## 07/29/2021

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
July 29, 2021 at 3:00 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
- 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
- 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 Jim Holley.



- 1 CHAIRPERSON HOLLEY: Thank you so much. Ms. White.
- 2 Good afternoon, everyone. Thank you so much for being
- 3 with us. Jim Holly here, Chairman of the Board of Police
- 4 Commissioners. This meeting will now come to order. At
- 5 this particular time Chaplain Willis James is available,
- 6 invocation will be given at this time.
- 7 CHAPLAIN JAMES: I am sir. Can you hear me?
- 8 CHAIRPERSON HOLLEY: Yes, we can. Thank you.
- 9 CHAPLAIN JAMES: First of all, thank you to the
- 10 Chair, to the Honorable Chair, Pastor Jim Holly, and to
- 11 the Honorable Board of Commissioners. Thank you for
- 12 this...
- 13 CHAIRPERSON HOLLEY: We cannot hear you, Chaplain.
- 14 Chaplain James, are you still there? Then let's just, if
- 15 you don't mind, I can always depend upon the men to stay
- 16 closer to the Lord, Commissioner Jones, can you give the
- 17 invocation, please?
- 18 COMMISSIONER JONES: That's something I'd be happy to
- 19 do. Through the Chair, we bow our heads. Merciful God, in
- 20 the name of Jesus Father, God. We thank and praise your
- 21 holy name for this day. Lord, we thank you for this
- 22 Board, we thank you for this police department. We thank
- 23 you for all who support the police department from the
- 24 [inaudible 1:39] to those who hit the field and risk
- 25 their lives for us all in the service of the community.



- 1 Father God, we thank and praise your holy name that
- 2 wisdom will come through this meeting, Father God, that
- 3 you will find ways for men to be able to bind together
- 4 for the complete and for the total agreement or what's
- 5 going to be good for this community, Father, God. We're
- 6 here for the community, Father, God, putting our
- 7 interests or their interests ahead of ours, and Father
- 8 God, putting your interest above all. Father, we thank
- 9 you for this wisdom, we thank you for blessing each one
- 10 of these sisters and their families, Father God, and all
- 11 these things. We thank you for all these things. We love
- 12 you, Father God. Amen.
- 13 COMMISSIONERS: Amen.
- 14 CHAIRPERSON HOLLEY: Thank you so much, Commissioner,
- 15 Vice-Chairperson Jones. I wanted to also express my
- 16 thanks to Chaplain Willis James. I'm sorry about the
- 17 difficulty and the technology, but I want you to know
- 18 that on behalf of all of us, we are just grateful and
- 19 thankful for you to be in here and willing to do this
- 20 invocation for us. Hopefully, what we would do over time
- 21 is to invite you back, but I just want to thank you. At
- 22 this time, Mr. Brown, would you give the mission
- 23 statement to the Commission?
- MR. ROB BROWN: Good afternoon, Mr. Chair, this
- 25 Honorable Board and citizens of Detroit. The Board Police



- 1 Commissioners mission summary. The Board Police
- 2 Commission, BOPC is a civilian agency to exercise
- 3 supervisor control and oversight of the Detroit Police
- 4 Department, DPD, as set forth in their Charter. The Board
- 5 has 11 members, 70 elected by District 4 appointed by the
- 6 Mayor with the consent of Detroit's City Council. The
- 7 Board meets every week as a committee of the whole,
- 8 including 12 community/evening meetings in the District.
- 9 The BOPC is the oversight agency for the police
- 10 department. The department policy rules and regulations
- 11 governing the Detroit Police Department are jointly
- 12 developed by the Mayor, Police Chief, and this Board. The
- 13 Board has superior powder under this Charter that can be
- 14 used for investigative purposes. The Commission also
- 15 reviews, approved DPD budget pursuant to the Charter,
- 16 investigate non-criminal citizen complaints and act as a
- 17 final authority in proposing or reviewing the discipline
- 18 of employees of the department. Reviews hear
- 19 disqualification appeals from police recruits hoping to
- 20 enter the Detroit Police Academy. The BOPC makes an
- 21 annual report to the Mayor, the City Council, and the
- 22 public of BOPC activities and accomplishments. Mr. Chair,
- 23 that's the reading of the Mission.



- 1 CHAIRPERSON HOLLEY: Thank you so much, Mr. Brown. At
- 2 this particular time, I ask Ms. White for the roll call.
- 3 Commissioners, get ready.
- 4 MS: WHITE: District 1, Commissioner Darryl Brown.
- 5 COMMISSIONER BROWN: Commissioner Brown here and
- 6 present.
- 7 MS. WHITE: District 2, Commissioner Linda Bernard.
- 8 COMMISSIONER BERNARD: Attorney, Linda Bernard
- 9 present.
- 10 MS. WHITE: District 3, Commissioner Shirley A.
- 11 Burch.
- 12 COMMISSIONER BURCH: Good afternoon, everyone. I'm
- 13 Commissioner Shirley Burch of the third District. Respect
- 14 and love where you live.
- 15 MS. WHITE: District 4, Commissioner Willie E. Bell.
- 16 COMMISSIONER BELL: Present. Thank you.
- 17 MS. WHITE: District 5, Commissioner Willie E.
- 18 Burton. District 6, Commissioner Lisa Carter.
- 19 COMMISSIONER CARTER: Present.
- 20 MS. WHITE: District 7, Commissioner William M.
- 21 Davis.
- 22 COMMISSIONER DAVIS: Good afternoon, everyone. I am
- 23 Police Commissioner, William M. Davis, District 7.
- 24 Officers, love where you work. Officers, love where you
- 25 work.



- 1 MS. WHITE: At-Large, Commissioner Jesus Hernandez.
- 2 COMMISSIONER HERNANDEZ: Good afternoon, everyone.
- 3 Present.
- 4 MS. WHITE: At-Large, Commissioner, Annie Mae Holt.
- 5 COMMISSIONER HOLT: Good afternoon, to the Honorable
- 6 Board of Police Commissioners, the citizens of Detroit,
- 7 and our men and women and blue. Yes, I am Annie Mae Holt,
- 8 Commissioner, At-Large.
- 9 MS. WHITE: Thank you. At-Large, Vice-Chairperson,
- 10 Martin Jones.
- 11 VICE-CHAIR JONES: Good afternoon, everyone and to
- 12 all of our special guests, our police department and all
- 13 the men and women who serve in blue and to all of our
- 14 community partners that are with us today and listening
- 15 to this very special meeting that we have today. I'm
- 16 Martin Jones. Vice-Chair, At-Large.

- 18 MS. WHITE: Thank you. Again, District 5,
- 19 Commissioner Willie Burton. Mr. Chair, you do have a
- 20 quorum.
- 21 CHAIRPERSON HOLLEY: Thank you so much, and thank you
- 22 once again for your presence and thank you so much for
- 23 your commitment to what we do for the City of Detroit. I
- 24 thank all of you. At this particular time the Chair will

1 entertain a motion for approval of the agenda of

- 2 July 29, 2021.
- 3 COMMISSIONER BURCH: So moved, sir.
- 4 COMMISSIONER HERNANDEZ: Support.
- 5 COMMISSION: Discussion.
- 6 CHAIRPERSON HOLLEY: It's been moving properly
- 7 second. Any discussion?
- 8 COMMISSIONER DAVIS: Yes.
- 9 CHAIRPERSON HOLLEY: It is.
- 10 COMMISSIONER DAVIS: Yes.
- 11 CHAIRPERSON HOLLEY: Okay. Yes, sir, what is your...
- 12 yes, sir, go ahead.
- COMMISSIONER DAVIS: The agenda, at least the one I
- 14 received at my home needs to be changed and we should be
- 15 indicating the fact that we are moving from virtual
- 16 meetings to in-person meetings, you know, starting next
- 17 week, and for the second Thursday of the month, we should
- indicate where are we going to be meeting in the
- 19 community?
- 20 CHAIRPERSON HOLLEY: Okay, well we have to do the
- 21 right, but I just want you to know, we just got that
- 22 memorandum today in terms of the virtual moving now to
- 23 personal. The other thing of course is that it is on the
- 24 agenda for the next community meeting. But if not, we



- 1 will make sure that we will include it in here,
- 2 Commissioner Davis. Thank you for pointing it out.
- 3 VICE-CHAIR JONES: Through the Chair.
- 4 CHAIRPERSON HOLLEY: Yes.
- 5 VICE-CHAIR JONES: Would that be actually something
- 6 that would be done in the announcements?
- 7 CHAIRPERSON HOLLEY: We could take care of it.
- 8 VICE-CHAIR JONES: So it is not left off the agenda,
- 9 but it's actually included if it goes down to the
- 10 announcements when Mr. Brown discusses the meetings, the
- 11 next meeting, and he would discuss also at that
- 12 particular time, where that meeting would take place.
- 13 CHAIRPERSON HOLLEY: All in favor, say aye.
- 14 COMMISSIONERS: Aye.
- 15 COMMISSIONER DAVIS: Aye, with necessary corrections.
- 16 CHAIRPERSON HOLLEY: Commissioner Davis, what did
- 17 you say?
- 18 COMMISSIONER DAVIS: I said, aye, with necessary
- 19 corrections.
- 20 CHAIRPERSON HOLLEY: Okay, very good. We will do
- 21 that. Thank you for that. The minutes of the previous
- 22 meeting had been distributed on July 22nd, 2021. Are
- 23 there any corrections to the minutes? Hearing no further
- 24 corrections and minutes, may I have a motion?



- 1 COMMISSIONER HOLT: I move that we accept the minutes
- 2 as presented in writing.
- 3 COMMISSIONER HERNANDEZ: Support.
- 4 CHAIRPERSON HOLLEY: Any discussion? Hearing none,
- 5 all in favor, say aye.
- 6 COMMISSIONERS: Aye.
- 7 CHAIRPERSON HOLLEY: Any opposed? Thank you so much.
- 8 At this particular time, I'll ask the Interim Board
- 9 Secretary, Ms. White to introduce the staff.
- 10 MS. WHITE: Through the Chair, the Department of
- 11 Innovation and Technology is monitoring and recording the
- 12 Board's meeting today. Our court reporter is Mr. Don
- 13 Handyside and the following Board staff numbers are in
- 14 attendance, Ms. Robert Brown, Administrative Specialist,
- 15 Ms. Teresa Blossom, Community Relations Coordinator, Ms.
- 16 Jonya Underwood, Administrative Assistant, Investigator
- 17 Tiffany Stewart, Director Katrina Patillo, Director of
- 18 Police Personnel, Assistant Corporation Counsel, Ericka
- 19 Savage Whitley, Interim Chief Investigator Lawrence
- 20 Akbar, Supervising Investigator Ansley Cromwell, Acting
- 21 Supervising Investigator LiSonya Sloan, Acting
- 22 Supervising Investigator Rosalia Madrigal and
- 23 Investigators, Giana Coulter, Investigator Markita
- 24 Stanton and Investigator Hannah Hiller is all present.
- 25 Thank you, sir.



- 1 CHAIRPERSON HOLLEY: Thank you, Ms. White. Thank you
- 2 Interim Chief White. It's so good obviously to see you
- 3 and for you to be with us. We thank you so much for being
- 4 here. Can you just basically let us know who's there with
- 5 you?
- 6 CHIEF WHITE: Good afternoon, Honorable Board. Happy
- 7 to be here today. I have with me today, as far as I can
- 8 see is Deputy Chief Sims, Deputy Chief Bliss, Director
- 9 Graveline, Director Reid Wilson, Commander Stewart,
- 10 Commander Hope, and Captain Johnson. And it looks like
- 11 I've got Lieutenants McClure, and Coles from recruiting.
- 12 Lieutenant Lever who will speak later and Lieutenant
- 13 Firsdon of our Civil Rights Integrity group.
- 14 CHAIRPERSON HOLLEY: Thank you so much, Interim Chief
- 15 James White. Thank you so very much. Have we got any VIPs
- 16 MS. White?
- 17 COMMISSIONER HOLT: Through the Chair. I was
- 18 attempting to bring it to our attention that Commissioner
- 19 Burton is on, but he muted himself. So the noise that was
- 20 coming from his sign-in has ceased, but he is within the
- 21 meeting.
- MS. WHITE: Through the Chair, regarding the
- 23 specially invited quests this afternoon, DPOA Vice-
- 24 President, Ron Thomas, Ms. Marie Overall of State
- 25 Representative Tyrone Carter's Office and Community



1 Advisory Council Chair, Scotty Bowman are present. Thank

- 2 you.
- 3 COMMISSIONER BURTON: Mr. Chairman?
- 4 CHAIRPERSON HOLLEY: Yes.
- 5 COMMISSIONER BURTON: Hi, this is Commissioner
- 6 Burton. I was present for the roll call. I heard my name
- 7 called but for some reason I was having some challenges
- 8 on the zoom as far as, you know, stating my name for roll
- 9 call, but I did hear my name called. I just want the
- 10 record to reflect, sir.
- 11 CHAIRPERSON HOLLEY: Thank you so much, and it will
- 12 reflect that of Commissioner Burton. Thank you very much,
- 13 Commissioner Burton. Are the babies with you,
- 14 Commissioner Burton; are those your babies?
- 15 COMMISSIONER BURTON: Say that again, sir?
- 16 CHAIRPERSON HOLLEY: Is the noise coming from you,
- 17 all that noise?
- 18 COMMISSIONER BURTON: No, sir.
- 19 CHAIRPERSON HOLLEY: Okay. Let me just thank you so
- 20 much. Let me just give you some brief remarks if you
- 21 would, please for your information. Commissioners, last
- 22 week, we discussed several items that we will address
- 23 today. And these are the following: Chief of police
- 24 executive search committee. I wanted to give you the next
- 25 steps. I would entertain a motion at the end of my report



- 1 to recommend the candidate interviews for the chief of
- 2 police. The interviews will be open to the public. I'm
- 3 asking that you pay attention to the fact that it would
- 4 be at 3 o'clock to accommodate the interviews because we
- 5 basically will need to have enough time to do that. Also,
- 6 I want you to know that we'll take up that item at the
- 7 appropriate time.
- 8 CHAIRPERSON HOLLEY: We're currently in the process
- 9 of filling key vacancies on the Board's staff. You
- 10 received updates as we moved through that process. We
- 11 have two new investigators who will start with OIC on
- 12 August 9th, 2021. Today, we look forward to receiving an
- 13 update from Chief White regarding the findings and
- 14 recommendations involving the Department's review and
- 15 evaluation process of key administrative matters. I'll
- 16 tell you also, we will look forward to receiving a
- 17 monthly report from the Office of the Chief Investigator,
- 18 explaining the cases, investigation process, and
- 19 providing other key data that we receive on an ongoing
- 20 basis. I want you also to know that I've also put in your
- 21 package regarding the case assignment rotation. You have
- 22 received that in your package. OIC has also shared
- 23 important data reports that normally would be due to
- 24 inform the Board of trends and patterns involving CCR
- 25 complaints.



1	CHAIRPERSON HOLLEY: Lastly, you have received other
2	key information in your package this week. I want to also
3	share with you that Chief White and his attendance at
4	last week's Board meeting, and I want to make sure that
5	we correct that because he was here at the last meeting.
6	Chief White has attended primarily all the Board meetings
7	since being appointed. And we have always received
8	notification of his arrival or otherwise when a critical
9	incident or emergency arises. Again, thank you so much
10	for your cooperation with me, and thank you to the DPD
11	executives. Lastly, to try to slow down here, if you
12	would please. Commissioners, please wait to be recognized
13	by the Chair before speaking. You've been doing a
14	wonderful job with that. I want to just remind you, let's
15	continue to do that. Let's continue to refrain from extra
16	comments, discussions during the report presentations and
17	when a speaker has the floor. This will be really good
18	for keeping the decorum in our meetings. The other thing
19	I just wanted to mention to you is that the Board
20	received an update of the BOPC staff report which
21	includes the Commissioner's recommendations and at this
22	particular time I'd really want to have a motion for that
23	recommendation. Let me just say to you as we go through
24	this motion, I want to remind you of the confidentiality
25	



- that's involved in this that we removed... go ahead. I
- 2 need a motion for this.
- 3 COMMISSIONER BERNARD: So moved.
- 4 COMMISSIONER HERNANDEZ: Support. Do we have to read
- 5 it?
- 6 CHAIRPERSON HOLLEY: Yes, we do, we really do. I'm
- 7 going to ask MS. White.
- 8 MS. WHITE: Through the Chair. The motion is to hold
- 9 interviews for candidates, A, B, C, D, and E for the
- 10 position of chief of police, Detroit Police Department at
- 11 the fourth meeting, during the open session on Thursday,
- 12 August 12th, 2021.
- 13 COMMISSIONER BELL: Mr. Chairman.
- 14 CHAIRPERSON HOLLEY: Yes.
- 15 COMMISSIONER BELL: I move that we hold interviews
- 16 for candidates A, B, C, and D for the position of chief
- of police, Detroit Police Department at the Board meeting
- 18 during open session on Thursday, August the 12th, 2021.
- 19 COMMISSIONER HERNANDEZ: Second.

- 21 CHAIRPERSON HOLLEY: Just hold on. I'm getting some
- 22 advice from my lawyer. Again, I want you to understand,
- 23 we are recommending five candidates based upon the survey
- 24 from all Commissioners and because one of the four was a
- 25 tie. Therefore we are obligated to make sure the other



- one is also included. So I'm asking you Commissioner Bell
- 2 to understand from my perspective that the A, B, C, D, E
- 3 in all five candidates should be interviewed.
- 4 COMMISSIONER BELL: So my motion is to reflect
- 5 candidate E.
- 6 CHAIRPERSON HOLLEY: Thank you so much. It's so nice
- 7 of you. Do I have the second to that?
- 8 COMMISSIONER HERNANDEZ: Support.
- 9 COMMISSIONER HOLT: Second.
- 10 COMMISSIONER BURCH: Second.
- 11 CHAIRPERSON HOLLEY: All right. Thank you so much.
- 12 Let me just give you some key points as we give you a
- 13 chance to vote on this. All your interviews must be held
- in open sessions pursuant to the Open Acts MCL 15.268.
- 15 The other thing I just want to make sure that Mr.
- 16 Jackson, Deputy Chief Finance Officer, and Chief
- 17 Procurement Officer and TJA Staff and Services would
- 18 notify and select the candidates for the interview. Mr.
- 19 Jackson and TJA Staff and Services would also be in
- 20 attendance during the interviews held by the Board. The
- 21 Board of Police Commissioners will hold the interviews to
- 22 select the candidates for chief of police in an open
- 23 meeting. After the interviews are held, the Board will
- 24 select the top three candidates as the Board's qualified
- 25 list of candidates. The final list of the candidates'



- 1 names would be adopted by the Board and then submitted to
- 2 the Board for final consideration. And so you understand,
- 3 you have all of that in your package, those A, B, C, D,
- 4 and E. You have that in your package. And so this
- 5 particular time, the Chair would...
- 6 COMMISSIONER HOLT: Through the Chair.
- 7 CHAIRPERSON HOLLEY: Yes.
- 8 COMMISSIONER HOLT: Thank you, Chair Holley. As I
- 9 understand we had to modify the motion to include
- 10 candidate E and you offered an explanation suggesting
- 11 that candidate E was a tie. May I understand how that tie
- 12 occurred?
- 13 CHAIRPERSON HOLLEY: It is by a Commissioner voting
- 14 that came in late. And that caused the tie. But the
- 15 motion is correct on all five candidates. That's the
- 16 motion, and it's been second. And now I'm asking if there
- 17 are any other discussions. Just remember that also on the
- 18 12th is a community meeting, and I want to do it at 3
- 19 o'clock rather than 6 o'clock because we got to have at
- 20 least 20 minutes for each candidate. And it's going to
- 21 take us about three hours. So if everybody's hearts are
- 22 ready and everybody's head feels very comfortable with
- 23 this, at this particular time I'm ready to vote, all in
- 24 favor
- 25 COMMISSIONER BURCH: Wait, Mr. Chair.



- 1 CHAIRPERSON HOLLEY: Okay. Yes, ma'am.
- 2 COMMISSIONER BURCH: I just had a question. We'll be
- 3 on zoom like we are now, August 12th.
- 4 CHAIRPERSON HOLLEY: We're going to be in person and
- 5 the candidates will be in person if it's possible. We may
- 6 have some in-person and some impersonal, based upon the
- 7 situation, but that's what we are asking the TJA Staffing
- 8 to handle this for us. But we'll be in person all of
- 9 August, September, November, October, December, if all is
- 10 well. Any other questions. If not, the Chair will
- 11 continue to ask for your support. All in favor?
- 12 COMMISSIONERS: Aye.
- 13 CHAIRPERSON HOLLEY: Opposed. Let the work show that
- we have done something historically. All agreed?
- 15 COMMISSIONERS: Yes.
- 16 CHAIRPERSON HOLLEY: I need a Nobel Peace Prize.
- 17 COMMISSIONER BURCH: Yes, you do.
- 18 CHAIRPERSON HOLLEY: The next item, if you would,
- 19 please Miss Holt because you seem to be always ready to
- 20 do Resolutions. Can you give me the Resolution?
- 21 COMMISSIONER HOLT: Thank you, Chair Holley. I am
- 22 honored to share this Resolution. Resolution honoring
- 23 Sergeant James Metiva. WHEREAS James Metiva was appointed
- 24 to the Detroit Police Department on October the 28th,
- 25 1985. Upon graduating from the Detroit Metropolitan



- 1 Police Academy Officer Metiva began his career at the
- 2 10th Precinct. And, WHEREAS Officer Metiva's assignment
- 3 with the Detroit Police Department including the 10th
- 4 Precinct and the 6th Precinct. And, WHEREAS Officer
- 5 Metiva displayed tremendous knowledge and leadership
- 6 skills, and he was appointed Investigator on July 24th,
- 7 1998. Investigator Malabar was assigned to the 10th
- 8 Precinct Investigative Operations Unit and the 3rd
- 9 Precinct Operations Unit.
- 10 COMMISSIONER HOLT: Excuse me.
- 11 CHAIRPERSON HOLLEY: Commissioner Burton, the
- 12 technology department is saying that the problem we are
- 13 having is coming from your medium.
- 14 COMMISSIONER HOLT: Thank you, Chair Holley. He
- 15 earned a promotion to the rank of Sergeant, and in
- 16 September 2004. As Sergeant, he was assigned to the 13th
- 17 Precinct Investigative Operations Unit and the 6th
- 18 Precinct Investigative Operations Unit, where he served
- 19 until his retirement. And, WHEREAS Sergeant Metiva was
- 20 the deserving recipient following awards, Departmental
- 21 Citation, Life-saving Citations. Two Perfect Attendance
- 22 Awards, both Consent Judgment Awards, the Ford Fireworks
- 23 Award, the Major League Baseball All-Star Recognition
- 24 Award, the Rosa Parks Funeral Recognition Award, and the
- 25 Super Bowl XL Recognition Award. He also received



- 1 numerous letters of commendation from citizens and
- 2 superiors. And, WHEREAS Sergeant Metiva has tirelessly
- 3 served the Detroit Police Department, the citizens of
- 4 Detroit, and his neighboring communities for 36 years. He
- 5 has served the Detroit Police Department and the citizens
- of the city of Detroit with loyalty, professionalism,
- 7 integrity, and dedication, and is widely respected
- 8 throughout the law enforcement community as the
- 9 consummate professional. NOW THEREFORE BE IT RESOLVED
- 10 that the Detroit Board of Police Commissioners, speaking
- on behalf of the citizens of the great City of Detroit,
- 12 recognizes and honors the lifelong contributions and
- 13 commitment to excellence in public service of Sergeant
- 14 James, Metiva. His display of courage and unwavering
- 15 community spirit has improved the quality of life for the
- 16 citizens of Detroit. We wish you all the best in your
- 17 future endeavors. We thank and congratulate you, Sergeant
- 18 James Metiva. Through the Chair.
- 19 CHAIRPERSON HOLLEY: I moved that we placed this
- 20 Resolution honoring Sergeant James Metiva into the Board
- 21 of Police Commissioners archives
- 22 COMMISSIONER BROWN: Mr. Chairman. I move that we
- 23 second the motion to adopt this Resolution to place it in
- 24 the Board of Police Commissioners archives.



