

03/24/2022

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
March 24, 2022 at 3:00 P.M.

1 MS. WHITE: Good afternoon, again, honorable Board,
2 Assistant Chief LeValley, DPD executives, and attendees.
3 Thank you for attending the Board of Police Commissioners
4 meeting. Please note the following regarding the
5 emergency epidemic order issued by the health director.
6 In December 2021, the Board received the emergency order
7 from the Health Director, Denise Fair Razo, with the
8 procedures for returning to in-person meetings and
9 mandating remote access to public meetings through March
10 31st, 2022. As a reminder, as shared by the city's law
11 department, the state legislature did not act regarding
12 the open meetings act provisions that expired on December
13 31st. Therefore, the Board is required to meet in person,
14 beginning January 1st, 2022. In compliance with the
15 emergency order and state law, BOPC staff has distributed
16 all required notices and information to the public
17 regarding accessing today's meeting amid the public
18 health crisis. Please review the emergency order for more
19 information. And again, we thank you for your
20 understanding and cooperation as we work to protect
21 everyone's health, safety, and welfare.

22 MS. WHITE: And also, if I could just share a few
23 reminders in regard to the public comments. Again, as a
24 reminder, please adhere to the Board's bylaws and Zoom's
25 policies of using this forum appropriately. Failure to

1 adhere to the policies will result in dismissal from the
2 meeting. Accessing zoom platforms requires adherence to
3 all policies. And again, the instructions for public
4 comments. The Board of Police Commissioners allows one
5 hour from three to four for the public to request to
6 speak during public comments or oral communications on
7 the agenda. You may make your request without Smartsheet
8 and also meeting participants may use the raise handing
9 icon on the website or press star nine on the telephone.
10 And each speaker will have two minutes to speak BOPC
11 staff will acknowledge each speaker. We ask that you
12 remain respectful and professional and refrain from
13 violating the Board's bylaws, Zoom's terms of service and
14 other relevant laws and ordinances, which are posted on
15 all meeting access forums. At this time, please silence
16 your cell phones and other background sounds to prevent
17 interrupting the meeting. And now, Chair Holley.

18 CHAIRPERSON HOLLEY: Thank you so much, Ms. White,
19 good afternoon, Jim Holley Chairperson of the Board of
20 Police Commissioners. Just before Chaplain Jimmy Clark
21 gives the invitation, I'd like to have just a few items
22 I'd like to bring to your attention. I'd like to thank
23 the honorable city council for allowing us to appear to
24 answer questions about the Board of Police Commission's
25 budget and the work that we perform to ensure

1 transparency, accountability, legitimacy within the
2 Detroit Police Department and the BOPC. We look forward
3 to the budget approval for the fiscal year 2022/2023 to
4 ensure a balanced budget toward appropriately performing
5 our charter mandated tasks, and to continue serving the
6 city and the community in the most transparent and
7 productive manner possible. We also attended Detroit's
8 Department of budget hearings for the City of Detroit.

9 CHAIRPERSON HOLLEY: Again, looking forward to the
10 budget approval of progress, ensuring the DPD is able to
11 perform quality public service to the residents and
12 visitors in the city of Detroit. We also look forward to
13 receiving from the Department a preliminary budget and
14 inquiries and responses provided to the honorable city
15 council, so the full Board is aware of those questions
16 posed by the city council, given our role involving the
17 department. At this time, I would just ask Chaplin Jimmy
18 Clark to have an opportunity, at this particular time, to
19 give the invocation. We thank you for being here,
20 Chaplain.

21 CHAPLAIN: Thank you. All mind cleared. Tremendous
22 and almighty God who created the heavens in the earth,
23 who is everlasting, and is forever God, who is in heaven.
24 On this day, bless the Detroit Board of Police
25 Commissioners and Chief White, with knowledge and wisdom.

1 All those who have come before the Board of Police
2 Commissioners may be faced with tough issues, giving them
3 clarity and integrity as they perform their duty.
4 Heavenly Father, I thank you for allowing transparency
5 between the Detroit Board of Police Commissioners and the
6 citizens of Detroit. Also, I would like to thank the
7 citizens of Detroit that their voice is heard with favor
8 from the Board of Police Commissioner. Bless all those
9 who participate in this meeting today, continue to bless
10 the great City of Detroit and its people. This, I pray in
11 the name of Jesus, amen.

12 COMMISSIONERS: Amen. Amen.

13 CHAIRPERSON HOLLEY: Thank you so much, Chaplain
14 Clark, thank you so much for being with us and thank you
15 for a beautiful spiritual prayer as well. At this time,
16 Interim Secretary White, would you please call the roll?

17 MS. WHITE: Yes, sir. , through the Chair, Vice-
18 Chair, Bryan Ferguson - Here.

19 MS. WHITE: Commissioner Linda Bernard - Attorney
20 Linda Bernard, District 2, present and accounted for.

21 MS. WHITE: Commissioner Cedric Banks - Here.

22 MS. WHITE: Commissioner Willie E. Bell - Present.

23 MS. WHITE: Commissioner E. Burton -

24 MS. WHITE: Commissioner Lisa Carter is enroute.

25 MS. WHITE: Commissioner Ricardo Moore - Present.

1 MS. WHITE: Commissioner Jesus Hernandez is also
2 enroute.

3 MS. WHITE: Commissioner Annie Holt - Present.

4 MS. WHITE: Commissioner. QuanTez Pressley - Here.

5 MS. WHITE: Mr. Chair, you do have a quorum.

6 CHAIRPERSON HOLLEY: Thank you so much, Ms. White,
7 thank you very much and thank all of you for being here
8 and certainly we are looking forward to the other
9 commissioners as they join us in a few minutes. I'd like
10 to entertain a motion for the approval of the minutes for
11 March 24th, 2022.

12 COMMISSIONER BERNARD: So moved.

13 COMMISSIONER FERGUSON: Support.

14 CHAIRPERSON HOLLEY: It's been properly moved and
15 supported. Any discussion? There being no discussion, all
16 in favor, say aye.

17 COMMISSIONERS: Aye.

18 CHAIRPERSON HOLLEY: Opposed? The motion carries. The
19 minutes have been previously distributed to each and
20 every one of you, for March 17th, 2022. At this time, if
21 there are any corrections you would like to have at this
22 particular time in regard to those minutes? Hearing none,
23 then the minutes will stand as written. At this time, if
24 you don't mind, I'm sorry, is it Assistant Chief?

25 ASSISTANT CHIEF LeValley. Yes, sir.

1 CHAIRPERSON HOLLEY: I want to make sure. One thing I
2 always liked about Commissioner Bell, he knew the ranks
3 by the bars and everything else. I apologize. I just want
4 to make sure I got your title. We welcome you and thank
5 you for being here as well.

6 ASSISTANT CHIEF LEVALLEY: Well, thank you. I'm happy
7 to be here.

8 CHAIRPERSON HOLLEY: Can you give us an idea who is
9 with you today?

10 ASSISTANT CHIEF LEVALLEY: Today, present from the
11 Department is Commander Kari Sloan, Executive Manager,
12 Sheila McBride, Lieutenant Chadwick-Bills, Sergeant
13 Johnson and Captain Dietrich Lever and Lieutenant Mark
14 Young. I hope I didn't miss anybody else.

15 CHAIRPERSON HOLLEY: Thank you. Do we have one?

16 ASSISTANT CHIEF LEVALLEY: Oh, Ms. Brown?

17 CHAIRPERSON HOLLEY: Yes.

18 ASSISTANT LEVALLEY: From civil rights.

19 CHAIRPERSON HOLLEY: Very good. Thank you so much,
20 Assistant Chief LeValley. Also, I'd like to have, if you
21 could, Ms. White, let us know who's with you and after
22 that also, do we have any special guests?

23 MS. WHITE: Yes sir. Through the Chair, again,
24 Interim Board Secretary, Melanie White. To my immediate
25 right is Board Parliamentarian, Dr. Francis Jackson,

1 Assistant Corporation Counsel Christopher Michaels, Ms.
2 Theresa Blossom, Community Relations Coordinator, Mr.
3 Robert Brown, Administrative Specialist, Ms. Jonya
4 Underwood, Administrative Assistant, Investigator Tiffany
5 Stewart, and Lieutenant Gerald. Hewitt sitting in for
6 Director Katrina Patillo, Director of Police Personnel,
7 Interim Chief Investigator Lawrence Akbar, Supervising
8 Investigator, Ansley Cromwell, Acting Supervising
9 Investigator LiSonya Sloan and Acting Supervising
10 Investigator Rosalia Madrigal and our VIPs and special
11 guests this afternoon Miss Marie Overall of State
12 Representative Tyron Carter's Office, Ms. Freda Butler,
13 Second Precinct Community Relations Council President,
14 and also former police commissioner William Davis. Thank
15 you.

16 CHAIRPERSON HOLLEY: And thank you. And we thank all
17 of you, for being with us this afternoon. We think all of
18 you are very special. We thank you for being with us at
19 this particular Board meeting today. Just a moment to
20 give a couple announcements. We are glad to report that
21 the Chief has announced his 2022 community safety
22 strategy plan. We also received that plan in detail, the
23 Chief's strategy for, for each of the city's precincts,
24 based on the Chief's 5-Point plan, including police
25 presence, noise enforcement, traffic enforcement,

1 community engagement, crowd management and code
2 enforcement. This report also, basically complements the
3 Board's requests for the assessment by DPD's leadership
4 of precincts to ensure fair community policing and the
5 law enforcement operations that appropriately reflects
6 the needs of the community.

