
expectation 69:22 82:21
expectations 69:20 82:19,23
expecting 108:6
expenses 97:21
experience 36:24 47:17 56:8
 61:11 69:3 83:2,3 89:20 90:13
 95:10
experienced 26:6 56:17
experiences 22:1
experiencing 26:2
explained 46:4 93:11
explaining 52:16
explanation 39:22
expressing 27:5
extended 16:9
external 21:19,20,23 47:11
 48:20 51:6,8 69:19 82:18
extra 70:11 71:14,25
extremely 104:13

F

face 93:15
Facebook 3:18 32:3
facial 65:15 106:6,20,24
facilities 48:15 57:9
facing 15:5
fact 27:22 37:2 41:15 45:25
 49:3 59:8 61:24 78:24
fact-finders 64:15
factors 39:2

facts 26:8 64:21 88:14
fail 55:20,21
failed 38:16 55:16,23
failing 55:15
Failure 2:17
fair 33:12 55:6 82:7 85:23
 89:11
fall 87:7
familiar 79:6,10
families 19:10 31:20 32:15
 35:22 40:1 105:14
family 18:7,10 27:4,13,14
 32:8,14,15,16 35:4,15,20
 36:4,12 38:19 87:2 89:14
 90:14
famous 6:17
fantastic 33:21 69:2,18 85:3
father 5:18,21,23 27:15 96:25
 97:3,4 101:25
fatty 68:19
favor 8:1 9:16 23:6 90:19
 109:9
fax 3:2 58:10
federal 20:9,11 27:9 34:25
feedback 72:19
feel 24:11 59:14 80:1,2,18
 90:21 101:6
feeling 91:4
Felicia 11:6
fell 87:5
fellowship 6:1
felon 30:18
felony 30:7
felt 103:14
fenced 103:5
field 44:4

fight 39:6
figure 85:10 88:20
file 3:1,5 54:5 58:5,8,9 60:16
filed 16:24 54:9 77:18
filing 70:4
fill 53:11
filled 94:17
filling 97:23
fills 23:18
final 18:24 64:19 65:23 72:2
 85:3
finally 35:11
find 3:4,7 32:2 38:14 46:23
 59:19 70:21 84:1 90:11 94:10,
 11 96:8 97:5 99:5
finding 17:4 57:4 64:11 84:20
findings 32:22 57:5
fine 2:14 70:6 83:1
finish 38:20,22 50:9,10
finished 75:1 84:12
firearms 30:9
fireworks 16:18
firm 16:4
first-of-its-kind 21:13
fit 22:5 41:23 45:12 46:15
 48:17
fix 46:9 95:3
Flanders 99:13
Fletcher 49:11
floor 25:4 83:14
flows 56:11
focus 33:13
follow 40:14 61:10,20 62:3
 66:18
follow-up 108:5,11
force 55:8 58:19,25 59:4,6

62:7,8,10,13 103:21
forced 19:20
forget 27:3 36:7
forgive 94:1
form 4:10 99:7 100:3
formats 38:9
forthcoming 57:18
fortunate 55:22
forum 2:15,17 3:21 22:7 75:18
 96:17
forums 4:21
forward 5:2 12:8,11 14:19
 16:5 17:20 18:23 24:3 25:9
 53:17 57:5 66:24 69:1 82:12
fostering 71:25
found 32:5 83:11 84:10
 103:12
founded 94:17
founder 100:1
four- 102:22
fourth 26:20
Fox 107:16
Frank 108:24
Franklin 11:5 42:24 45:19
 52:10 97:22
fraud 90:1
Frederick 39:19
free 95:1,8
freeway 12:14 27:1,25 28:14
 35:23 37:12 49:13
freeways 27:24 49:14
fresh 83:25
Friday 95:9 109:1
friend 33:15
Frisdon 11:7
frivolous 92:1,16 95:5

front 24:5 38:23 60:16 83:13
frustrated 68:23
fueling 93:10
full 51:10
function 44:14
fundamental 106:4
future 12:9 28:4 37:17 82:1

G

gain 42:2
gained 90:17
gallery 81:20
gamut 105:2
gang 20:25 34:6,7,11,13,14
 37:6
gangs 33:23 34:1,3
gap 21:9
Gardener 46:17
gas 97:21
gave 34:4 102:24
geared 21:1
gender 22:9,10
general 57:8,20 59:14 65:23
generally 54:18 60:20
gentleman 99:24
gentlemen 85:12
George 105:8 106:13,14,16
 107:6
get all 102:15
get along 80:12
Giana 10:12
give 31:17 39:18 49:24 50:25
 59:16,20 61:19 90:24
giving 22:7
glad 49:8 58:13 82:1,5 100:7

101:18 107:2,8,13
Glendale 99:12
Glenn 11:8
goal 13:8
goals 15:21
God 5:18,23 39:21
good 2:1 5:1,7,9 6:9,13,22 7:2, 5 10:18,19,20 16:10 29:25 42:13 53:9,11,23,24 55:3 59:25 69:2 70:16 73:5 84:22 98:1 100:5,11,17,20,25 101:3, 6 102:11 107:23
Govdelivery 3:14
grace 5:16
graduated 87:13,19
grandbabies 97:10
grandchildren 105:15
grandfather 97:8
grandma 104:10
grandmother 18:10 97:7
grandparents 96:23
great 5:19 6:11,23 7:9 18:23 21:8 22:20 24:16,22 27:6,7 44:16 46:20 49:8 50:25 61:12 71:3 85:19 102:19 104:10,20, 24 105:3 109:11
great-grandparents 96:23
greatly 105:3
Greektown 100:24 107:21
Greenlight 20:16 40:8,17
Greg 23:1
Greg's 20:14
Gross 18:17
ground 53:2,5
group 103:2
growth 107:19
guard 28:4 40:4

guess 14:1
guilty 84:23 91:4
gun 17:25 20:25 27:18 29:4,5, 7,9,11,13,15 39:6 102:13
guns 18:2,4 29:16 96:20 102:14,17
Gutierrez 103:6,12,18
guy 84:21
guys 88:20 102:24
Gwendolyn 11:5

H

half 29:13
half- 105:23
half-minute 96:15
halfway 55:18
hand 4:2,11 45:18 51:23 53:12 60:6 78:11
handle 15:12,16
handled 15:21
hands 31:13 51:10 72:24 89:18 105:17
hands-on 97:13
Handyside 9:25
happen 36:7 38:1,23,25 89:14
happened 18:3,4 37:2 40:1,14 62:10 83:10 84:2 100:13 101:25
happening 12:20,21,23 13:3 17:25 37:6,23 40:1
happy 31:1 44:24 46:16 70:5
harassment 58:22 59:12,13, 16,17
hard 43:13 47:12,13 49:24 50:2,3 51:20
hardest 90:19
harm's 83:24

