

**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](http://d4cac.org). I have contact information  
7 on there. There's a contact form. You can also email  
8 [me@scottyeducation@yahoo.com](mailto: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.

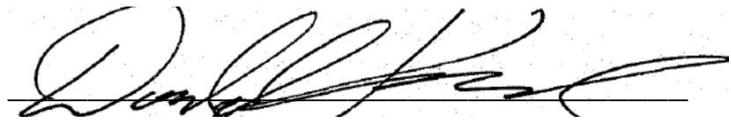
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

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

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

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