7 CHAIRPERSON HOLLEY: I want to thank Chief White for
8 this important assessment and just a wonderful plan, and
9 how it has been really laid out to where, not only the
10 Board, but also the citizens of the city can really
11 understand it and not only understand it but see how it's
12 going to be implemented. And for that, please give to the
13 Chief, AC LeValley, our compliments once again, in regard
14 to the plan. Today you're also looking forward to
15 receiving the Chief's reporter on vital crime updates,
16 critical incidents and further updates that you might
17 have for us as well. We look forward to hearing the
18 presentation from civil rights regarding the body-worn
19 camera and conducted energy weapons, also known as
20 tasers, I'm sorry. Please note that the Board approved
21 the Department's policy on both the body-worn camera
22 system and conducted the energy weapons as a sensor
23 policy research in 2017. Since that, the Board continues
24 to receive ongoing reports regarding the effectiveness of
25 the body-worn camera system and the Department's use of

1 the taser. These updates in reports about this important
2 technology allow the Board and the community to continue
3 to evaluate the Department's use of the system and the
4 legitimacy and the safety of these tools. So I wanted
5 just to remind you of what's on the agenda for this
6 afternoon. I want to ask at this time Assistant Chief
7 LeValley, if you could give us a report from your office
8 at this particular time?

9 MS. WHITE: Excuse me, Mr. Chair, if I may
10 acknowledge, Police Commissioner Willie Burton did arrive
11 after roll call attendance, and so he is present and also
12 there was the mission statement for the Board of Police
13 Commissioner Ferguson. Thank you.

14 CHAIRPERSON HOLLEY: And thank you so much. Let me do
15 it, if you don't mind, it's my fault. I'm just trying to
16 get through it and dismiss it, so I apologize for this.
17 Commissioner Ferguson, if you don't mind, let's give the
18 statement of the Board at this time. Thank you so much.

19 COMMISSIONER FERGUSON: Yes, sir. Through the Chair
20 Board of Police Commissioners Mission Statement. The
21 Board of Police Commissioners, BOPC is a civilian agency
22 that exercises supervisory control and oversight of
23 Detroit Police Department, DPD, as set forth in the city
24 charter. The Board has 11 members, 7 elected by District
25 and 4 appointed by the mayor with the consent of the city

1 council. The Board meets every week, including 12
2 community evening meetings in Districts. BOPC is the
3 oversight agency for the Detroit Police Department that
4 has several charter mandates, including, but not limited
5 to the following: reviews and approves departmental
6 policy, rules and regulations governing the Detroit
7 Police Department, which are jointly developed by the
8 mayor police chief and the Board, reviews and approves
9 the DPD budget pursuant to the charter, investigates non-
10 criminal citizens' complaints, receives and hears
11 disqualification appeals from police recruits, hoping to
12 enter the Detroit Police Academy, has subpoena power
13 under the charter that can be used for investigative
14 purposes and by charter, acts as a final authority in
15 imposing or reviewing the discipline employees of the
16 Department with exceptions, based on union collective
17 bargaining agreements. Finally, the BOPC makes an annual
18 report to the mayor city council and the public regarding
19 the BOPC's activities and accomplishments. Mr. Chair, the
20 reading of the Board's Mission Statement.

21 CHAIRPERSON HOLLEY: Thank you, Vice-Chair Ferguson.
22 At this time, Assistant Chief LeValley, I apologize but
23 at this time you can make the report, if you would please
24 for the Department.

25 ASSISTANT CHIEF LEVALLEY: All right. Thank you very

1 much. Through the Chair. I'll start off with an update on
2 injured officers. We currently have 3 members of the
3 Department who are disabled and recovering at home due to
4 on duty injuries. 1 sergeant from internal affairs, 1
5 sergeant from the second precinct and 1 police officer
6 from the tactical services section. COVID update, we
7 currently have four members that are quarantined or
8 isolated, and we have 2 members that are tested positive
9 at this time. Crime update, homicides this year, we are
10 at 54, last year on this date, we were at 62 that's 13%
11 down, nonfatal shootings, we were at 140, last year we
12 were at 174, that's 20% down. Robberies, we were at 252,
13 last year, we were at 314. That's 20% down. Total part 1
14 crime, right now we're at 7,363. Last year, we were at
15 7,116 and that's a 3% increase.

16 ASSISTANT CHIEF LEVALLEY: We have no drag racing
17 activity to report for the year. Some significant
18 incidents to report on. The first is a fatal shooting, it
19 was a domestic violence incident. On March 19th at 4:12
20 PM, officers were dispatched to a shooting that took
21 place in the 14,000 block of Bringer. The victim in this
22 matter was conveyed to the hospital and later expired as
23 a result of his injuries. Officers were able to ascertain
24 that the offender in this matter is in a dating
25 relationship with the victim. The offender was identified

1 as Shanitra Newson, 29 years old. A photo of the offender
2 was provided to the media and after the information
3 regarding the offender was aired on local media stations,
4 she turned herself into police custody. Ms. Newson was
5 charged by the Wayne County Prosecutor's Office with
6 homicide, murder, second degree, and was issued a
7 \$250,000, 10% bond.

8 ASSISTANT CHIEF LEVALLEY: The second incident to
9 report on is a fatal vehicle pedestrian hit and run
10 accident. On March 20th at 8:29 PM, there was a large
11 disturbance in the 15,000 block of Manning that stemmed
12 from an argument via social media. During the incident,
13 the victim, a 40 year old woman was on the front lawn of
14 a home assisting with securing the safety of a young
15 child. The offender was driving a 2020 gray Nissan Murano
16 and intentionally left the roadway and struck the victim.
17 The victim was conveyed to the hospital and later
18 succumbed to her injuries. After a canvas of the area
19 associated with the incident, department members were
20 able to obtain images of a person of interest associated
21 with the vehicle that was utilized to strike the victim.
22 After further investigation, the identity of the offender
23 was obtained. Members from major crimes are actively
24 looking for the offender. Any information regarding this
25 matter is being reviewed by the Wayne County Prosecutor's

1 Office.

2 ASSISTANT CHIEF LEVALLEY: A third critical incident
3 to report on was a fatal shooting, and this was also
4 domestic violence. On March 22nd at 12:45 AM, officers
5 were dispatched to a fatal shooting incident that took
6 place in the 5,000 block of Haverhill. The victim in this
7 incident was discovered at the location suffering from a
8 gunshot wound to her head. Officers were able to receive
9 information that the offender was believed to be the
10 victim's husband. The offender was not at the location at
11 the time of the officer's arrival. Members from our major
12 crimes unit were able to locate and arrest the offender.
13 Charges against the offender are pending and will be
14 issued in the near future. A few other incidents or
15 activities to report on, is that on Monday, March 21st,
16 Chief White held a press conference at our real-time
17 crime center. Chief White highlighted a recent case where
18 a woman was the victim of a pedestrian hit and run
19 accident that resulted in her death.

20 ASSISTANT CHIEF LEVALLEY: He released a video and
21 still photos of a person of interest and talked about the
22 horrific nature of this crime. On Monday, March 21st,
23 neighborhood Police Officers, Wesley and neighborhood
24 Police Officer Sharp of the Eighth Precinct, went to a
25 local school where they had lunch with students and read

1 to them. The students seemed to love it. It was certainly
2 the highlight of their day and the officer's day as well.
3 On Tuesday, March 22nd, Chief White attended the DPD's
4 women's luncheon: women leading today and tomorrow, Chief
5 White spoke about the wonderful contributions that women
6 have made to the Detroit Police Department. Chief White
7 individually recognized all the women in the room for the
8 role they played in taking DPD to new Heights. On
9 Tuesday, March 22nd, DPD's media relations team made a
10 post on Facebook in support of Women's History Month.
11 This particular post focused on civilian members of the
12 DPD. The caption was "As we celebrate the many
13 accomplishments of our DPD women, we'd like to
14 specifically thank the more than 400 civilian women in
15 our department" and on Wednesday, March 23rd, Chief White
16 did an interview with Vanessa Gagna of Scripts Corp.
17 Chief White discussed his community safety plan, and the
18 interview took place in our real time crime center. Thank
19 you.

20 CHAIRPERSON HOLLEY: Well, thank you, Assistant
21 Chief. Board members, what I'd like to do, if you don't
22 mind, is have one question, to the chief. If you have a
23 question, not a comment, not a commentary, just a
24 question. We've been requested by several members of the
25 Board that were just too long. We did try to start these

1 meetings, but by sorting our comments will help a whole
2 lot. Also, you see that we have any response from the
3 human resource department, any questions that you had
4 last week, we got them in there for you this week. So, if
5 you give me some questions, give Ms. White some questions
6 for whatever we don't get done today, you submit those
7 questions and we're going to get right back to you. We'll
8 make sure that you have what you need, but I need to also
9 know that we need to be more efficient, effective, and as
10 well as, I don't have any other words to say to rhyme
11 with that. So at this time, Commissioner Banks, do you
12 have a question for the...?

13 COMMISSIONER BANKS: No, I have nothing.

14 CHAIRPERSON HOLLEY: All right.

15 COMMISSIONER BANKS: Not now. I'm sorry.

16 CHAIRPERSON HOLLEY: No, no. I'm just messing with
17 you, Commissioner Burton.

18 COMMISSIONER BURTON: Yes. Mr. Chairman. The policy
19 committee would like to have a copy of the core report
20 when Officer John Bennett was on the core committee, we'd
21 like to see that core report, so the policy committee can
22 review it. Can we have that within 24 hours?