Harper 104:16
Hart 14:8
Hayes 11:5 42:24 45:19 52:10 97:23 98:11,13,16 102:12 108:24
he11th 96:10
head 24:10
headed 30:25
headquarters 20:20
health 48:12,15
healthy 16:18
hear 13:23,25 16:7,23 49:8 68:16 69:16 98:25 99:19 101:10,13,23 103:14 104:2 105:9 106:14
heard 23:24 67:14 69:25 84:14
hearing 14:19
heart 24:11 26:24
heavy 47:5 88:13
heck 59:9 105:12
held 24:8 90:7
helped 35:14 40:13 104:6,7,22 106:9,10
helpful 88:17 103:3
helping 36:14 52:2,4 106:25
helps 72:16 73:20
Hernandez 7:1,2,3,24 23:4 78:10,12
hey 29:19 68:19 84:13 106:23
hide 33:9
high 106:11
highlight 29:2 44:2 46:6 47:23
highlighted 44:12
highlighting 14:2 23:2
highlights 96:20
Hill 105:7,8,9,11

hiring 44:15 107:8**history** 14:7 63:15 69:23 94:7
101:19**hit** 28:13**hole** 83:14**holiday** 16:6,17 98:6**Holley** 7:11,12 25:11 68:15,17
81:12,25 92:17 93:16,21 94:1,
20 101:6**Holley's** 68:21 93:15**Holt** 7:15,17,18 8:10 19:5
22:24 23:14 25:11 36:17 48:7
55:1 60:8 67:1,3,11,14 68:1,
12 72:25 73:4 77:11,14 78:3,
23 79:2,9,11,14,18,24 86:23,
25 87:8,11,15,17,20 88:11,22
93:12,14,18,19 96:13,15 97:2,
9 104:9 105:14 109:6**home** 12:24 26:16,18 27:11
83:21**homepage** 3:16**homes** 19:9**hometown** 12:22 20:5**homicide** 89:24**homicides** 26:4 96:19**honed** 106:17**honest** 92:15**honor** 14:10 19:17 22:13,25**honorable** 9:22 22:25 25:6
46:7 53:23 58:12 65:13 66:10,
17 81:16 98:2 106:19**honoring** 19:16**Hoover** 33:14**hope** 11:3 16:20 24:10 48:25
80:16 81:22 89:5 106:5 109:1,
2**hoping** 61:24**horrible** 36:11 52:5 102:5**hose** 109:11**hospital** 104:19**host** 4:7 105:2**hot** 48:10 58:25**hotspots** 33:6,7**hour** 3:2,23 56:15**hours** 58:1 71:14**house** 82:22 83:7 105:23**HR** 66:15,20,21 91:17**huge** 72:6**human** 63:20**humps** 99:15**hundred** 18:2**hurry** 85:17**husband** 35:20 37:8

I

icon 4:2**idea** 27:24 39:15**ideal** 24:23 25:1**ideas** 85:15**identified** 44:4 56:2,6 73:20**identify** 2:5 56:18,20 73:21**identity** 22:10**IG** 17:1**illegal** 80:15**illness** 37:5**illustrate** 25:14**images** 4:7**immediately** 66:18 67:24**impact** 20:14 37:19 38:4**impacted** 16:12 52:20**impartial** 94:12**imperative** 55:4**implement** 55:5**implied** 72:13**importance** 44:13 49:3 55:2**important** 3:4 4:4 8:25 28:3,15
29:3,15,17 44:11 45:17 85:7
92:4 99:10,23**importantly** 49:3**impounded** 30:9**impress** 97:4**improperly** 54:19**improve** 76:1 99:17**improvements** 20:7**impulse** 36:4 39:5**inappropriate** 4:8 8:15 16:25**inaudible** 59:2 88:15**incident** 13:9 18:16 36:1 54:24
83:3,4,10**incidents** 28:12 29:7 55:10,12,
16 56:12 63:22**include** 9:6,7,8 20:20 22:4
108:24**included** 9:5**including** 44:14 51:3 56:1
65:17**inclusion** 44:10,13,18,21 51:9**incoming** 65:14**incorporated** 80:8**increasing** 107:20**Independence** 16:16**indicted** 39:8**individual** 67:21 89:11**individuals** 24:9 39:23 66:8
73:23**influenced** 39:2**informatics** 93:2**information** 2:21 3:5,6,17,18
13:24 16:8 31:18,25 34:16
57:6 61:19 63:19 65:6,7

70:21,22 77:4 83:8,22 84:3,10
85:17 87:17 90:25 99:6,20,23
100:3 108:11

inherently 101:23

initiate 102:13

initiative 12:13,16 21:11 52:24

initiatives 25:24 56:21,23

Innovation 9:23

innovative 20:15

inside 83:15,21

Inspector 65:23

instance 62:11

instances 14:24

instructions 3:20 66:25

instrumental 20:24 21:12

insurmountable 105:18

intake 49:25

integrity 21:8 22:19

intelligence 20:18 34:6,15

interact 108:20,25

interaction 48:14

interactive 32:4

interest 35:1 36:21 39:9

interested 37:3 75:19,21 77:6

interim 10:6 23:21,25 41:25
45:17 47:25 48:3 53:21,25
56:19 65:3 66:1 105:11

interject 92:9

internal 21:18,20,23 22:3
47:11 48:20 51:5,8 69:19
82:18

interrupting 4:23

intervene 79:7,8

intervention 21:4 49:4

interview 66:5,11,16,17,22
67:6,19,21,22,24 69:3,12
70:12 80:23 81:16,24 82:6,13

92:23

interviewee 67:23

interviewing 67:4 87:25 92:2

interviews 15:23 66:12,13
67:7 82:2 92:24 100:5

intolerable 36:6

introduce 66:23

introduced 63:8 99:3

introduction 6:6 9:20

introductions 66:24

investigate 30:14 34:7 38:2
54:24 59:21 90:8 101:15

investigated 30:12 77:2,18

investigating 34:10 107:16

investigation 55:17,18,20
59:19 63:19 65:24 66:5 70:2,
6,7,8 71:2 78:15 88:16 91:1

investigations 2:24 30:11
61:9 63:17 69:24 72:5,14,15
75:24,25 86:18 90:2

investigative 2:25 59:11 64:15
70:3,16 89:20

investigator 2:25 10:4,7,8,9,
10,11,12,13 14:16 15:24
53:21 54:1,2 56:16 57:22
60:19,21 61:14 66:7 78:18
90:5,6 94:14

investigators 57:14,15,16
58:4 63:18 94:11 103:22

invited 4:6

invocation 5:6

involve 54:9

involved 20:24 52:1,23 54:15
55:10 56:5,9

involvement 38:11 91:19
109:4

IOU 88:4

issue 12:18,20 15:4 16:1 18:1
30:10 40:19 52:20 53:10,13

54:19 59:14,19,20 64:14
73:12 80:8 106:18 107:17,18

issued 107:10

issues 15:12,13 46:12 48:11
59:12 65:8 73:23 79:3 80:7
102:23

item 7:20 8:4

items 65:25

J

jail 51:6

James 11:6 13:10 14:3 19:16,
18,23 22:14,23 23:1 24:12
25:18 48:10 102:13

Jerry 102:9,20

Jesus 7:2

Jesus' 6:1

Jewel 11:6

job 5:15 15:14 24:8,9 25:20
33:21 38:21,22 46:19,20
52:18 59:10 61:6 64:21 79:13
80:2 86:15,17,19 90:8 92:6
104:10 105:12,18

jobs 19:10

Johnson 52:9 66:14 67:17,22
69:17,23 70:14 71:7 72:5,21
73:12 74:3,5,7,10,16,19,24
75:2,5,7,10,13,16,21 76:13,
16,21 77:1,3,8 78:1,6,17,21
79:1,8,10,21 80:5 81:15,17

join 2:8 3:9 4:5 6:20 42:11

joined 86:9

joining 4:5 66:20 82:14

Jones 7:4,5,10,23 8:9 10:21
19:1,3,18 21:6 22:3 23:9,12
31:15 34:20,21 35:4,17 48:6,
7,9 55:2 59:24,25 60:3 61:3,5
62:6,14 97:13