- 1 CHAIRPERSON HOLLEY: Thank you so much. You've heard
- 2 the motion. All in favor, say aye.
- 3 COMMISSIONERS: Aye.
- 4 CHAIRPERSON HOLLEY: Oppose. All right. Thank you so
- 5 much. Thank you so much, Commissioner Holt as well. Chief
- 6 White, it's so good once again, to have you put this
- 7 today. We ask that at this particular time, can you
- 8 report on the crime updates and any other key events that
- 9 impact your department.
- 10 CHIEF WHITE: Through the Chair, thank you very much,
- 11 and once again, I'm happy to be here. I'll provide you
- 12 with an update on a number of issues going on in the
- department, as well as our crime. Not unlike any other
- 14 major city, we find ourselves with an uptick in violent
- 15 crime. Talking to my colleagues around the country, we're
- 16 all facing a number of challenges with gun violence and
- 17 trying to work through exactly what we can do as a law
- 18 enforcement body to impact that. With that being said, we
- 19 are experiencing a 10% increase in homicides over last
- 20 year at the same time, non-fatal shootings, an 8%
- 21 increase. Robbery, we actually are seeing a decrease and
- 22 a 4% decrease in overall part one crime. And I say this
- often, we don't celebrate that. One crime is what crime,
- 24 too many. But the facts are we are experiencing a small
- 25 decrease in overall part one crime, while we are seeing



- 1 an increase in fatal shootings and non-fatal shootings.
- 2 Those are the areas that certainly impact us. And we were
- 3 working very hard to bring that matter under control. The
- 4 officers were doing an amazing job day in and day out and
- 5 doing their very fast. And I'll highlight a little bit of
- 6 their work here in a moment I am getting for background,
- 7 so I do apologize. I will try to talk
- 8 COMMISSIONER HOLT: Through the Chair Holley.
- 9 CHAIRPERSON HOLLEY: Yes.
- 10 COMMISSIONER HOLT: I believe that noise, in this
- 11 example is coming from the sign-in of Commissioner Brown.
- 12 COMMISSIONER BROWN: I'm sorry.
- 13 CHAIRPERSON HOLLEY: Okay, your apology is accepted.
- 14 Chief, would you continue?
- 15 CHIEF WHITE: Yes. I thought it was me. So thank you.
- 16 I'll also provide you with an update on our injured
- 17 officers. We have five members of the department who are
- 18 currently disabled and recovering from various injuries.
- 19 One Sergeant from the 7th Precinct, a police officer from
- 20 Task Force Administration. I'm sorry, two officers from
- 21 the 7th Precinct. One officer and one sergeant, a police
- 22 officer from the 11th Precinct, and a police officer from
- 23 the 10th Precinct. We are monitoring them and hoping for
- 24 their speedy recovery. Our COVID stats which are
- 25 important as well from an injury standpoint, we have 17



- 1 members who are currently quarantined or isolated due to
- 2 COVID. Nine of the quarantine isolated members are
- 3 currently positive. So COVID is not over, we're still
- 4 seeing COVID positives coming into the Department.
- 5 CHIEF WHITE: You know, I'm very concerned about our
- 6 vaccination numbers. I'm going to be working with the
- 7 unions to talk through that and encourage. We certainly
- 8 are not at a place at this point where we will be
- 9 mandating that, not at this time, but we are going to be
- 10 highly encouraging members of the department to seek
- 11 vaccination. Moving back into crime, I do want to
- 12 highlight the drifting ordinance that was passed last
- 13 week. The officers are putting that ordinance to work. We
- 14 have year-to-date 1,931 traffic stops for drifting, 2,305
- 15 citations have been issued, 186 vehicles impounded, 15
- 16 stolen vehicles recovered, 103 felony arrests made, 9
- 17 misdemeanor arrests made and 76 weapons recovered. When
- 18 you look at some of the social media videos and you look
- 19 at some of the viral videos, you would think that there's
- 20 really no work going on in that area, but this again
- 21 continues to be a unique crime trend that's happening
- 22 around the country.
- 23 CHIEF WHITE: Atlanta and Memphis are seeing the same
- 24 problem. Part of the problem is you've got these vehicles
- 25 that are 700 horsepower and those Dodge Challengers just



- 1 to provide some context to that, a Mustang GT with a 302
- 2 engine in the late eighties, and early nineties had 220
- 3 horsepower. So just put that in context, you're looking
- 4 at almost three times the car and you've got kids out
- 5 here driving them in a very risky situation. And we see a
- 6 lot of injuries, we see a lot of people lose control, you
- 7 know, injuring themselves, injuring the crowd, and
- 8 certainly we need the community's support. This is not an
- 9 illegal sport that people should take lightly. It's a
- 10 quality of life issue, it's a danger issue for the people
- 11 that are operating those vehicles. And we're going to
- 12 continue to enforce, we're going to continue to impound.

- 14 CHIEF WHITE: I make no apologies for that. This is a
- 15 quality of life and safety issue. You know, I hear from a
- 16 lot of people that there are other things we could be
- 17 doing, but if you live in front of one of those locations
- or someone's drifting in front of your home, losing
- 19 control of the vehicle and driving into your house, I
- 20 would ask you, how would you feel about that? So we're
- 21 going to maintain our work on this area and continue to
- 22 impound these vehicles and make these arrests if
- 23 necessary. Don't want to do it but there's one way that
- 24 you can avoid being arrested not be there, drag racing,
- 25 and drifting, watching it or participating in it. Few



- 1 incidents that I want to highlight are the incredible
- 2 work of the officers of this department. First incident
- 3 involved a four-year-old that was shot in the 7th
- 4 Precinct.
- 5 CHIEF WHITE: It was first reported that she was shot
- 6 in Harris Park. The commander himself did the same along
- 7 with his detective unit and our PDU. They recognized
- 8 immediately that there was something wrong with the
- 9 initial complaint, nothing added up. I went to the
- 10 hospital and talked to the family. The commander and his
- 11 team went to the park to attempt to locate a crime scene
- 12 which they were unable to do. That led them to the home
- 13 that led to some other investigative processes, including
- 14 search warrants. And we were able to determine, after a
- 15 lengthy investigative process, that the shooting did not
- in fact happen at the park, but happened at the residence
- 17 of the child where she shot herself with an unsecured
- 18 weapon. Happy to report that the child is likely to make
- 19 a recovery, a full recovery. So that's a blessing.
- 20 CHIEF WHITE: The unfortunate reality of the
- 21 situation as it didn't have to happen. You've got at
- least two adults in the house, an unsecure weapon, and
- 23 simply securing your weapon would have been the best
- 24 course of action, but we've got a young child shot in our
- 25 city once again. I mean, simply put, it's a tragedy,



- 1 regardless of whether or not she's fully recovered from
- 2 this incident, this is a traumatic tragedy that this
- 3 child should not have to experience and will carry with
- 4 her for the rest of her life. But I am very happy to
- 5 report that she is likely to make a speedy, well not a
- 6 speedy recovery, likely to make a full recovery. And the
- 7 officer's again made amazing progress and the other
- 8 unfortunate, but very necessary part of this is that
- 9 we've placed dad under arrest for a number of offenses.
- 10 CHIEF WHITE: And again, just very, very tragic.
- 11 Moving on to another incident that happened Sunday night,
- 12 and that was an incident that occurred at Asbury Park in
- 13 six-mile and 8th Precinct, where one hundred plus people
- 14 were gathered to honor the life of a young man who was
- 15 killed earlier in the week in an accident while driving a
- 16 4-wheeler and tragically lost his life. His family was
- 17 there paying tribute to him during a vigil. Someone drove
- 18 through that visual, drove past that visual, and fired
- 19 into the crowd striking eight people. We initially
- 20 thought six people were struck. We later learned as
- 21 recently as today that there was an eighth victim and
- 22 they're all likely to make a full recovery, but yet still
- 23 you have or even still, the fact that eight people were
- 24 shot at a vigil where they're paying tribute to some



- 1 young man who had lost his life in a tragic
- 2 automobile accident.
- 3 CHIEF WHITE: We continue to ask for the community's
- 4 help. The community has been fantastic in helping us,
- 5 these investigations even everything from the young baby
- 6 that was shot, telling us that, you know, I didn't see
- 7 the person here that helped, right, every little bit
- 8 helps. And so we're asking once again for the community
- 9 to support us. We have recently learned, we are now
- 10 looking for a dark colored Chrysler Pacifica, and that's
- 11 a Chrysler Pacifica. I do not believe that vehicle was
- 12 any longer manufactured, so it should be a distinctive
- 13 vehicle. If you see any Chrysler Pacificas, dark colored,
- 14 please let the police department know, and that
- 15 investigation remains wide open. Another incident, a
- 16 high-profile incident where the community came through in
- 17 a big way for us, was a non-fatal shooting and kidnapping
- 18 that occurred on July 27th at 7:45 pm.
- 19 CHIEF WHITE: I'll give you the abbreviated version
- 20 of this 19-year-old female who was shot by an
- 21 acquaintance of her friend, a female friend. It appears
- 22 that the suspect and the friend of the victim of the
- 23 shooting, the suspect and that person were involved in
- 24 some type of relationship, some type of conflict.
- 25 Preliminarily, it looks like a type, some type of



- 1 domestic violence situation where he attempted to kidnap
- 2 her out of her, well, he actually did, successfully
- 3 kidnap her from her friend's vehicle. And as he's
- 4 attempting to escape the victim of the shooting, pursuing
- 5 him, he shoots out of his vehicle, striking her and takes
- off with the kidnap victim. The community, the officers
- 7 put a lot of time and work into this, a lot of tips, and
- 8 we were able to identify where the suspect was putting a
- 9 lot of pressure on the suspect.
- 10 CHIEF WHITE: The victim of the kidnapping was safely
- 11 released. I'm convinced that this is because of work that
- 12 the detectives did as well as the work of the community.
- 13 He knew that we were headed towards him. He knew that we
- 14 knew who he was. She was safely released and he later
- 15 turned himself in and he is currently in custody facing a
- 16 number of charges. So it's been a very busy week as I
- 17 celebrate my eighth week back with the police department.
- 18 It's been a lot of work. So tomorrow we celebrate our
- 19 class of 10 mighty students graduating from the Detroit
- 20 Police Academy. It's a small class, and this class has
- 21 been somewhat shortened or made smaller by COVID.
- 22 CHIEF WHITE: The fact that a number of the students
- 23 came down with COVID made some different career
- 24 decisions. So the class obviously didn't start off with
- 25 10, but we are happy that 10 has made it through. And we



- 1 thought it was very important to recognize them and in a
- 2 full in-person graduation ceremony they have been through
- 3 it. This class started right in the heart of COVID and
- 4 has had to endure a number of different challenges to get
- 5 to this point. And we're going to celebrate them as if
- 6 it's a hundred tomorrow at the Wayne County Community
- 7 College at 8200 West Outer Drive. And I know that the
- 8 Honorable Board is saying Wayne County Community College,
- 9 we're doing a graduation there? Well, there's a reason
- 10 for that. We are entering a relationship with Wayne
- 11 County Community College that I will be announcing to the
- 12 Board very soon that will impact our students and Detroit
- 13 public schools that will impact our city residents where
- 14 they will have a dual track of education and becoming a
- 15 police officer. And as part of that relationship, we
- 16 wanted to launch that graduation ceremony, and our
- 17 returned to in-person graduations at that facility
- 18 tomorrow. So we're very excited about that in the police
- 19 department we're looking forward to growing that program,
- 20 we're looking forward to putting education and policing
- 21 together and graduating a class of degrees with these
- 22 officers in the near future. And with that, I think that
- 23 sound I heard was my signal to leave the stage and
- 24 conclude my report. Thank you very much.



- 1 CHAIRPERSON HOLLEY: Thank you very much, Chief
- 2 White, thank you very much. That was not that was not
- 3 meant for you. Before Vice-Chair Jones calls those
- 4 Commissioners about questioning, remember now, we ask you
- 5 to take four minutes, but if you'd take the four minutes
- 6 and do commentary of the four minutes, then you have no
- 7 time to ask questions. This is a time to ask the Chief
- 8 questions about his comments, or something that's in the
- 9 report or anything that's on your heart, the people that
- 10 you serve. So I want to remind you that as we move
- 11 through the agenda. And I thank you so much for your
- 12 patience and your cooperation with me this time, Vice-
- 13 Chair Jones.
- 14 VICE-CHAIR JONES: Thank you, Commissioner, Chairman
- 15 Holley. I'm going to call at this particular time to
- order and I will have to call the Vice-Chair recognizes
- 17 At-Large Commissioner Annie Holt. Do you have any
- 18 questions for the Chief?
- 19 COMMISSIONER HOLT: Oh, thank you. Yes, I do. Thank
- 20 you Chief White for your very thorough report. And then
- 21 adding on that positive note regarding WC3 and DPD. As
- 22 you're aware your Precincts are having onsite police
- 23 recruitment. Now, I believe Precinct 9 and 6 have already
- 24 had their recruitment. And I believe Precinct 5 is
- 25 scheduled to have its recruitment on August 28th. Now,



- 1 where is that information whereby perhaps the Board of
- 2 Police Commissioners through our communications can alert
- 3 the entire community that these recruitments onsite at
- 4 the Precincts are being conducted? And thank you again.
- 5 CHIEF WHITE: Through the Chair. Thank you, ma'am. I
- 6 will reach out to Commander Hope of Chief Neighborhood
- 7 Liaison and have her send that information out to the
- 8 Commission. That program is called 12 by 12 and basically
- 9 12 Precincts, 12 weeks. We're doing a recruiting push and
- 10 have great success. And number 10 had one of the best
- ones so far, but everyone did a fantastic job, but they
- 12 incorporated it through community engagement work. That
- 13 was really nice to see, and they gave away bikes and
- 14 things like that. So we'll be out there again this week
- and I'll make sure that the commander gets that to you.
- 16 COMMISSIONER HOLT: Thank you. Thank you, Chair
- 17 Holley.
- 18 VICE-CHAIR JONES: The Vice-Chair recognizes Al-
- 19 Large, Jesus Hernandez. Commissioner, do you have a
- 20 question?
- 21 COMMISSIONER HERNANDEZ: Thank you, I do. Through the
- 22 Chair, I'll start with, with a thank you really big,
- 23 thank you to the men and women of this department and for
- 24 your leadership in particular. I submitted an inquiry. I
- 25 attended a community meeting in the Del Ray area in 4209



- 1 as well as one in 4210, and I'm receiving concerns from
- 2 residents that calls, specifically in the midnight hour,
- 3 911 calls and at the midnight hour, are going to a call
- 4 center in Canada. So I have submitted a request with one
- of the DCS. Haven't quite heard back, but I'd like to
- 6 just learn a little bit more about if that's in place as
- 7 a process, in particular at that time of night. I know
- 8 that's overly concerning if true.
- 9 CHIEF WHITE: Through the Chair. This is the first
- 10 I'm hearing of that. I know many years ago we recognized
- 11 a problem at certain times a day when someone called 911
- 12 close to Jefferson, some would bounce if the system was
- overwhelmed over into Canada, but I thought we corrected
- 14 that and I haven't heard of it since, but then the Del
- 15 Ray area that would be very concerning and surprising. So
- 16 we will look into that and we'll follow up with you.
- 17 COMMISSIONER HERNANDEZ: Appreciate that. Thank you.
- 18 VICE-CHAIR JONES: Thank you, Commissioner Hernandez.
- 19 Vice-Chair recognizes William Davis. Do you have a
- 20 question or comment for the Chief?
- 21 COMMISSIONER DAVIS: Yes, in fact, one of my
- 22 questions is also dealing with 911 calls. I know recently
- 23 there was some racing and donuts and stuff up in the
- 24 Grand River. And then right after that, they went over to
- 25 district 2 over there in front of a city council person's



- 1 house. And they were doing that for like 30 minutes or
- 2 so. And there were supposedly a number of calls made to
- 3 911, but nobody responded and nobody answered the phone.
- 4 Are we having problems fully staffing 911? And also I
- 5 think that each Precinct should also have, not a Facebook
- 6 page, you know, they could have a Facebook page, but they
- 7 should also have an individual page on the department's
- 8 website so we can more easily update citizens of what's
- 9 going on in that particular Precinct. Those are my two
- 10 comments.
- 11 CHIEF WHITE: Through the Chair. With regards to the
- 12 911 calls, I didn't hear that no one answered the phone
- and the calls were answered and serviced. The problem
- 14 with it, and we are looking at it, is the way the calls
- 15 came in, and you're absolutely correct Commissioner. The
- 16 response was delayed because it was stated as a priority
- 17 three. We've talked about this before, where you've got
- 18 the one, two and three priorities, three being the lesser
- 19 of the, of the three priorities, obviously. And because
- 20 of that, the run response was delayed. That process has
- 21 already been improved, I talked with the deputy chief and
- 22 the commander over our crime intelligence area and
- 23 communication, which now includes communications. And one
- of the decisions that we made is let's bump up the



- 1 priority of a drag racing call because it's now more than
- 2 people just congregating.
- 3 CHIEF WHITE: And that's how they were initially
- 4 static. The technology didn't catch up with the action
- 5 until we started seeing what we're seeing now. So those
- 6 calls are being bumped up to priority ones. We're going
- 7 to be monitoring it this weekend. Ideally I'd like to
- 8 stop the drag racing before it happens. I'm asking that
- 9 we use our intelligence center and, you know, I'll put it
- 10 out there, undercover officers, you know, I want them out
- 11 there. I want them to watch and see what's going on so
- 12 that they don't congregate. And if they feel that they
- 13 are on the cover, officers are out there, well, hey,
- 14 don't be there. So we are looking at that this weekend,
- but to your point, we have bumped that call up. And I'm
- 16 not opposed to the Facebook page for each Precinct. I'll
- 17 look into that.
- 18 COMMISSIONER DAVIS: Well, not just Facebook, but
- 19 also a separate page on the city's website for each
- 20 Precinct, you know. So because some of our citizens are
- 21 not on Facebook. I am, but some people are not.
- 22 CHIEF WHITE: Right. So you're saying a social media
- 23 page associated with each Precinct on the City of
- 24 Detroit's social media page. Is that what you're saying?



- 1 COMMISSIONER DAVIS: Yes, but you know, also on the
- 2 city's website, you know, when they go to the Detroit
- 3 Police Department that each Precinct should be able to
- 4 have their own page linked to the department's page.
- 5 CHIEF WHITE: Let me look into that and I will follow
- 6 up with you on it. Let me see the feasibility of it.
- 7 VICE-CHAIR JONES: Great. The Vice-Chair recognizes
- 8 Lisa Carter. Commissioner Lisa Carter, do you have a
- 9 question for the Chief?
- 10 COMMISSIONER CARTER: Actually a comment, two
- 11 comments to be exact. Good afternoon, everyone and good
- 12 afternoon, Chief White. My first comment is regarding a
- 13 video that I watched about District 6 and it's on the
- 14 neighborhood's website for the City of Detroit. And in
- 15 watching it, I noticed that there was a segment where
- 16 someone was riding on a mini bike. And to me it seems
- 17 like we're encouraging people to ride on the mini bikes.
- 18 And I don't think that's something that we want to
- 19 encourage. So I don't know who exactly to talk to, but if
- 20 someone could review that, because I know that at certain
- 21 times on Fourth Street in District 6, we get bombarded
- 22 with mini bikes. And I don't think that it's something
- 23 that the city should have on their videos as something
- 24 that to do in District 6.



- 1 COMMISSIONER CARTER: So I think that that should be
- 2 looked into if you have the opportunity or if you can get
- 3 someone to look into it. I think it might come quicker
- 4 with you looking into it than me. And the second thing,
- 5 and especially with us trying to combat the drag race
- 6 and, and things like that. The second comment is just on
- 7 the Pacifica that you're looking for. Pacifica is now
- 8 manufactured as a minivan. So they are manufactured, but
- 9 it's as the minivan. So they're the older models that
- 10 were more like the SUV and the newer models are the,
- 11 yeah. So I just wanted to make that clarification as
- 12 well. Thank you.
- 13 CHIEF WHITE: Through the Chair. Thank you for that
- 14 because we've been saying the older model Pacifica saying
- 15 that we're looking for that SUV crossover vehicle, but
- let me make sure with the team that they're not talking
- 17 about a Pacifica van and I mispoke. So thank you.
- 18 COMMISSIONER CARTER: No problem. Thank you.
- 19 VICE-CHAIR JONES: The Vice-Chair recognizes this
- 20 Commissioner Willie Bell. I'm sorry, Commissioner Willie
- 21 Burton. Commissioner Burton, do you have a question, a
- 22 comment for the Chief? The Vice-Chair recognizes a
- 23 District 4, Commissioner Willie Bell. Do you have a
- 24 question or comment for the Chief.



- 1 COMMISSIONER BELL: Just a brief comment. Chief
- 2 White, I want to thank you for the initiative on each
- 3 Precinct in terms of recruiting. That is close to the
- 4 neighborhood, and I just want to commend you on that.
- 5 Thank you.
- 6 CHIEF WHITE: Thank you, sir. Thank you very much.
- 7 VICE-CHAIR JONES: The Vice-Chair recognizes
- 8 Commissioner Shirley Burch. Do you have a question or
- 9 comment for the Chief?
- 10 COMMISSIONER BURCH: Yes, sir, Commissioner, thank
- 11 you so much. Chief White. I just want to say, as you
- 12 know, I represent District 3, that's number 9 and 11.
- 13 First, I want to say thank you to so many of the officers
- 14 that sir, I literally overworked and you know, underpaid.
- 15 I know you can do nothing about that, but as Interim,
- 16 sir, the officers are, like I said, worn out. So if we
- 17 keep the citizens calling these officers, especially
- 18 certain ones, certain sergeants and certain officers that
- 19 are respectful enough to answer the phone. Others do not
- answer the phone. I can understand why, because they're
- 21 bombarded and, sir, I'm asking you when I go downtown,
- 22 what is the purpose of that big blue van? I think it's a
- 23 paddy wagon. You know what I'm talking about? It's a big
- 24 blue, and it says Detroit police on it. You know what I'm
- 25 speaking of?



- 1 CHIEF WHITE: Through the Chair, not specifically.
- 2 COMMISSIONER BURCH: Okay. It's a big blue bus. It
- 3 has Detroit police on it. I'm saying back in the day,
- 4 they used to be called the paddy wagon where it was
- 5 available if people got out of order, they could put them
- 6 in this bus and take them wherever they needed to go to
- 7 correct them. That's what I see downtown. So if you're
- 8 not aware of what I'm saying.
- 9 CHIEF WHITE: I'm aware of it.
- 10 COMMISSIONER BURCH: Okay. So something like that,
- 11 even if it's driven around in the neighborhoods might
- 12 give the idea to the criminals, oh, they may be starting
- 13 something, maybe to pick us up or whatever. Because I
- 14 feel like we know where these gangs are, but we've got to
- 15 not wait till they act. You have to act what I call
- 16 preventive. So you can't afford to wait to see what they
- 17 do because I can send an officer or a Sergeant or a DC to
- 18 a scene that happens at different times of the day,
- 19 right? They don't act up, it looks like they know when
- 20 you're coming. So you may not see what the citizens see
- 21 because they live there 24/7. You see what I'm saying,
- 22 Chief White? So the citizens, yes, they're experiencing
- 23 24 hours of not knowing when these criminals act up.
- 24 That's why I say you need more officers. Whoever has that
- 25 authority, Detroit needs more officers. Sir, that's my



- 1 comment, but again, I appreciate you, and we can't do
- 2 without you.
- 3 CHIEF WHITE: Thank you. Through the Chair and very
- 4 briefly. Thank you for your comments. That is the
- 5 prisoner bus and it's used to move large groups of people
- 6 from large events that have to go into custody. With
- 7 regards to our response to crime, we're going to continue
- 8 to do so constitutionally. We're not going to use threats
- 9 and intimidation. We're going to use action and we need
- 10 to also continue to recognize that, you know, well over
- 11 90% of our community are not causing a problem. So we
- don't want to victimize those who are not trying to catch
- 13 those who are. It's that, you know, small percentage
- 14 that's getting all of our attention, but we've got a lot
- 15 of great residents in this community that support us,
- 16 respect each other, and we're going to do everything we
- 17 can to keep them here. So it has my full attention. We're
- 18 going to constitutionally police this community. So thank
- 19 you.
- 20 COMMISSIONER BURCH: Thank you.
- 21 VICE-CHAIR JONES: The Vice-Chair recognizes
- 22 Commissioner Linda Burton. Do you have a question or
- 23 comment for the Chief?
- 24 COMMISSIONER BERNARD: Yes, I have three questions,
- 25 Chief. The first is Chief, can you please request a legal



- 1 opinion from the Office of Corporation Counsel regarding
- 2 the issue that we raised last week concerning whether or
- 3 not the charter can supersede a labor contract regarding
- 4 the issue of disciplining officers in terms of what we do
- 5 in OCI. As you know, we refer the cases to you and then
- 6 the department decides to either proceed or not proceed.
- 7 But the charter is very clear that disciplinary matters
- 8 regarding officers are within the purview of the
- 9 Commission. My second question to you is can you arrange
- 10 for the Commissioners, the 11 of us to have a priority
- 11 code for 911 calls? I was at a community event and it was
- 12 hot and Sherry Gaijin Nagle's mother passed out and I use
- 13 my phone to try to call 911.
- 14 COMMISSIONER BERNARD: And it was like... I was put on
- 15 hold. It was just... I mean, we just couldn't get through.
- 16 So it was just, you know, everybody there started calling
- 17 911. So we just need a code, if something's happening to
- one of us, something that happened to me yesterday when...
- 19 I mean, I can use it, but I'm just saying, so that at
- least we can get to somebody. And then the third question
- 21 relates to, can you also possibly look into reinstituting
- the media program for recruitment? I agree that 12 on 12
- 23 is a great idea, but it's just so difficult to get people
- 24 out, get them together, and get people at the right age.
- 25 I mean, I really think that mass media uses, you know,



- 1 social media and TV, like 2, 4 and 7. I love those
- 2 commercials on DPV and I think you'll get more action.
- 3 That's all I have to say.
- 4 CHIEF WHITE: Yes, ma'am. Through the Chair, real
- 5 quick, 12 by 12, yes. It's a start, but it's not all
- 6 we're doing. We're also partnering with a couple of
- 7 colleges. On the media piece, yes, city council just
- 8 approved this week, I believe \$2 million for our media
- 9 campaign that's going to assist us with recruiting. Very
- 10 thankful for that. With regards to 911, I'd like to talk
- 11 to you about that offline. That gives me serious concern.
- 12 Regardless of who you are, you should be able to get
- 13 through 911. So I'd like to talk through the actual call
- 14 that you made and see what happened. So if we could talk
- offline about that, I'm going to open an investigation
- into what happened with that. All right. Thank you.
- 17 VICE-CHAIR JONES: Vice-Chair recognizes the
- 18 Commissioner, Darryl Brown. Commissioner, Darryl Brown,
- 19 do you have a question or comment for the Chief? Okay,
- 20 we're going to move on. I'm gonna see if Commissioner
- 21 Willie Burton's back on the line. Is Commissioner Willie
- 22 Burton back on line?
- 23 COMMISSIONER BROWN: Vice-Chair, excuse me. I did
- 24 have a comment. I'm just trying to unmute myself.
- VICE-CHAIR JONES: Okay, Commissioner, go ahead.