23 CHAIRPERSON HOLLEY: Can you put it in writing for me
24 though today, before you leave?

25 COMMISSIONER BURTON: It's on the record, Mr.

1 Chairman.

2 CHAIRPERSON HOLLEY: Okay.

3 COMMISSIONER BURTON: We, the policy committee, would
4 like to see the report from the core report that was
5 taking place some years back.

6 CHAIRPERSON HOLLEY: All right.

7 COMMISSIONER BURTON: So we can review.

8 CHAIRPERSON HOLLEY: We've been in the meeting for 20
9 minutes, so we would do this. I don't want to go with
10 this. Did you get it?

11 ASSISTANT CHIEF LEVALLY: I got a note.

12 CHAIRPERSON HOLLEY: Very good. Thank you. Ms. White,
13 do you have it?

14 MS. WHITE: Yes sir. Through the Chair.

15 CHAIRPERSON HOLLEY: Very good. And again,
16 Commissioner Holt, how are you today?

17 COMMISSIONER HOLT: I'm fine, thank you, Chair
18 Holley. No, I have no questions.

19 CHAIRPERSON HOLLEY: Thank you. Commissioner Bell.

20 COMMISSIONER BELL: Thank you, Chair. AC is there
21 something in the media in reference to a high profile
22 case that was solved about ShotSpotter?

23 ASSISTANT CHIEF LEVALLEY: I'm not sure of that, off
24 the top of my head. You're talking about on our Facebook
25 page?

1 COMMISSIONER BELL: No, the news reported an incident
2 of a shooting and ShotSpotter was very helpful in
3 apprehending the person. Could you look it up and report
4 back?

5 ASSISTANT CHIEF LEVALLEY: Yes.

6 COMMISSIONER BELL: I would like to report verbally,
7 you know, for the public to hear that and some of the
8 commissioners to hear that. Thank you.

9 ASSISTANT CHIEF LEVALLEY: Will do.

10 CHAIRPERSON HOLLEY: Commissioner Pressley.

11 COMMISSIONER PRESSLEY: No, Mr. Chair.

12 CHAIRPERSON HOLLEY: Commissioner Moore.

13 COMMISSIONER MOORE: Thank you, Mr. Chairman.

14 COMMISSIONER MOORE: Chief, did you hear about a
15 shooting that happened within the last 48 hours involving
16 the Wayne County Sheriff for anything of that nature?

17 ASSISTANT LEVALLEY: No, but if there is, are you
18 aware? No, I'm not aware of any.

19 COMMISSIONER MOORE: Something about a child in the
20 Wayne County Sheriff... okay, I'll further research it.
21 Thank you.

22 CHAIRPERSON HOLLEY: Commissioner Bernard.

23 COMMISSIONER BERNARD: Hi again, Commander. Number
24 one, you mentioned that the Chief had attended several
25 events regarding Women's History Month. In the future,

1 can you let the women on this Board know, so that we can
2 also attend? And then secondly, in terms of the responses
3 that you gave to our questions, they were very good, but
4 one of the spreadsheets that you created related to the
5 demographics on separations within the Department. You
6 did a five year line. Of the five years, they were all
7 together. There were 88, I'm sorry, 78 people who
8 separated within five years. Of that 78, I think 66 were
9 white males. 12 were white females. In terms of the
10 African American separations, there were 12 black males
11 and 1 female. So there were 13 black folks who left, who
12 just sort of got the training and left.

13 COMMISSIONER BERNARD: And then there were 78 white
14 people who did that. I'm just interested in how you guys
15 are going to address this situation because apparently,
16 we are being farmed, if you will, for the suburban
17 departments, and this is a problem. And when you break it
18 down, as you did, this is your report, not mine, from a
19 racial standpoint, you see it very clearly. So, although
20 we're supposed to be one community in one department,
21 apparently that's not happening. So if you could follow-
22 up on that, I sure would appreciate it. Thank you.

23 ASSISTANT CHIEF LEVALLEY: Will do. ,

24 CHAIRPERSON HOLLEY: Thank you, Commissioner.

25 Commissioner, Vice-Chair Ferguson.

1 VICE-CHAIR FERGUSON: Through the Chair. Now this may
2 be a union question, I'm not sure, but I guess if you can
3 sit in on union talks, this might help out. I've been
4 talking to some officers and like Commissioner Bernard
5 said, they're leaving, right, and they're leaving for
6 pay. So...

7 COMMISSIONER BERNRD: More than that.

8 VICE-CHAIR FERGUSON: One thing they told me that
9 would get them to stay, right. It's really easy. They
10 said, if you let us or through the union, if we can do
11 our 25 years and then we can get our pension, no matter
12 what age they are, they do 25 years and get their
13 pension. Because we're finding out now, you start at 18
14 years old, by the time you turn 55, you got about 40
15 years in, right, or close to it. That's a long time for
16 some of these officers to be out there running around
17 chasing people. Right. So I don't know if you can do
18 anything about that because we all know we don't get a
19 chance to sit in on talks.

20 CHAIRPERSON HOLLEY: Right.

21 ASSISTANT CHIEF LEVALLEY: So, I do know that is a
22 contractually negotiated item, but it was changed when
23 the city went through bankruptcy and there's provisions
24 of the bankruptcy that prevent us from addressing pension
25 issues until a certain date. And I'm not certain what

1 that date is. I believe it's sometime in 2024. So until
2 that point, I don't believe we can change the retirement
3 benefits, but I do agree that when you put an age
4 restriction on your benefits when somebody can collect
5 their benefits, that it does have an impact on who wants
6 to stay in the Department, how long they stay or what
7 decisions they make. Personally, I was impacted. I
8 started in the Department when I was 18. And so when
9 those changes took place throughout bankruptcy, it caused
10 you to have to make a much longer commitment. So it is
11 definitely something that we want to address, the entire
12 benefits package. It all relates to retention, Officer
13 Morale, Office of Productivity. So, we're just now
14 getting into contract talks with the LSA and we'll be
15 starting with the DPOA very soon and we hope to have a
16 lot of positives that come out of that.

17 VICE-CHAIR FERGUSON: Okay. Thank you.

18 CHAIRPERSON HOLLEY: Thank you, Vice-Chair. Thank
19 you, Chief LeValley. Thank you so much. At this time, I'm
20 going into presentations. At this time, I'd like to have
21 civil rights, body-worn cameras...

22 COMMISSIONER HOLT: Through the Chair.

23 CHAIRPERSON HOLLEY: Yes.

24 COMMISSIONER HOLT: Through the Chair. I'm sorry. I
25 did pass on my opportunity, but to piggyback on the

1 comment that was made by Commissioner Bernard, in terms
2 of us being invited to various events, I too was
3 thinking, wow, we missed that one. But then on the
4 positive side, we did get an invitation for the walkathon
5 that the female officers conducted very early on in their
6 recognition of Women's Month.

7 CHAIRPERSON HOLLEY: Well, while you're making a
8 comment, look in your package there and let them know
9 that if you didn't get to their event, they can get to
10 your event on Monday. Can you announce that?

11 COMMISSIONER HOLT: Now or later?

12 CHAIRPERSON HOLLEY: Go on down...

13 COMMISSIONER HOLT: Okay. Thank you for this
14 opportunity. Yes, the staff has created an opportunity
15 for the three women on the Board of Police Commissioners.
16 Of course, Commissioner Linda Bernard, Commissioner Lisa
17 Carter and I, Commissioner Annie Holt to be a part of the
18 Women's History Month event and at that event, one of our
19 keynote speakers will be the president of Ann Arbor to be
20 oversight. And her name is, Ms. White?

21 MS. WHITE: Dr. Lisa Jackson.

22 COMMISSIONER HOLT: Dr. Lisa Jackson. That event will
23 be held March the 28th, 2022 at 2:30, and it will be held
24 here at... no it's going to be on six mile. Oh, I
25 would've gone to the wrong place. It's going to be at the

1 Merrill Plaisance, which is 900 Merrill Plaisance. Thank
2 you, Chair.

3 MS. WHITE: Through the Chair. That is the office of
4 the chief investigator's unit. So that is where the event
5 will be held. Thank you so much.

6 CHAIRPERSON HOLLEY: So, even though we can't get to
7 theirs, they can get to ours that's what we're trying to
8 say, that's all.

9 MS. WHITE: Yes, yes, it is an open invitation.

10 CHAIRPERSON HOLLEY: Just make a note, if you would,
11 please, and thank you so much. At this time, the Chair
12 will continue with the presentation. We thank you so
13 much.

14 MS. WHITE: Mr. Chair.

15 CHAIRPERSON HOLLEY: Yes.

16 MS. WHITE: Before the commanding officer comes
17 before us for the body-worn camera and conducts the
18 energy weapons, if I can just share a few points and
19 reminders about today's presentation.