Jonya 10:3

Joy 11:3 102:10 104:1,2,4

judge 80:25 84:19 107:10,14
judging 94:3
judicial 32:12,22
July 16:6,10,13,16,20 57:20
 98:3,5,7
jump 69:15
June 7:21 8:4 29:4,11
Juneteenth 95:1 97:10
jury 101:17
justice 18:5 21:21 35:1,14
 55:5

K

Katrina 10:5
Kawane 66:14 67:17,22 69:16
 78:25 79:1
keeping 105:4
key 14:1,17 20:13 38:7 45:15
 56:20
kidney 100:16
kids 35:20
killed 18:17 101:24
kind 37:8 86:16 103:20
king 101:19
knew 84:17 105:23
knock 72:12,15
know--- 92:8
knowing 37:3
knowledge 24:10 108:19
 109:2
Kurt 43:1
Kyra 11:3 48:25

L

LA 15:12
labor 73:13

lady 18:17
landlord 54:11
language 45:7 87:5,6 101:24
LAPD 20:2
lapse 74:12 76:17
larcenies 26:12
Lashonda 48:23
Lashondra 10:12
lastly 4:15
late 39:19 71:4,8,13,24 84:7
 91:25 92:7
laughing 50:21 81:13
launch 20:22
launched 30:5
launching 20:16 27:19
law 19:19 21:9 28:23 74:11
Lawrence 10:7 24:1 43:10
 53:22,25
laws 4:20
lawsuit 72:8
layer 31:7,8 46:22
laying 50:19
layoffs 19:21
leader 21:7
leaders 22:17
leadership 13:11,21 17:8,15,
 16 19:6,8 46:16 107:25
learn 32:19 86:13
learned 36:22,23 87:4
learning 87:6
leave 17:5 48:3 58:2 61:14
 75:9 106:24
leaves 22:18
leaving 26:18 28:2 47:18
 84:11,13 85:12
led 32:18

left 25:19 29:1 42:17 44:16
 57:17,19 76:19 84:22
legacy 22:18
legal 70:8 80:9
legally 80:9
legitimacy 21:21 55:6
lent 84:15
Leshanna 42:17
letter 60:17,23
letters 57:4 61:14
letting 107:12
Levalley 41:20 45:19
level 44:14 46:23
leveraged 20:15
Lewis 43:8
LG 21:15
LGBTQ 21:13
liability 72:7,8,11
liaison 21:13 47:9 51:4
liberal 87:4
Liberation 95:2
lie 101:4 102:2
Lieutenant 11:6,7 40:8 43:6,7,
 10 103:6,12,13,18
life 35:12 86:10 96:25 97:4,6
lifelong 39:6
lift 25:17
lifted 40:8,16
light 78:24
lightening 93:15
limit 13:4 85:22
limitations 103:17
limited 56:1 65:17
Linda 6:10
Linette 99:12

link 3:17
links 3:9
Lisa 17:16 23:17
Lisonya 10:9
list 3:10 11:2
listed 67:24
listening 83:23
live 6:15 7:9 31:4
lives 20:24
living 33:15
load 76:23
located 57:22
location 83:7
lockdowns 19:9
lodged 70:20
log 55:24 62:9 78:7
logging 2:14
logical 38:4
long 43:3 82:4 90:24 97:15
 101:5
long-winded 18:24
longer 45:12
longstanding 9:3
looked 25:16 58:18
loop 33:8
Lord 5:22,24 60:2 100:17,20
Los 19:21
lose 50:12
loss 26:24
lot 14:24 15:5 18:20 27:10
 29:3,8 34:4 38:6 43:16,17
 47:20 50:25 51:2 52:17 61:13,
 19 69:13 71:21 72:3 77:4 85:4
 90:16 91:1 100:6 103:4
love 6:14,24 7:8 87:5 89:11
 101:4

low 63:6
luck 101:6

M

Mack 13:5
made 8:15 9:9 16:12 17:7 20:6
 23:13 36:24 46:9 47:4,23
 57:22 61:9 62:22,25 85:1
 106:21 107:25
Madonna 87:13
Madrigal 10:10
Mae 19:5 23:14
magnifying 22:25
main 14:18
Maine 20:2
maintain 101:4
maintaining 57:9
maintenance 93:3
major 21:22 26:1 30:1
majority 46:10
make 2:5 3:25 12:16,22 28:14
 34:14 39:3,4 40:7 42:17 43:13
 44:23,24 45:10,18,21 47:13
 50:12 51:19 52:5,17 53:10
 58:7 59:1 61:21 62:1,12
 64:18,20 67:6 71:12 82:24
 92:10 93:8 106:23 107:22
make-over 104:25
makes 43:25 46:14 59:9 90:25
 91:1
making 44:23 60:13 61:17
 88:14
males 30:19,24
malfunction 55:21,23
man 84:25
man-hours 71:10
manage 25:19 69:20,21 71:23
 82:19,20

managed 88:1,4
management 47:10 51:7
 82:23
manager 75:24
mandated 80:16
manner 15:17 17:4 24:24 57:3
 65:8
Maria 11:18
marijuana 107:20
marked 22:18
Markita 10:13
Martin 7:10 23:9 31:15
masked 2:7
masks 30:24
mass 30:19
matriculating 87:9
matter 8:24 106:22
maximum 23:18
mayor 53:1,4 106:22
Mcclure 11:7
Mcginnis 33:20
Mckay 43:6
me@
scottyeeducation@yahoo.com.
 99:8
means 73:2
meant 95:14
measures 56:18
Medal 14:10
Meeks 66:19
meet 16:13,16 27:22 71:5 84:8
meeting 2:2,3,6,15,18 3:7,21
 4:1,5,9,21,23 5:2,22,23 7:6
 9:24 11:14,15,22,23 14:20
 16:4 18:23 29:21 30:1 51:18
 53:3,4 98:5,7,13 100:4 102:22
 109:13

meetings 16:9 24:25 27:15
98:3 99:4

Melanie 23:21 56:20 68:3

Melissa 46:17

member 32:17 55:11

members 9:25 17:17 21:14
22:7 54:13 55:14,16,17,20
56:2,8,11 57:20 69:2 70:18
99:11

membership 14:20

men 22:20 27:7

mental 37:5 48:12,15

mention 10:24

mentioned 46:2 98:5

mentoring 21:2

Merrill 57:23

message 2:4 58:2

messages 61:15 65:18

messaging 45:21

met 20:11 23:15 53:1

metric 14:17

metropolitan 13:2

mi.gov/bopc. 58:9

Michael 11:2 40:8 41:9 43:4

Michelle 105:7

Michigan 13:11 27:8 33:8
34:24 44:12 75:7,8

microphone 68:17,21

Mike 46:5

mind 56:14 63:20 64:14 68:5
83:4

mindset 71:1

mine 34:22 78:13

Minister 98:21 101:9,10,12

minute 8:25 50:17 92:19 98:10

minutes 3:8 4:16 8:4,5,14,16,

21,24 9:16 50:15 67:20 69:4,
9,12 70:12,13

misconduct 101:15

misdemeanor 30:8

missed 23:22

missing 31:20 32:1,4 83:19

mission 15:9

missteps 44:21

Mitchell 106:13

mobile 4:12

Mobley 5:6,7,10 6:4

model 41:23 42:1 44:16,17
46:21

modernization 20:13

modifications 45:15 47:4

moment 36:8 88:10

momentarily 25:24

moms 18:9

Monday 36:6 99:5

money 18:21

moniker 27:13

monitor 54:13

monitoring 9:23

monster 35:24

month 16:14 18:3 29:4 54:8,
12 55:12 56:5 99:5

months 44:4 104:22

morning 109:1

morphed 45:9

mother 101:17

motion 8:3 9:19 109:4

motor 26:12 32:21 104:25

motorcycles 106:2

motto 17:10

move 8:6 9:4 12:11 13:7 22:24

24:3 36:10 40:22 53:20 66:4,
24 69:1 81:2,3 82:12 93:7,11
94:21 96:11,12 97:11,24