- 1 COMMISSIONER BROWN: Chief, thank you for showing up
- 2 to address the Board. I'm having some questions, you
- 3 know, what are we doing about the mini bike situation?
- 4 Are we going to start having a task force to mitigate
- 5 that? I'm getting a lot of complaints, specifically from
- 6 some of the clergy around the city. And secondly, I
- 7 commend you for everything that you're doing, that you
- 8 have done so far. And just want to know where are you
- 9 with the mental health task force, you know, addressing
- 10 the PTSD with our officers.
- 11 CHIEF WHITE: Yes, sir. Through the Chair, we start
- 12 with PTSD, we've got a number of programs with our
- internal, external relations as you know, just expand it,
- 14 our CIT program. And the next phase is to talk through
- 15 bringing in counselors for the officers. And we also have
- 16 resources that have been made available to the officers
- 17 through peer support and the city's HR Department. So
- 18 we're moving along with those programs, expanding them.
- 19 But I am working towards putting in counseling programs
- 20 in the Precinct. The officers can avail themselves. We
- 21 are running into some challenges. And one of the
- 22 challenges I want to talk to you about offline. I know
- 23 this is an area that's near and dear to your heart. And
- 24 that is the confidence in the department that the



25

- information shared will not be used against the
- 2 officers in any negative way.
- 3 CHIEF WHITE: And that's a legitimate concern. So I'd
- 4 like to be able to stand something up. Well, they have
- 5 the confidence in the department that, you know, anything
- 6 that they bring, but basically it's okay not to be okay.
- 7 And that they're there for the appropriate mental health
- 8 support and that this is not something that's going to be
- 9 used in a negative way to impact them professionally. And
- 10 I know you've got some background in that. So I'd like to
- 11 talk to you offline about that. We are also in the
- 12 process of standing up an independent unit through the
- office of internal, external relations, where the
- officers will have a place to go away from the department
- 15 to talk to a healthcare or a mental health professional
- 16 you know, just to debrief on some things that may be
- 17 causing them stress and discomfort. So we continue to
- 18 work in that arena and can provide some good services for
- 19 the officers for PTSD. And lastly, the mini bike issue,
- 20 you know, what I don't want to do is everybody that's
- 21 riding a mini bike, lock them up. I don't want to get
- into a chase with people on mini bikes. So we're trying
- 23 to be methodical in how we address it.
- 24 CHIEF WHITE: We get the complaints, we go out, we
- 25 secure the area. We go high visibility first, enforcement



- 1 second, and community involvement third. And if we can
- 2 pull all those things together, we can get, you know,
- 3 parental responsibility. If you've got, you know, 12, 13,
- 4 14-year-old flying up the street on a mini bike, it's a
- 5 dangerous situation, and we need your help. Once we get
- 6 involved, you know, once those lights go on those police
- 7 cars, some of these kids will take off and I don't want
- 8 these officers, you know, getting into chases with mini
- 9 bikes because the moment something happens, you know,
- 10 we've got to explain that we're tracing for traffic, a
- 11 kid on a minibike. So we're trying to methodically work
- 12 through all areas. We're not going to allow pandemonium
- 13 and people to be lawless, but are going to deploy a
- 14 methodical process that ensures safety, even if the
- 15 person who's being irresponsible.
- 16 CHIEF WHITE: We have to do it that way. But I think
- 17 the emphasis needs to be on parental responsibility. And
- 18 to be quite candid, that's the angle that we're going. If
- 19 the parents are allowing this to happen, we're going to
- 20 issue these parental responsibility tickets, so they can
- 21 come into court and say, why it's okay for little Johnny
- 22 or little Jane to be out here, riding a mini bike without
- 23 even been trained to do so at 80 miles an hour or 60
- 24 miles an hour in the middle of Jefferson. So that's the
- angle that we're going, and then when we have these



- 1 flare-ups in these areas where enforcement is necessary,
- 2 we're going to take enforcement, but we're doing so very
- 3 safely, very methodically so that we don't have an injury
- 4 to kids because most of the folks on these bikes are
- 5 very, very young, very young kids that are looking for
- 6 things to do. And it's just, again, a new thing.
- 7 COMMISSIONER BROWN: Thank you very much.
- 8 VICE-CHAIR JONES: And Vice-Chair, Martin Jones, I do
- 9 have a question to comment on. Well, two comments
- 10 actually for you Chief. First of all, I had a scare with
- 11 a young fellow in a minibike. I drive an F-150, which is
- 12 a truck that has a high profile, and I had a young fellow
- 13 that came through late through a red light. And there was
- 14 another tall vehicle next to me. And it's just out of the
- 15 very corner of my eye that I caught this young man
- 16 blasting through that red light, and I slammed the brakes
- on just like a light, you know, was turning green. So,
- 18 something there needs to be done. And like you said, we
- 19 don't want officers out chasing everybody on the
- 20 minibike. Secondly, with regards to the prayer vigil that
- 21 was quite a tragedy that we did suffer in the community
- 22 with so many people being shot at a prayer vigil.
- 23 VICE-CHAIR JONES: One of the things that I've
- 24 noticed because I've conducted many prayer vigils, I've
- 25 been to many prayer vigils along the way. One of the



- 1 things that you find is that you have certain people that
- 2 don't know how to properly conduct a prayer vigil, which
- 3 adds to the problem that, you know, that we have out
- 4 there on the streets. And there's been some incidents
- 5 that have happened in the past also, but I think that's
- 6 something that's worth addressing. I don't know if we
- 7 need to put a pamphlet or something about how to properly
- 8 conduct a prayer vigil, so that way they have some kind
- 9 of information on how that's done. You need people
- 10 looking out from the front to rear in all directions
- 11 doing something like that, not just drinking, not just
- 12 saying that that was my friend or whatever but you need
- 13 people that are going to provide some kind of security
- 14 for a prayer vigil, where you've got people that are
- 15 looking in all directions while it's going on. So those
- 16 are my two comments and I do thank you for your
- 17 presentation, Chief.
- 18 CHIEF WHITE: Thank you, sir.
- 19 CHAIRPERSON HOLLEY: Thank you, Chief. My
- 20 Commissioners, thank you so much for your questions.
- 21 Chief, I was downtown and saw a young man walking down
- 22 the street and obviously mental issues and he had his
- 23 pants down below his legs and was trying to pull them up.
- 24 So I pulled over and try to see what I could do to really
- 25 do something to talk to him. Then I realized after I got



- 1 there and obviously if it wasn't for the grace of God,
- 2 there goes I but I looked at this particular guy and I
- 3 realized that mental yes, homeless yes, but what do you
- 4 do from your experience? The only experience I have in
- 5 mental health, I didn't hit my intern when I was in
- 6 seminary at Elgin State Mental Hospital in Illinois. But
- 7 what do you do for a person that basically, what are you
- 8 going to do? What are you guys talking about for people
- 9 like this that basically, perhaps medicine is not going
- 10 to be helpful? You can't institutionalize them. What is
- 11 your experience based on where you come from and where
- 12 you are now? How are we going to deal with this?
- 13 CHIEF WHITE: Yeah. Through the, well, you are the
- 14 Chair. So through the Chair, it's an area that continues
- 15 to give us concern in the police department and, you
- 16 know, my passion towards mental health, being a therapist
- 17 myself and seeing it and recognizing how it impacts our
- 18 community, how it impacts crime rate and recognized, it
- 19 serves zero purposes to arrest someone who's suffering
- 20 from mental illness. You're, re-victimizing a victim of a
- 21 disease that they, number one, didn't want, didn't ask
- 22 for, and have no power over. And, and so that's why CIT
- 23 is so important because it allows the officers' number
- 24 one, to utilize training, which is great training, state-
- of-the-art training, best practice training. There are



Page 50

- 1 white paper studies on it emanating out of Memphis,
- 2 Tennessee. It's saving lives, and I'm very hopeful that
- 3 it will save lives in our community as well.
- 4 CHIEF WHITE: The key takeaway is that you register
- 5 the mental health patient, right? So you know that if
- 6 you're seeing Mr. Smith or MS. Smith on a corner in the
- 7 City of Detroit, for all intent and purposes that is
- 8 their residence. And so you're able to register them by
- 9 location if you don't have a name, by description, and
- 10 then as you build the profile of them, you know, the
- 11 medication that they're on and you're able to treat them
- 12 or get them treatment and not incarcerate them. The idea
- 13 with the program is once you start to become familiar
- 14 with certain people in certain areas like the gentleman
- 15 you were talking about downtown, and interestingly, I
- 16 know exactly who he is, and I can tell you that he is off
- of his medication, right? And so he can be quite
- 18 confrontative. And so we have people that work in that
- 19 area that we'll be able to say, that's Mr... I'm not going
- 20 to say his name right now, and recognize how to interact
- 21 with them and get them the services that he needs,
- 22 because the next step, in his disease, generally
- 23 speaking, is violence.
- 24 CHIEF WHITE: And so you know, it's a problem, not
- 25 just in Detroit, but in America. I mean, we're not



- 1 servicing the mentally ill population the way that we
- 2 should. There's a stigma associated with mental health.
- 3 People think that you have to be perfect. We all have
- 4 someone's suffering in our families, and many of us, in
- 5 our own ways, are suffering, if from nothing else,
- 6 depression. So we are working, we're excited about the
- 7 opportunity, but we're going to need more resources.
- 8 Police departments in this country are going to need more
- 9 resources. Police officers are going to need this
- 10 training. And I think, you know, if we want to seriously
- impact crime, you're not going to be able to do so,
- 12 unless you impact mental health, because the decision-
- 13 making metric that's causing people to kidnap folks
- 14 because they broke up with them, to shoot into crowds of
- 15 a hundred people to leave a gun unsecured with a four-
- 16 year-old walking around the house, there has to be a
- 17 mental health nexus to this poor decision-making because
- 18 we lock them up, I've got a pipeline of folks willing to
- 19 make the same bad decision to follow right behind them.
- 20 CHIEF WHITE: So if you want to disrupt the pipeline
- 21 to the jail system, you've got to fix the mental health
- 22 problem, you've got to fix people who are making long-
- 23 term decisions for short term problems, who don't have
- impulse control, who don't have anger management? And so
- 25 when we get to the courts, I'll get off my soapbox in a



- 1 second. But when we get to the courts, we say, instead of
- 2 sentencing them to clean up the freeway, sentence them to
- 3 40 hours of mental health treatment. We will see an
- 4 impact on poor decision-making. And that's the drum that
- 5 I'm going to continue to pound, I'm going to continue to
- 6 meet with the courts and see if we can truly get a mental
- 7 health court up and running so that we can stop looking
- 8 at people needing mental health services, cleaner side of
- 9 our freeway, because they got arrested for disorderly.
- 10 CHAIRPERSON HOLLEY: Thank you. Thank you very much.
- 11 Obviously, this is a conversation that all of us probably
- 12 will have to continue to go forward with this. Without
- 13 saying anything, Commissioner Linda Bernard, I just want
- 14 you to know that we had a legal opinion about the binding
- 15 contracts and the binding legal opinion basically
- 16 overrides the charter. And we already had an opinion from
- 17 the law department about that. But we still don't mind
- 18 talking to them again and give it once more to you. But I
- 19 thank all of you for your questions. Chief, as we move on
- 20 ---
- 21 COMMISSIONER BURCH: Excuse me, please.
- 22 CHAIRPERSON HOLLEY: Yes. Ma'am.
- COMMISSIONER BURCH: May I do a follow-up please to
- 24 Chief White, which involves AC LeValley. In the 11th
- 25 Precinct and District 3, we have a program, sir, I don't



- 1 know if you know about it, but it's called beautification
- 2 where we involve gas station businesses to beautify the
- 3 area where they are. We have six businesses that signed
- 4 up to do that. So sir, if we have a program like that,
- 5 that gives an opportunity for the officers to go by, to
- 6 encourage those businesses that we appreciate you
- 7 cleaning up where you live because it makes our
- 8 neighborhoods safer. So I wish you would check that out,
- 9 that I really was assisted by a conversation with AC
- 10 LeValley and also captain Blackwell. If you'd be so kind
- 11 to see if you would look into that, that if we work
- 12 together, we do better than if we do separately. I'm
- 13 about solutions, not just the problem. That's all I
- 14 wanted to ask. Would you please check with AC LeValley?
- 15 CHIEF WHITE: Yes, I will.
- 16 COMMISSIONER BURCH: And Captain Blackwell.
- 17 CHIEF WHITE: Yes, ma'am, I will.
- 18 CHAIRPERSON HOLLEY: Thank you very much. Chief, I
- 19 just want to move on while you're still there and you and
- 20 your time and everything. I just want to go into this
- 21 small presentation that you're giving us regarding the
- 22 disciplinary process. If you could just give a little bit
- 23 of that without missing any names or anything like that,
- 24 I think the Commissioners will I will appreciate it,
- 25 but I want to make sure that we really get to this and



- 1 give some information to the community as well as to the
- 2 Commissioners in regards to the disciplinary process.
- 3 CHIEF WHITE: Yes, sir. Through the Chair, if we
- 4 could bring Director Chris Graveline up or over. He will
- 5 provide an overview of the disciplinary process and he
- 6 will not be mentioning anyone's name in particular, but
- 7 he'll be talking about what we recognize, what areas that
- 8 we need to make some improvements, and our steps going
- 9 forward from this point. But before we do that, and as he
- 10 comes over, I do want to bring clarification to something
- 11 I said earlier, and thank you, Commissioner Carter. It is
- 12 in fact, a late model Pacifica minivan a black minivan.
- 13 And we'll be releasing that to the media if it hasn't
- 14 already been, but it will be released this afternoon. It
- is a late model for anyone listening to the Pacifica
- 16 minivan. So you are absolutely correct and thank you for
- 17 pointing that out, ma'am.
- 18 CHAIRPERSON HOLLEY: You'd go, Lisa, you go, girl.
- 19 COMMISSIONER CARTER: Every now and then I get one
- 20 right.
- 21 COMMISSIONER BURCH: Every now and then. When you do
- 22 speak, it's profound. Very good.
- 23 CHAIRPERSON HOLLEY: I'm sorry. Go right on.
- 24 DIRECTOR GRAVELINE: Through the Chair.
- 25 CHAIRPERSON HOLLEY: Yes. Thank you.



- DIRECTOR GRAVELINE: Director Chris Graveline. So as
  everyone was aware last week there was a television
- 3 report highlighting one of our officers who had a number
- 4 of citizen complaints through the years. And so we did a
- 5 deep dive this past week and just took a look at some of
- 6 our disciplinary procedures and identified what we can do
- 7 better to identify patterns. Because lots of times when
- 8 we were talking about alleged misconduct or discipline
- 9 the people are focused on this particular allegation as
- 10 opposed to stepping back and maybe taking a look at the
- 11 forest through the trees, so to speak. And one of the
- 12 things that Chief White's already identified and is going
- 13 to be implementing is a risk management unit. That's
- 14 specifically tailored to do exactly that, to be taking a
- look at officer's profiles, especially those officers who
- 16 have a number of citizen complaints doing a deeper dive
- 17 into some of the risk management factors that go into
- 18 that, that unit is specifically going to be tasked with
- 19 coordinating with the Office of the Chief Investigator to
- 20 identify those officers who have a number of complaints
- 21 especially those who have a pattern that talks about
- 22 demeanor. It talks about repeated times of procedural
- 23 violations.
- 24 DIRECTOR GRAVELINE: Another thing that Chief White
- 25 is planning on implementing as well, not implementing,



- 1 but actually he's going to be hiring a director of
- 2 diversity equity and inclusion. And that person will also
- 3 be looking at mass profiles of our officers, specifically
- 4 tailored to, if there are lots of complaints dealing with
- 5 race or dealing with sexual orientation, any of those
- 6 types of things. And so those two entities, both the
- 7 director of diversity equity and inclusion, along with
- 8 our risk management unit. We'll be doing what we need to
- 9 do. And that is to kind of take on that step back of not
- 10 just focusing on this particular complaint, but what's
- 11 the larger pattern and identifying those officers, we
- 12 need to take more of an intervening step with. One of the
- 13 good things I think that we learned through our review
- 14 was that there wasn't anyone particular in the system
- 15 that failed.
- DIRECTOR GRAVELINE: It was more of identifying how
- 17 we can better communicate both with the Office of the
- 18 Chief Investigator and discipline and our own internal
- 19 commands to make sure that we're catching these types of
- 20 things. I think another important factor in all of this
- 21 is, when an officer has not been sustained from the
- 22 Office of the Chief Investigator. So for example the
- officer that was highlighted had 85 citizens' complaints.
- 24 Well, 10 of those were sustained, 75 were not. And so
- 25 when it's not sustained the facts of that particular



- 1 incident, don't usually make it over to the department.
- 2 And so for example, this past week, I reached out to Mr.
- 3 Akbar and his staff were fantastic. They were able to
- 4 reach back and find records that go back to 2017. And we
- 5 started funneling that information over to us.
- 6 DIRECTOR GRAVELINE: So we could take a better look
- 7 at what was going on with this particular officer. And so
- 8 I want to definitely give some kudos to Mr. Akbar and the
- 9 staff of the Office of the Chief Investigator. They've
- 10 been very good this past weekend and have been very
- 11 supportive in everything that we've asked for. And then
- 12 finally the Chief will be making a recommendation next
- 13 week, specifically to the officer that was highlighted in
- 14 that particular newscast to the Board of Police
- 15 Commissioners and what the department's decision will be
- 16 going forward with that officer.
- 17 CHAIRPERSON HOLLEY: Thank you so much, Director.
- 18 Commissioner Bernard, quickly.
- 19 COMMISSIONER BERNARD: Yes. I just want to
- 20 congratulate you, Chief White on doing something that
- 21 actually should have been done years ago, and that is
- 22 creating an office, if you will, of diversity, equity and
- 23 inclusion. I am ecstatic because I am familiar with the
- 24 history of the racial issues that have existed within the
- 25 department over the last several years. Congratulations



- 1 to you. And now someone is going to be responsible for
- 2 that. It's fantastic. Thank you.
- 3 CHAIRPERSON HOLLEY: Any other Commissioners have
- 4 questions, real quick?
- 5 COMMISSIONER BELL: Yes sir, Mr. Chairman.
- 6 CHAIRPERSON HOLLEY: You go right on, sir.
- 7 COMMISSIONER BELL: Thank you. I just want to point
- 8 out to the Director and Chief, we need to spend an hour
- 9 in the academy to talk about customer service. I mean
- 10 there it's always been an issue even when I work at OCI
- 11 and I don't understand. I thought it would decline when
- 12 we have cameras, but it hasn't declined. I spoke to this
- 13 matter about a month ago, but most businesses have
- 14 customer service. And we need that in terms of insisting
- on an officer to provide courtesy to people, even under
- 16 the most difficult circumstances, they can provide
- 17 courtesy. I know that personally, I know it
- 18 professionally. So we need to try to incorporate that in
- 19 terms of our academy curriculum, which I think is sort of
- 20 crucial. There are no excuses for bad demeaning and bad
- 21 manners and in most serious cases it doesn't warrant a
- 22 person to be called out of their name, et cetera, et
- 23 cetera as you well know. Chief White, you have
- 24 experienced it, you know that. You have been the
- 25 commanding officer for quite some time. You've been a



- 1 line supervisor, so you know what we experienced. These
- 2 young officers need to know, we're not going to tolerate
- 3 demeanor. Thank you.
- 4 CHAIRPERSON HOLLEY: Thank you, Commissioner Bell.
- 5 Any other questions from the Commissioners and if not,
- 6 Director Graveline, I just want to thank you so much and
- 7 Chief, thank you so much for just really getting on top
- 8 of this and looking forward to your report in a couple of
- 9 days, in a couple of weeks. And I think behalf of the
- 10 Board, as well as the community, how your department has
- 11 really handled this and input someone that you're really
- 12 concerned about as all of us are, as you are as well,
- 13 that you handled this, and you're on top of it and not
- 14 going to be three months or three years, if we talked
- 15 about two weeks that we'll hear from you about that.
- 16 We're very grateful and we're thankful, and we look
- 17 forward to your, to your final report.
- 18 CHIEF WHITE: Yes, sir. And thank you and just very
- 19 briefly. I do want to comment on the demeanor. We have
- 20 issued a very strict policy very recently on demeanor and
- 21 name-calling and things like that. That is an
- 22 unacceptable act in our department. Certainly, you know,
- 23 we have seen instances where someone is under fire and,
- 24 you know, they make, you know, excited utterances or an
- 25 extemporaneous type statement when they're under fire.



- 1 And we look at those situations individually, but the
- 2 practice of name-calling or making derogatory comments is
- 3 unacceptable and certainly derogatory comments as it
- 4 relates to race, sex, and gender. That's a fireable
- 5 offense. We're going to take those very seriously and
- 6 regardless of any employee and number of complaints,
- 7 pattern and practice behavior will be measured, will be
- 8 looked at, and this diversity equity and inclusion group,
- 9 as well as our risk assessor, will play a part in our
- 10 disciplinary process and the overall profile of the
- officer. The idea is we've got, you know, fantastic
- 12 police officers here. We want to keep good officers good,
- 13 and we want to make sure we correct the behavior of
- 14 those, and they understand the standards of this
- 15 organization and those that don't meet the standard will
- 16 not have the benefit and privilege of being a police
- 17 officer. It is not a right to wear this badge. It is a
- 18 privilege to wear this badge and in order to avail
- 19 yourself of that privilege, there will be standards of
- 20 conduct that you must adhere to. So I just wanted to
- 21 leave you with that and say, thank you very much for your
- 22 commentary.

25

- 23 CHAIRPERSON HOLLEY: Thank you very much, Chief. It's
- 24 really a nice way for you right now to come and make your

- 1 report. Akbar, maybe I need to give you the proper
- 2 introduction. Chief Investigator, Akbar. There he is.
- 3 MR. AKBAR: Okay, I'm right here. I'm ready to get
- 4 started. As soon as they get this video going, I will be
- 5 ready to roll right now, and thank you. Okay. All right.
- 6 Good afternoon, Honorable Board. I am Lawrence Akbar, the
- 7 Interim Chief Investigator of the Office of the Chief
- 8 Investigator and what I'm going to do today, I'm going to
- 9 present you with a brief synopsis on the OCI process. I'm
- 10 also going to talk to you about the OCI statistical data,
- 11 and last but not least give you an update on the OCI
- 12 staff and case status report. Would you move to the next
- 13 slide? Office of the Chief Investigator, citizens'
- 14 complaint process. Citizens' complaints are filed in a
- 15 CCR form in the mass awareness system. Mass and OCI
- 16 automated system processes communicate with each other.
- 17 OCI submits monthly OCI reports and CCRs were received by
- 18 the Chief of Police and his executive staff. Generally
- 19 given all the spreadsheet, OCI investigative process.
- 20 CCRs are assigned to the OCI investigative staff, OCI
- 21 investigative staff conducts the investigation. Following
- 22 the supervisory review and approval the chief
- 23 investigator reviews and approves the complaint reports
- 24 and submits them to the BOPC for final review and
- 25 approval.