20 CHAIRPERSON HOLLEY: Sure.

21 MS. WHITE: Today's presentation is on the
22 Department's civil rights division, reviewing and
23 evaluation of the body-worn cameras and conducting the
24 energy weapons. The civil rights division will provide an
25 overview of its findings regarding random audits and

1 evaluation that it performs, regarding the BWC and the
2 taser use. The Board will recall that in 2017, the Board
3 in collaboration with the Department conducted extensive
4 research and analysis, engaged in various meetings and
5 policy discussions among other key initiatives and
6 activities to develop sound comprehensive policies that
7 reflect best practices regarding the body-worn cameras
8 and the conducted energy weapons. Regarding some of those
9 key recommendations just to place that on the record, the
10 Board and the Department worked to include and to require
11 that members continue recording during all police-citizen
12 encounters, including, but not limited to cases involving
13 search warrants, arrest warrants or exigent
14 circumstances. The policy also included prohibiting off-
15 duty use and allowing the use of BWCs by members approved
16 for secondary employment and ensuring the policy was in
17 compliance with state and federal laws, such laws such as
18 the law enforcement body-worn camera policy or privacy
19 act, which governs the distribution of BWC evidence
20 through the public through the freedom of information
21 act.

22 MS. WHITE: And also, with respect to the taser
23 policy, the Board recommended and worked with the
24 Department to develop key policy provisions, prohibiting
25 the use involving members of our special population,

1 including pregnant women or women who are believed to be
2 pregnant, persons with medical conditions and other
3 special considerations. So, there were a number of policy
4 recommendations that the Board and the Department worked
5 together to make sure that the policy was comprehensive.
6 Overall, these policies include best practices,
7 constitutional protections, and safe measures that
8 protect both the Department and the public's interest.
9 This present presentation is based on the Board's request
10 to receive updates on the Department's BWC and conduct
11 the energy weapons used. The Board again, thanks the
12 Department for sharing the presentation in advance and
13 looks forward to learning more information and also the
14 PowerPoint presentation will be available online. Thank
15 you.

16 CHAIRPERSON HOLLEY: And thank you, Interim Secretary
17 White. Thank you so much for your patience with me. Just
18 to let us know, your name and who is with you, if you
19 have someone else with you?

20 LIEUTENANT CHADWICK-BILLS: Through the Board. Good
21 afternoon.

22 COMMISSIONER BERNARD: I can't hear you.

23 LIEUTENANT CHADWICK-BILLS: Can you hear me? Can you
24 hear me?

25 COMMISSIONER BERNARD: Louder, okay. Thank you.

1 LIEUTENANT CHADWICK-BILLS: Through the Chair.
2 Greetings to the Board as well as Assistant Chief. There
3 are a few members here from the civil rights division
4 with me. Captain Lever is here as well as Sergeant
5 Johnson. Also attending are my performance and compliance
6 analyst, Ms. Brown and Ms. Johnson.

7 CHAIRPERSON HOLLEY: We welcome all of you.

8 LIEUTENANT CHADWICK-BILLS: I am Angelique Chadwick-
9 Bills, again, Lieutenant of the civil rights division and
10 I am going to go over the body-worn camera and conduct an
11 energy weapon auditing. Was the PowerPoint provided?

12 MS. WHITE: Yes, ma'am.

13 LIEUTENANT CHADWICK-BILLS: Okay. Do we have it
14 or...?

15 MS. WHITE: Yes, it is showing at this time.

16 LIEUTENANT CHADWICK-BILLS: Very good. Thank you so
17 much, ma'am. Body-worn camera policy. It is the policy of
18 the Detroit Police Department to increase member safety,
19 protect the Department from unwarranted citizen
20 complaints and ensure exceptional police service by
21 members of the Detroit Police Department by using BWC
22 systems to securely record policing activities on video
23 audio media, the use of BWC does not replace the
24 requirement to provide thorough written documentation of
25 an incident. All data images, video, and metadata

1 captured recorded or otherwise produced is the property
2 of the Detroit Police Department and is subject to state
3 and local law and city policies regarding retention of
4 record. Recording the shift, members shall activate their
5 body-worn cameras to record all significant contacts with
6 citizens, which are, or could be reasonably determined as
7 pertinent regarding the performance of their official law
8 enforcement duties, such as cause for service, vehicle
9 stops, execution of search and or arrest warrants,
10 citizen encounters, which necessitate police involvement.
11 Once a body-worn camera is activated, the device shall
12 remain on until the event is completed in order to ensure
13 the integrity of the recording,

14 LIEUTENANT CHADWICK-BILLS: The auditing process. The
15 body-worn camera office of the civil rights division
16 selects a random date. The individual commands are
17 directed to submit their daily details and all members'
18 activity logs for the specified date. First, the auditor
19 reviews the provided daily details and the members'
20 activity logs. Next, the members' online watch our
21 evidence library for an event profile that is reviewed
22 for the selected date. Then the profile is reviewed for a
23 video introduction and body-worn camera synchronization
24 with the In-Car system.

25 LIEUTENANT CHADWICK-BILLS: Lastly, the auditor

1 selects an event from the member's activity log and
2 compares it to their profile to ensure the citizen
3 encounter was recorded in compliance with policies. This
4 means that the body-worn camera office checks to ensure
5 that officers conduct a video introduction, sync their
6 BWCs to their vehicle and meet event compliance
7 standards. Audit recording and reporting. The auditor
8 findings are documented in a spreadsheet and the results
9 are calculated through Excel. So, overall findings are
10 reported at CompStat. Individual's commands with members
11 found not to be in compliance with the Department's body-
12 worn camera policy receive notification by way of a
13 corrective action notice or CAN. The command is then
14 responsible for providing a response regarding any
15 subsequent investigation and action in the form of a
16 corrective action plan or CAP.

17 LIEUTENANT CHADWICK-BILLS: 2021 BWC compliance rate.
18 The event captured compliance rate for 2021 was 98.5%
19 overall. Introduction compliance, 97%, synchronization
20 compliance, 99%. And the combined introduction and
21 synchronization compliance rate was 96.3%. A total of
22 16,560 events were reviewed for the year 2021.

23 LIEUTENANT CHADWICK-BILLS: Conducted energy weapon
24 policy. The taser X2CEW is the only Department approved
25 CEW. No other CEW or comparable device may be carried

1 while a member is on duty or working secondary
2 employment. Only those members who have been trained may
3 carry and use the taser X2CEW. Force used by members
4 shall be in accordance with the DPDs use of force
5 policies. All on duty members shall be equipped with the
6 Department approved CEW. Those members assigned to field
7 assignments such as investigations or patrol shall carry
8 the Department approved CEW at all times. Those members'
9 assigned to administrative duties such as desk or records
10 must have the Department approved CEW available. Subject
11 to the objectively reasonable standard set forth in
12 Graham v. Conner and discussed above the taser or X2CEW
13 may be discharged against purposes who are actively
14 resistant, actively aggressive or self-destructive.
15 Members shall target the lower center mass of the body on
16 the front of the body and below the neckline of the back
17 because clothing is usually tighter across the back. If
18 the suspect is wearing loose or heavy clothing on the
19 upper body, the legs may also be a target.

20 LIEUTENANT CHADWICK-BILLS: Conducted energy weapon
21 definitions. Beneficial use: Unholstering the CEW with
22 the intent of discharging it, warning a subject of
23 imminent CEW discharge against them. The utilization of
24 warning arcs and or acquiring a target with a CEW.
25 Discharge: the act of pulling the CEW trigger to

1 discharge the probes or to utilize the drive stun mode.

2 LIEUTENANT CHADWICK-BILLS: CEW auditing. All reports
3 and notifications made necessary by nature of taser
4 deployment or taser discharge shall be completed
5 immediately to document the actions by each individual
6 officer. The involved members' parent shift command is
7 responsible for reviewing all documents and available
8 video of the incident. To that end, the parent shift
9 command is responsible for completing a supervisory
10 endorsement regarding preliminary findings on a CEW
11 tracking form. This form is to be emailed directly to the
12 civil rights division as soon as possible, following the
13 incident. The civil rights division reviews the document
14 for completeness and discrepancies before cataloging it
15 in a Smartsheet for future reference. The performance and
16 compliance office of the civil rights division is the
17 depository for all use of force investigations completed
18 at the command level. Performance and compliance audits
19 to determine if commands are ensuring that the required
20 investigations are being completed in compliance with
21 Department, policy, state, and constitutional laws. If
22 exceptions to the Department policy are found, auditors
23 communicate that to the individual commands by way of
24 corrective action notice or CAN. The command is then
25 responsible for a response regarding any subsequent

1 investigation and action in the form of a corrective
2 action plan or CAP.

3 LIEUTENANT CHADWICK-BILLS: The performance and
4 compliance office of the civil rights division provides a
5 monthly use of force audit to the chief of police, as
6 well as quarterly review statistics for the Board of
7 Police Commissioners. Updates and CEW reporting. As of
8 October, 2021 CEW was added to the use of force or
9 detainee injury report as an intermediate weapon
10 category. This document is tracked in the management
11 awareness system. The document now easily identifies the
12 following CEW incident types: discharge took effect,
13 discharge did not take effect, discharge accidental,
14 acquire a target, un-holster target, not acquired. CEW
15 statistics. As we look at CEW deployment for beneficial
16 use in 2021, officers deployed their CEW with or without
17 acquiring a target at nearly the same frequency. In 89
18 instances, officers did not acquire a target, in 86, they
19 did. Similarly in 2022, we are at 15 events with no
20 acquired target and 16 events in which a target was
21 acquired with the CEW device. In 2021, there were a total
22 of 180 CEW discharges. Two of those discharges were for a
23 dangerous animal. Here in 2022, there have been a total
24 of 31 CEW discharges. In summation officers utilize a CEW
25 175 times for beneficial use in comparison to 180

1 discharges during the year 2021.