moved 7:22,25 8:11 23:5
46:17 109:6,8

movement 45:13 95:22

MPOS 104:21

MSNBC 17:24

multiple 54:10

multitude 28:1

murder 31:2 38:16 39:12

murders 37:9

muted 4:6 7:16 68:18,24

N

NACOLES 14:20 56:21 74:8,
12

named 67:21

names 12:4

naming 12:16

narcotics 30:14

narrow 69:6,8

nation 15:8

national 14:22 16:4 22:9

native 76:2

necessarily 70:24

necessitated 42:14

needed 20:8 41:25 47:5 84:16,
17

Neely 10:12

nefarious 30:25

negative 79:5

Negroes 106:7

neighborhood 21:10 40:2
42:23,25 44:8 45:1,3,4,16
47:9 51:4 106:1

neighborhoods 52:7
neighboring 30:4
newly 25:10
news 3:15 107:16
Nichols 95:12
Nickels 10:13
night 33:17 76:23
no-knock 108:3
non-city 29:14
non-criminal 3:1
non-fatal 26:5 38:13,14,15
non-judgmental 22:7
noncriminal 3:5
none@none.com 2:13
noon 100:25
normal 70:11
note 2:2 3:17 18:22 19:4 25:4
 43:22 53:14 65:14 81:25
notes 23:13,14
notice 62:21
noticed 100:5
notify 60:12
NPO 95:10
nuances 70:9
numb 90:1
number 3:2 26:2,15,17,21
 36:21,22 39:2 41:22 43:22
 45:18 47:19 53:12 54:8 57:23
 58:3,10 60:20 65:24 88:3,4
 89:25 108:10
numbers 2:7

O

objective 89:12
objectives 15:22
obligations 20:12

occurred 26:22
OCI 14:15 15:14,18 24:5 54:3,
 6,10,12 56:24 57:2,11,14,16
 61:5 65:4 94:7,17 107:8,9
offense 91:25
offenses 63:15
offer 18:21 32:6
offered 18:18
office 2:24 11:19,24 14:16
 15:15 17:5 21:18,19,23 32:7,
 10 43:17 47:11 48:20 51:8
 53:13,20 54:1,2 56:16 57:4,
 21,25 58:13 60:17 64:8 65:23
 74:1 94:13
officer 32:9 48:16 55:6,24
 62:23,24 73:8 74:9,10,15,21
 79:4,5 80:13 95:11,22 101:25
 104:21,22
officer's 21:10,20 61:12
officers 6:24 21:25 27:11
 28:18,19,20 30:17 37:24 53:5
 54:23 55:4 56:4,7,9 62:8
 64:17 70:18,19 73:10,15
 77:19 80:6,18,21 94:3,4,7,9,
 10,17 95:17 101:14,15 104:13
 105:24
officially 32:10
officials 11:14,15
offline 34:13
oftentimes 38:13 44:20 70:9,
 23
Ohio 20:3 42:16
om 16:2
ongoing 31:21
online 58:8,10
open 21:14 57:12,17,19 60:25
 72:22 82:16 83:13 85:19
 103:4
operate 32:20
operation 27:20 30:2,5,7
 57:25

operations 21:20 42:21,23
 43:14 45:4,5,8,9
opinion 37:4
opportunities 39:4
opportunity 18:24 37:17
 42:17 48:2 79:21 97:19
 104:24 108:20
oppose 8:3 9:19
opposed 23:8 34:22 109:11
ops 45:11
options 4:13
oral 3:25
order 8:22 9:3,10 30:6 107:10
ordinance 30:8
ordinances 4:20
organization 41:18,21,24
 42:18 43:15 44:24 48:1 57:14
 71:8,17,18 72:8,12 95:8,15
organization's 44:14
organizational 20:7 44:2 51:1
 65:20
organize 72:7,9 85:7
organizing 88:14
orientation 22:9
origin 22:10
outlets 56:22
outraged 36:5
outs 43:17
outstanding 14:6 23:8,15 24:6
oversaw 20:22
oversight 5:5,21 12:2 14:19
 15:7,8 20:11 56:23 100:2
owners 19:25
owns 33:16

P		
pack 68:11	passed 60:23	13,19 81:23 90:23 93:10 99:22
packaged 50:3	passion 37:10	person's 77:5
packet 66:11 67:21,25 68:4,12	past 44:3 56:25 95:9	personal 81:25
packets 54:1 68:4	pastor 39:19 81:12	personally 71:18,22 80:13 92:1
packing 84:14	patience 58:12	personnel 10:5 71:2
pal 21:6	Patillo 10:5	persons 35:1 39:9 48:12 89:25
pandemic 56:17,25 57:1,10	patrol 28:21 44:6 46:14	phenomenal 25:20 46:19
panel 70:18 81:20	patrolling 28:18 49:13	Phillip 14:8
panelists 2:10	patrols 30:3 99:18	Phillips 10:15
paper 37:20	pause 50:6 92:19	phone 2:6 49:11 57:23,25 60:20,24 105:20
papers 38:3	payroll 47:8 51:2	phones 4:22
paranoid 94:5	peace 5:16 13:14 16:20 27:13	physically 107:15
parents 96:23	peaceful 16:18	picked 36:21
Parish 11:3,12 41:9,11 42:5 43:4	peer 21:23	picture 35:21
parliamentarian 8:20 9:1	penalty 78:2	pie 56:3
Parnell 102:9,11	people 3:13,15 16:11,19 17:11 18:4 22:17,20 26:15,18 27:10 29:16 30:11 31:21 32:4 33:12 36:21 37:10,12 38:11 39:3,8, 10 45:13 52:6 53:9,11 61:13, 16 73:22 80:11,25 85:16 87:2 89:12 95:15,25 96:4,8,24 97:5,6,18 99:14 101:1,22 103:2 104:18 106:19 107:17	piece 41:14 46:5 51:5
part 12:24 17:22,23 26:13 27:18 35:25 42:14 63:5 71:25 73:25	people's 95:4	pivot 25:14
part-time 86:14	percentage 63:5,6	place 14:13 22:25 28:3,4 33:11 65:9 79:12
partially 105:13	perfect 35:21 46:15	places 33:9 104:16
participants 4:1,5	performance 100:25	plain 50:16
participate 61:16 104:24	performed 74:22	Plaisance 57:23
participating 11:13	Perifore 43:10	plan 13:24 33:22 34:3 40:24 45:21 48:17 51:15 65:19,20 70:3,16 72:18
participation 38:12	period 56:15 59:3,7 85:11	plate 40:9 71:21
partner 27:23 50:25 73:18 80:6	permanently 34:8	platforms 2:19
partnering 80:1,3	perpetrator 28:25	play 32:12 47:16
partners 7:7 27:9	perpetrators 27:12,14 28:13	plea 70:25 96:23
partnership 20:17	persistence 84:24	pleased 17:4 50:17
party 70:22	person 40:7 50:14 52:4,10 60:12 63:21 67:3 70:4,11,12,	pleasure 25:9
pass 35:11		PM 3:24 4:13 98:4,8 99:5