- 1 MR. AKBAR: The BOPC approval process. BOPC reviews
- 2 and approves the OCI client reports. Finding letters are
- 3 sent to citizens along with a copy of the complaint that
- 4 they filed. Sustained compliant reports are submitted to
- 5 the displayer administration and Civil Rights Division.
- 6 All complaint reports with allegations and findings are
- 7 submitted to the respective commands. We have a Smart
- 8 sheet that's in the development stage to file all
- 9 complaint reports. Final OCI mass process. OCI and mass
- 10 systems electronically communicate with each other, which
- includes the complaint allegations and findings. OCI
- 12 reporting process. Now, all these things that are listed
- 13 here are our reporting process. Every month we send out
- 14 the OCI monthly Chief of Police report generally on a
- 15 spreadsheet. We submit our data to the open data portal
- 16 report. OCI ongoing monthly reports to the BOPC. And of
- 17 course, Miss Teresa Blossom puts together our OCI annual
- 18 report. OCI multiple complaint reports.
- 19 Mr. AKBAR: Requests for OCI information. We're in
- 20 the development stage for putting up for the DPD, OCI
- 21 information requests because a lot of departments and
- 22 city departments request information from the Office of
- 23 the Chief Investigator. We're going to get it on the
- 24 smart sheet so they can actually access that. The
- 25 statistical part right now, I'm going over as OCI



- 1 citizens' complaint received for June 20, 2021, versus
- June 20, 2020. 10% decrease, as you will see in June of
- 3 2021, 137 complaints were received. And in 2020, 152.
- 4 Citizens' complaints were received by DPD June to July.
- 5 And we'll talk about the fiscal year 2020/2021 versus
- 6 2019/2020, 194 CCRs more than the physical year, which is
- 7 an 18% increase.
- 8 MR. AKBAR: Citizens' complaints closed. 65 OCI CCRs
- 9 were closed in June of 2021, 108 allegations. The top two
- 10 allegations are demeanor and procedure. Demeanor is, as
- 11 far as I'm concerned, the most important. It's the
- 12 interaction between the citizen and the police officer.
- 13 Negative encounters with the police department with
- 14 respect to demeanor, we ended up, we ended up having -
- 15 it's the gateway to all those allegations that is on this
- 16 particular slide. Now I'm going to give you the OCI staff
- 17 case status report as of July 29, 2021. OCI Staff on
- 18 rotation. We have 10 investigators and all my supervisory
- 19 staff are doing cases. Recent separations. Investigator
- 20 Carol Nichols, July 16, 2021, retired. Investigator
- 21 [inaudible 01:27:24] Neely left us on June 23, for new
- 22 opportunities. Investigator Daniel Calloway's schedule in
- 23 the near future, August 6, 2021. He's pursuing another
- 24 opportunity within the employment of the City of Detroit.
- 25 280 cases are open due to the separation. 142 cases were



- 1 over 90 days. We are about to have two new hires, August
- 2 7, two investigators, which I'm very proud to bring on
- 3 board. I'm going to talk about the OCI statistics as of
- 4 July 29, 2021. We received 95 citizens' complaints during
- 5 this month. We closed 62 of them.
- 6 MR. AKBAR: Now, when we take a look overall from
- 7 January 1, 2021, the Office of the Chief Investigators
- 8 received 775 citizens' complaints. We closed 481 of
- 9 those. And I want to tell you that all of the data that
- 10 comes to OCI is very essential to oversight and to the
- 11 department. And I want to thank Director Graveline and
- 12 also the Chief of Police for their cooperation in terms
- of working together trying to change the culture and
- 14 conduct of Detroit police officers. Just listening to the
- 15 presentation from the Chief of Police, our office, and
- our team, we're looking forward to working with the risk
- 17 management team and the quality and diversity inclusion
- 18 team in terms of trying to make our department better and
- 19 also save us money in the long run, because remember a
- 20 lot of these complaints end up being losses, and we want
- 21 to cut down on losses and lawsuits for the City of
- 22 Detroit. At this time I've completed my presentation and
- 23 Honorable Board, it'd be my honor to answer any questions
- 24 that you have at this time.



- 1 CHAIRPERSON HOLLEY: Thank you so much, my friend,
- 2 thank you very much. Vice-Chair Jones?
- 3 VICE-CHAIR JONES: Thank you so much. Through the
- 4 Chair. Thank you for your report Deputy Chief Akbar on
- 5 the CCR. Apparently from what I could see the CCR is
- 6 something that's taken very seriously in your department.
- 7 I noticed that in your endeavors to complete these
- 8 assignments your investigators go through a lot to make
- 9 contact with the person that's making the complaint. I
- 10 see where you mail letters, you do visits of the home,
- 11 and you canvass for witnesses. You, you do a great deal.
- 12 Can you explain a little bit more about that process that
- 13 you use to engage the person's complaint and to let them
- 14 know that it's taken seriously?
- MR. AKBAR: Well, we do all the things that you've
- 16 mentioned in addition to, if we haven't been able to get
- 17 ahold of them within 45 days, we send them an update
- 18 letter, letting them know that that case is still being
- 19 looked at. And one thing about our office, even if we
- 20 don't get in contact with the complainant by
- 21 investigators, we still do a complete investigation that
- 22 protects the City of Detroit because a lot of times,
- 23 sometimes they hire attorneys and file complaints with us
- 24 and they tell them don't cooperate with us, hoping that
- 25 we don't do anything with the case. And then when it



- 1 comes up in court we have to defend why we did not do the
- 2 investigation. However, we complete all investigations,
- 3 whether they cooperate with us or not.
- 4 CHAIRPERSON HOLLEY: Any other question. Commissioner
- 5 Linda.
- 6 MR. AKBAR: Well, I think Ms. Burch had her hand up
- 7 first, but
- 8 COMMISSIONER BURCH: Thank you, Mr. Akbar, I did. I
- 9 thank you. May I speak?
- 10 CHAIRPERSON HOLLEY: But I'm running this meeting.
- MR. AKBAR: I'm sorry about that.
- 12 COMMISSIONER BURCH: Excuse me. Excuse me. Don't get
- 13 mad at me.
- 14 CHAIRPERSON HOLLEY: I'm going to go with beauty over
- 15 intelligence. Let's go.
- 16 COMMISSIONER BURCH: Okay. Thank you, Mr. Chair, Mr.
- 17 Akbar, I just want to share with you that a demeanor is
- 18 important to run any organization. So I'm getting to the
- 19 point of that, like you said, customer service. When
- 20 things happen with a complaint of a citizen that calls
- 21 into a Precinct and perhaps they may get hung up on
- 22 accidentally or whatever. That's one of the complaints
- 23 that I had Mr. Akbar. Now, if that person is saying, like
- 24 you said, hung up on, does that officer, whoever answered
- 25 the phone, will they get the number and call back? Like,



- 1 is it a receiving number of the number called in, sir?
- 2 And can that officer or whoever answered the phone call
- 3 back if they misconnected, that's just one part of the
- 4 question.
- 5 MR. AKBAR: Well, that's the police part, however, at
- 6 the Precincts, just like I have on my phone there's
- 7 caller ID. So they certainly could accidentally
- 8 disconnect it or whatever. They could reach out to the
- 9 person that called, but that's at the Precinct.
- 10 COMMISSIONER BURCH: Yes, look into that because we
- 11 do get people that say, I called, they hung up on me or
- 12 they were rude. So again, that would be that person's
- word against whoever answered the phone. And then I
- 14 wanted to say, Mr. Akbar, we need to check when there are
- 15 visitors in our Precincts, are they allowed to use the
- 16 phone? Maybe they picked it up and wasn't supposed to
- 17 pick it up whoever that person was that may pick up a
- 18 phone in a Precinct because it's kind of loose. And then
- 19 I wanted to say I'm talking to everybody, Mr. Akbar. I
- 20 know that when we worked with the recruiters, the new
- 21 recruits, we would tell them all the time, would you be
- intimidated by a senior officer that you saw was rude?
- 23 Would you be afraid to speak up and say that was not the
- 24 right demeanor? So again, we have to help our officers
- 25 help each other. You see what I'm saying Mr. Akbar? Most



- 1 of those officers would say, I would listen to my senior
- 2 officer being rude or not.
- 3 MR. AKBAR: Right. One of the things that we would do
- 4 when we were at the academy we spoke to that very thing
- 5 that you're talking about letting the officers know that
- 6 if a conversation is going sideways with a citizen, for
- 7 them to politely, you know, step in and take that over
- 8 and deescalate that situation. So we're telling them that
- 9 at the academy. I'm hoping that they have de-escalation
- 10 classes, which I believe they probably do. I'm just not
- 11 aware of it.
- 12 COMMISSIONER BURCH: They did when I used to go with
- 13 Mr. Bell and even the boss. We asked those questions to
- 14 those recruits. Don't be afraid to speak up. That's what
- 15 I'm saying.
- 16 CHAIRPERSON HOLLEY: Thank you very much.
- 17 COMMISSIONER BURCH: Thank you, Mr. Chair.
- 18 CHAIRPERSON HOLLEY: You're welcome. Commissioner
- 19 Bernard, do you have a question? And then after that
- 20 Commissioner Burton. I can't hear you.
- MR. AKBAR: You're muted, ma'am.
- 22 COMMISSIONER BERNARD: How are you? Sorry, Mr.
- 23 Chairman. Very quickly. As we all know, as for every one
- 24 complaint you actually get, you may have 20 or 30 people
- 25 that actually had the same complaint but just didn't take



- 1 the time to register. So I think that all complaints,
- 2 whether they're sustained or not, should really be
- 3 thought about, because we both know people don't have the
- 4 time these days to come back. But my real comment, Mr.
- 5 Chairman, and I've spoken to Mr. Akbar about this. I
- 6 think we should conduct a survey as I did as a lawyer
- 7 with legal services with our customers. When we settle a
- 8 case and we let the person know what we did with their
- 9 case, I want us to send a survey with three to five
- 10 questions, asking what they felt their experience was
- 11 like, so we could approve of our service. So, I mean,
- 12 I've talked to Akbar about this. I'm willing to work with
- 13 him on this but it was a group paper, so it was
- 14 different. You didn't think it was ordinary stuff and
- 15 they sent it back with postage prepaid. So I'd like us to
- 16 survey our customers.
- 17 CHAIRPERSON HOLLEY: Thank you so much. Commissioner
- 18 Burton. Commissioner Burton. I see your hand, but I don't
- 19 hear your mouth. Commissioner Burton. There you go, come
- 20 on. You got it. Commission Burton. Okay. Commissioner
- 21 Bell, is that you?
- 22 COMMISSIONER BELL: Yes, sir.
- 23 CHAIRPERSON HOLLEY: Forgive me.
- 24 COMMISSIONER BELL: No, no, I think, I don't know.
- 25 Anyway, I just thank you, Chair, for giving me an



- 1 opportunity to speak. I just want to commend Interim
- 2 Chief Akbar and his staff. And I would hope that in the
- 3 next process of opening up to other Commissioners that
- 4 the Commissioner Jones and Commissioner Holt did an
- 5 excellent job of reading cases and processing, but they
- 6 took the time to return cases in person to make sure to
- 7 get it in a timely manner. So I hope we have to monitor
- 8 to make sure we continue that. We have worked through
- 9 COVID as you well know for the last year or so. I want to
- 10 commend the staff. I think we need to help form a
- 11 recognition of some of the investigators who did an
- 12 outstanding job in those areas. So when I look at DPD,
- 13 they help quarterly or whatever that is. We need to
- 14 recognize our investigators. That would be a sidebar
- 15 conversation with the Chair. Thank you.
- 16 CHAIRPERSON HOLLEY: You want to say thank you, Mr.
- 17 Akbar. You want to tell him, thank you?
- 18 MR. AKBAR: I'm thanking him, I'm thanking the whole
- 19 Commission.
- 20 CHAIRPERSON HOLLEY: Commissioner Burton, are you
- 21 still trying to get in here? Commissioner Burton.
- 22 Commissioner Burton, one more time. Commissioner Burton.
- 23 At this time we go to the report of the Secretary.
- 24 COMMISSIONER HOLT: Excuse me. Chair Holley.
- 25 CHAIRPERSON HOLLEY: Yes.



- 1 COMMISSIONER HOLT: I'm sorry. You have two hands
- 2 raised.
- 3 CHAIRPERSON HOLLEY: Okay, how is it that you see
- 4 what I can't see. What is it that you got?
- 5 COMMISSIONER HOLT: I don't know.
- 6 COMMISSIONER CARTER: It's in the settings.
- 7 CHAIRPERSON HOLLEY: Okay, go ahead.
- 8 COMMISSIONER CARTER: I just have one thing to add. I
- 9 think she's speaking about me raising my hand.
- 10 COMMISSIONER HOLT: Correct.
- 11 COMMISSIONER BROWN: And me.
- 12 COMMISSIONER HOLT: Correct.
- 13 CHAIRPERSON HOLLEY: Okay.
- 14 COMMISSIONER CARTER: So I just had a follow-up with
- 15 Commissioner Bernard's suggestion that we survey
- 16 everyone. I totally agree with that. And I think that one
- 17 way we can do it is when they get their results, that
- 18 there's a QRC code, either put on it so they can scan it
- 19 right away or a link that they can go to and just let
- 20 them know that everything is confidential. I think that
- 21 that's the perfect way to go for us so that we get some
- 22 feedback from the residents that have submitted
- 23 complaints. The second thing I wanted to ask Interim
- 24 Chief Akbar, I know that a while ago, the letter that the
- 25 residents got after their complaint was investigated, the



- 1 letter that they received, you did something different
- 2 with it. You changed something or something like that. Is
- 3 it possible you can send me a copy of the new letter or
- 4 what it looks like because I can't remember if...
- 5 MR. AKBAR: Okay. That's not a problem. It may not be
- 6 user friendly, but I can send you a copy.
- 7 COMMISSIONER CARTER: Okay. I'm talking about the
- 8 letter. They used to give a letter that really was
- 9 basically nothing. And Interim Chief Akbar changed the
- 10 letter so that they have more information in the letter
- 11 that was sent to them. So that's what I'm talking about.
- 12 CHAIRPERSON HOLLEY: Very good. Okay. Yeah.
- 13 Commissioner Davis. I see your head, I see your hand. So
- don't go nowhere and don't get mad at me, but I got to go
- 15 to Commissioner Brown, okay. Commissioner Brown.
- 16 COMMISSIONER BROWN: Yes. Thank you, Mr. Chairman.
- 17 Mr. Akbar, of course, you know, my concern is that these
- 18 complaints are always over 90 days late. And just going
- 19 back to reviewing the complaints, I received a complaint
- 20 that was filed in 2020 and looking at the dates on there
- 21 that it was already investigated and wrapped up and ready
- 22 to go. So my question is what is the struggle or the
- 23 process with getting these complaints out in a timely
- 24 manner? Because to me that's unacceptable. Secondly,
- 25 looking at the complaints that I've gotten now that I'm



- 1 reading, I noticed that the date the complaint was made
- 2 wasn't given to you or tested again for four months. So
- 3 what's our timeline for that? Is it 30 days? 60 days, 90
- 4 days, and when was that set by the Department of Justice?
- 5 MR. AKBAR: Well, we have 90 days to complete an
- 6 investigation. But Commissioner Brown, as you well know,
- 7 during the COVID-19 pandemic people working were working
- 8 at home. It really made it difficult for investigators
- 9 with respect to completing their investigation. And I say
- 10 this not to make an excuse, but that pandemic really had
- 11 done a job on us. If you look at 36 District Court, if
- 12 you look at Third Circuit Court, if you look at the State
- 13 Court, they have a tremendous backlog. Okay. Tremendous
- 14 backlog in cases. That didn't just affect the Office of
- 15 the Chief Investigator. It affected all types of entities
- 16 around the State and the country. We did a heck of a job
- 17 to keep our office open, to be able to assist citizens.
- 18 We didn't close up like most businesses did during the
- 19 COVID. I mean, that's the best answer I can give you,
- 20 Commissioner Brown, but we are working hard and
- 21 diligently to complete those backlog cases.
- 22 COMMISSIONER BROWN: And then one more question, Mr.
- 23 Chairman, In light of the loss of people, I think we've
- lost more people than what you stated. I think the number
- 25 is up about six. That's kind of unprecedented in a time



- 1 when we need people the most, when we should have been
- 2 hiring people. What is the main reason people are leaving
- 3 our department or are they doing exit interviews and
- 4 already making a statement or anything like that. I'm
- 5 concerned about that, that we lost this many people in
- 6 such a short period of time.
- 7 MR. AKBAR: Commissioner Brown, I know you are well
- 8 aware that across the country, during this pandemic, it's
- 9 very difficult for people to field positions. The job
- 10 market is open and very wide, and people now are looking
- 11 at moving around and taking other different opportunities
- in other places. So I don't know what you're trying to
- imply, but we're working hard. Office of the Chief
- 14 Investigator, we are at the top of the food chain. The
- 15 Board of Police Commissioners is a well-respected
- organization. And with the investigator [inaudible
- 17 01:44:03] and we're at the top of the food chain. It's a
- 18 great place to work. You know, just like the sayings that
- 19 I hear from Commissioners, love your work, great place to
- 20 work. It's a great place to work. Now, is it difficult
- 21 work? Yes, it is. It takes a certain type of self-
- 22 discipline to be able to do that and you should be well
- 23 aware of that.
- 24 CHAIRPERSON HOLLEY: Thank you very much, Mr. Akbar.
- 25 Thank you so much Commissioner Brown. You know, most of



- 1 these exit polls of an employee had missed a year. You
- 2 know, better than I do Commissioner Brown, because I
- 3 learned a lot from you up to a couple of years about
- 4 this, it's confidentiality, and so the other thing, of
- 5 course, I've met a couple of people that's leaving. And I
- 6 just asked them, is it something that I did, can I come
- 7 in and you want to... they basically got better jobs, and
- 8 more to their liking to the people that I talked to, but
- 9 I'm not dismissing your question. I'm just trying to
- 10 basically let you know that much of the confidentiality,
- 11 as you know, but I did talk to a couple of people and
- 12 they seemed not to be a problem with the environment as
- 13 it was their personal ambition. Commissioner Davis,
- 14 you've been very patient with me and I want to get to you
- 15 right away.
- 16 COMMISSIONER DAVIS: Well, actually Commissioner
- 17 Brown stated what I was going to raise about the exit
- 18 interviews. Because I asked about exit interviews like
- 19 about three or four months ago when it looked like we had
- 20 a disproportionate amount of our investigators leaving
- 21 and we still probably shouldn't be receiving some type of
- 22 update on exit interviews, because I know we were doing
- 23 exit interviews for over 30 years in the water
- department, so they shouldn't be that hard and they



- should be available to the Commissioners to review.
- 2 That's all I have to say.
- 3 CHAIRPERSON HOLLEY: And this is good, but also
- 4 remember we have an HR Department that we would also like
- 5 to get involved in that as well. But I'll do better, in
- 6 terms of getting somebody to respond to both of you,
- 7 because I know that it is a concern, but also want to
- 8 make sure that I'm fair to Chief Akbar. And I went over
- 9 there and had about an hour and a half meeting with the
- 10 whole staff just to introduce myself and I was just
- 11 impressed with the work ethic and the staff that's over
- 12 there. But again, that's just me, one person. I thank you
- 13 so much. At this particular time, if there are no other
- 14 questions, I want to let you all know that Deputy Chief
- 15 Bliss is representing the Interim Chief of Police White.
- 16 I thank you for being there, Deputy Chief Bliss. Thank
- 17 you so much.
- 18 DEPUTY CHIEF BLISS: Good afternoon. Thank you.
- 19 CHAIRPERSON HOLLEY: Okay, let's go to the
- 20 Secretary's report. You've been very kind and patient.
- 21 MS. WHITE: Good afternoon, Honorable Board and
- 22 please note the agenda for the incoming correspondence
- 23 this week. And they are listed as follows: weekly DPD
- 24 facial recognition report for the week of July 19th
- 25 through July 25th, 2021. And you also received various



Page 77

- 1 staff reports and Honorable Board, please note the
- 2 following: Ms. Jonya Underwood has shared a memo
- 3 regarding the processes that we will utilize as the Board
- 4 returns to in-person meetings starting next week. So
- 5 please check your email inboxes for that memo and to
- 6 follow up accordingly with Ms. Underwood. Additionally,
- 7 please note that the proposed bylaw amendments that we
- 8 shared just a couple of weeks ago, we have shared that
- 9 with the parliamentarian Dr. Francis Jackson, if she is
- 10 reviewing those items and sharing feedback, and we will
- 11 send further updates in that regard, and also note,
- 12 Honorable Board that you did receive the updated OCI
- 13 commissioner's rotation list for reading cases. So please
- 14 review your email inboxes as well. Thank you, and that
- 15 concludes incoming correspondence.
- 16 CHAIRPERSON HOLLEY: Thank you Secretary White. I
- 17 have also asked that the parliamentarian give me an
- 18 evaluation of the month that I've been here as Chair and
- 19 how I can do better. And so I will get an evaluation of
- 20 that for these first four weeks. But I want to thank you
- 21 so much for being patient with me at this particular
- 22 time. I'm going to ask if there is any unfinished
- 23 business.
- 24 COMMISSIONER BURCH: Yes.
- 25 COMMISSIONER BURCH: Yes, ma'am.



- 1 COMMISSIONER BURCH: Commissioner Bernard was first.
- 2 COMMISSIONER BERNARD: Just real quickly. I won't be
- 3 in Detroit next Thursday. How can I participate in the
- 4 meeting? Melanie can get back to me on it if she likes,
- 5 but Commissioner,
- 6 CHAIRPERSON HOLLEY: We will do that, we'll get back
- 7 to you. I want you to be there. Commissioner Burch?
- 8 COMMISSIONER BURCH: Yes, Chair Holley and to Chief
- 9 White and to my fellow Board members. I was the person,
- 10 and I'm the type that I must, through my demeanor, make
- 11 an example. I apologize. I'm the one that sighed. So that
- is never my demeanor, but I put it on the record. If you
- 13 heard a sigh that was from me. I apologize, okay. To you
- 14 Chair Bell and everybody else, Chair Holley, that's what
- 15 I wanted to say.
- 16 CHAIRPERSON HOLLEY: Thank you, and we accept your
- 17 apology. Thank you so much. Any new business.
- 18 COMMISSIONER BURCH: The new business, yes, sir. Mr.
- 19 Chair, I would like to share that we are recruiting on
- 20 August 7th at the Belmont shopping center.
- 21 CHAIRPERSON HOLLEY: Commissioner Burch, that's not
- 22 new business, that's an announcement.
- 23 COMMISSIONER BURCH: Okay, I'm sorry.
- 24 CHAIRPERSON HOLLEY: That's okay. You don't have to.



25

- I got something for you, Mr. Brown, tell her what I
- 2 have for her?
- 3 MR. ROB BROWN: Several announcements.
- 4 CHAIRPERSON HOLLEY: Announcements.
- 5 COMMISSIONER BURCH: Yes. Everybody's invited on
- 6 August 7th.
- 7 CHAIRPERSON HOLLEY: I got Mr. Brown doing it for
- 8 you.
- 9 COMMISSIONER BURCH: Oh, he's going to do it for me.
- 10 Okay.
- 11 CHAIRPERSON HOLLEY: Okay. I got somebody to work for
- 12 you.
- COMMISSIONER BURCH: Bless your heart. Bless you.
- 14 CHAIRPERSON HOLLEY: Mr. Brown, announcements.
- 15 MR. ROB BROWN: Okay, Mr. Chair. The announcements
- 16 for the next Board meeting August 5th, 2021 at 3:00 PM at
- 17 Detour Public Safety Headquarters. And our next community
- 18 meeting is August 12th, 2021. It's going to be hosted by
- 19 the 5th Precinct. The time and the location would be
- 20 determined. And Mr. Chair, from there, I got several
- 21 other announcements I need to make.
- 22 CHAIRPERSON HOLLEY: Right, but I want to make sure
- 23 we talked about 3 o'clock. That's the time that has been
- on the 12th, meeting is 3 o'clock not 6 o'clock. It'd be
- 25 3 o'clock because we got to do five interviews. So it'd



- 1 be 3 o'clock. I'm not sure where it will be, but it will
- 2 certainly be 3 o'clock. Thank you, Mr. Brown, keep going.
- 3 MR. ROB BROWN: Okay. Thank you, Mr. Chair. Love
- 4 where you live vision signs. If anyone's interested in
- 5 getting the sign, there's a donation of \$25 and you can
- 6 contact Miss Yvonne at (313) 989-8204, Ms. Claudette
- 7 (313) 320-6462. And Mr. Delmar Shaw (313) -350-9622.
- 8 Second announcement, Mr. Chair, 8-Mile Boulevard
- 9 Association, in partnership with the City of Detroit
- 10 Hazel Park and Warren is having to clean up Saturday, May
- 11 15, 2021. Volunteers are needed. Volunteers can contact
- 12 Ms. Patty Rue at (248)-336-4 151 or Commissioner Burch at
- 13 (313)-350-9622. Also, the 15 annual neighborhood date is
- 14 going to take place on Saturday, August 7th, from 12 to 3
- 15 at Dad Butler Park with light refreshments, adult swing,
- 16 fun giveaways, and with a live DJ. Detroit newest
- 17 historic tourist attraction. The reservoir mural
- 18 transformation is calling all artists. So if there's an
- 19 artist who wants to get involved, please check with
- 20 Commissioner Burch. And last but not least, the community
- 21 united for progress has a phase 3 redevelopment in
- 22 District 3 and is the visionary of Ms. Shirley Burch. You
- 23 can reach her at (313) 350-9622. If you want to keep the
- 24 conversation and get involved. Mr. Chair, that's all the
- 25 announcements.