2 LIEUTENANT CHADWICK-BILLS: CEW 4th quarter
3 statistics. Focusing on the last quarter of 2021 alone,
4 there were a total of 54 deployments for beneficial use.
5 In 29 of those deployments, a target was acquired. As for
6 CEW discharges in the 4th quarter of 2021, there were 53.
7 Of those 53 discharges, 27 took effect and 23 did not.
8 The remaining three discharges were accidental with no
9 intended targets or sustained. Citizen complaint records.
10 In 2020, there were 9 complaints with taser findings,
11 with two taser findings. In 2021, there were 11
12 complaints with one taser finding. So far, in 2022, there
13 has been one complaint with the investigation still
14 pending. Of the three findings, 2 of the concerns were
15 force, and one was procedure. None of the concerns
16 resulted in a sustained finding indicating a departmental
17 policy violation.

18 CHAIRPERSON HOLLEY: Now, when I went over this at
19 breakfast this morning, I was just really impressed in
20 terms of the detail in this report. I mean, it's just
21 unbelievable how you keep these figures and it's very
22 well done and very well put together. I want you to know
23 that. Let me ask you this before I ask the commissioners.
24 **A couple years ago, we had something in the office where**
25 **I was, when a police officer was charged with the taser,**

1 was there anything that you guys did differently or
2 basically, did you learn anything out of that, that
3 perhaps we might be able to, you might want to ask us or
4 recommend to us how we can maybe, put a policy together
5 to make sure that we covered everything else, but we
6 there's something we may not have? Am I making sense to
7 you?

8 LIEUTENANT CHADWICK-BILLS: Were you referencing a
9 specific incident?

10 CHAIRPERSON HOLLEY: What was it LeValley, the young
11 lady that used the taser in Minneapolis somewhere?

12 ASSISTANT CHIEF LEVALLEY: I think you're talking
13 about when she used the taser instead of the gun?

14 CHAIRPERSON HOLLEY: Right, and I'm asking when you
15 see things like that, do you make any changes? Is there
16 something that maybe we should have... we want to make
17 sure nothing like that happens with us.

18 ASSISTANT CHIEF LEVALLEY: So, for us, I think that
19 our taser policy is very strong, training is definitely a
20 component that is involved there. You know, the taser is
21 worn on the opposite side of the body so that you prevent
22 incidents like that from happening. But I think one of
23 the keys to making sure that that takes place is,
24 repeated training with it, and repeated muscle memory,
25 because when you have an incident that occurs on the

1 street, you have to act quickly. And so muscle memory is
2 what you end up relying on, because there's not a lot of
3 time to think through, you know, should I do this? Should
4 I do that? You have to do what you trained.

5 CHAIRPERSON HOLLEY: So, in other words, there's
6 nothing we need to learn out of that situation that we
7 basically...

8 ASSISTANT CHIEF LEVALLEY: We didn't need to update
9 our policy.

10 CHAIRPERSON HOLLEY: Thank you for helping me with
11 that. Commissioner Pressley.

12 COMMISSIONER PRESSLEY: Thank you. Through the Chair,
13 two questions. First, I agree, the report is very
14 thorough, I appreciate that. Relative to the random
15 selections for the video cam footage, is there a set
16 amount of dates in a year that you want to do those
17 reviews? So say for instance, I know they're random, but
18 you say, you at least have to do that, 12 times in a year
19 or 30 times in a year?

20 LIEUTENANT CHADWICK-BILLS: So in 2020, I'm sorry,
21 can you hear me?

22 COMMISSIONER PRESSLEY: Yes.

23 LIEUTENANT CHADWICK-BILLS: In 2021, we selected
24 approximately two dates per month, in which we conducted
25 an audit department wide.

1 COMMISSIONER PRESSLEY: Okay, great, thank you. And
2 then the second question, again, is relative to the body-
3 cam. Again, the being 96, 97, 98, amazing. I'm really
4 encouraged to see that. But is there any way that you
5 capture, for those who have the CAN and CAPS that are
6 repeat offenders, if you will. So, if they were flagged
7 as not being compliant, is there a separate advisory that
8 you have of them, or do they also continue to get
9 reviewed under the random selection?

10 LIEUTENANT CHADWICK-BILLS: So, we do capture people
11 who are repeat offenders in our Smartsheet, so that that
12 can be addressed.

13 COMMISSIONER PRESSLEY: Okay, thank you.

14 CHAIRPERSON HOLLEY: Yes, go ahead.

15 ASSISTANT CHIEF LEVALLEY: I'd like to just provide a
16 little bit more information on both of those topics. The
17 first one on how often the audits are done, just to
18 clarify. So, this civil rights division is part of the
19 professional development office in the Police Department.
20 And they're focusing on department wide audits. So, they
21 select certain dates and they look at everybody who was
22 working in the whole Department on that day. But at every
23 command throughout the Department, there's a policy in
24 place that supervisors have to do random audits daily of
25 body-worn camera footage. So sergeants on patrol are

1 selecting random events from the previous day for the
2 officers that were working on, on their shift, pulling up
3 body-worn camera footage and looking at it to make sure
4 that the officers demeanors are appropriate and that they
5 were acting within policy on how they conducted
6 themselves.

7 ASSISTANT CHIEF LEVALLEY: So this is just one piece
8 of body-worn camera reviews. We actually review much,
9 much more often than that. And then the second...

10 COMMISSIONER PRESSLEY: Repeat offenders.

11 ASSISTANT CHIEF LEVALLEY: Oh yes, repeat offenders.
12 So, yes, we do and we have many discipline cases. So at
13 the command level, supervisors will issue, it's called a
14 counseling register entry, which is basically your first
15 official warning that you haven't done something properly
16 but then when that person repeats not using their body-
17 worn camera that initiates a misconduct. And so we have
18 many misconduct cases that we've adjudicated, involving
19 an officer not turning on the body-worn camera. So they
20 do receive written reprimands for that.

21 COMMISSIONER PRESSLEY: Thank you.

22 CHAIRPERSON HOLLEY: Commissioner Moore.

23 COMMISSIONER MOORE: Yes. Mr. Chairman. So I guess,
24 Chief, you just answered one of my questions. So the
25 minimum discipline would be a written reprimand.

1 ASSISTANT CHIEF LEVALLEY: Yes.

2 COMMISSIONER MOORE: For the body-worn camera not
3 being on. So going to the taser, any tasers lost or
4 stolen?

5 ASSISTANT CHIEF LEVALLEY: I acknowledge that
6 question. I don't know, off the top of my head.

7 COMMISSIONER MOORE: And how do you accidentally
8 discharge a taser?

9 ASSISTANT CHIEF LEVALLEY: Accidentally discharge?

10 COMMISSIONER MOORE: There were three in the
11 category, so they accidentally discharged. So how does
12 that happen? You accidentally pull all the tasers and...

13 ASSISTANT CHIEF LEVALLEY: Well, you probably already
14 have it out and accidentally pull the trigger. I mean, it
15 discharges by trigger pull, the same with accidentally
16 discharging a firearm.

17 CHAIRPERSON HOLLEY: I guess I think the question is,
18 did it happen on the person?

19 ASSISTANT CHIEF LEVALLEY: I don't know. Do you know
20 if those took effect?

21 COMMISSIONER MOORE: Thank you, Mr. Chair.

22 LIEUTENANT CHADWICK-BILLS: No, none of those took
23 effect. Unintentional discharge is just that, and
24 officers are required to check their equipment daily. And
25 so we have to do a taser function test. And so if you're

1 not careful, you're not following, you know, the
2 protocol. If you pull that trigger, you will discharge.

3 COMMISSIONER MOORE: I guess my concern is because
4 the taser is right next to a handgun as far as an
5 intermediate daily force. Do we have any handguns
6 accidentally discharged where officers accidentally
7 discharged their guns?

8 ASSISTANT CHIEF LEVALLEY: Yes. Oh yeah. It happens.

9 COMMISSIONER MOORE: Last question.

10 ASSISTANT CHIEF LEVALLEY: We are not aware of
11 anybody that was shot, but we do get accidental
12 discharges.

13 COMMISSIONER MOORE: Got you. Okay. Do we have any
14 cameras on the tasers? And is that in the plan to have
15 one?

16 LIEUTENANT CHADWICK-BILLS: Some of the tasers do
17 have cameras on them. Any member who works the
18 specialized unit that doesn't normally wear a body-worn
19 camera, does have a camera on their taser. I have a
20 camera on my taser.

21 COMMISSIONER MOORE: Thank you very much.

22 CHAIRPERSON HOLLEY: Good questions. Commissioner
23 Banks.

24 COMMISSIONER BANKS: Yes. Through the Chair. This
25 question is for the Assistant Chief, right here. How long

1 is a taser designed to neutralize an individual and what
2 is a taser designed to do when it neutralizes an
3 individual, what is it doing to that individual? What is
4 it...?

5 ASSISTANT CHIEF LEVALLEY: So the taser, I don't
6 know, off the top of my head, what the exact amount of
7 time that the electricity flows, I'd have to get that for
8 you and get it back to you but basically the system sends
9 an electrical flow through the two probes that
10 incapacitates the person's muscles.

11 COMMISSIONER BANKS: Oh, their muscles.

12 ASSISTANT CHIEF LEVALLEY: I'm not the expert on the
13 terminology, but I think there's a difference between
14 voltage and watts, right? So, it's not designed to where
15 the person is electrocuted, but it's designed to where it
16 incapacitates their ability to use their muscles. So,
17 they tense up and they can't fight and then they would be
18 handcuffed right there.