point 12:12 18:17 52:3,9 64:15
75:17

pointed 63:16

points 47:5 52:11

police 3:23 5:20 6:22 10:5
12:1,3 13:11,17 14:3,6,25
19:19,22,23 20:2,3,4 21:10
22:11,12,21 23:2 25:21 27:7,
8,23 28:18,19,20 30:2,4,10
33:10 34:25 35:13 37:1,24
38:15 42:16 48:11,16,17
49:18 53:7 54:21,22 56:4,7
57:1 58:6 59:15 63:9 66:5
73:7,17,18,21 74:1,8,10,15,21
76:19 77:15,17,18,22 78:3
79:4,5 80:13 83:3 86:2,4,9
88:3 89:22 91:10 94:3,7,16,17
95:16 96:6,17 101:1,14,15,25
102:1,3 103:24 104:23
105:17,18,21 106:19

policies 2:4,16,18,20

policing 13:21 21:21 29:18
32:15 42:23 45:1,3,4 53:10
55:6

policy 3:8 54:14 55:14,24
64:22 70:7 79:7 80:10

politics 100:15

poor 96:22

porting 41:23

portion 32:11 63:2 66:17

Portland 20:2

portraying 101:22

pose 40:20

position 15:24 44:22 47:25
75:20,21 88:13 89:6 92:2,4,5
93:4 94:4

positions 19:6,12 42:19

positive 13:21

possibly 17:10 83:15

posted 4:20

potential 72:8,11

Potts 42:17

poverty 96:22

power 15:5 24:14,15 31:7
106:21,23

Powerpoint 41:2,4,9,12 42:3,
11 50:18 51:17

practical 72:10

practice 35:22 72:18

practices 44:23 56:23 70:15

pray 5:15,16,19,20 101:7

prayed 35:10

prayer 6:5 35:5

praying 107:2,3

preaching 97:16,17

precinct 43:2,3,7,11 44:7
46:18 52:24 58:6,7 96:11 98:4
99:11 102:25 107:15

precincts 20:21 49:6 52:1
78:8

preface 41:15

pregnant 35:11

preparation 66:12

presence 5:22

present 7:12 25:6 26:9 52:21
56:25 98:4

presentation 14:15 41:4,9
51:17 58:11

presentations 3:8

presented 87:19

president 17:24

press 4:2 36:20,25 40:7 96:25
100:25 106:21

pressure 47:20

pretty 46:4 50:23 90:17
105:15

prevent 4:23 37:16,24

previous 43:24

pride 76:4,5

prior 23:16 47:18

priorities 85:7

proactive 13:20 37:25 56:18

probable 39:15

problem 12:19 28:17 29:20,22
31:4 63:16 71:5,24 83:20 84:7
85:18 99:13 100:12 103:3,21

problems 29:23 39:5 73:10
74:2

procedural 21:21 55:5

procedure 54:16,17 55:8
80:15 94:8

proceeds 30:14

process 9:2 32:12,22 34:15
53:8 59:11 60:15 61:17 64:17
66:23 69:7,12 82:4 94:12
95:21,22

processes 20:8

productive 16:6

profanity 55:1

professional 4:18 24:24 45:5
54:25 73:14 80:14 92:2,13
93:4 100:4 104:11,12,13,17

professionalism 22:19

professionally 55:5

professionals 92:1

program 21:11,22 27:19 28:17
49:4

programs 20:25 21:1,3 22:3

progress 20:12

project 20:16 71:12

projects 71:12

promote 13:14

promotes 21:14

prompt 2:11

prompted 2:9

pronunciation 67:18
 proper 9:10
 properly 7:25 54:23 55:15
 property 26:9,11,13,17 33:16
 89:25 104:23
 prosecutor's 32:10
 protecting 95:14
 protects 62:3,4
 protest 19:9
 proud 100:23 101:1
 proudly 74:16
 prove 57:2 63:23
 provide 3:12 31:6,8 32:4
 43:13 65:6,7 66:22 67:17
 77:1,3
 provided 92:10
 providing 28:16
 psychologist 96:20
 psychology 37:5
 public 3:20,21,24 4:4,14,15,16
 10:24 13:14 16:3,22 20:19
 57:21 75:18 98:9 102:2
 108:19,20
 public-private 20:17
 publicly 19:11
 pull 30:22 39:6 41:11
 pulled 95:4
 puller 29:23
 purpose 5:13 28:24 63:10
 pursuit 87:21
 pushing 76:17
 put 8:14 37:23 38:18 41:25
 45:23 71:14 83:23 85:15
 87:20 91:1 103:2,21,22
 putting 46:13 71:25

 Q

quality 53:9
 qualms 72:20
 question 34:22 40:5,14 49:10,
 14 50:9,10 51:22,25 58:16
 60:11 62:6 67:10,12 68:2,23
 69:18 71:3,24 72:2 74:13
 76:10 77:10,11,14 78:14,19,
 24 79:3 80:16,24 81:1,4,6
 82:17,24 84:6 85:3 87:1,9
 89:2,5 91:8,25 92:16 93:6,24
 94:19
 questions 25:1 31:9,16 58:14
 65:2 66:18 69:5 72:22 82:13,
 15,17 85:20,22,24 89:19
 92:10,11,14,23 93:10
 quick 36:9
 quickly 41:5 59:20 60:12 64:5
 84:16,18
 quorum 7:20
 quote 6:15
 quotes 6:17

 R

race 22:5,9 80:4
 race-based 101:20
 racing 52:2,6 106:3
 racist 101:3,20
 rage 28:12
 raise 4:2,11 53:12 72:24
 raised 31:13
 raising 87:2
 rank 13:17 43:5,6 90:4
 rate 81:23 106:11
 ratios 72:17
 rattled 36:1
 reach 32:1 60:21 70:3 99:22

102:25
 reached 103:1
 react 104:14
 read 19:17 38:3 47:12 57:1
 61:12
 reading 23:10 63:1
 ready 33:24 41:3
 reaffirm 61:10
 real 64:5
 real-time 20:18,20 46:8
 realign 41:22 42:18
 realignment 41:6,16,17 42:13
 realignments 43:9
 reality 37:22
 realized 97:2
 rear 95:3
 reason 41:17 42:6 54:21 93:14
 100:18
 reasons 35:19
 reassign 44:6
 reassigned 57:15
 Rebecca 43:6
 recall 18:12 107:9
 receipt 60:18
 receive 3:15 51:19 54:10 57:4
 65:15
 received 13:24 49:10 51:18,19
 54:3,6 59:3 60:13 65:22,25
 66:11 108:2
 receiving 104:16
 recent 12:13 42:14
 recently 20:22 27:15 79:13
 reckon 50:23
 recognition 65:16 106:6,20,24
 recognize 22:13 101:2
 recognized 100:7