- 1 CHAIRPERSON HOLLEY: Commissioner Burch, is that
- 2 okay?
- 3 COMMISSIONER BURCH: Yes sir, I accept and I thank
- 4 you so much.
- 5 CHAIRPERSON HOLLEY: All right. Any other
- 6 announcements? I hear none. Let's move on to public
- 7 comments.
- 8 MR. ROB BROWN: Okay. Mr. Chair, we currently have 9
- 9 speakers. First 3 speakers would be CAC Chair, Mr. Scotty
- 10 Bowman, followed by Ms. Bernie Smith, followed by Ms.
- 11 Sharon Parnell. Mr. Bowman.
- MR. BOWMAN: Greetings. First I extend my sympathies
- 13 to Chairman Bell, since his top contributor is now facing
- 14 federal charges. Moving on, I was pleased to hear the
- 15 questions being raised about contracts and disciplining
- officers, which is one of the primary purposes of the
- 17 BOPC. In some cases the surfer judges have backed the
- 18 surfer perpetrators and using contracts to violate our
- 19 charter. We should appeal every such rule as far as is
- 20 legally possible. Each new case should be handled with
- 21 the charter. And we shouldn't not accept arbitrators who
- 22 have enabled charter violations in the past. This Board
- 23 can refuse or approve any budget that enables charter
- 24 violations. This can be corrected, of course, Detroiters
- 25 past the people's charter. The DPD won't be able to



- 1 negotiate contracts that violate the charter. Next
- 2 replace, I'm sorry, released the video of Nickia Wallace,
- 3 who was put in a choke-hold, at a protest that is
- 4 unacceptable.
- 5 MR. BOWMAN: Also, I've talked to people. I'm going
- 6 to keep hearing about mini bikes, but what about dodging
- 7 many and large bullets? I've talked to people east of the
- 8 city airport, where the shooters are actually known to
- 9 the police. They know where these people are and they're
- 10 putting you know, filling up the homes with holes like
- 11 they are Swiss cheese. And I'm talking about the area
- 12 east of Connor by the city airport. This is a big
- 13 problem. Maybe you can't install speed bumps, that's a
- 14 different department, but the City of Detroit's DPD can
- 15 certainly deal with people who are speeding and
- 16 endangering children there with their cars. And so
- 17 besides mini bikes, which I mean, you know, the only
- 18 problem if driven wrongly and frankly, the scooters are a
- 19 much bigger problem. We have people racing down the
- 20 streets with their cars and people shooting their
- 21 firearms into houses. That's what really needs to be
- 22 fixed, especially in the 4th District east of city
- MR. ROB BROWN: Ms. Bernie Smith.
- 24 MS. SMITH: Good afternoon, Commissioners. I would
- like very much for you to be aware, we have someone that



- 1 is a regular listener, and she's very participant in
- 2 everything that you do down there at the police
- 3 commission that is Sharon Parnell. Sharon, she's going to
- 4 get after me about it. Sharon has been going to the
- 5 various Precincts and taking them, not only one case of
- 6 water, but two cases of water. I think we should give all
- 7 kinds of kudos to that young lady, because she is so
- 8 dedicated to being available to the police department and
- 9 their Precinct. And I just love her so much about it. She
- 10 has such a good heart and we should definitely thank her
- 11 every time we see her that she's doing a good job. Now,
- 12 the bad part of this conversation is that my son called
- 13 me this morning. He's all upset because of my
- 14 participation in the election, and he happened to listen
- 15 to some people on the air.
- MS. SMITH: Now, he has stated to me, I shouldn't be
- doing what I'm doing and blah, blah, which is no
- 18 concern of his as far as I'm concerned, because I am
- 19 fully grown. I've told you over time again, I'm 89 years
- 20 old and the good Lord takes care of me 24 hours a day.
- 21 And I want everybody, those that are negative against
- 22 what I'm doing, you cannot stop me because I'm here to
- 23 speak the truth. Nobody is paying me to do nothing, but
- 24 to speak the truth, we should worry about the crime
- 25 that's participating in our city. Don't worry about what



- 1 I'm doing. Worry about the crime and get the thieves off
- 2 the street. And as far as that man that you spoke about
- 3 at Greektown. I've seen him myself also. He is to be
- 4 supervised because the police do talk to him. I've seen
- 5 him talk to him during Garcia's attack. And I feel as
- 6 though we should do something about opening up a
- 7 hospital. It was over there on 75, near Matt at one time
- 8 but Governor Ingler closed the deck.
- 9 MR. ROB BROW: Ms. Parnell:
- 10 MS. PARNELL: This is Sharon Parnell. I do those
- 11 things for myself. I don't need anybody to thank me. I
- 12 helped my police as much as I could. I've done all of
- 13 them, except three. I'm going to take some to the east
- 14 side. You know, I'm not familiar with the east side, but
- 15 my problem is this police officer that got promoted May
- 16 22nd, 2019, and got all these problems against him. And
- 17 he still got promoted. What was wrong with that former
- 18 chief? He was not checking into stuff. That's a shame,
- 19 but anyway, everybody stay safe and be careful. Bye. That
- 20 was good.
- MR. ROB BROWN: Mr. Chair, the next 3 speakers would
- 22 be Ms. Francis Wilders, Minister Eric Blunt and Mr. Peter
- 23 Rhodes.
- 24 MS. WILDERS: Yes. I'd just like to say to the
- 25 Commissioners, if we don't appoint Chief White to this



- 1 position, the City of Detroit will be losing another
- 2 great person. I hope Chief White gets the position. He
- 3 has exemplerated what he can do. And the people of
- 4 Detroit love him. Thank you.
- 5 MR. ROB BROWN: Minister. Eric Blunt.
- 6 MINISTER BLUNT: Can you hear me, Board?
- 7 CHAIRPERSON HOLLEY: Yes, we can.
- 8 MINISTER BLUNT: This is Minister Eric Blunt from the
- 9 Sacred Heart Catholic Church, where our priest and pastor
- 10 is Father Norman Paul Thomas. Commissioner Bell stated
- 11 that he thought body worn cameras would drive complaints
- down but it hasn't happened. This is just further proof
- 13 that culture trumps policy all day long. So, until body-
- 14 worn camera violations include suspension without pay and
- 15 without benefits, these slaps on the hands will forever
- 16 be ineffective. On the OCI presentation, deep dive into
- 17 the officer with 88 complaints. It would not be
- 18 surprising if it reveals that a former officer, an OCI
- 19 investigator, has been giving passes to active officers.
- 20 As someone who has filed a complaint against a police
- 21 officer, it takes a great deal of courage to file a
- 22 complaint. So all complaints should be included in any
- 23 analysis of complaints.
- 24 MINISTER BLUNT: Commissioner Brown's question on why
- 25 investigators are leaving must include where they are



- 1 going. To hear that at least one of them is going to
- 2 another job within the city could lead some to be
- 3 concerned that their actions or inactions may be
- 4 rewarded. With the scheduled end of the eviction
- 5 moratoriums in 4 days here in Detroit, each and every DPD
- 6 officer must be warned of the extreme penalties of any
- 7 involvement in any eviction. We all know this is against
- 8 departmental policy but we all know it has occurred. The
- 9 end of this moratorium will surely increase criminal
- 10 activity and Covid infections, hospitalizations and
- 11 deaths. Is no one surprised that not a single
- 12 Commissioner questioned the Chief on police misconduct?
- 13 Many of you may have been misled on the reasons why I
- 14 have been---
- MR. ROB BROWN: Mr. Peter Rhodes.
- MR. RHODES: Yes, my name is Peter Rhodes. I've been
- 17 before the Board of Police Commissioners before the
- 18 pandemic but I haven't been before the Board recently.
- 19 This month I spoke to city council member, Roy
- 20 McAllister, inr. and Board of Police Commissioner William
- 21 Davis about the open Board of Police Commissioner
- 22 executive secretary position. I was referred to Detroit's
- 23 website. The position is not posted on the City of
- 24 Detroit's website. Could you please have a staff member
- 25 contact me about the position, whether the applications



- 1 are still being accepted and whether the position was
- 2 properly posted? Some believe that the Board of Police
- 3 Commissioners actually doesn't want to fill the position.
- 4 And I find that hard to believe because this is an
- 5 extremely important position, and it should be filled in
- 6 a prompt manner.
- 7 MR. RHODES: I am interested. Commissioner Davis has
- 8 my contact information and I'm in the phone book. So
- 9 please have a staff person contact me. Thank you very
- 10 much and I yield my time.
- MR. ROB BROWN: Mr. Chair, your next 3 speakers will
- 12 be Ms. Brenda Hill, followed by Mr. Bert Johnson,
- 13 followed by Ms. Michelle George. Ms. Hill.
- MS. HILL: Yes, can you hear me?
- 15 CHAIRPERSON HOLLEY: Yes, we can.
- MS. HILL: I am so grateful that you'll be going
- 17 back into in-person meetings soon but I am going to start
- 18 by saying that my family member had an issue with the
- 19 police department not following up. And I called and it
- 20 was handled immediately, and I thank the officers who are
- 21 helping with her case, and especially First Assistant
- 22 Bettison. And that kind of service should be done for
- 23 every case but I really appreciate them helping. Also,
- 24 there is a video that's been viewed thousands of times
- 25 with several, more than 20, 30 cars in front of Roy



- 1 McAllister's house, councilperson Roy McAllister house,
- 2 burning rubber, doing donuts, all that they do, clouds of
- 3 smoke that you can see it looks like it's on fire. The
- 4 video is more than 20 minutes long and before the video
- 5 was there, there were cars there doing it and cars that
- 6 continue to come throughout the video. And then one
- 7 police car showed up, and this is right there at Outer
- 8 Drive and Vassar. The 12th Precinct is less than a mile
- 9 away and no police cars came. There's nothing that these
- 10 folks fear because there is a problem with DPD and you
- all should be the [inaudible 02:05:39] of getting this
- 12 stuff straightened out.
- MR. ROB BROWN: Mr. Bert Johnson.
- MR. JOHNSON: Good afternoon to this Honorable Board,
- 15 Mr. Chair and the rest of the Commissioners. My name is
- 16 Bert Johnson and I am a consultant to the Detroit Towing
- 17 Association. You all will recall in a meeting a mere 2
- 18 months ago, about 62 days ago, where you extended the
- 19 current permits under which the towers operate as police
- 20 authorized towers. You extended those permits for about a
- 21 period of 120 days and instructed that a work group be
- 22 formed with the mayor and the Board of Police
- 23 Commissioner members and the members of the towing
- 24 community to deal with the idea of a contract that we
- 25 took exception with that at that time was opened to RFP.



- 1 And I wanted to simply ask today, to implore the
- 2 organization here to drive that process and ask for that
- 3 work group to be, in fact, initiated. We are halfway
- 4 through that 120-day period of what was supposed to be
- 5 due diligence. We have received no notice of an
- 6 opportunity to appear at a work group, and we do not know
- 7 what is on the horizon. And so I would respectfully renew
- 8 my request to have that opportunity brought forward so
- 9 that we can deal with the business that we thought was so
- 10 very important just 2 months ago. Thank you and everybody
- 11 have a great day.
- MR. ROB BROWN: Ms. Michelle George.
- MS. GEORGE: Yes, can you hear me? Hi, Mr. Brown.
- MR. ROB BROWN: Yes.
- MS. GEORGE: Okay. To Chair Holley, it's good to see
- 16 you, Chair. Congratulations. To the Honorable Board, I
- 17 wanted to... I know last week I got cut-off. What I was
- 18 trying to say, the United States subcommittee on crime,
- 19 terrorism, and homeland security, Mr. Williams testified
- 20 before that Board on facial recognition in Detroit. So,
- 21 we need to be cognizant of that. He went to the United
- 22 States Congress to talk about the facial recognition that
- 23 he was arrested, wrongfully arrested for. It is on video
- 24 if you all want to see under that subcommittee. Also,
- 25 Chairman Holley, I see why you are concerned about those



- 1 88 complaints. And when I read that article with that
- 2 officer that was a catastrophe waiting to happen. I do
- 3 want to thank Chief White. Chief White, thank you so much
- 4 because that fell under James Craig, I'm sorry, that's
- 5 under him. The bible talks about... it's not what goes in
- 6 the heart of men, it's what comes out. So that's in his
- 7 heart, that's not customer service. He sees black first,
- 8 he's going to respond that way and I hope he gets fired.
- 9 I want to talk about that video that Ms. Hill was talking
- 10 about. Over about 30, 40 cars and one police car comes
- 11 and there is shooting. It is on social media. That has a
- 12 lot to do with... the mayor needs to make a press
- 13 conference.
- MS. GEORGE: I've been trying to get to the mayor.
- 15 They don't even answer the phones at city hall. That's
- 16 how disrespectful they are. We can't even get the mayor.
- 17 So I'm trying to reach the mayor because this falls on
- 18 him. This is not all on Chief White. Also, hopefully when
- 19 I go to DC in September, police officers, we have to get
- 20 more money. That goes to the top with the mayor. They can
- 21 give the police officers one money. There shouldn't be \$2
- 22 million spent on the media. That needs to go for bonuses
- 23 for officers. Proposal P is lying, we don't vote yet. I'm
- 24 sorry.

- 1 MR. ROB BROWN; Mr. Chair that was your last
- 2 speaker.
- 3 CHAIRPERSON HOLLEY: All right. Thank you so much.
- 4 Thank you. To all of those who are viewing online and
- 5 those of you who participated in comments, and those of
- 6 you basically from the police department as well as
- 7 Commissioners and all staff. I just want to mention a
- 8 couple of things, if you don't mind. Mr. Bert Johnson,
- 9 we'll get something to you to let you know what we're
- 10 going to do in regards to the request. We will get that
- 11 to you and just give us a chance to get through this very
- 12 important agenda that we have to do in terms of the chief
- 13 business. The other thing I just want to say to our good
- 14 friend, Minister Blunt is that we're doing everything we
- 15 can to really give the assurance certainly from
- 16 Commissioners like Commissioner Davis and Commissioner
- 17 Brown, who basically are concerned about the same things
- 18 that you asked about. We have every confidence that the
- 19 OCI are investigators, as well as investigating. And also
- 20 the point is that we've got the confidence, but we're
- 21 doing everything we can to deal with the exit piece, but
- 22 we have to do it legally. So I'm just saying to you
- 23 again, we hear you, and we're not just listening to you.
- 24 We make notes and staff makes notes and we basically want
- 25 to make sure that the city employees all have their



- 1 integrity. And so again, I thank all of you and we want
- 2 to make sure that we get every question answered.
- 3 CHAIRPERSON HOLLEY: I thank you so much Board
- 4 members for your time. Remember the next meeting will be
- 5 in person. I also want to remind you of what we are
- 6 getting ready to do on the 12th. It'll be a long meeting,
- 7 so please have lunch and/or bring it with you. We have
- 8 five interviews to do 20 minutes a piece. And so I'm just
- 9 asking you to... this is very important to the community,
- 10 very important to the police department. And I know it's
- 11 a priority for you as well. So I thank you. Can I have a
- 12 motion to adjourn?
- COMMISSIONER BURCH: Yes, sir. Before you do that
- 14 motion, I'd like to commend you for your leadership,
- 15 Reverend Holley, as God quides you that you will do a
- 16 fine job. And I want to wish condolences to my neighbor
- 17 that passed away suddenly, no name, just pray for these
- 18 people that are losing their lives. Thank you.
- 19 CHAIRPERSON HOLLEY: We will do that. Can I have a
- 20 motion?
- 21 COMMISSIONER BERNARD: Mr. Chairman, can we have that
- 22 as the only agenda item for the 12th, since we have to
- 23 the interviews? We cannot have an ordinary agenda. We can
- 24 move right into that so that the candidates will be
- 25 satisfied, and the Board as well.



1 CHAIRPERSON HOLLEY: Probably what we'll do...That's a good idea. I just want to make sure; one, we have 2. public comment and also we'll poll the commissioners and 3 see if they agree with you. And that's a good idea 4 5 because we want to be thorough and make sure that we are doing everything we can to get the right people to 6 recommend to the mayor. So that's a good suggestion, but 7 I want to poll all the commissioners to see if they feel 8 the way you do, because it will be a good 3 to 4 hours 9 when we get done, so that's a good idea. It will be at 3 10 o'clock not 6 o'clock we'll be in the community. You okay 11 12 Vice-Chairperson. 13 VICE-CHAIR JONES: Absolutely. 14 CHAIRPERSON HOLLEY: Okay. So again, thank you. I 15 still need a motion to get out of here. 16 COMMISSIONER BELL: So moved. 17 VICE-CHAIR JONES: Meeting adjourned. 18 COMMISSIONER HERNANDEZ: Support. 19 CHAIRPERSON HOLLEY: All in favor, say aye. 20 COMMISSIONERS: Aye. 21 CHAIRPERSON HOLLEY: Oppose. Thank you so much. 2.2 23 (Meeting Adjourned at 5:21p.m.) 2.4



25

STATE OF MICHIGAN )
COUNTY OF WAYNE )

## RECORDER'S CERTIFICATE AND NOTARIZATION

I, Donald Handyside, Court Recorder, do hereby certify that on July 29, 2021, at 3:00 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

\$ | 120-uay 6

**\$2** 43:8 90:21

**\$25** 80:5

(

(248)-336-4 80:12

(313) 80:7

**(313)-350-9622** 80:13

\*

**\*9** 4:3,12

-

**-350-9622** 80:7

0

01:27:24 63:21

01:44:03 74:17

02:05:39 88:11

1

**1** 8:4 64:7

**1,931** 25:14

**10** 30:19,25 33:10 56:24 63:18

**10%** 23:19 63:2

**103** 25:16

**108** 63:9

**10th** 21:2,3,7 24:23

**11** 7:5 39:12 42:10

**11th** 24:22 52:24

**12** 7:8 33:8,9 42:22 43:5 46:3

80:14

**120** 88:21

**120-day** 89:4

**12th** 17:12,18 19:18 20:3 79:18,24 88:8 92:6,22

**13** 46:3

**137** 63:3

13th 21:16

14-year-old 46:4

**142** 63:25

**15** 25:15 80:11,13

**15.268** 18:14

**151** 80:12

**152** 63:3

**16** 63:20

**17** 24:25

**18%** 63:7

**186** 25:15

19-year-old 29:20

**194** 63:6

**1985** 20:25

**1998** 21:7

19th 76:24

**1:39** 5:24

2

**2** 8:7 34:25 43:1 88:17 89:10

**2,305** 25:14

**20** 19:20 63:1,2 68:24 87:25

88:4 92:8

2004 21:16

**2017** 57:4

**2019** 84:16

2019/2020 63:6

**2020** 63:2,3 72:20

2020/2021 63:5

**2021** 10:2 11:22 15:12 17:12,

18 63:1,3,9,17,20,23 64:4,7 76:25 79:16,18 80:11

**220** 26:2

22nd 11:22 84:16

**23** 63:21

**24** 40:23 83:20

**24-** 3:1

**24/7** 40:21

**24th** 21:6

**25th** 76:25

**27th** 29:18

**280** 63:25

28th 20:24 32:25

**29** 10:2 63:17 64:4

3

**3** 8:10 15:4 19:18 39:12 52:25 79:23,24,25 80:1,2,14,21,22 81:9 84:21 87:11 93:9,10

**30** 35:1 68:24 73:3 75:23 87:25 90:10

**302** 26:1

**313 320-6462** 80:7

**313 350-9622** 80:23

313 596-1830 2:22 3:11

**313 596-1831** 3:3

**313 596-2499** 3:2

**313 989-8204** 80:6

**36** 22:4 73:11

**360** 3:13

**3:00** 3:23 79:16

3rd 21:8

4

**4** 7:5 8:15 38:23 43:1 86:5 93:9



4% 23:22

4-wheeler 28:16

**40** 52:3 90:10

**4209** 33:25

**4210** 34:1

**45** 65:17

**481** 64:8

**4:00** 3:23 4:13

4th 82:22

5

**5** 8:17 9:18 32:24

5:21p.m 93:23

**5th** 79:16,19

6

**6** 8:18 19:19 32:23 37:13,21, 24 63:23 79:24 93:11

**6,800** 3:14

**60** 46:23 73:3

62 64:5 88:18

**65** 63:8

6th 21:4,17

7

**7** 8:20,23 43:1 64:2

**70** 7:5

700 25:25

**75** 56:24 84:7

**76** 25:17

**775** 64:8

**7:45** 29:18

**7th** 24:19,21 27:3 78:20 79:6 80:14

8

8% 23:20

8-mile 80:8

**80** 46:23

**8200** 31:7

**85** 56:23

88 85:17 90:1

**89** 83:19

8th 28:13

9

**9** 25:16 32:23 39:12 81:8

90 64:1 72:18 73:3,5

90% 41:11

**911** 34:3,11,22 35:3,4,12 42:11,13,17 43:10,13

**95** 64:4

9th 15:12

Α

abbreviated 29:19

about... 90:5

absolutely 35:15 54:16 93:13

**AC** 52:24 53:9,14

academy 7:20 21:1 30:20

58:9,19 68:4,9

accept 12:1 78:16 81:3,21

accepted 24:13 87:1

access 4:21 62:24

Accessing 2:19

accident 28:15 29:2

accidentally 66:22 67:7

accommodate 15:4

accomplishments 7:22

account 2:9

acknowledge 4:17

acknowledged 4:14

acquaintance 29:21

act 7:16 40:15,19,23 59:22

**Acting** 12:20,21

action 27:24 36:4 41:9 43:2

actions 86:3

active 85:19

activities 7:22

activity 86:10

Acts 18:14

**actual** 43:13

add 71:8

**added** 27:9

adding 32:21

addition 65:16

Additionally 2:11 77:6

address 2:12,13 3:12,22 14:22

44:2 45:23

addressing 44:9 48:6

**adds** 48:3

adhere 2:16,17 60:20

adherence 2:19

adjourn 92:12

**adjourned** 93:17,23

administration 2:22 24:20

62:5

**administrative** 12:14,16 15:15

adopt 22:23

adopted 19:1

adult 80:15

adults 27:22

advice 17:22

Advisory 14:1

affect 73:14
affected 73:15
afford 40:16

afraid 67:23 68:14

**afternoon** 2:1 5:2 6:24 8:12,22 9:2,5,11 13:6,23 37:11,12 54:14 61:6 76:18,21 82:24 88:14

age 42:24

agency 7:2,9

**agenda** 3:12,25 10:1,13,24 11:8 32:11 76:22 91:12 92:22, 23

**agendas** 3:10,15

agree 42:22 71:16 93:4

agreed 20:14

agreement 6:4

**ahead** 6:7 10:12 17:1 43:25 71:7

ahold 65:17

air 83:15

airport 82:8,12

**Akbar** 12:20 57:3,8 61:1,2,3,6 62:1,19 63:8 64:6 65:4,15 66:6,8,11,17,23 67:5,14,19,25 68:3,21 69:5,12 70:2,17,18 71:24 72:5,9,17 73:5 74:7,24 76:8

**AI-** 33:18

alert 33:2

alerts 3:15

All-star 21:23

allegation 55:9

allegations 62:6,11 63:9,10,15

alleged 55:8 allowed 67:15 allowing 46:19 amazing 24:4 28:7

ambition 75:13

**Amen** 6:12,13

amendments 77:7

America 50:25

**amount** 75:20

analysis 85:23

and/or 92:7

anger 51:24

angle 46:18,25

**Annie** 9:4,7 32:17

announcement 78:22 80:8

**announcements** 11:6,10 79:3,

4,14,15,21 80:25 81:6

announcing 31:11

annual 7:21 62:17 80:13

**Ansley** 12:20

anyone's 54:6 80:4

apologies 26:14

apologize 24:7 78:11,13

apology 24:13 78:17

**Apparently** 65:5

appeal 81:19

appeals 7:19

appears 29:21

applications 86:25

appoint 84:25

appointed 7:5 16:7 20:23 21:6

appropriately 2:17

approval 10:1 61:22,25 62:1

approve 69:11 81:23

approved 7:15 43:8

approves 61:23 62:2

arbitrators 81:21

archives 22:21,24

**area** 25:20 26:21 33:25 34:15 35:22 44:23 45:25 49:14

50:19 53:3 82:11

areas 24:2 46:12 47:1 50:14

54:7 70:12

arena 45:18

**arises** 16:9

arrange 42:9

arrest 28:9 49:19

arrested 26:24 52:9 89:23

arrests 25:16,17 26:22

arrival 16:8

article 90:1

**artist** 80:19

**artists** 80:18

**Asbury** 28:12

assessor 60:9

assigned 21:7,16 61:20

assignment 15:21 21:2

assignments 65:8

assist 43:9 73:17

Assistant 12:16,18 87:21

assisted 53:9

**Association** 80:9 88:17

assurance 91:15

**At-large** 9:1,4,8,9,16 32:17

Atlanta 25:23

attack 84:5

attempt 27:11

attempted 30:1

attempting 13:18 30:4

attendance 12:14 16:3 18:20

21:21

attended 16:6 33:25

**attendees** 2:4,6,8,10

attention 13:18 15:3 41:14,17

Attorney 8:8

attorneys 65:23

attraction 80:17

**August** 15:12 17:12,18 20:3,9 32:25 63:23 64:1 78:20 79:6, 16,18 80:14

authority 7:17 40:25

authorized 88:20

automated 61:16

automobile 29:2

avail 44:20 60:18

avoid 26:24

**Award** 21:23,24,25

awards 21:20,22

**aware** 32:22 40:8,9 55:2 68:11 74:8.23 82:25

awareness 61:15

**aye** 11:13,14,15,18 12:5,6 20:12 23:2,3 93:19,20

В

babies 14:13,14

**baby** 29:5

**back** 6:21 25:11 30:17 34:5 40:3 43:21,22 55:10 56:9 57:4 66:25 67:3 69:4,15 72:19 78:4,6 87:17

**backed** 81:17

background 4:22 24:6 45:10

backlog 73:13,14,21

bad 51:19 58:20 83:12

badge 60:17,18

Baseball 21:23

based 17:23 20:6 49:11

**basically** 13:4 15:5 33:8 45:6 49:7,9 52:15 72:9 75:7,10 91:6.17.24

**basis** 15:20

beautification 53:1

beautify 53:2

**beauty** 66:14

been--- 86:14

began 21:1

behalf 6:18 22:11 59:9

behavior 60:7,13

**Bell** 8:15,16 17:13,15 18:1,4 38:20,23 39:1 58:5,7 59:4 68:13 69:21,22,24 78:14 81:13 85:10 93:16

Belmont 78:20

benefit 60:16

benefits 85:15

**Bernard** 8:7,8 17:3 41:24 42:14 52:13 57:18,19 68:19, 22 78:1,2 92:21

**Bernard's** 71:15

Bernie 81:10 82:23

Bert 87:12 88:13.16 91:8

Bettison 87:22

**bible** 90:5

**big** 29:17 33:22 39:22,23 40:2 82:12

**bigger** 82:19

**bike** 37:16 44:3 45:19,21 46:4, 22

**bikes** 33:13 37:17,22 45:22 46:9 47:4 82:6,17

**bind** 6:3

**binding** 52:14,15

bit 24:5 29:7 34:6 53:22 65:12

black 54:12 90:7

Blackwell 53:10,16

**blah** 83:17

blasting 47:16

**Bless** 79:13

blessing 6:9 27:19

**Bliss** 13:8 76:15,16,18

**Blossom** 12:15 62:17

**blue** 9:7,13 39:22,24 40:2

**Blunt** 84:22 85:5,6,8,24 91:14

board 2:2,23 3:22 5:3,11,22 6:25 7:1,4,7,12,13 9:6 12:8,13 13:6 15:24 16:4,6,19 17:17 18:20,21,23 19:1,2 22:10,20, 24 31:8,12 33:1 44:2 57:14 59:10 61:6 64:3,23 74:15 76:21 77:1,3,12 78:9 79:16 81:22 85:6 86:17,18,20,21 87:2 88:14,22 89:16,20 92:3, 25