19 CHAIRPERSON HOLLEY: It's not aggressive.

20 ASSISTANT CHIEF LEVALLEY: It could stop aggressive
21 behavior as well, yes.

22 CHAIRPERSON HOLLEY: So, I'm saying that's what it
23 was designed to do. Commissioner Bernard.

24 COMMISSIONER BERNARD: A couple of things. First of
25 all, I'd like the Board to know that one, it's an

1 excellent report and thank you very much, but secondly,
2 this report is based on an audit of two days a month, as
3 I understand it, that you examined the data. So actually,
4 the issue regarding tasers as I think Chief LeValley just
5 indicated are much greater based on what happens in the
6 precincts because the commanders in the precincts are
7 addressing this whenever a taser is discharged. Secondly,
8 my question to you Miss is, if your report could also
9 include, in the future, any medical attention that people
10 had to have as a result of the taser use or
11 hospitalizations, against obviously people in the
12 community. And as well as, the actual citations that
13 Chief LeValley just mentioned regarding the misconduct
14 stats, the number of officers who have discharged their
15 weapon, been reprimanded or warned or whatever it is,
16 regarding this because use of force is paramount,
17 obviously important within the community. And we want to
18 stay on top of this, as well as the camera issue, both
19 issues, taser use, camera issues because they're handled
20 at the command level, as you say, as well as a result of
21 your audit, but that's what, two times a month, 24 times
22 a year, 24 days a year that you're looking at it.

23 LIEUTENANT CHADWICK-BILLS: Through the Chair. With
24 reference to the two days a month, that's with a body-
25 worn camera, not for the tasers directly and I can look

1 into the numbers as far as hospitalizations, as well as
2 misconduct stats.

3 COMMISSIONER BERNARD: Thank you.

4 CHAIRPERSON HOLLEY: Thank you. Commissioner Holt.

5 COMMISSIONER HOLT: No, thank you. And I do
6 appreciate the very thorough report, which has already
7 been mentioned.

8 CHAIRPERSON HOLLEY: Thank you. Commissioner Bell.

9 COMMISSIONER BELL: Thank you, Chair. My question
10 relates to Commissioner Bernard's concern. When a person
11 is taser, is there normally some type of medical
12 attention that person receives, to some extent?

13 LIEUTENANT CHADWICK-BILLS: Yes. Anytime a taser
14 takes effect, a person always receives medical attention.

15 ASSISTANT CHIEF LEVALLEY: Yes. Through the Chair,
16 our policy is that medical personnel remove the probes.
17 So, every time we use a taser on somebody, they have EMS
18 come, or we take the person to the hospital to have the
19 probes removed.

20 CHAIRPERSON HOLLEY: Very good. Thank you for this.
21 Excellent follow-up question. Commissioner Vice-
22 Chairperson Ferguson.

23 VICE-CHAIR FERGUSON: Yes. Through the Chair, I have
24 in my hand, a body-worn camera, all right. Couple of
25 things I see wrong already. Well, not wrong, but can be

1 updated. First of all, that little clip that holds the
2 body- camera on, it breaks; that little clip breaks, and
3 they have to send them in to put a new clip on there. I
4 mean, you just can't slide it off and slide a new one on
5 right. The battery light, sometimes it lasts a long time,
6 sometimes it doesn't; it depends on what the officers are
7 doing, how long they're out there. I know I'm throwing a
8 lot at you. The cost, how much does it cost for each body
9 camera and the footage, can it be... upload time quicker,
10 you know, the upload time? Can that be a little quicker?
11 And my last one is, can officers have their own body
12 cams? Can they get their own? Because they're not losing
13 them, but sometimes they get lost in the shuffle. They
14 may do some special ops and they may not turn them back
15 in at the same time. In that way that'll cut down on them
16 trying to punch their number in, and the sergeant's going
17 through; it'll be right there and that footage would go
18 right there. And that would help our chief investigator
19 out. Because if he knows an officer's name, he could just
20 pull body cam footage up right there, you don't have to
21 go through a lot of steps. So, I'm just wondering when we
22 are going to upgrade and update these, right?

23 ASSISTANT CHIEF LEVALLEY: So, I'll take that one.
24 Through the Chair that. The body-worn cameras that we
25 currently have, right there, are approaching their

1 maximum life. They're almost five years old. And so in
2 our plans for the next year, we plan to replace those
3 body-worn cameras with new ones. And so like any other
4 technology, it advances quite a bit over five years, it
5 would be like comparing a five year old laptop to a brand
6 new one. So, a lot of those issues will be addressed
7 through purchasing new body-worn cameras. Awesome. Now
8 whether or not every officer will be issued a camera or
9 not, I can't answer that right now. I think it'll depend
10 on what the cost is. If we can do it, certainly, giving
11 somebody their own piece of equipment that they have
12 ownership and responsibility of is better. We did that
13 with radios years ago, you used to check out a radio and
14 now every officer gets a radio. Other equipment, we do
15 the same thing. So we're going to look at all those
16 issues, the upload speeds. I do know that these go into a
17 docking station and it takes time to upload. But we've
18 seen some of the new systems that are out now and they're
19 much more advanced. So, when we purchase something in the
20 next year, it'll be something that's much more current
21 and up-to-date. In five years from now, it probably won't
22 be, we'll buy something new again.

23 CHAIRPERSON HOLLEY: Excellent presentation. Great
24 questions for the commissioners and also excellent
25 answers to those questions. And I thank you so much.

1 LIEUTENANT CHADWICK-BILLS: Thank you.

2 CHAIRPERSON HOLLEY: At this time, Ms. White, can I
3 have the next presentation?

4 MS. WHITE: Yes, sir. Through the Chair, the next and
5 last presentation for today is regarding NACOLEES and
6 honorable Board, you have received a copy of the
7 presentation in your packet, and we are posting that for
8 the zoom audience to also view it via zoom. Today's
9 presenters are myself, Interim Board Secretary, Melanie
10 White, Commissioner, Linda Bernard, Commissioner, Lisa
11 Carter, Commissioner Annie Mae Holt and also, BOPC staff,
12 Miss Theresa Blossom, Community Relations Coordinator,
13 and we will be providing updates from NACOLEES 2021
14 conference that was held this past December. The
15 objective for this presentation is to provide information
16 about the NACO organization, outline the 13 principles of
17 civilian oversight as recommended by the NACOLEES,
18 describe the NACOLEES 2021 conference tracks, and assess
19 the NACOLEES conference. As I just identify and also
20 provide best practices and recommendations stemming from
21 the NACOLEES conference.

22 CHAIRPERSON HOLLEY: Now, I know you have 10 minutes,
23 you have 10 people almost, so I just want to know how you
24 are all going to do this?

25 MS. WHITE: We will be very brief.

1 CHAIRPERSON HOLLEY: I'm a little bit on edge but
2 graduating a little bit, then you have Commissioner
3 Bernard on there. You know, she's a Matlock, so she just
4 said we have to, so go ahead.

5 MS. WHITE: Yes, sir.

6 CHAIRPERSON HOLLEY: How are you planning on doing
7 that? I'm asking, so I can...?

8 MS. WHITE: Each presenter has been given a...

9 CHAIRPERSON HOLLEY: I got you. You have it
10 organized. What are you trying to tell me? You got it
11 organized. Okay.

12 MS. WHITE: And so we can move right along. So on
13 slide 4, the BOPC, as I mentioned earlier, is a proud
14 NACOLEES member and has been a member of the national
15 oversight agency since 2003. And again, the NACOLEES
16 organization serves as a community resource for civilian
17 oversight agencies, law enforcement, public officials,
18 practitioners, and anyone interested in civilian
19 oversight of law enforcement. The NACOLEES mission
20 statement and purpose are outlined on slide five.
21 Established in 1995, the national association for
22 civilian oversight of law enforcement is a 501 C3
23 nonprofit organization that works to create a community
24 of support for independent civilian oversight entities
25 that seek to make their local law enforcement agencies,

1 jails, and prisons, more transparent, accountable, and
2 responsive to the communities they serve. To further our
3 mission, the NACOLEES hold an annual conference that
4 brings together the growing community of civilian
5 oversight, practitioners, law enforcement officials,
6 journalists, elected officials, students, community
7 members, and others to meet and exchange information and
8 ideas about issues facing civilian oversight and law
9 enforcement. And so, the Board of Police Commissioners
10 routinely attend the annual conference.

11 MS. WHITE: The 13 principles of civilian oversight
12 are outlined on page six and all of the details are on
13 NACOLEES website. And we do have the NACOLEES website
14 embedded in the Board of Police Commissioners website, as
15 well to signify that the Board again is a proud member
16 and utilizes the best practices from NACOLEES. The 13
17 principles are as follows: Number one, independence
18 clearly defined and adequate jurisdiction and authority,
19 unfettered access to records and facilities, access to
20 law enforcement executives and internal affairs, staff
21 for cooperation sustained stakeholder support, adequate
22 funding and operational resources, public reporting, and
23 transparency, policy and patterns in practice analysis,
24 community outreach, community involvement,
25 confidentiality, and anonymity and protection from

1 retaliation and procedural justice and legitimacy. And
2 again, this is recommended by the NACOLEES. And we can
3 confidently say that the Board of Police Commissioners
4 adheres to all of these principles of civilian oversight
5 and works effectively, comprehensively, and very closely
6 with the Department to make sure the oversight is
7 effective and is of quality by nature.