recognizes 28:10	release 35:5 96:25 100:25	73:10
recommend 78:1	relevant 4:20	reports 3:8 43:18,23 47:19 62:20 65:17
recommendation 13:16	relief 91:4	repossess 103:20
recommended 77:24	religion 22:9	represent 97:14
record 65:11 92:22	relocate 19:20	Representative 11:18
recorded 63:2	remain 4:18	representatives 11:15
recover 30:23	remained 45:2	representing 6:10
recruit 55:3 80:5	remaining 57:15	represents 26:20
recruiter 80:19	remarks 12:11 91:16,20	reproduce 68:7
recruitment 66:15	remember 4:9,10 8:17 70:24 76:4 80:14 107:14	request 3:24 4:1 55:22
recruits 80:2	remembered 107:13	requested 9:5 103:23
redact 77:4,5	remind 8:20 9:2 70:7 108:25	requests 57:8
redistribute 68:9	reminder 2:15	required 5:24
reduce 20:17 27:18 37:17,25	reminders 2:3 4:4	requires 2:19 37:23
reduction 26:6,13 52:5	reminding 9:8,10 23:13	research 61:18
reference 12:1,5 16:7,24 24:6, 7 40:9 82:25	reminds 14:18	reserve 12:17
referred 64:8	remote 16:9	resident 29:19
reform 20:12	removed 44:25 45:1	residents 19:25 21:9 29:14 100:2
refrain 4:18	renew 74:12	resolution 14:2 19:1,15,17 23:24
region 27:23	reorganization 13:23 40:23 51:15 65:19,20	resolved 22:11 77:23
regrouping 52:15	reorganizing 52:14	resources 3:6 21:25 28:3,16 34:25 83:18 84:1,15
regulate 103:7	Rep 96:2	respect 63:13 94:2
reinforces 49:1	repaired 95:1	respectful 4:18
reinvigorated 21:6	repeat 8:18 62:24	respecting 17:9
related 86:17	repeatedly 34:1	respond 35:16 39:18 57:6 104:14
relates 31:18 38:10 44:20 46:10 88:16	replacing 43:3	responded 81:5 93:7
Relation 21:23	report 14:20 25:22 36:19 40:22,23 41:6 47:7 48:4,21 54:3 55:20 60:13 61:6 62:9, 13,15 64:6 65:3,10,12,16 66:1 73:15 106:9 107:12	response 30:16
relations 10:2 21:19 47:11 48:20 51:6,8 73:14	reported 18:3	responses 72:22 82:16
relationship 24:16,22 96:16	reporter 9:24 40:13	responsibilities 12:2
relationships 22:16	reporting 38:11 42:2 70:22	responsibility 31:6 97:1 105:14
relatives 84:14,20		
relayed 83:8,22		

responsible 63:17
rest 5:16 7:7 27:21
restate 29:10
restore 30:6
restructuring 41:16 43:9
result 2:18 4:8 36:23 84:1,21
resulted 21:24
results 30:7 70:6
resume 74:8,17 87:18
retire 19:23
retired 25:17 74:10,14,18,20
 86:11 90:3 94:9
retirement 42:19
retiring 14:3 57:20
return 57:2
returned 75:8
returning 20:4,5
reveal 40:15
Reverend 39:19
review 77:19
reviewed 78:5
reviewing 11:2 64:17
revisit 48:2
reward 18:18
Richard 11:7
rid 34:3
ridiculous 36:4
rights 44:12 54:11
Rim 104:15
ripples 46:23
risk 38:18
Rivera 10:10
road 13:4,6 28:12 61:22
ROB 98:1,17,20,24 100:10
 101:9 102:8,20 104:1,3 105:6,

10 106:13,15 108:17
robbed 35:12,14
robberies 26:6
robbery 31:1
Robert 10:1
Robert's 8:21 9:2
Robinson 95:10,12
rocks 30:12
Rocky 24:12
role 23:18 24:1 41:25 43:14
 45:17 47:16 48:3 54:14 73:16
 78:1 80:13
roles 74:22
rolling 52:14
Ron 11:4
Room 35:7
Rosalie 10:9
Roslyn 10:11
rule 66:14,23 68:25 69:2,10,
 15,18 71:3 72:2,21 79:4
 82:12,14 83:1 84:5 85:3,19
 91:14,16,22,23 92:9,14
rules 8:22 9:2 54:25
run 27:25
running 25:24 41:18 46:1,8
runs 30:10 54:22
rush 85:13

S

sacred 40:2,3
sad 27:3 32:8
safe 16:17,20 37:1 109:12
safeguard 22:6
safely 31:5
safety 13:14 20:19 31:7,8
salary 97:21

sample 76:24 88:7,8,15
Sampson 39:19
Sanders 102:9,20,21 103:9
satisfaction 91:3
Saturday 109:1
Savage 10:6
savvy 78:20
scene 24:5 36:2
schedule 6:21 15:25 66:8
scheduled 66:13 67:19
school 86:8 87:3,12
schools 19:10
scope 80:23
Scotty 11:17 98:21
screen 4:11 60:7
script 66:25
scrutinized 94:13
search 16:4 30:11 84:16,18,19
seas 30:9
seat 36:3 43:24,25 47:25
secretary 23:21 56:20 66:1
 92:12
sector 40:11
security 40:4
seized 30:13
selected 42:21
selection 42:15
Senator 96:2
send 60:17,23 88:12,22 108:4,
 8,10
Senior 10:10
seniority 56:7,10,13 80:19,20
sense 43:25 46:9,14 47:24
 52:17
sensitive 90:7

separate 57:16 62:9
separated 57:14
separately 63:21
Sergeant 11:5,7,8 33:19 95:10
sergeants 56:6
serve 19:15 73:17
served 14:11 17:17
service 14:4 19:24 22:15,19
 55:3 56:10 57:8 86:20 88:6
services 4:19 44:7,9,10 47:8,
 10 51:3,7
serving 24:2
session 8:23
sessions 55:4
severe 99:13
sex 83:5 84:9 89:24 90:7,15,
 20,24 91:2 107:18
sexual 22:9 26:4
Shammley 104:22
share 9:1 15:6 50:15 88:8
 92:21 96:16 103:19
shared 96:18
sharing 12:15 87:21
Sharon 11:6 102:9,11
Shaw 40:8
Shawn 66:14,23 68:25 91:14,
 16
she'd 103:10
sheet 55:24 61:7
sheets 62:9
shift 56:11,14 76:23
Shirley 6:14
shoot 37:12
shooting 38:13,14,15
shootings 26:5
shopping 95:3

shops 29:15
short 72:3 85:4,11
shot 18:17 26:25
Shotspotter 20:23
show 54:5,8 82:2,5
showing 36:13
side 18:14 99:12 102:24
sidebar 93:8
sides 83:16
sign 3:16,22 15:1 87:5,6
signal 100:6
signed 14:24 84:19
significant 18:19 20:6 26:23
significantly 47:20
silence 4:22
Sim's 102:12
similar 2:13 70:20
Simms 43:4
simple 46:9
simply 28:11 32:19 45:5
Sims 11:4 42:22
single 106:6
sir 10:18,21 11:1 31:17,24
 33:4,14,25 34:3 41:1 60:11
 61:4 62:14 67:11 68:18 69:6,
 11 72:23 73:23 74:3 76:16
 78:21 79:25 81:14 91:20,24
 93:22,25 95:19 98:1,9 99:1
 108:7
sister 23:19
sisterhood 21:3
sit 37:22 85:8 95:24,25
 106:11,20
sitting 81:12 85:13 105:20,22
situation 18:20 25:1 27:2 55:8
 63:9 69:21 82:20 83:12 84:2
 103:8,13

ski 30:19,24
skillset 43:21
skip 47:12
Skyler 35:7
slaughter 35:2
slide 43:11,25 45:14 46:3,25
 47:1,12,14 48:3
Sloan 103:1,2,10
Slone 10:9
slow 38:2
small 27:13
Smartsheet 3:22 4:1,10
smell 107:21
Smith 98:21 100:10,11
smooth 46:23
Snodgrass 11:8
soapbox 18:13
social 38:4 96:20
sociological 37:19
solely 71:12
solution 85:17
solutions 56:18
solve 71:5 84:7
somebody's 89:14 104:10
someday 75:24
someone's 70:9
son 35:2 97:1,3 100:18
sooner 16:14
sort 8:22 49:13 88:16
sounds 4:23
Southfield 12:24
Southwest 90:1 102:24
speak 3:24 4:16 5:17,18 12:7,
 18 13:13 18:24 60:9 85:24
 91:18 93:7