**Board's** 2:16 4:19 18:24

**board's** 2:25 3:3,18 12:12 15:9

body 23:18 85:11

**body-** 85:13

bombarded 37:21 39:21

**bonuses** 90:22

book 87:8

**BOPC** 2:21 3:6,15,17 4:17 7:2, 9,20,22 16:20 61:24 62:1,16 81:17

BOPC@DETROITMI.GOV 3:11

bopc@detroitmi.gov. 2:23

**boss** 68:13

**Boulevard** 80:8

**bounce** 34:12

**bow** 5:19

**Bowl** 21:25

**Bowman** 14:1 81:10,11,12 82:5

**brakes** 47:16

**Brenda** 87:12

briefly 41:4 59:19

**bring** 13:18 24:3 45:6 54:4,10 64:2 92:7

bringing 44:15

**broke** 51:14

brought 89:8

**BROW** 84:9

Brown 6:22,24 8:1,4,5 11:10 12:14 22:22 24:11,12 43:18, 23 44:1 47:7 71:11 72:15,16 73:6,20,22 74:7,25 75:2,17 79:1,3,7,14,15 80:2,3 81:8 82:23 84:21 85:5 86:15 87:11 88:13 89:12,13,14 91:1,17

Brown's 85:24

budget 7:15 81:23

**build** 50:10

bullets 82:7

bump 35:24

bumped 36:6,15

**bumps** 82:13

Burch 8:11,12,13 10:3 18:10 19:25 20:2,17 39:8,10 40:2,10 41:20 52:21,23 53:16 54:21 66:6,8,12,16 67:10 68:12,17 77:24,25 78:1,7,8,18,21,23 79:5,9,13 80:12,20,22 81:1,3 92:13

burning 88:2

**Burton** 8:18 9:19 13:19 14:3,5, 6,12,13,14,15,18 21:11 38:21 41:22 43:22 68:20 69:18,19, 20 70:20,21,22

**Burton's** 43:21

bus 40:2,6 41:5

**business** 77:23 78:17,18,22 89:9 91:13

**businesses** 53:2,3,6 58:13 73:18

**busy** 30:16

**Butler** 80:15

**Bye** 84:19

bylaw 77:7

Bylaws 2:16 4:19

C

**CAC** 81:9

calendar 3:8

**call** 3:11 8:2 14:6,9 32:15,16 34:3 36:1,15 40:15 42:13 43:13 66:25 67:2

**called** 14:7,9 33:8 34:11 40:4 53:1 58:22 67:1,9,11 83:12 87:19

caller 67:7

**calling** 39:17 42:16 80:18

Calloway's 63:22

**calls** 32:3 34:2,3,22 35:2,12, 13,14 36:6 42:11 66:20

camera 85:14

cameras 58:12 85:11

campaign 43:9

Canada 34:4,13

candid 46:18

**candidate** 15:1 18:5 19:10,11, 20

**candidates** 17:9,16,23 18:3, 18,22,24,25 19:15 20:5 92:24

canvass 65:11

can't 68:20 71:4

captain 13:10 53:10,16

car 26:4 88:7 90:10

care 11:7 83:20

career 21:1 30:23

careful 84:19

Carol 63:20

**carry** 28:3

**cars** 46:7 82:16,20 87:25 88:5, 9 90:10

**Carter** 8:18,19 37:8,10 38:1,18 54:11,19 71:6,8,14 72:7

Carter's 13:25

**case** 15:21 61:12 63:17 65:18, 25 69:8,9 81:20 83:5 87:21,23

**cases** 15:18 42:5 58:21 63:19, 25 70:5,6 73:14,21 77:13 81:17 83:6

catastrophe 90:2

catch 36:4 41:12

catching 56:19

Catholic 85:9

caught 47:15

**caused** 19:14

causing 41:11 45:17 51:13

**CCR** 15:24 61:15 65:5

**CCRS** 61:17,20 63:6,8

**ceased** 13:20

celebrate 23:23 30:17,18 31:5

center 34:4 36:9 78:20

**ceremony** 31:2,16

cetera 58:22,23

**chain** 74:14,17

Chair 4:8 5:10,19 6:24 7:22 9:19,24 11:3 12:10 13:17,22 14:1 16:13 17:8 19:5,6,8,25 20:10,21 21:14 22:18 23:10 24:8 32:13 33:5,16,22 34:9 35:11 38:13 40:1 41:3 43:4 44:11 49:14 54:3,24 65:4 66:16 68:17 69:25 70:15,24

77:18 78:8,14,19 79:15,20 80:3,8,24 81:8,9 84:21 87:11 88:15 89:15,16 91:1

**Chairman** 5:3 14:3 17:13 22:22 32:14 58:5 68:23 69:5 72:16 73:23 81:13 89:25 92:21

Chairperson 4:24 5:1,8,13 6:14 8:1 9:21 10:6,9,11,20 11:4,7,13,16,20 12:4,7 13:1, 14 14:4,11,16,19 15:8 16:1 17:6,14,21 18:6,11 19:7,13 20:1,4,13,16,18 21:11 22:19 23:1,4 24:9,13 32:1 48:19 52:10,22 53:18 54:18,23,25 57:17 58:3,6 59:4 60:23 65:1 66:4,10,14 68:16,18 69:17,23 70:16,20,25 71:3,7,13 72:12 74:24 76:3,19 77:16 78:6,16, 21,24 79:4,7,11,14,22 81:1,5 85:7 87:15 91:3 92:3,19 93:1, 14,19,21

Challengers 25:25

**challenges** 14:7 23:16 31:4 44:21,22

chance 18:13 91:11

**change** 64:13

changed 10:14 72:2,9

**Chaplain** 5:5,7,9,13,14 6:16

**charges** 30:16 81:14

**charter** 7:4,13,15 42:3,7 52:16 81:19,21,22,23,25 82:1

**chase** 45:22

chases 46:8

chasing 47:19

**check** 53:8,14 67:14 77:5 80:19

checking 84:18

**cheese** 82:11

**chief** 2:25 7:12 12:19 13:2,6,8, 14 14:23 15:1,13,17 16:3,6 17:10,16 18:16,22 23:5,10

24:14,15 25:5,23 26:14 27:5, 20 28:10 29:3,19 30:10,22 32:1,7,18,20 33:5,6 34:9,20 35:11,21 36:3,22 37:5,9,12 38:13,22,24 39:1,6,9,11 40:1, 9,22 41:3,23,25 43:4,19 44:1, 11 45:3,24 46:16 47:10 48:17, 18,19,21 49:13 50:4,24 51:20 52:19,24 53:15,17,18 54:3 55:12,19,24 56:18,22 57:9,12, 20 58:8,23 59:7,18 60:23 61:2,7,13,18,22 62:14,23 64:7,12,15 65:4 70:2 71:24 72:9 73:15 74:13 76:8,14,15, 16,18 78:8 84:18,25 85:2 86:12 90:3,18 91:12

**child** 27:17,18,24 28:3

children 82:16

choke-hold 82:3

Chris 54:4 55:1

Chrysler 29:10,11,13

**Church** 85:9

**Circuit** 73:12

circumstances 58:16

CIT 44:14 49:22

Citation 21:21

citations 21:21 25:15

**citizen** 7:16 55:4,16 63:12 66:20 68:6

**citizens** 6:25 9:6 22:1,3,5,11, 16 35:8 36:20 39:17 40:20,22 56:23 61:13,14 62:3 63:1,4,8 64:4,8 73:17

city 2:11 7:6,21 9:23 22:6,11 23:14 27:25 31:13 34:25 36:23 37:14,23 43:7 44:6 50:7 62:22 63:24 64:21 65:22 80:9 82:8,12,14,22 83:25 85:1 86:2,19,23 90:15 91:25

city's 36:19 37:2 44:17

**city's** 3:6

Civil 13:13 62:5

civilian 7:2

clarification 38:11 54:10

**class** 30:19,20,24 31:3,21

**classes** 68:10

Claudette 80:6

clean 52:2 80:10

cleaner 52:8

cleaning 53:7

clear 42:7

clergy 44:6

client 62:2

close 34:12 39:3 73:18

**closed** 63:8,9 64:5,8 84:8

closer 5:16

**clouds** 88:2

**code** 42:11,17 71:18

cognizant 89:21

**Coles** 13:11

colleagues 23:15

College 31:7,8,11

colleges 43:7

colored 29:10,13

combat 38:5

comfortable 19:22

**commander** 13:9,10 27:6,10 33:6,15 35:22

commanding 58:25

commands 56:19 62:7

**commend** 39:4 44:7 70:1,10 92:14

32.14

commendation 22:1

**comment** 2:6 4:15 34:20 37:10,12 38:6,22,24 39:1,9 41:1,23 43:19,24 47:9 59:19 69:4 93:3

commentary 32:6 60:22

**comments** 3:20,21,25 4:4,14, 16 16:16 32:8 35:10 37:11 41:4 47:9 48:16 60:2,3 81:7 91:5

commercials 43:2

**commission** 6:23 7:2,14 10:5 33:8 42:9 69:20 70:19 83:3

**Commissioner** 5:16,18 6:14 8:4,5,7,8,10,12,13,15,16,17, 18,19,20,22,23 9:1,2,4,5,8,19 10:3,4,8,10,13 11:2,15,16,18 12:1,3 13:17,18 14:3,5,12,13, 14,15,18 17:3,4,13,15,19 18:1,4,8,9,10 19:6,8,13,25 20:2,17,21 21:10,11,14 22:22 23:5 24:8,10,11,12 32:14,17, 19 33:16,19,21 34:17,18,21 35:15 36:18 37:1,8,10 38:1, 18,20,21,23 39:1,8,10 40:2,10 41:20,22,24 42:14 43:18,20, 21,23,25 44:1 47:7 52:13,21, 23 53:16 54:11,19,21 57:18, 19 58:5,7 59:4 66:4,8,12,16 67:10 68:12,17,18,20,22 69:17,18,19,20,22,24 70:4,20, 21,22,24 71:1,5,6,8,10,11,12, 14,15 72:7,13,15,16 73:6,20, 22 74:7,25 75:2,13,16 77:24, 25 78:1,2,5,7,8,18,21,23 79:5, 9,13 80:12,20 81:1,3 85:10,24 86:12,20,21 87:7 88:23 91:16 92:13,21 93:16,18

**commissioner's** 16:21 77:13

commissioners 2:2,23 3:23 5:4,11 6:13 7:1 8:3 9:6 11:14 12:6 14:21 16:12 17:24 18:21 20:12,15 22:10,21,24 23:3 32:4 33:2 42:10 48:20 53:24 54:2 57:15 58:3 59:5 70:3 74:15,19 76:1 82:24 84:25 86:17 87:3 88:15 91:7,16 93:3,8,20

**commitment** 9:23 22:13

committee 7:7 14:24

**communicate** 56:17 61:16 62:10

communication 35:23

**communications** 3:25 33:2 35:23

communities 22:4

community 5:25 6:5,6 9:14 10:19,24 12:15 13:25 19:18 22:8,15 29:4,8,16 30:6,12 31:6,8,11 33:3,12,25 41:11, 15,18 42:11 46:1 47:21 49:18 50:3 54:1 59:10 79:17 80:20 88:24 92:9 93:11

community's 26:8 29:3

community/evening 7:8

complainant 65:20

**complaint** 2:24 3:1,2 27:9 56:10 61:14,23 62:3,6,9,11,18 63:1 65:9,13 66:20 68:24,25 71:25 72:19 73:1 85:20,22

**complaints** 3:5 7:16 15:25 44:5 45:24 55:4,16,20 56:4,23 60:6 61:14 63:3,4,8 64:4,8,20 65:23 66:22 69:1 71:23 72:18, 19,23,25 85:11,17,22,23 90:1

**complete** 4:10 6:4 65:7,21 66:2 73:5,21

completed 64:22

completing 73:9

compliant 62:4

**computer** 2:8 4:11

**concern** 43:11 45:3 49:15 72:17 76:7 83:18

**concerned** 25:5 59:12 63:11 74:5 83:18 86:3 89:25 91:17

concerns 34:1

conclude 31:24

concludes 77:15

condolences 92:16

**conduct** 48:2,8 60:20 64:14

69:6

conducted 33:4 47:24

conducts 61:21

conference 90:13

**confidence** 44:24 45:5 91:18,

20

confidential 71:20

confidentiality 16:24 75:4,10

conflict 29:24

confrontative 50:18

congratulate 22:17 57:20

Congratulations 57:25 89:16

congregate 36:12

congregating 36:2

Congress 89:22

**Connor** 82:12

**consent** 7:6 21:22

consideration 19:2

constitutionally 41:8,18

consultant 88:16

consummate 22:9

**contact** 2:21,24 3:10 65:9,20 80:6,11 86:25 87:8,9

context 26:1,3

**continue** 16:15 20:11 24:14 26:12,21 29:3 41:7,10 45:17 52:5,12 70:8 88:6

continues 25:21 49:14

contract 42:3 88:24

contracts 52:15 81:15,18 82:1

contributions 22:12

contributor 81:13

control 7:3 24:3 26:6,19 51:24

controls 4:11

**conversation** 52:11 53:9 68:6 70:15 80:24 83:12

convinced 30:11

cooperate 65:24 66:3

**cooperation** 16:10 32:12 64:12

coordinating 55:19

Coordinator 12:15

copy 62:3 72:3,6

corner 47:15 50:6

**Corporation** 12:18 42:1

**correct** 16:5 19:15 35:15 40:7 54:16 60:13 71:10,12

corrected 34:13 81:24

corrections 11:15,19,23,24

correspondence 76:22 77:15

Coulter 12:23

**council** 7:6,21 14:1 34:25 43:7 86:19

councilperson 88:1

Counsel 12:18 42:1

counseling 44:19

counselors 44:15

**country** 23:15 25:22 51:8 73:16 74:8

**County** 31:6,8,11

**couple** 43:6 59:8,9 75:3,5,11 77:8 91:8

courage 22:14 85:21

**court** 12:12 46:21 52:7 66:1 73:11,12,13

courtesy 58:15,17

courts 51:25 52:1,6

**cover** 36:13

**Covid** 24:24 25:2,3,4 30:21,23 31:3 70:9 73:19 86:10

**COVID-19** 73:7

**Craig** 90:4

creating 57:22

**crime** 23:8,13,15,22,23,25 25:11,21 27:11 35:22 41:7

49:18 51:11 83:24 84:1 89:18

criminal 86:9

**criminals** 40:12,23

critical 16:8

Cromwell 12:20

crossover 38:15

crowd 26:7 28:19

**crowds** 51:14

crucial 58:20

**culture** 64:13 85:13

current 88:19

curriculum 58:19

custody 30:15 41:6

customer 58:9,14 66:19 90:7

customers 69:7,16

cut 64:21

cut-off 89:17

D

dad 28:9 80:15

danger 26:10

dangerous 46:5

**Daniel** 63:22

dark 29:10,13

**Darryl** 8:4 43:18

data 15:19,23 61:10 62:15

64:9

date 73:1 80:13

dates 72:20

**Davis** 8:21,22,23 10:8,10,13

11:2,15,16,18 34:19,21 36:18 37:1 72:13 75:13,16 86:21

87:7 91:16

day 5:21 24:4 34:11 40:3,18

83:20 85:13 89:11

days 59:9 64:1 65:17 69:4

72:18 73:3,4,5 86:5 88:18,21

**DC** 40:17 90:19

**DCS** 34:5

de-escalation 68:9

deal 49:12 65:11 82:15 85:21

88:24 89:9 91:21

dealing 34:22 56:4,5

dear 44:23

**deaths** 86:11

debrief 45:16

December 20:9

decides 42:6

decision 51:19 57:15

decision- 51:12

decision-making 51:17 52:4

decisions 30:24 35:24 51:23

deck 84:8

decline 58:11

declined 58:12

decorum 16:18

decrease 23:21,22,25 63:2

dedicated 83:8

dedication 22:7

deemed 4:8

deep 55:5 85:16

**deeper** 55:16

deescalate 68:8

defend 66:1

degrees 31:21

**Del** 33:25 34:14

delayed 35:16,20

Delmar 80:7

demeaning 58:20

**demeanor** 55:22 59:3,19,20 63:10,14 66:17 67:24 78:10,

12

department 5:22,23 7:4,10,11, 18 9:12 12:10 17:10,17 20:24 21:3,12 22:3,5 23:9,13 24:17 25:4,10 27:2 29:14 30:17 31:19 33:23 37:3 42:6 44:17, 24 45:5,14 49:15 52:17 57:1, 25 59:10,22 63:13 64:11,18 65:6 73:4 74:3 75:24 76:4 82:14 83:8 87:19 91:6 92:10

department's 15:14 35:7 37:4

departmental 21:20 86:8

departments 51:8 62:21,22

department's 57:15

depend 5:15

**deploy** 46:13

depression 51:6

**deputy** 13:8 18:16 35:21 65:4 76:14,16,18

derogatory 60:2,3

description 50:9

deserving 21:20

detective 27:7

detectives 30:12

determine 27:14

determined 79:20

**Detour** 79:17

**Detroit** 2:2,11 6:25 7:3,11,20 9:6,23 17:10,17 20:24,25 21:3 22:3,4,5,6,10,11,16 30:19 31:12 37:2,14 39:24 40:3,25 50:7,25 63:24 64:14,22 65:22 78:3 80:9,16 85:1,4 86:5 88:16 89:20

**Detroit's** 36:24 82:14 86:22

Detroiters 81:24

Detroitmi.gov 3:16

detroitmi.gov/bopc 3:7

detroitmi.gov/bopc. 3:4

**Detroit's** 7:6 86:24

developed 7:12

development 62:8,20

device 4:12

dial 2:22 4:12

difficult 42:23 58:16 73:8

74:9,20

difficulty 6:17

diligence 89:5

diligently 73:21

**directions** 48:10,15

directives 3:9

**director** 12:17 13:8,9 54:4,24 55:1,24 56:1,7,16 57:6,17

58:8 59:6 64:11

disabled 24:18

**disciplinary** 42:7 53:22 54:2,5

55:6 60:10

**discipline** 7:17 55:8 56:18

74:22

disciplining 42:4 81:15

discomfort 45:17

disconnect 67:8

discuss 11:11

discussed 14:22

discusses 11:10

discussion 10:5,7 12:4

discussions 16:16 19:17

disease 49:21 50:22

dismissal 2:18 4:9

dismissing 75:9

disorderly 52:9

display 22:14

displayed 21:5

displayer 62:5

disproportionate 75:20

disqualification 7:19

disrespectful 90:16

disrupt 51:20

distinctive 29:12

distributed 3:13 11:22

**district** 7:5,8 8:4,7,10,13,15, 17,18,20,23 9:18 34:25 37:13,

21,24 38:23 39:12 52:25

73:11 80:22 82:22

dive 55:5,16 85:16

diversity 56:2,7 57:22 60:8

64:17

division 3:1 62:5

**DJ** 80:16

do...that's 93:1

**Dodge** 25:25

dodging 82:6

doesn't 87:3

domestic 30:1

**Don** 12:12

donation 80:5

donuts 34:23 88:2

don't 66:12 69:3

downtown 39:21 40:7 48:21

50:15

**DPD** 7:4,15 16:10 32:21 62:20 63:4 70:12 76:23 81:25 82:14

86:5 88:10

**DPOA** 13:23

**DPV** 43:2

draft 3:8,12,15

drag 26:24 36:1,8 38:5

drifting 25:12,14 26:18,25

drinking 48:11

drive 31:7 47:11 85:11 88:8

89:2



**driven** 40:11 82:18 **driving** 26:5,19 28:15

drove 28:17,18

drum 52:4

dual 31:14

due 15:23 25:1 63:25 89:5

#### Ε

earlier 28:15 54:11

**early** 26:2

**earned** 21:15

easily 35:8

east 82:7,12,22 84:13,14

ecstatic 57:23

**education** 31:14,20

eighth 28:21 30:17

eighties 26:2

elected 7:5

election 83:14

electronically 62:10

**Elgin** 49:6

email 2:9,10,12,22 3:10,12,22

77:5,14

emanating 50:1

emergency 16:9

emphasis 46:17

**employee** 60:6 75:1

**employees** 7:18 91:25

employment 63:24

enabled 81:22

enables 81:23

encounters 63:13

encourage 25:7 37:19 53:6

**encouraging** 25:10 37:17

end 14:25 64:20 86:4,9

endangering 82:16

endeavors 22:17 65:7

ended 63:14

endure 31:4

enforce 26:12

enforcement 22:8 23:18 45:25

47:1,2

**engage** 65:13

engagement 33:12

engine 26:2

**ensures** 46:14

enter 7:20

entering 31:10

entertain 10:1 14:25

entire 33:3

**entities** 56:6 73:15

environment 75:12

equity 56:2,7 57:22 60:8

Eric 84:22 85:5,8

Ericka 12:18

escape 30:4

essential 64:10

ethic 76:11

evaluation 15:15 77:18,19

event 42:11

events 23:8 41:6

**everybody's** 19:21,22 79:5

eviction 86:4,7

exact 37:11

excellence 22:13

excellent 70:5

exception 88:25

excited 31:18 51:6 59:24

**excuse** 21:10 43:23 52:21 66:12 70:24 73:10

**excuses** 58:20

**executive** 14:24 61:18 86:22

executives 16:11

exemplerated 85:3

exercise 7:2

existed 57:24

exit 74:3 75:1,17,18,22,23

91:21

**expand** 44:13

expanding 44:18

**experience** 28:3 49:4,11 69:10

**experienced** 58:24 59:1

**experiencing** 23:19,24 40:22

explain 46:10 65:12

explaining 15:18

explanation 19:10

express 6:15

extemporaneous 59:25

**extend** 81:12

**extended** 88:18,20

external 44:13 45:13

extra 16:15

extreme 86:6

extremely 87:5

**eye** 47:15

# F

**F-150** 47:11

Facebook 3:18 35:5,6 36:16,

18,21

facial 76:24 89:20,22

facility 31:17

facing 23:16 30:15 81:13

**fact** 10:15 15:3 27:16 28:23 30:22 34:21 54:12 89:3

**factor** 56:20 **factors** 55:17

facts 23:24 56:25

failed 56:15

Failure 2:17

fair 76:8

**falls** 90:17

familiar 50:13 57:23 84:14

families 6:10 51:4

family 27:10 28:16 87:18

**fantastic** 29:4 33:11 57:3 58:2 60:11

fast 24:5

fatal 24:1

**Father** 5:20 6:1,2,5,6,7,8,10, 12 85:10

**favor** 11:13 12:5 19:24 20:11 23:2 93:19

fax 3:2

fear 88:10

feasibility 37:6

federal 81:14

feedback 71:22 77:10

feel 26:20 36:12 40:14 84:5

93:8

feels 19:22

fell 90:4

fellow 47:11,12 78:9

**felony** 25:16

felt 69:10

female 29:20,21

field 5:24 74:9

file 3:1,5 62:8 65:23 85:21

filed 61:14 62:4 72:20 85:20

fill 87:3

filled 87:5

filling 15:9 82:10

final 7:17 18:25 19:2 59:17

61:24 62:9

finally 57:12

Finance 18:16

 $\textbf{find} \ \ 3{:}4,7 \ 6{:}3 \ 23{:}14 \ 48{:}1 \ 57{:}4$ 

87:4

Finding 62:2

findings 15:13 62:6,11

fine 2:14 92:16

fire 59:23,25 88:3

fireable 60:4

firearms 82:21

fired 28:18 90:8

Fireworks 21:22

Firsdon 13:13

fiscal 63:5

fix 51:21.22

fixed 82:22

flare-ups 47:1

floor 16:17

flying 46:4

focused 55:9

focusing 56:10

folks 47:4 51:13,18 88:10

follow 34:16 37:5 51:19 77:6

follow-up 52:23 71:14

food 74:14,17

force 24:20 44:4,9

Ford 21:22

forest 55:11

forever 85:15

Forgive 69:23

form 4:10 61:15 70:10

**formed** 88:22

forum 2:15,17 3:21

**forums** 4:21

**forward** 15:12,16 31:19,20 52:12 54:9 57:16 59:8,17

64:16 89:8

four- 51:15

four-year-old 27:3

fourth 17:11 37:21

Francis 77:9 84:22

**frankly** 82:18

freeway 52:2,9

friend 29:21,22 48:12 65:1

91:14

friend's 30:3

friendly 72:6

front 26:17,18 34:25 48:10

87:25

**full** 27:19 28:6,22 31:2 41:17

fully 28:1 35:4 83:19

fun 80:16

Funeral 21:24

funneling 57:5

future 22:17 31:22 63:23

G

**Gaijin** 42:12

**gangs** 40:14

Garcia's 84:5

**qas** 53:2

gateway 63:15

gathered 28:14

gave 33:13

gender 60:4



generally 50:22 61:18 62:14

gentleman 50:14

**George** 87:13 89:12,13,15 90:14

**Giana** 12:23

girl 54:18

give 5:16 6:22 14:20,24 18:12 20:20 29:19 40:12 49:15 52:18 53:22 54:1 57:8 61:1,11 63:16 72:8 73:19 77:17 83:6 90:21 91:11,15

giveaways 80:16

giving 53:21 69:25 85:19

**God** 5:19,20 6:1,2,5,6,8,10,12 49:1 92:15

good 2:1 5:2 6:5,24 8:12,22 9:2,5,11 11:20 13:2,6 16:17 23:6 37:11 45:18 54:22 56:13 57:10 60:12 61:6 72:12 76:3, 18,21 82:24 83:10,11,20 84:20 88:14 89:15 91:13 93:2, 4,7,9,10