8 MS. WHITE: The conference tracks that were aligned
9 for this past conference, again, the theme was civilian
10 oversight as a permanent part of public safety. The
11 conference tracks were as follows: reform and innovation,
12 jail, and prison oversight, strengthening the work of
13 oversight and collaboration. For today's presentation. We
14 will just focus on the three conference tracks, reform
15 and innovation, strengthening the work of oversight in
16 collaboration and the commissioners and staff. We will
17 share feedback from the conference sessions. I will start
18 with Miss Theresa Blossom in regard to one of the
19 conference sessions that focused on reform and innovation
20 and discuss the partner partnerships between law
21 enforcement and other external stakeholders. Miss
22 Blossom.

23 MS. BLOSSOM: Good afternoon, honorable Board.
24 Through the Chair, the Board of Police Commissioners has
25 been very fortunate in the last few years to have had

1 several proposals, accepted by NACOLEES for presentation
2 at conferences. Sometimes they were strictly Board
3 presentations and partnership with DPD, and sometimes
4 we've asked our community stakeholders to do proposals
5 because they are really good innovative programs. The
6 Board is very familiar with the Northeast guidance center
7 now, CNS, you've had several meetings there on the east
8 side and the Fifth Precinct. We were there in August for
9 the chief of police interviews for those who need a
10 location reminder. We had asked them before, in 2020 to
11 do a proposal on their mental health work with DPD and
12 then, of course, DPD expanded its collaboration and co-
13 response model.

14 MS. BLOSSOM: And they had that proposal accepted for
15 the 2021 conference. Lieutenant Gordon Moore and the
16 supervisor for the Detroit crisis intervention team was
17 DeShawn Kirkland from CNS, presented at that conference
18 and it was very well received because the co-response
19 model does allow for more effective intervention and it
20 supports from the Board's goal and the community goal of
21 stopping the criminalization of mental illness. Northeast
22 guidance center has long been active in that area. They
23 were one of the leaders in implementing the CAPA program,
24 the community and police partnership advocacy program
25 with DPD, and the mental health agency. And the good news

1 from that co-response model is that it continues to be
2 implemented throughout Detroit. And just this past
3 Monday, I believe it started at the Seventh Precinct. So,
4 it continues to expand and go precinct to precinct. And
5 we're looking forward to having additional community
6 stakeholders' work in partnership with us to get the good
7 programs that have that community component, in front of
8 the NACOLEES audiences, which tend to not just be
9 national, but also international and benefit from those
10 proven practices. Thank you.

11 MS. WHITE: Thank you. And now we can move to the
12 feedback, the conference session. We are going to start
13 with Commissioner Annie Holt.

14 COMMISSIONER HOLT: Thank you, Ms. White. Yes, it was
15 very informative and I had the opportunity to interact
16 with the commissioners from, well, in some regards
17 international, because I do believe we had membership
18 from, for example, Mexico, and I want to say, someplace
19 in Europe. So, it did provide the opportunity and, and
20 what was, um, what was sort of humorous as it relates to
21 the commissioners from Mexico? Their focus was how to
22 combat the drug agencies that were negatively impacting
23 their community. Ms. Blossom and I set at a round table
24 whereby there was the discussion of the youth advisory
25 council, which, I don't know if I'm jumping ahead, but we

1 are planning for Board of Police Commissioners to lead
2 the charge to institute a youth advisory council with the
3 assistant of Commissioner Carter, Ms. Blossom, of course,
4 and Ms. White and myself, and at the round table again
5 with Ms. Blossom and I, we had the opportunity to get
6 into dialogue with one young commissioner from Tennessee,
7 an Asian young man that was very prolific in his
8 understanding, his entire dialogue was to defund the
9 police. And when asked, if we're gonna defund the police,
10 then what would be our recourse in terms of security? He
11 said, the community people would look out for each other
12 and therefore we wouldn't need the negative oversight of
13 law enforcement. So I believe I can pass the mic to
14 someone else.

15 MS. WHITE: Thank you so much, Commissioner Holt, and
16 Commissioner Bernard.

17 COMMISSIONER BERNARD: Hi, ladies and gentlemen. The
18 person that was most impressive to me, was an African
19 American woman by the name of Susan Hutson, H U T S O N.
20 Chief, she is the NACOLES past president and she's a
21 former investigator. She does what Akbar does here in
22 terms of our investigative group. But what made her so
23 impressive was the fact that number one, she was also the
24 monitor, like, you know, we had the consent decree in
25 Detroit where she was the official federal monitor for

1 the City of New Orleans. So, she had investigated the
2 police department. She's not a lawyer, she's not a cop,
3 and she's none of the above. She is a very, very smart,
4 articulate person that's a leader and very well trained.

5 COMMISSIONER BERNARD: But Mr. Chairman, what was
6 most impressive about her was that she subsequently ran a
7 grassroots campaign in the City of New Orleans, which is
8 one of my favorite cities and she was elected as sheriff.
9 She's not a cop, she's not a Benny Napolian, none of that
10 stuff. She is the elected sheriff of the parish, the
11 whole city of New Orleans. And she ran on a platform as a
12 civilian that included only three things. One was to
13 provide for the humane, ethical, psychological, and
14 medical treatment of incarcerated persons. So she's
15 totally outside the box of law enforcement. And then her
16 second platform was that she wanted to have housing for,
17 i.e. prisoners, which is what we do with the detention
18 center, for those experiencing loss of liberty due to
19 sentencing trials awaiting or other circumstances. And
20 then finally, she decided that she was going to take
21 charge of the behavior and surroundings of incarcerated
22 persons and ensure that each person was safe. I mean, she
23 wasn't command and control, you know, excuse expression,
24 and beat the hell out of them, none of that stuff or that
25 they could just be treated like animals and fed like

1 animals and all that kind of stuff.

2 COMMISSIONER BERNARD: She was a very petite girl, a
3 very attractive woman, very impressive. She won. She won
4 against the incumbent sheriff who had been elected for a
5 number of years. So, we talk for a while and everything
6 and I'd really like to, you know, get her to Detroit,
7 obviously to speak about her experience. And of course,
8 most of their prisoners are African Americans, et cetera.
9 So she was the gem for me for the entire presentation.
10 And I look forward to having her come to Detroit and
11 introducing her to all of us here, to our Chief, to our
12 Sheriff Washington over there and everyone else because
13 she's a whole new paradigm.

14 MS. WHITE: Thank you so much, Commission Bernard and
15 just very lastly, Commissioner Carter did share some of
16 her feedback and takeaways from the conference. One being
17 from the oversight and collective bargaining session that
18 took place where oversight agencies discuss their
19 challenges that they have with the local unions within
20 their respective jurisdictions. But we were able to
21 again, take some information from that conference and
22 we've already implemented some of those measures. The
23 leadership has recently met with the various local police
24 unions here and have engaged in providing the Board of
25 Police Commissioners recommendations as it relates to the

1 collective bargaining agreements. And so the Board of
2 Police Commissions and the Department is always moving in
3 a very progressive state in comparison to a lot of other
4 civilian oversight agencies and continues to be the model
5 in civilian oversight and law enforcement.

6 MS. WHITE: And then if I may just share the last of
7 the presentation, the best practices and recommendations
8 that were taken away from the conference includes the
9 following, and I should say it's not limited to this, but
10 it does include: reforming and transforming change in
11 policing by developing the BOPC youth advisory council,
12 which was previously mentioned, strengthening the work of
13 civilian oversight by enhancing the BOPC's use of digital
14 media platforms and IT data analysis component for public
15 engagement, education and information about the BOPC, the
16 Department and civilian oversight. The third
17 recommendation was to continue collaborating with local
18 law enforcement agencies, the local, civilian oversight
19 agencies, police unions, and other external stakeholders
20 by enhancing lasting effective relationships that promote
21 professional collaborative and cooperative efforts while
22 maintaining independence. And then lastly, highlighting
23 and recognizing the Board of Police Commissioners
24 contributions and accomplishments locally and nationally,
25 given its historical standing in civilian oversight and

1 public safety. And so that concludes the presentation.

2 Thank you.

3 CHAIRPERSON HOLLEY: Thank you so much. Thank you.

4 Interim Secretary White and thank all of you very much,

5 very educational. If you could take two minutes

6 Commissioner Bell and basically thank them and why it was

7 important for us to say something to the community, since

8 you guys go there on behalf of the City of Detroit.

9 COMMISSIONER BELL: Thank you, Chair Holley. I just

10 want to say that it was an excellent report by Madam

11 Secretary and the Commissioners. I appreciate that, to

12 enlighten the public that this is not just a local

13 entity, it is a national issue. That most focal point of

14 what we lack in oversight over the country is we don't

15 have authority that we should have in terms of oversight.

16 And two, there's pushback, some instances by the mayor or

17 the city charter. That is not the case here, but when we

18 look at police unions are strong lobbyists on oversight

19 on the national level, they spend a whole lot of energy

20 in reference to we don't need oversight, that's a fact

21 and the third item is that the George Floyd bill was

22 squinting oversight in this country. That's a crucial

23 bill, as you know, they are sitting on that bill, but if

24 we can push hard in reference to that bill being passed

25 somewhere in the future, I don't know, but oversight went

1 from what, 10 or 12.