speaker 4:15,17 98:20 104:1
108:17
speakers 98:18 102:8 105:6
speaking 22:12 34:14 47:15
69:8 77:10
speaks 12:15 17:7,14
Special 44:7
specialist 10:2 66:15
specializes 92:23 93:1
speech 4:7
speed 33:3 99:15
speeders 33:11
speeding 28:9,11 33:3,4,13
99:14
spent 15:18
spirit 5:5 22:14 39:22
spirits 39:23
spiritual 107:5,7
spoke 17:24 18:1 27:15,21
103:12
spoken 17:1
spot 33:14
spots 44:20
spree 107:18
Spruce 95:10,12
squad 57:18
staff 4:17 7:7 9:20,25 10:17,25
17:11 24:4,6 43:5 56:22,24
60:17 65:4,5,17 68:20
staffing 107:11
stage 16:11
Stair 24:19 42:20 47:3 48:23
stand 12:5 19:12
standard 94:8
standards 73:15
standing 38:23

standpoint 43:15
Stanton 10:14
star 4:3,12
start 4:6 24:13 25:7 41:2,5
46:11 50:23 51:18 63:19 66:7
70:2,15 71:1
started 14:7,13,14 15:11
27:19 30:6,15 39:25 49:8
101:8 103:11
starting 6:7 76:17
starts 74:17
stat 61:7
state 11:18 13:11 17:19 20:18
27:8 34:25 79:17 96:2 103:24
109:3
stated 16:3 18:6
statement 23:2
statistic 61:16
statistics 57:11 72:16
stats 26:1 29:3 58:19 65:6
status 31:22
stay 28:19 46:5 71:4,8,13
80:14 84:7 85:1 92:8 102:23
staying 71:24 84:18 91:25
92:7 101:5
Stephanie 10:14
stepping 24:1
steps 103:10
Stewart 10:4
Stokes 11:5 97:9
stood 45:23
stop 101:22 102:1
stopped 31:1 34:1 54:21
stopping 59:15
stops 54:18,20
story 35:9

straight 98:8
strategic 34:3
strategically 31:3
strategies 43:1 44:9 45:8,14
46:1
strategy 45:25
street 27:12,15 102:15,18
105:21 106:3
streets 97:15 99:12,14
strength 22:6 27:16 35:7
strengthening 22:16
stress 55:2
strict 20:11
striving 21:8
strong 45:1 53:7 89:10
structure 20:7 41:24 45:22
51:1
structured 38:9 44:17
structuring 46:20
studied 25:16
studies 38:3
study 37:20
stuff 37:8,20 52:3 68:10 73:10
106:2
subject 55:25
subjected 79:6
submit 64:16,23
subpoena 15:5
subscribe 3:14
subsequent 42:16
success 22:15
successes 20:13
successful 21:11 73:9 95:3
successfully 22:4
sue 61:22,25

suffered 31:6
suggest 81:25
suggested 33:21
suggestion 82:5 102:25
summer 27:21 48:11
summer's 48:17
supervised 94:10
Supervising 10:7,8
supervisor 10:9 55:21 58:8
 66:21 76:20 83:5,17 88:6
supervisors 83:9
support 7:23,24 8:1,9 11:25
 12:12 13:13 21:20,23,25 22:3
 23:4 24:4 28:7,24 30:20 37:18
 42:21 43:1 44:4,9 45:16 47:8
 51:2,3 65:5 66:22 105:3 109:7
supported 23:5 109:8
supporting 28:4 108:21
supportive 36:13 104:17
supposed 103:6
suppression 45:16
surrounding 32:13 83:11
surveillance 30:17 101:19
survey 106:9
suspect 84:11
suspension 77:24
sustained 57:5 64:9,12 77:21
swift 71:21
sympathy 32:7
system 14:23 15:2 18:5 55:13

T

tabernacle 39:19
table 43:22 45:20
taillights 95:1
takes 47:20

taking 15:16 60:13 103:20
 105:14 106:5
talent 92:25
talk 25:25 28:15 29:9 34:13
 42:10,25 45:24 61:23 97:16
 103:8
talked 26:19 53:2 63:6
talker 68:19
talking 13:5,6 27:4 38:8 54:25
Target 86:19 88:5
task 88:16 103:21
taskforce 84:15,20
team 25:18 34:15 107:4
teamwork 12:8
technical 66:17 69:3,5
technical/experience 82:15
technologies 20:16
technology 9:23 20:23 40:10
 41:14 63:11 65:16 78:20
 106:6
teenager 101:24
Telegraph 13:6
telephone 4:3 54:6 58:3
 108:10
telling 27:9
temporary 39:5
ten-year-old 38:24
tenant 54:11
tenure 20:14 90:2
term 11:23
termination 44:15 56:1
terms 4:19 10:17 11:13,23
 12:15 13:7,8 14:12 15:15 17:9
 23:18,22 24:1 40:15 52:15
 53:5,8,13 59:9,11 63:7 64:19
 65:10 82:23 93:10 108:22
terrific 99:19

terrorizing 52:7
test 92:11,22,25
thefts 26:12
there' 27:4
There'll 28:23
Theresa 10:2
They're 38:22
thing 6:16 29:25 63:13 84:22
 99:19 100:20 106:7 107:7
things 5:12 17:20 28:6 29:21
 31:23 35:25 36:8 38:6 39:7
 43:15,18 61:8 64:5 70:14
 72:20 85:11 86:11 88:13 95:5,
 7 99:10 101:13 105:2,19
 106:4,11
Thomas 11:4
thought 28:14 43:19 48:1
 50:18 92:4 103:2
thoughts 50:12
threes 98:18
thrown 29:3
Thursday 16:16 65:21
tidbit 100:16
tier 41:21
Tiffany 10:4
time 5:5 11:10,12,16 16:2,18,
 23 32:22 33:23 36:8 37:22
 43:3 46:24 48:22 49:16 56:12
 58:12,13 59:3 61:20 67:16,19,
 22 68:18 69:13 70:11 71:4,22
 72:2,3 73:16 81:21,23 82:3
 83:25 84:4,6,10,14 85:4,11,19
 86:10,14 91:12 94:25 97:15
 102:7 106:17 108:15 109:4
time-consuming 82:3
timeframe 14:15 16:1 67:7
timely 15:17 17:4 57:2 65:8
times 17:23 19:7,13,14 40:9
 45:24 61:19,21 62:25 64:9
 69:24 70:1 76:4 80:7

tirelessly 27:11
title 45:11 59:21 102:7
today 6:11,17 10:1,15 13:22
 14:2,13,15 23:24 25:6 27:23
 29:21 30:15,17 31:2 32:10
 46:2 63:4 65:9 66:13,16 67:4
 69:25 95:23 100:25 103:9
today's 9:24 66:12 71:15
Todd 11:9 41:20 42:21 48:21,
 24
told 33:5 35:8 50:14 84:13
 101:3 102:24 103:15
tom 82:24
tomorrow 85:14
tool 40:18 106:25
top 41:21 54:16
topic 58:25
total 69:4
totally 16:25
touch 81:16 91:11
town 84:11,13,22 85:12
track 102:23
tracks 30:20
Tracy 66:19
traffic 54:18,20 99:17,18
 103:8
tragedies 28:4 36:9
tragic 26:21 27:3 31:21 32:8,
 13,19 35:18
train 80:20 95:16,17
training 8:23 37:4 45:5,6
 47:10 49:4 51:7 53:13 55:3
 56:21
transparency 21:17
transpired 65:7
trauma 21:4
traumatic 22:1

traveled 19:21
treatment 22:8
treatments 23:3
trend 26:10
trial 84:23 91:4
tribute 22:25
trigger 29:22
triggered 96:21
trouble 105:22,23,25
troubles 58:23
trucks 76:23
true 2:12 40:18 64:12
trust 90:17,22
truth 94:14 102:6
Tuesday 3:13 19:22
tugs 26:24
tune 97:18
tuning 84:12
turn 18:25 55:16,17,19 63:12
 102:16
turnaround 69:24,25
turnarounds 71:16
turned 68:24 77:21
TV 18:10
two-year-old 12:17 26:25 97:3
type 17:21 53:13 63:18 84:16
 97:16 101:23
types 36:9 39:7 93:9
Tyrone 11:18