Govdelivery 3:14

governing 7:11

Governor 84:8

grace 49:1

graduating 20:25 30:19 31:21

**graduation** 31:2,9,16

graduations 31:17

**Grand** 34:24

grateful 6:18 59:16 87:16

**Graveline** 13:9 54:4,24 55:1, 24 56:16 57:6 59:6 64:11

**great** 22:11 33:10 37:7 41:15 42:23 49:24 65:11 74:18,19, 20 85:2,21 89:11

Greektown 84:3

green 47:17

group 13:13 60:8 69:13 88:21

89:3,6

groups 41:5

growing 31:19

grown 83:19

**GT** 26:1

guests 9:12 13:23

**guides** 92:15

gun 23:16 51:15

**guy** 49:2

guys 49:8

Н

**half** 76:9

halfway 89:3

hall 90:15

 $\pmb{\text{hand}} \ \ 4{:}2{,}11\ 66{:}6\ 69{:}18\ 71{:}9$ 

72:13

handle 20:8

handled 59:11,13 81:20 87:20

hands 71:1 85:15

Handyside 12:13

**Hannah** 12:24

happen 27:16,21 46:19 66:20

90:2

happened 27:16 28:11 42:18 43:14,16 48:5 83:14 85:12

happening 25:21 42:17

**happy** 5:18 13:6 23:11 27:18

28:4 30:25

hard 24:3 73:20 74:13 75:24

87:4

Harris 27:6

hasn't 85:12

haven't 86:18

Hazel 80:10

he'll 54:7

head 19:22 72:13

headed 30:13

**Headquarters** 79:17

**heads** 5:19

**health** 44:9 45:7,15 49:5,16 50:5 51:2,12,17,21 52:3,7,8

healthcare 45:15

hear 5:7,13 7:18 14:9 26:15 35:12 59:15 68:20 69:19 74:19 81:6,14 85:6 86:1 87:14 89:13 91:23

heard 14:6 23:1 31:23 34:5,14 78:13

hearing 11:23 12:4 34:10 82:6

**heart** 31:3 32:9 44:23 79:13 83:10 85:9 90:6,7

**hearts** 19:21

heck 73:16

held 18:13,20,23

helped 29:7 84:12

helpful 49:10

helping 29:4 87:21,23

**helps** 29:8

Hernandez 9:1,2 10:4 12:3 17:4,19 18:8 33:19,21 34:17, 18 93:18

**hey** 36:13

he's 56:1 79:9 90:8

**high** 45:25 47:12

high-profile 29:16

highlight 24:5 25:12 27:1

**highlighted** 56:23 57:13

highlighting 55:3

highly 25:10

**Hill** 87:12,13,14,16 90:9

Hiller 12:24

hire 65:23

hires 64:1

hiring 56:1 74:2

historic 80:17

historically 20:14

history 57:24

hit 5:24 49:5

hold 17:8,15,21 18:21 42:15

**holes** 82:10

Holley 4:24 5:1,8,13 6:14 8:1 9:21 10:6,9,11,20 11:4,7,13, 16,20 12:4,7 13:1,14 14:4,11, 16,19 15:8 16:1 17:6,14,21 18:6,11 19:7,8,13 20:1,4,13, 16,18,21 21:11,14 22:19 23:1, 4 24:8,9,13 32:1,15 33:17 48:19 52:10,22 53:18 54:18, 23,25 57:17 58:3,6 59:4 60:23 65:1 66:4,10,14 68:16,18 69:17,23 70:16,20,24,25 71:3, 7,13 72:12 74:24 76:3,19 77:16 78:6,8,14,16,21,24 79:4,7,11,14,22 81:1,5 85:7 87:15 89:15,25 91:3 92:3,15, 19 93:1,14,19,21

**Holly** 5:3,10

Holt 9:4,5,7 12:1 13:17 18:9 19:6,8 20:19,21 21:10,14 23:5 24:8,10 32:17,19 33:16 70:4, 24 71:1,5,10,12

holy 5:21 6:1

**home** 10:14 26:18 27:12 65:10 73:8

homeland 89:19

homeless 49:3

homepage 3:16

homes 82:10

homicides 23:19

honor 28:14 64:23

**Honorable** 5:10,11 6:25 9:5 13:6 31:8 61:6 64:23 76:21

77:1,12 88:14 89:16

honored 20:22

honoring 20:22 22:20

honors 22:12

**hope** 13:10 33:6 70:2,7 85:2

90:8

hopeful 50:2

hoping 7:19 24:23 65:24 68:9

horizon 89:7

horsepower 25:25 26:3

hospital 27:10 49:6 84:7

hospitalizations 86:10

host 4:7

**hosted** 79:18

hot 42:12

hour 3:2,23 34:2,3 46:23,24 58:8 76:9

30.0 70.9

**hours** 19:21 40:23 52:3 83:20

93:9

house 26:19 27:22 35:1 51:16

88:1

**houses** 82:21

HR 44:17 76:4

hundred 28:13 31:6 51:15

hung 66:21,24 67:11

1

icon 4:2

**ID** 67:7

idea 40:12 42:23 50:12 60:11

88:24 93:2,4,10

Ideally 36:7

identified 55:6,12

identify 2:5 30:8 55:7,20

identifying 56:11,16

if... 72:4

ill 51:1

illegal 26:9

Illinois 49:6

**illness** 49:20

images 4:7

**immediately** 27:8 87:20

impact 23:9,18 24:2 31:12,13

45:9 51:11,12 52:4

**impacts** 49:17,18

impersonal 20:6

implementing 55:13,25

implore 89:1

**imply** 74:13

**important** 3:4 4:4 15:23 24:25 31:1 49:23 56:20 63:11 66:18

87:5 89:10 91:12 92:9,10

impound 26:12,22

impounded 25:15

impressed 76:11

improved 22:15 35:21

improvements 54:8

impulse 51:24

in-person 10:16 20:6 31:2,17

77:4 87:17

inactions 86:3

inappropriate 4:8

inaudible 5:24 63:21 74:16

88:11

inboxes 77:5,14

incarcerate 50:12

incident 16:9 27:2 28:2,11,12

29:15,16 57:1

**incidents** 27:1 48:4

include 11:1 19:9 85:14,25

included 11:9 18:1 85:22

includes 16:21 35:23 62:11

including 7:8 21:3 27:13

inclusion 56:2,7 57:23 60:8 64:17

incoming 76:22 77:15

incorporate 58:18

incorporated 33:12

increase 23:19,21 24:1 63:7

86:9

incredible 27:1

independent 45:12

indicating 10:15

individual 35:7

individually 60:1

ineffective 85:16

infections 86:10

inform 15:24

information 2:21 3:5,6,17,18 14:21 16:2 33:1,7 45:1 48:9 54:1 57:5 62:19,21,22 72:10

87:8

Ingler 84:8

initial 27:9

initially 28:19 36:3

initiated 89:3

initiative 39:2

injured 24:16

injuries 24:18 26:6

injuring 26:7

injury 24:25 47:3

Innovation 12:11

**input** 59:11

inquiry 33:24

insisting 58:14

install 82:13

instances 59:23

institutionalize 49:10

instructed 88:21

instructions 3:20

integrity 13:13 22:7 92:1

intelligence 35:22 36:9 66:15

intent 50:7

interact 50:20

interaction 63:12

interest 6:8

**interested** 80:4 87:7

interestingly 50:15

interests 6:7

**Interim** 12:8,19 13:2,14 39:15 61:7 70:1 71:23 72:9 76:15

intern 49:5

internal 44:13 45:13 56:18

interrupting 4:23

intervening 56:12

interview 18:18

interviewed 18:3

interviews 15:1,2,4 17:9,15 18:13,20,21,23 74:3 75:18,22, 23 79:25 92:8,23

intimidated 67:22

intimidation 41:9

introduce 12:9 76:10

introduction 61:2

investigate 7:16

investigated 71:25 72:21

investigating 91:19

investigation 15:18 29:15 43:15 61:21 65:21 66:2 73:6,9

investigations 2:24 29:5 66:2

**investigative** 2:25 7:14 21:8, 17,18 27:13,15 61:19,20,21

investigator 2:25 12:16,19,20, 21,22,23,24 15:17 21:6,7

55:19 56:18,22 57:9 61:2,7,8, 13,23 62:23 63:19,20,22 73:15 74:14,16 85:19

investigators 12:23 15:11 63:18 64:2,7 65:8,21 70:11,14 73:8 75:20 85:25 91:19

invite 6:21

invited 4:6 13:23 79:5

invocation 5:6,17 6:20

involve 53:2

**involved** 17:1 27:3 29:23 46:6 76:5 80:19.24

involvement 46:1 86:7

involves 52:24

involving 15:14,24

irresponsible 46:15

isolated 25:1,2

**issue** 26:10,15 42:2,4 45:19 46:20 58:10 87:18

issued 25:15 59:20

issues 23:12 48:22 57:24

item 15:6 20:18 92:22

items 14:22 77:10

**it's** 23:6 26:9,10 30:18 39:23 53:1 58:2,10 60:23 71:6 88:3 89:15 90:5,6

**l'd** 5:18 69:15

I'll 12:8

l'm 9:15 17:21 23:11 40:9 43:24 61:3 66:10,11,18 70:18 78:23 87:8 90:4

I've 15:20 84:3,4 86:16 90:14

J

**Jackson** 18:16,19 77:9

jail 51:21

**James** 5:5,7,9,14 6:16 13:15 20:23 22:14,18,20 90:4



Jane 46:22

January 64:7

Jefferson 34:12 46:24

Jesus 5:20 9:1 33:19

Jim 4:24 5:3,10

jnr 86:20

**job** 16:14 24:4 33:11 70:5,12 73:11,16 74:9 83:11 86:2 92:16

jobs 75:7

**Johnny** 46:21

**Johnson** 13:10 87:12 88:13, 14,16 91:8

join 2:8 3:9 4:5

joining 4:5

jointly 7:11

Jones 5:16,18 6:15 9:10,11,16 11:3,5,8 32:3,13,14 33:18 34:18 37:7 38:19 39:7 41:21 43:17,25 47:8,23 65:2,3 70:4 93:13.17

Jonya 12:16 77:2

judges 81:17

Judgment 21:22

**July** 10:2 11:22 21:6 29:18 63:4,17,20 64:4 76:24,25

June 63:1,2,4,9,21

Justice 73:4

just... 42:15

Κ

Katrina 12:17

keeping 16:18

**key** 15:9,15,19 16:2 18:12 23:8 50:4

**kid** 46:11

kidnap 30:1,3,6 51:13

kidnapping 29:17 30:10

kids 26:4 46:7 47:4,5

killed 28:15

**kind** 48:8,13 53:10 56:9 67:18 73:25 76:20 87:22

kinds 83:7

knew 30:13,14

knowing 40:23

knowledge 21:5

kudos 57:8 83:7

L

labor 42:3

lady 83:7

large 33:19 41:5,6 82:7

larger 56:11

lastly 4:15 16:1,11 45:19

late 19:14 26:2 47:13 54:12,15

72:18

**launch** 31:16

law 22:8 23:17 52:17

lawless 46:13

Lawrence 12:19 61:6

laws 4:20

lawsuits 64:21

lawyer 17:22 69:6

lead 86:2

leadership 21:5 33:24 92:14

**League** 21:23

**learn** 34:6

learned 28:20 29:9 56:13 75:3

leave 31:23 51:15 60:21

leaving 74:2 75:5,20 85:25

**led** 27:12,13

left 11:8 63:21

legal 41:25 52:14,15 69:7

legally 81:20 91:22

legitimate 45:3

legs 48:23

lengthy 27:15

lesser 35:18

letter 65:18 71:24 72:1,3,8,10

letters 22:1 62:2 65:10

**letting** 65:18 68:5

let's 16:14,15 81:6

**Levalley** 52:24 53:10,14

**Lever** 13:12

Liaison 33:7

Lieutenant 13:12

Lieutenants 13:11

life 22:15 26:10,15 28:4,14,16

29:1

Life-saving 21:21

lifelong 22:12

light 47:13,16,17 73:23 80:15

lightly 26:9

lights 46:6

likes 78:4

like... 42:14

liking 75:8

Linda 8:7,8 41:22 52:13 66:5

link 3:17 71:19

linked 37:4

**links** 3:9

**Lisa** 8:18 37:8 54:18

Lisonya 12:21

list 3:10 18:25 77:13

listed 62:12 76:23

listen 68:1 83:14



listener 83:1

listening 9:14 54:15 64:14

91:23

literally 39:14

live 8:14 26:17 40:21 53:7

80:4,16

lives 5:25 50:2,3 92:18

locate 27:11

location 50:9 79:19

locations 26:17

lock 45:21 51:18

logging 2:14

long 64:19 85:13 88:4 92:6

long- 51:22

longer 29:12

looked 38:2 49:2 60:8 65:19

75:19

**loose** 67:18

**Lord** 5:16,21 83:20

lose 26:6

losing 26:18 85:1 92:18

loss 73:23

losses 64:20.21

lost 28:16 29:1 73:24 74:5

**lot** 26:6,16 30:7,9,18 41:14 44:5 62:21 64:20 65:8,22 75:3

90:12

lots 55:7 56:4

love 6:11 8:14,24 43:1 74:19

80:3 83:9 85:4

loyalty 22:6

lunch 92:7

lying 90:23

M

mad 66:13 72:14

made 25:16,17 28:7 30:21,23, 25 35:2,24 43:14 44:16 73:1,8

Madrigal 12:22

**Mae** 9:4,7

mail 65:10

main 74:2

maintain 26:21

major 21:23 23:14

make 2:5 3:25 11:1 16:4 17:25 18:15 26:14,22 27:18 28:5,6, 22 33:15 38:11,16 51:19 53:25 54:8 56:19 57:1 59:24 60:13,24 64:18 65:8 70:6,8 73:10 76:8 78:10 79:21,22 90:12 91:24.25 92:2 93:2.5

makes 7:20 53:7 91:24

making 51:13,22 57:12 60:2

65:9 74:4

Malabar 21:7

man 28:14 29:1 47:15 48:21 84:2

management 51:24 55:13,17

56:8 64:17

mandating 25:9

manner 70:7 72:24 87:6

manners 58:21

manufactured 29:12 38:8

Marie 13:24

**market** 74:10

Markita 12:23

Martin 9:10,16 47:8

masked 2:7

mass 42:25 56:3 61:15 62:9

Matt 84:7

matter 24:3 58:13

matters 15:15 42:7

mayor 7:6,12,21 88:22 90:12,

14,16,17,20 93:7

ma'am 53:17 54:17 68:21

Mcallister 86:20 88:1

Mcallister's 88:1

**Mcclure** 13:11

MCL 18:14

**meant** 32:3

measured 60:7

media 25:18 36:22,24 42:22, 25 43:1,7,8 54:13 90:11,22

medication 50:11,17

medicine 49:9

**medium** 21:13

meet 52:6 60:15

meeting 2:2,3,6,15,18 3:7,21 4:1,5,9,21,23 5:4 6:2 9:15 10:18,24 11:11,12,22 12:12 13:21 16:4,5 17:11,17 18:23 19:18 33:25 66:10 76:9 78:4 79:16,18,24 88:17 92:4,6 93:17,23

meetings 7:8 10:16 11:10 16:6,18 77:4 87:17

meets 7:7

Melanie 78:4

member 86:19,24 87:18

members 7:5 24:17 25:1,2,10 78:9 88:23 92:4

memo 77:2,5

memorandum 10:22

Memphis 25:23 50:1

men 5:15 6:3 9:7,13 33:23

90:6

mental 44:9 45:7,15 48:22 49:3,5,6,16,20 50:5 51:2,12, 17,21 52:3,6,8

mentally 51:1

mention 16:19 91:7

mentioned 65:16



mentioning 54:6

Merciful 5:19

mere 88:17

message 2:4

met 75:5

methodical 45:23 46:14

methodically 46:11 47:3

**Metiva** 20:23 21:1,5,19 22:2,

14,18,20

Metiva's 21:2

metric 51:13

Metropolitan 20:25

Michelle 87:13 89:12

middle 46:24

midnight 34:2,3

mighty 30:19

mile 88:8

miles 46:23,24

million 43:8 90:22

mind 5:15 52:17 91:8

**mini** 37:16,17,22 44:3 45:19, 21,22 46:4,8,22 82:6,17

minibike 46:11 47:11,20

**Minister** 84:22 85:5,6,8,24

91:14

minivan 38:8,9 54:12,16

**minutes** 3:8 4:16 11:21,23,24 12:1 19:20 32:5,6 35:1 88:4

92:8

misconduct 55:8 86:12

misconnected 67:3

misdemeanor 25:17

**misled** 86:13

mispoke 38:17

missed 75:1

missing 53:23

: 0007400

mission 6:22 7:1,23

mitigate 44:4

mobile 4:12

model 38:14 54:12,15

models 38:9,10

modify 19:9

moment 24:6 46:9

money 64:19 90:20,21

monitor 70:7

monitoring 12:11 24:23 36:7

month 10:17 58:13 62:13 64:5

77:18 86:19

monthly 15:17 61:17 62:14,16

months 59:14 73:2 75:19

88:18 89:10

moratorium 86:9

moratoriums 86:5

morning 83:13

mother 42:12

motion 10:1 11:24 14:25

16:22,24 17:2,8 18:4 19:9,15, 16 22:23 23:2 92:12,14,20

93:15

**mouth** 69:19

**move** 12:1 17:15 22:22 32:10 41:5 43:20 52:19 53:19 61:12

81:6 92:24

moved 10:3 15:10 17:3 22:19

93:16

moving 10:6,15,22 25:11

28:11 44:18 74:11 81:14

Mr.... 50:19

multiple 62:18

mural 80:17

Mustang 26:1

muted 4:6 13:19 68:21

Ν

Nagle's 42:12

name-calling 59:21 60:2

names 19:1 53:23

needed 40:6 80:11

needing 52:8

**Neely** 63:21

negative 45:2,9 63:13 83:21

negotiate 82:1

neighbor 92:16

neighborhood 33:6 39:4

80:13

neighborhoods 40:11 53:8

neighborhood's 37:14

neighboring 22:4

newer 38:10

newest 80:16

news 3:15

newscast 57:14

**nexus** 51:17

nice 18:6 33:13 60:24

Nichols 63:20

Nickia 82:2

night 28:11 34:7

nineties 26:2

**Nobel** 20:16

**noise** 13:19 14:16,17 24:10

non-criminal 3:1 7:16

non-fatal 23:20 24:1 29:17

noncriminal 3:5

none@none.com 2:13

**Norman** 85:10

note 2:2 3:17 32:21 76:22

77:1,7,11



**notes** 91:24

notice 89:5

noticed 37:15 47:24 65:7 73:1

notification 16:8

**notify** 18:18

November 20:9

**number** 3:2 23:12,16 28:9 30:16,22 31:4 33:10 35:2 39:12 44:12 49:21,23 55:3,16, 20 60:6 66:25 67:1 73:24

numbers 2:7 12:13 25:6

numerous 22:1

#### 0

obligated 17:25

**occurred** 19:12 28:12 29:18 86:8

**OCI** 42:5 58:10 61:9,10,11,15, 17,19,20 62:2,9,11,14,16,17, 18,19,20,25 63:8,16,17 64:3, 10 77:12 85:16,18 91:19

October 20:9,24

of-the-art 49:25

offense 60:5

offenses 28:9

offered 19:10

**office** 2:24 13:25 15:17 42:1 45:13 55:19 56:17,22 57:9,22 61:7,13 62:22 64:7,15 65:19 73:14,17 74:13

officer 18:16,17 21:1,2,4 24:19,21,22 31:15 40:17 56:21,23 57:7,13,16 58:15,25 60:11,17 63:12 66:24 67:2,22 68:2 84:15 85:17,18,21 86:6 90:2

officer's 28:7 55:15

**officers** 8:24 24:4,17,20 25:13 27:2 30:6 31:22 36:10,13 39:13,16,17,18 40:24,25 42:4,

## 07/29/2021

8 44:10,15,16,20 45:2,14,19 46:8 47:19 51:9 53:5 55:3,15, 20 56:3,11 59:2 60:12 64:14 67:24 68:1,5 81:16 85:19 87:20 90:19,21,23

officers' 49:23

offline 43:11,15 44:22 45:11

OIC 15:11,22 older 38:9.14

ongoing 15:19 62:16

online 91:4

onsite 32:22 33:3

**open** 15:2 17:11,18 18:14,22 29:15 43:15 62:15 63:25 73:17 74:10 86:21

opened 88:25

opening 70:3 84:6

operate 88:19

operating 26:11

**Operations** 21:8,9,17,18

opinion 42:1 52:14,15,16

opportunities 63:22 74:11

**opportunity** 38:2 51:7 53:5 63:24 70:1 89:6.8

**Oppose** 23:4 93:21

**opposed** 12:7 20:13 36:16 55:10

options 4:13

oral 3:25

order 5:4 32:16 40:5 60:18

ordinance 25:12,13

ordinances 4:20

ordinary 69:14 92:23

organization 60:15 66:18

74:16 89:2

orientation 56:5

Outer 31:7 88:7

outstanding 70:12

overly 34:8

overrides 52:16

oversight 7:3,9 64:10

overview 54:5

overwhelmed 34:13

overworked 39:14

## Ρ

**Pacifica** 29:10,11 38:7,14,17 54:12,15

Pacificas 29:13

package 15:21,22 16:2 19:3,4

paddy 39:23 40:4

pamphlet 48:7

pandemic 73:7,10 74:8 86:18

pandemonium 46:12

panelists 2:10

pants 48:23

paper 50:1 69:13

parental 46:3,17,20

parents 46:19

**park** 27:6,11,16 28:12 80:10, 15

Parks 21:24

parliamentarian 77:9,17

Parnell 81:11 83:3 84:9,10

part 23:22,25 25:24 28:8 31:15 60:9 62:25 67:3,5 83:12

participant 83:1

participants 4:1,5

participate 78:3

participated 91:5

participating 26:25 83:25

participation 83:14

partnering 43:6

partners 9:14

partnership 80:9

passed 25:12 42:12 92:17

**passes** 85:19

passion 49:16

past 28:18 48:5 55:5 57:2,10

81:22,25

pastor 5:10 85:9

patience 32:12

patient 50:5 75:14 76:20 77:21

Patillo 12:17

pattern 55:21 56:11 60:7

patterns 15:24 55:7

**Patty** 80:12

**Paul** 85:10

pay 15:3 85:14

paying 28:17,24 83:23

**PDU** 27:7

**Peace** 20:16

peer 44:17

penalties 86:6

**people** 3:13,15 26:6,9,10,16 28:13,19,20,23 32:9 36:2,21 37:17 40:5 41:5 42:23,24 45:22 46:13 47:22 48:1,9,13, 14 49:8 50:14,18 51:3,13,15, 22 52:8 55:9 58:15 67:11 68:24 69:3 73:7,23,24 74:1,2, 5,9,10 75:5,8,11 82:5,7,9,15, 19,20 83:15 85:3 92:18 93:6

people's 81:25

percentage 41:13

perfect 21:21 51:3 71:21

period 74:6 88:21 89:4

permits 88:19,20

perpetrators 81:18

**person** 20:4,5,8 29:7,23 46:15 49:7 56:2 58:22 65:9 66:23 67:9,17 69:8 70:6 76:12 78:9 85:2 87:9 92:5

person's 34:25 65:13 67:12

personal 10:23 75:13

personally 58:17

Personnel 12:18

perspective 18:2

Peter 84:22 86:15,16

phase 44:14 80:21

**phone** 2:6 35:3,12 39:19,20 42:13 66:25 67:2,6,13,16,18

87:8

**phones** 4:22 90:15

physical 63:6

pick 40:13 67:17

**picked** 67:16

piece 43:7 91:21 92:8

pipeline 51:18,20

place 11:12 22:23 25:8 34:6

45:14 74:18,19,20 80:14

**places** 74:12

planning 55:25

platforms 2:19

**play** 60:9

pleased 81:14

**pm** 3:24 4:13 29:18 79:16

point 25:8 31:5 36:15 54:9

58:7 66:19 91:20

**pointing** 11:2 54:17

**points** 18:12

**police** 3:23 5:3,22,23 6:25 7:1, 3,9,11,12,19,20 8:23 9:6,12 12:18 14:23 15:2 17:10,17 18:21,22 20:24 21:1,3 22:3,5, 10,21,24 24:19,21,22 29:14 30:17,20 31:15,18 32:22 33:2

37:3 39:24 40:3 41:18 46:6 49:15 51:8,9 57:14 60:12,16 61:18 62:14 63:12,13 64:12, 14,15 67:5 74:15 76:15 82:9 83:2,8 84:4,12,15 85:20 86:12,17,20,21 87:2,19 88:7, 9,19,22 90:10,19,21 91:6 92:10

policies 2:4,16,18,20

policing 31:20

policy 3:8 7:10 59:20 85:13

86:8

politely 68:7

poll 93:3,8

**polls** 75:1

poor 51:17 52:4

population 51:1

**portal** 62:15

**position** 17:10,16 85:1,2 86:22,23,25 87:1,3,5

positions 74:9

positive 25:3 32:21

positives 25:4

possibly 42:21

postage 69:15

posted 4:20 86:23 87:2

**pound** 52:5

powder 7:13

power 49:22

practice 49:25 60:2,7

praise 5:20 6:1

**pray** 92:17

**prayer** 47:20,22,24,25 48:2,8, 14

Precinct 21:2,4,8,9,17,18 24:19,21,22,23 27:4 28:13 32:23,24 35:5,9 36:16,20,23 37:3 39:3 44:20 52:25 66:21 67:9,18 79:19 83:9 88:8



**Precincts** 32:22 33:4,9 67:6, 15 83:5

Preliminarily 29:25

prepaid 69:15

presence 9:22

present 8:6,9,16,19 9:3 12:24 14:1,6 61:9

**presentation** 48:17 53:21 64:15.22 85:16

presentations 3:8 16:16

presented 12:2

President 13:24

press 4:2 90:12

pressure 30:9

prevent 4:23

preventive 40:16

previous 11:21

priest 85:9

primarily 16:6

primary 81:16

**priorities** 35:18,19

**priority** 35:16 36:1,6 42:10 92:11

prisoner 41:5

privilege 60:16,18,19

**Prize** 20:16

problem 21:12 25:24 34:11 35:13 38:18 41:11 48:3 50:24 51:22 53:13 72:5 75:12 82:13, 18,19 84:15 88:10

problems 35:4 51:23 84:16

procedural 55:22

procedure 63:10

procedures 55:6

proceed 42:6

process 15:8,10,15,18 27:15 34:7 35:20 45:12 46:14 53:22

54:2,5 60:10 61:9,14,19 62:1, 9,12,13 65:12 70:3 72:23 89:2

processes 27:13 61:16 77:3

processing 70:5

Procurement 18:17

professional 4:18 22:9 45:15

professionalism 22:6

professionally 45:9 58:18

**profile** 47:12 50:10 60:10

profiles 55:15 56:3

profound 54:22

program 31:19 33:8 42:22 44:14 50:13 52:25 53:4

**programs** 44:12,18,19

progress 28:7 80:21

promoted 84:15,17

promotion 21:15

prompt 2:11 87:6

prompted 2:9

proof 85:12

proper 61:1

properly 10:6 48:2,7 87:2

Proposal 90:23

proposed 77:7

proposing 7:17

protects 65:22

protest 82:3

**proud** 64:2

provide 3:12 23:11 24:16 26:1 45:18 48:13 54:5 58:15,16

providing 15:19

**PTSD** 44:10,12 45:19

public 3:20,21,24 4:4,14,15,16 7:22 15:2 22:13 31:13 79:17

81:6 93:3

pull 46:2 48:23

**pulled** 48:24

purpose 39:22

purposes 7:14 49:19 50:7

81:16

pursuant 7:15 18:14

pursuing 30:4 63:23

purview 42:8

**push** 33:9

put 15:20 23:6 26:3 27:25 30:7 36:9 40:5 42:14 48:7 71:18

78:12 82:3

**puts** 62:17

putting 6:6,8 25:13 30:8 31:20 44:19 62:20 82:10

Q

**QRC** 71:18

qualified 18:24

quality 22:15 26:10,15 64:17

quarantine 25:2

quarantined 25:1

quarterly 70:13

question 20:2 33:20 34:20 37:9 38:21,24 39:8 41:22 42:9,20 43:19 47:9 66:4 67:4 68:19 72:22 73:22 75:9 85:24 92:2

questioned 86:12

questioning 32:4

questions 20:10 32:7,8,18 34:22 41:24 44:2 48:20 52:19 58:4 59:5 64:23 68:13 69:10 76:14 81:15

quick 43:5 58:4

quicker 38:3

quickly 57:18 68:23 78:2

quorum 9:20

R

race 38:5 56:5 60:4

racial 57:24

racing 26:24 34:23 36:1,8 82:19

raise 4:2,11 75:17

raised 42:2 71:2 81:15

raising 71:9

rank 21:15

rate 49:18

Ray 33:25 34:15

re-victimizing 49:20

**reach** 33:6 57:4 67:8 80:23 90:17

reached 57:2

read 17:4 90:1

reading 7:23 70:5 73:1 77:13

**ready** 8:3 19:22,23 20:19 61:3, 5 72:21 92:6

real 43:4 58:4 69:4 78:2

reality 27:20

realized 48:25 49:3

rear 48:10

reason 14:7 31:9 74:2

reasons 86:13

recall 88:17

receive 3:15 15:19 77:12

**received** 10:14 15:10,22 16:1, 7,20 21:25 61:17 63:1,3,4 64:4,8 72:1,19 76:25 89:5

receiving 15:12,16 34:1 67:1 75:21

**Recent** 63:19

recently 28:21 29:9 34:22 59:20 86:18

recipient 21:20

recognition 21:23,24,25 70:11 76:24 89:20,22

recognize 31:1 41:10 50:20 54:7 70:14

recognized 16:12 27:7 34:10 49:18

recognizes 22:12 32:16 33:18 34:19 37:7 38:19,22 39:7 41:21 43:17

recognizing 49:17

recommend 15:1 93:7

recommendation 16:23 57:12

recommendations 15:14 16:21

recommending 17:23

record 14:10 78:12

recording 12:11

records 57:4

recovered 25:16,17 28:1

recovering 24:18

recovery 24:24 27:19 28:6,22

recruiters 67:20

recruiting 13:11 33:9 39:3 43:9 78:19

recruitment 32:23,24,25 42:22

recruitments 33:3

recruits 7:19 67:21 68:14

red 47:13.16

redevelopment 80:21

**refer** 42:5

referred 86:22

reflect 14:10.12 18:4

refrain 4:18 16:15

refreshments 80:15

refuse 81:23

regard 77:11

register 50:4,8 69:1

regular 83:1

regulations 7:10

**Reid** 13:9

reinstituting 42:21

relates 42:21 60:4

relations 12:15 44:13 45:13

relationship 29:24 31:10,15

released 30:11,14 54:14 82:2

releasing 54:13

relevant 4:20

remain 4:18

remains 29:15

remarks 14:20

remember 4:9,10 19:17 32:4 64:19 72:4 76:4 92:4

remind 16:14,24 32:10 92:5

reminder 2:15

reminders 2:3 4:4

removed... 17:1

renew 89:7

repeated 55:22

replace 82:2

report 7:21 14:25 15:17 16:16, 20 23:8 27:18 28:5 31:24 32:9,20 55:3 59:8,17 61:1,12 62:14,16,18 63:17 65:4 70:23 76:20,24

reported 27:5

reporter 12:12

reporting 62:12,13

**reports** 3:8 15:23 61:17,23 62:2,4,6,9,16,18 77:1

represent 39:12

Representative 13:25



representing 76:15

request 3:24 4:1 34:4 41:25

62:22 89:8 91:10

requests 62:19,21

requires 2:19

reservoir 80:17

residence 27:16 50:8

residents 31:13 34:2 41:15

71:22,25

**Resolution** 20:20,22 22:20,23

Resolutions 20:20

RESOLVED 22:9

resources 3:6 44:16 51:7,9

respect 8:13 41:16 63:14 73:9

respected 22:7

respectful 4:18 39:19

respectfully 89:7

respective 62:7

respond 76:6 90:8

responded 35:3

response 35:16,20 41:7

responsibility 46:3,17,20

responsible 58:1

rest 28:4 88:15

result 2:18 4:8

results 71:17

retired 63:20

retirement 21:19

return 70:6

returned 31:17

returns 77:4

reveals 85:18

Reverend 92:15

**review** 15:14 37:20 56:13 61:22,24 76:1 77:14

reviewing 7:17 72:19 77:10

reviews 7:15,18 61:23 62:1

rewarded 86:4

**RFP** 88:25

**Rhodes** 84:23 86:15,16 87:7

ride 37:17

riding 37:16 45:21 46:22

**Rights** 13:13 62:5

risk 5:24 55:13,17 56:8 60:9

64:16

**risky** 26:5

**River** 34:24

**ROB** 6:24 79:3,15 80:3 81:8 82:23 84:9.21 85:5 86:15

87:11 88:13 89:12,14 91:1

Robbery 23:21

**Robert** 12:14

roll 8:2 14:6,8 61:5

**Ron** 13:24

Rosa 21:24

Rosalia 12:22

rotation 15:21 63:18 77:13

Roy 86:19 87:25 88:1

rubber 88:2

rude 67:12,22 68:2

**Rue** 80:12

**rule** 81:19

**rules** 7:10

run 35:20 64:19 66:18

running 44:21 52:7 66:10

S

Sacred 85:9

**safe** 84:19

safely 30:10,14 47:3

**safer** 53:8

safety 26:15 46:14 79:17

satisfied 92:25

**Saturday** 80:10,14

**Savage** 12:19

**save** 50:3 64:19

saving 50:2

**sayings** 74:18

scan 71:18

scare 47:10

scene 27:11 40:18

schedule 63:22

scheduled 32:25 86:4

schools 31:13

scooters 82:18

**Scotty** 14:1 81:9

screen 4:11

search 14:24 27:14

**secretary** 12:9 70:23 77:16

86:22

Secretary's 76:20

**secure** 45:25

securing 27:23

**security** 48:13 89:19

seek 25:10

sees 90:7

segment 37:15

**select** 18:18,22,24

**self-** 74:21

seminary 49:6

**send** 33:7 40:17 62:13 65:17

69:9 72:3,6 77:11

senior 67:22 68:1

sentence 52:2

sentencing 52:2

separate 36:19

separately 53:12

separation 63:25

separations 63:19

**September** 20:9 21:16 90:19

sergeant 20:23 21:15,16,19 22:2,13,17,20 24:19,21 40:17

sergeants 39:18

serve 9:13 32:10

served 21:18 22:3,5

**serves** 49:19

**service** 5:25 22:13 58:9,14 66:19 69:11 87:22 90:7

serviced 35:13

services 4:19 18:17,19 45:18

50:21 52:8 69:7

servicing 51:1

session 17:11,18

sessions 18:14

set 7:4 73:4

settings 71:6

settle 69:7

sex 60:4

sexual 56:5

**shame** 84:18

**share** 16:3 20:22 66:17 78:19

**shared** 15:22 45:1 77:2,8

sharing 77:10

**Sharon** 81:11 83:3,4 84:10

**Shaw** 80:7

**sheet** 62:8,24

**Sherry** 42:12

**Shirley** 8:10,13 39:8 80:22

**shoot** 51:14

shooters 82:8

shooting 27:15 29:17,23 30:4

82:20 90:11

shootings 23:20 24:1

shoots 30:5

shopping 78:20

short 51:23 74:6

shortened 30:21

**shot** 27:3,5,17,24 28:24 29:6,

20 47:22

**show** 20:13

showed 88:7

showing 44:1

side 52:8 84:14

sidebar 70:14

sideways 68:6

**sigh** 78:13

**sighed** 78:11

sign 3:16,22 80:5

sign-in 13:20 24:11

**signal** 31:23

signed 53:3

**signs** 80:4

silence 4:22

similar 2:13

simply 27:23,25 89:1

**Sims** 13:8

**single** 86:11

sir 5:7 10:3,11,12 12:25 14:10,

15,18 39:6,10,14,16,21 40:25 44:11 48:18 52:25 53:4 54:3

58:5,6 59:18 67:1 69:22 78:18

81:3 92:13

sisters 6:10

situation 20:7 26:5 27:21 30:1

44:3 46:5 68:8

situations 60:1

six-mile 28:13

skills 21:6

slammed 47:16

**slaps** 85:15

slide 61:13 63:16

**Sloan** 12:21

**slow** 16:11

small 23:24 30:20 41:13 53:21

smaller 30:21

smart 62:7,24

**Smartsheet** 3:22 4:1,10

**Smith** 50:6 81:10 82:23,24

83:16

**smoke** 88:3

soapbox 51:25

social 25:18 36:22,24 43:1

90:11

solutions 53:13

someone's 26:18 51:4

something's 42:17

son 83:12

sort 58:19

sound 31:23

**sounds** 4:23

speak 3:24 4:16 13:12 54:22 55:11 66:9 67:23 68:14 70:1

83:23,24

**speaker** 4:15,17 16:17 91:2

speakers 81:9 84:21 87:11

speaking 16:13 22:10 39:25

50:23 71:9

special 9:12,15

Specialist 12:14

specially 13:23

specifically 34:2 40:1 44:5

55:14,18 56:3 57:13

speech 4:7 speed 82:13

speeding 82:15

**speedy** 24:24 28:5,6

**spend** 58:8

**spent** 90:22

**spirit** 22:15

**spoke** 58:12 68:4 84:2 86:19

**spoken** 69:5 **sport** 26:9

**spreadsheet** 61:19 62:15

**staff** 4:17 12:9,13 15:9 16:20 18:17,19 57:3,9 61:12,18,20, 21 63:16,17,19 70:2,10 76:10, 11 77:1 86:24 87:9 91:7,24

staffing 20:7 35:4

stage 31:23 62:8,20

**stand** 45:4

standard 60:15

**standards** 60:14,19

standing 45:12

standpoint 24:25

**Stanton** 12:24

star 4:3,12

**start** 4:6 15:11 30:24 33:22 43:5 44:4,11 50:13 87:17

**started** 31:3 36:5 42:16 57:5 61:4

**starting** 10:16 40:12 77:4

**State** 13:24 49:6 73:12,16

**state-** 49:24

**stated** 35:16 73:24 75:17 83:16 85:10

statement 6:23 59:25 74:4

**States** 89:18.22

static 36:4

stating 14:8

station 53:2

**statistical** 61:10 62:25

statistics 64:3

**stats** 24:24

status 61:12 63:17

**stay** 5:15 84:19

**step** 50:22 56:9,12 68:7

stepping 55:10

steps 14:25 54:8

**Stewart** 12:17 13:9

stigma 51:2

**stolen** 25:16

**stop** 36:8 52:7 83:22

**stops** 25:14

straightened 88:12

street 37:21 46:4 48:22 84:2

streets 48:4 82:20

**stress** 45:17

**strict** 59:20

striking 28:19 30:5

struck 28:20

struggle 72:22

**students** 30:19,22 31:12

studies 50:1

**stuff** 34:23 69:14 84:18 88:12

subcommittee 89:18.24

**submit** 62:15

**submits** 61:17,24

**submitted** 19:1 33:24 34:4

62:4,7 71:22

subscribe 3:14

**success** 33:10

successfully 30:2

suddenly 92:17

suffer 47:21

suffering 49:19 51:4,5

suggesting 19:10

**suggestion** 71:15 93:7

summary 7:1

**Sunday** 28:11

**Super** 21:25

superior 7:13

•

superiors 22:2

supersede 42:3

supervised 84:4

**Supervising** 12:20,21,22

supervisor 7:3 59:1

**supervisory** 61:22 63:18

**support** 5:23 10:4 12:3 17:4 18:8 20:11 26:8 29:9 41:15

44:17 45:8 93:18

supportive 57:11

**supposed** 67:16 89:4

supposedly 35:2

surely 86:9

surfer 81:17,18

surprised 86:11

**surprising** 34:15 85:18

survey 17:23 69:6,9,16 71:15

suspect 29:22,23 30:8,9

suspension 85:14

**sustained** 56:21,24,25 62:4

69:2

**SUV** 38:10,15

**swing** 80:15

**Swiss** 82:11

sympathies 81:12

synopsis 61:9



**system** 34:12 51:21 56:14 61:15,16

systems 62:10

T

tailored 55:14 56:4

takeaway 50:4

takes 30:5 74:21 83:20 85:21

taking 55:10,14 74:11 83:5

**talk** 24:7 25:7 37:19 43:10,13, 14 44:14,22 45:11,15 48:25 58:9 61:10 63:5 64:3 75:11 84:4,5 89:22 90:9

**talked** 27:10 35:17,21 59:14 69:12 75:8 79:23 82:5,7

**talking** 23:15 38:16 39:23 49:8 50:15 52:18 54:7 55:8 67:19 68:5 72:7,11 82:11 90:9

talks 55:21,22 90:5

tall 47:14

task 24:20 44:4,9

tasked 55:18

team 27:11 38:16 64:16,17,18

**technology** 6:17 12:11 21:12 36:4

telephone 4:3

television 55:2

telling 29:6 68:8

Tennessee 50:2

Teresa 12:15 62:17

term 51:23

**terms** 4:19 10:22 39:3 42:4 58:14,19 64:12,18 76:6 91:12

terrorism 89:19

tested 73:2

testified 89:19

thankful 6:19 43:10 59:16

thanking 70:18

**that's** 62:8 72:5 76:2 78:22 87:24 90:4,6,7

therapist 49:16

There's 88:9

thieves 84:1

thing 10:23 16:18 18:15 38:4 47:6 55:24 65:19 68:4 71:8,23 75:4 91:13

things 6:11 26:16 33:14 38:6 45:16 46:2 47:6,23 48:1 55:12 56:6,13,20 59:21 62:12 65:15 66:20 68:3 84:11 91:8,17

**Thomas** 13:24 85:10

**thought** 24:15 28:20 31:1 34:13 58:11 69:3 85:11 89:9

thousands 87:24

threats 41:8

Thursday 10:17 17:11,18 78:3

tickets 46:20

tie 17:25 19:11,14

**Tiffany** 12:17

till 40:15

time 5:5,6 6:20,22 8:2 9:24 11:12 12:8 15:5,7 16:22 19:5, 23 23:7,20 25:9 30:7 32:7,12, 15 34:7 53:20 58:25 64:22,24 67:21 69:1,4 70:6,22,23 73:25 74:6 76:13 77:22 79:19,23 83:11,19 84:7 87:10 88:25 92:4

timeline 73:3

timely 70:7 72:23

**times** 26:4 34:11 37:21 40:18 55:7,22 65:22 87:24

tips 30:7

tirelessly 22:2

**TJA** 18:17,19 20:7

today 9:14,15 10:22 12:12

13:7 14:23 15:12 23:7 28:21 61:8 89:1

told 83:19

tolerate 59:2

tomorrow 30:18 31:6,18

**top** 18:24 59:7,13 63:9 74:14, 17 81:13 90:20

total 6:4

totally 71:16

tourist 80:17

towers 88:19,20

towing 88:16,23

to... 75:7 89:17 92:9

tracing 46:10

track 31:14

traffic 25:14 46:10

tragedy 27:25 28:2 47:21

tragic 28:10 29:1

tragically 28:16

trained 46:23

training 49:24,25 51:10

transformation 80:18

traumatic 28:2

treat 50:11

treatment 50:12 52:3

trees 55:11

tremendous 21:5 73:13

trend 25:21

**trends** 15:24

tribute 28:17,24

truck 47:12

true 2:12 34:8

**trumps** 85:13

truth 83:23,24

Tuesday 3:13

**turned** 30:15 **turning** 47:17

**TV** 43:1

**type** 29:24,25 59:25 74:21 75:21 78:10

types 56:6,19 73:15

**Tyrone** 13:25

# U

**unable** 27:12

**unacceptable** 59:22 60:3 72:24 82:4

undercover 36:10

underpaid 39:14

**understand** 17:22 18:2 19:2,9, 11 39:20 58:11 60:14

Underwood 12:16 77:2,6

unfinished 77:22

unfortunate 27:20 28:8

unions 25:7 unique 25:21

**unit** 21:8,9,17,18 27:7 45:12 55:13,18 56:8

united 80:21 89:18,21

unlike 23:13 unmute 43:24

unprecedented 73:25

unprotected 4:7

unsecure 27:22

unsecured 27:17 51:15

unwavering 22:14

**update** 15:13 16:20 23:12 24:16 35:8 61:11 65:17 75:22

updated 77:12

updates 15:10 23:8 77:11

**upset** 83:13

**uptick** 23:14

user 72:6

utilize 49:24 77:3

utterances 59:24

### ٧

vacancies 15:9

vaccination 25:6,11

van 38:17 39:22

Vassar 88:8

**vehicle** 26:19 29:11,13 30:3,5 38:15 47:14

vehicles 25:15,16,24 26:11,22

version 29:19

versus 63:1,5

Vice- 13:23 32:12

Vice-chair 9:11,16 11:3,5,8 32:3,14,16 33:18 34:18,19 37:7 38:19,22 39:7 41:21 43:17,23,25 47:8,23 65:2,3 93:13,17

**Vice-chairperson** 6:15 9:9 93:12

victim 28:21 29:22 30:4,6,10 49:20

victimize 41:12

**video** 3:9 4:6,7 37:13 61:4 82:2 87:24 88:4,6 89:23 90:9

videos 25:18,19 37:23

viewed 87:24

viewing 91:4

**vigil** 28:17,24 47:20,22 48:2,8, 14

vigils 47:24,25

violate 81:18 82:1

violating 4:19

violations 55:23 81:22,24

85:14

violence 23:16 30:1 50:23

violent 23:14

**VIPS** 13:15

viral 25:19

virtual 2:3 3:20 10:15,22

visibility 45:25

visible 2:10

vision 80:4

visionary 80:22

visit 3:3

visitors 67:15

visits 65:10

visual 28:18

Volunteers 80:11

vote 18:13 19:23 90:23

**voting** 19:13

## W

wagon 39:23 40:4

wait 16:12 19:25 40:15,16

waiting 90:2

walking 48:21 51:16

Wallace 82:2

wanted 6:15 14:24 16:19 31:16 38:11 53:14 60:20 67:14,19 71:23 78:15 89:1,17

warned 86:6

warrant 58:21

warrants 27:14

Warren 80:10

wasn't 49:1 67:16

watch 36:11

watched 37:13

watching 26:25 37:15

water 75:23 83:6

Wayne 31:6,8,10

ways 6:3 51:5

WC3 32:21

weapon 27:18,22,23

weapons 25:17

wear 60:17,18

**website** 3:3,7 4:2 35:8 36:19 37:2,14 86:23,24

week 7:7 10:17 14:22 16:2 25:13 28:15 30:16,17 33:14 42:2 43:8 55:2,5 57:2,13 76:23,24 77:4 89:17

week's 16:4

weekend 36:7,14 57:10

weekly 3:10 76:23

weeks 33:9 59:9,15 77:8,20

well-respected 74:15

West 31:7

we'll 93:1

We're 60:5

when... 42:18

white 2:1 5:1 8:2,4,7,10,15,17, 20 9:1,4,9,18 12:9,10 13:1,2, 6,15,16,22 15:13 16:3,6 17:7, 8 23:6,10 24:15 25:5,23 26:14 27:5,20 28:10 29:3,19 30:10, 22 32:2,20 33:5 34:9 35:11 36:3,22 37:5,12 38:13 39:2,6, 11 40:1,9,22 41:3 43:4 44:11 45:3,24 46:16 48:18 49:13 50:1,4,24 51:20 52:24 53:15, 17 54:3 55:24 57:20 58:23 59:18 76:15,21 77:16 78:9 84:25 85:2 90:3,18

White's 55:12

**Whitley** 12:19

who's 49:19

wide 29:15 74:10

widely 22:7

Wilders 84:22,24

William 8:20,23 34:19 86:20

Williams 89:19

Willie 8:15,17 9:19 38:20,23

43:21

Willis 5:5 6:16

Wilson 13:9

**wisdom** 6:2,9

with... 90:12

witnesses 65:11

women 9:7,13 33:23

wonderful 16:14

word 67:13

work 8:24,25 20:13 23:17 24:6 25:13,20 26:21 27:2 30:7,11, 12,18 33:12 45:18 46:11 50:18 53:11 58:10 69:12 74:18,19,20,21 76:11 79:11 88:21 89:3,6

worked 67:20 70:8

**working** 24:3 25:6 44:19 51:6 64:13,16 73:7,20 74:13

worn 39:16 85:11,14

worry 83:24,25 84:1

worth 48:6

would... 19:5

wrapped 72:21

writing 12:2

wrong 27:8 84:17

wrongfully 89:23

wrongly 82:18

Χ

XL 21:25

Υ

year 23:20 63:5,6 70:9 75:1

year-old 51:16

year-to-date 25:14

**years** 22:4 34:10 55:4 57:21, 25 59:14 75:3,23 83:19

yesterday 42:18

yield 87:10

young 27:24 28:14 29:1,5 47:5,11,12,15 48:21 59:2 83:7

your... 10:11

you'll 87:16

you're 53:19,21 59:11,13

68:18,21

You've 23:1

Yvonne 80:6

Ζ

**zoom** 2:4,7,8,11,19 3:17 4:11 14:8 20:3

zoom's 2:16 4:19

**Zoom.us.** 2:3