U

umbrella 46:13
unbiased 63:17
undercover 103:22
undermanned 53:5

understand 37:6,11 54:13
 71:9,11,20 77:6 88:1 90:18,22
understanding 18:19 90:9
understood 69:15 92:5
Underwood 10:3
unexpected 71:5 84:7
unfinished 66:4,6
unfounded 59:7
unified 19:13
uniforms 53:11
unique 48:24
unit 21:13,18 34:6 44:3,4,5,6,
 7,9,11 45:9,13,17,23 46:7
 49:1 51:9 52:9 57:5 64:7 83:5,
 24 88:4 90:9 92:22 93:1
units 44:25 84:16
unity 17:20
University 87:14
unknown 90:20
unlike 26:1 36:1
unmarked 49:13
unoccupied 26:19
unprecedented 25:13
unprofessional 55:7
unprotected 4:7
unreasonable 69:20,22 82:18,
 20
unruly 71:2
unsafe 83:21
unsettling 35:24
update 14:1,17 31:22 32:5
updated 32:3
updates 14:1,2 31:25
updating 31:20
UPS 76:19
uptake 30:16

uptick 26:2
utilizing 28:24

V

variable 40:18
vehicle 26:12 30:18,19,21,22,
23,24
vehicles 30:9,14 32:21
103:19,20
veins 27:25
vent 70:13
versus 65:9
Vice 23:16
Vice-chair 7:15,17,18 8:10
12:9 19:5 22:24 23:9,14,15,18
25:11 36:17 48:7 67:1,3,8,11,
14 68:1,12 72:25 73:4 77:11,
14 78:3,23 79:2,9,11,14,18,24
86:23,25 87:8,11,15,17,20
88:11,22 93:12,14,19 96:13,
15 97:2,9 108:23 109:6
Vice-president 11:4
victim 18:8,9 38:13,14 83:10
84:4,12 85:1,2 90:10,13
victim's 84:3
victimize 37:17
victims 18:7,8
video 3:9 4:6,7
vigil 35:5
violated 64:22
violates 55:24
violating 4:19
violations 30:9 54:17,25 55:14
64:16
violence 12:14 17:25 20:25
27:18 37:6 107:20
violent 25:23 27:12,14 28:13,
25 30:16

virtual 2:3 3:20
visibility 49:15
visible 2:10
vision 22:18
visit 3:3 99:6
visitors 19:25
vital 57:6
voice 22:8 70:24,25 103:14
volume 71:9,20
volunteered 90:25

W

wait 38:20 60:4 79:22 98:10
waiting 66:19 81:22
walking 105:24
wanted 8:13 9:1 11:11 23:19
45:18 49:12 50:13 58:24
79:16,25 83:5 91:15 107:22
wanting 84:25
warfare 107:5
warrant 84:18 108:3
warrants 30:11 84:16,19
Warren 76:15,16
Washington 75:4
watch 5:14 100:24
watched 40:6
Wayne 76:14 96:3 109:2
ways 85:10
weapons 29:17 30:23 107:7
wearing 63:3
weather 30:24
website 3:3,7 4:2 108:1
weed 107:21
week 8:15 12:13 13:15 18:8
26:20 32:6 65:25 66:2 99:20

100:13,19 104:23 108:12
week's 65:14
weekend 92:8
weekends 71:13
weekly 3:10 65:15
weeks 25:23 26:20 102:22
welcoming 104:4
west 45:2
Western 19:21 45:4
Westside 30:7
we're 107:2
whatever's 13:1
white 2:1 4:25 7:6 8:18 9:9,21,
22 10:16,18,19,22,23 11:1,16
12:15 13:10,23 16:3 18:3
23:21 24:12,19 25:4,5,20 27:2
28:6,23 29:13 30:5,22 31:24
32:14 33:2 34:2,5,19,23 35:16
37:14,20 38:3,5,22 39:10,13
40:6,19,22,24,25 41:2,8,13,14
42:6,8,10 43:12 44:1,19 45:15
46:4,20 47:15 48:4,5,10,18
49:15,21,23 50:3,22 51:13,14,
16,21,25 52:8,13,21 53:2,14,
16,18,19 56:20 65:11,13 66:3,
9,10 67:1,7,9,15,16 68:6,9,17,
20,25 79:2 81:11,14,18 82:12
88:22,23 91:9,10,14,20 92:18,
20,21 97:23 100:22 101:24,25
102:13 105:12 107:3,24 108:9
Whitley 10:6
Whittier 99:12
who've 28:13
whoever's 88:19
whys 37:16
wide 49:5
wife 35:10,20 37:8
Wilfred 99:13
William 6:23 14:8

Willie 6:19 17:12 96:8,9
windows 83:16
wisdom 5:14,19
withhold 32:11
witnessed 13:10 27:17
women 22:21 27:7
wonderful 100:8
Woodard 31:19 32:6,8,16
Worboys 43:1
words 27:4 33:5 36:15 107:6
work 6:21,24 12:7 17:12,13
 24:6,20 25:10 26:18 27:6,7,17
 30:3,17 31:3 34:24 41:14
 42:12 44:11 45:10,12 46:11
 49:2,8 56:19 65:4 71:4,9,13,
 20,25 72:4 75:4,16 76:12 84:7
 85:5,16 89:10 90:16,18,19
 94:7 95:18 104:20,21 105:3
worked 15:18 20:9 24:15
 27:11 35:4 42:1 72:18 73:11,
 13 76:19,22 77:17 83:4 86:1,4
 89:24 90:19 94:15
workers 93:3
working 12:8 13:8 15:18 16:5
 19:21 24:22 25:9 26:16 33:5
 34:6 38:8 41:8,11 42:8 45:19
 56:11,24 60:25 76:8,12 81:19
 84:9 86:15,19 90:8,13 91:2
works 60:15
world 71:15 90:12
worn 55:17,21 63:8
worry 100:22
worse 31:2
worth 91:6
would've 82:6
write 61:14
writing 76:24 88:7,8,9,13,15
written 17:1

www 58:8

Y

year 25:13 65:10 76:21 96:18
 99:15 108:22
years 14:14 15:18 17:14,18
 19:24 20:11 22:15 24:17
 25:16 56:7,8,9,10,12,13 62:19
 73:13 74:1,12,18,19 78:16
 83:2 88:2 89:20,21 96:7
 100:14,16
yesterday 14:20 46:1
yesterday's 30:5
yield 102:7 108:15
young 18:17 26:25 87:2 96:24
 97:5 107:17
younger 80:21
youth 21:2,7

Z

zone 43:19
zoom 2:4,7,8,11,19 3:17 4:11
 88:19
zoom's 2:16 4:19
Zoom.us. 2:3