2 COMMISSIONER BELL: We now have over a hundred, but
3 there was a study in the New York Times about oversight
4 in terms of they are not that impressive. And I can agree
5 to some extent, to a great deal extent in terms of where
6 we are trying to educate the public. The public are
7 supportive, but they don't really understand the role.
8 They want us to have more authority. So, on that note,
9 thank you for this. This has been well formed, informing
10 the public. We need to do a better job perhaps in the
11 community informing of a national movement. Therefore, we
12 can get our elected officials also on board in supporting
13 the George Floyd bill and understanding those questions
14 should come up in reference to the interviews, coming up
15 with some of these candidates and I'll leave it at that.
16 Thank you.

17 CHAIRPERSON HOLLEY: Thank you. Thank you very much.

18 COMMISSIONER BERNARD: Mr. Chairman.

19 CHAIRPERSON HOLLEY: Yes.

20 COMMISSIONER BERNARD: Can the staff prepare a
21 resolution for the Board of Police Commissioners to
22 Congress, to our congressional representatives and
23 senators endorsing the George Floyd bill and indicating
24 that we support it.

25 CHAIRPERSON HOLLEY: I don't see no reason why. Has

1 anybody object to that? Hearing no objections, we can
2 just use it...

3 COMMISSIONER BERNARD: The criminal justice act.

4 CHAIRPERSON HOLLEY: You'll just basically, if you
5 don't mind as a consent, based on the fact, no objection.

6 COMMISSIONER BERNARD: Thank you, Mr. Chairman.

7 COMMISSIONER BURTON: Mr. Chair.

8 CHAIRPERSON HOLLEY: Yes, sir.

9 COMMISSIONER BURTON: I just liked to add in relation
10 to the NACOLES. I didn't go to this past training because
11 of COVID, but, you know, I have gone every year,
12 practically since I've been on this board and one of the
13 greatest things that you're going to take away from this
14 training is the extensive amount of training that you're
15 going to receive from various people from around the
16 country that attends these trainings, but also the
17 network and collaboration. Also, one of the greatest
18 feelings you're going to get from being on the Board as a
19 commissioner and taking advantage of the training and
20 opportunities from NACOLES is the day you become a
21 practitioner. You know, in oversight. And so, I remember
22 when I came on as the youngest commissioner in the
23 country, when I took office, 8/9 years ago, who is
24 counting now, right?

25 COMMISSIONER BURTON: I remember my first trip, it

1 was to Kansas City, Missouri, and I was very impressed
2 with what Kansas City was doing. I was impressed with
3 what other entities were doing and various cities as
4 well, but I also saw some of the differences that we were
5 making here at home, here in Detroit. And so, you know,
6 each year you're going to learn that much more and you're
7 going to see that these training opportunities are very
8 important to take advantage of. I remember serving on the
9 newsletter committee. I remember serving on the finance
10 committee. I remember serving on the scholarship
11 committee. I remember advocating for Ferguson and St.
12 Louis, Missouri to participate because they didn't have
13 the budget, like the Detroit Board of Police
14 Commissioners. So they can't send commissioners,
15 investigators, and staff.

16 COMMISSIONER BURTON: But I remember advocating for
17 them when I was on that committee on the scholarship
18 committee saying, we need Ferguson, we need St. Louis and
19 they were able to get granted and receive the
20 scholarships or they could attend. So, that was another
21 good feeling about getting involved in the committee and
22 actually, getting involved and working on policy issues
23 and things of that nature. So, I mean, you're going to
24 get a lot from this and I appreciate. That was just my
25 message to the new commissioners.

1 CHAIRPERSON HOLLEY: I appreciate that. I appreciate
2 it very much, Commissioner Burton. At this time, Ms.
3 White, can you give your report please?

4 MS. WHITE: Yes, sir. Through the Chair, honorable
5 Board, the incoming correspondence is notated on the
6 agenda. The Board received a weekly DPD facial
7 recognition technology report, as well as the DPD
8 ShotSpotter report and the project green light report.
9 Also, the Board received the DPDs HR responses to the
10 Board inquiries from March 10th, 2022. And in terms of
11 staff report, please note that you still have the search
12 and seizure policy directive that is still out ending at
13 this time. We will send the policy committee's
14 recommendations to the entire membership for your review
15 and a vote during next week's meeting. Thank you.

16 CHAIRPERSON HOLLEY: Thank you. Commissioners,
17 unfinished business?

18 COMMISSIONER MOORE: Mr. Chairman, two issues.

19 CHAIRPERSON HOLLEY: Sure.

20 COMMISSIONER MOORE: Very quickly.

21 CHAIRPERSON HOLLEY: Unfinished business.

22 COMMISSIONER MOORE: Yes, sir. I believe there was a
23 presentation given by Captain Lever. Did we ever get the
24 feedback from that about a month ago? Did you provide
25 that, Captain or...?

1 CAPTAIN LEVER: Yes.

2 COMMISSIONER MOORE: So I haven't received it. Okay.
3 I received that again. He did provide it.

4 CHAIRPERSON HOLLEY: Okay, good. And secondly,
5 community meetings. I understand we were meeting at Wayne
6 County Community College. Well, the Second Precinct
7 meeting is coming up in June and I was just wondering, do
8 we have a designated location?

9 CHAIRPERSON HOLLEY: Most likely, Commissioner I
10 mean, Miss Blossom.

11 COMMISSIONER MOORE: Because my boss is in the room
12 and I don't want to get yelled at.

13 CHAIRPERSON HOLLEY: I got you. Ms. White, do you
14 want to, Miss Blossom?

15 MS. WHITE: Yes, sir. Ms. Blossom can share more
16 information.

17 MS. BLOSSOM: Through the Chair. We devised a plan of
18 rotating them, hoping that at some point we'd be able to
19 go back into the field with more facilities open to
20 receive us, once COVID restrictions were lifted. So we
21 are paying very close attention so that we can get back
22 to our regular schedules. Thank you.

23 COMMISSIONER MOORE: So, do we have a location for
24 the Second Precinct or it is being worked on?

25 MS. BLOSSOM: It's being worked on. I have places

1 lined up that we had lined up in 2020 and 2021 and then
2 had to get canceled. So I just want to make sure that
3 we're a little closer to being ready to be in the field.
4 These are places that are very hospitable and there is
5 usually a very quick turnaround with the engagement.

6 CHAIRPERSON HOLLEY: Well, when we do this
7 commissioner and she's very good at this. Ms. Blossom, in
8 other words, we know we can be at Wayne County Community
9 College next month in April. So by then, let's see what
10 happens, and if you really want to get into your
11 District, let's work on that. I think it's admirable for
12 you to do that. And so, but Ms. White and Ms. Blossom,
13 can you listen, I'm sure you are, but I think that's what
14 we need to do if it's possible. If we're going to do
15 anything beyond Wayne County, let's go to Commissioner
16 Moore's District. He's requesting that if it's possible.
17 The other thing, Commissioner, the problem is also the
18 media, this whole hook up here because of zooming and all
19 this. And sometimes the people here work for the whole
20 city, not for us. What I've been trying to do and we'll
21 talk to all of you about is having our own media
22 apparatus, our own team, so that we can really do the
23 kind of things you want to do in the community. But my
24 understanding Ms. White, these young people here work for
25 others...

1 MS. WHITE: Correct.

2 CHAIRPERSON HOLLEY: Other agencies of the city. And
3 so that's the other thing, then the other places we go,
4 like when we are out there on the 7- mile on the
5 Eastside, we had a hard time with video, audio and all of
6 that. So those are things we have to be concerned about
7 as well. But I hear you loud and clear. And for all the
8 other commissioners, I'm hearing you loud and clear, even
9 though you haven't said anything, I'm still hearing you.

10 COMMISSIONER MOORE: Thank you, Mr. Chairman.

11 COMMISSIONER BURTON: Mr. Chairman.

12 CHAIRPERSON HOLLEY: Yes, Commissioner Banks.

13 COMMISSIONER BANKS: He went first.

14 COMMISSIONER BURTON: You know, Mr. Chairman, for the
15 month of June, I'd like for this body to honor the life
16 and legacy of Ron Scott, who meant a lot to our
17 community, who was no stranger to our community, who is
18 strong on police oversight. I believe the 23rd of June, I
19 believe that's his birthday and I believe the Board is in
20 session that day. I'd like it if we can do something like
21 a resolution or something to his organization.

22 CHAIRPERSON HOLLEY: Is that what you want?

23 COMMISSIONER BURTON: Yes.

24 COMMISSIONER MOORE: Support.

25 CHAIRPERSON HOLLEY: Are you sure? Ron Scott. I'm

1 sure you should have one, I know if something happened to
2 me, you all better have something about me before I come
3 back. So I'm just saying to you, you haven't looked at
4 the record and see if we have Ron Scott already.

5 COMMISSIONER BERNARD: We did when he died.

6 CHAIRPERSON HOLLEY: Yes.

7 COMMISSIONER MOORE: Thank you.

8 CHAIRPERSON HOLLEY: So we already have, and if you
9 want to...

10 COMMISSIONER BERNARD: A huge resolution, quite
11 frankly.

12 CHAIRPERSON HOLLEY: You can call me and see if
13 there's something else you'd like to do, but right now we
14 do have one.

15 COMMISSIONER BURTON: Okay. Mr. Chairman, thank you.
16 You know, it'd be nice if we can reach out to his
17 organization to have them to come here and...

18 CHAIRPERSON HOLLEY: Do it, do it.

19 COMMISSIONER BURTON: And provide a presentation to
20 this Board. I mean, Ron Scott meant so much to our
21 community meant so much,

22 CHAIRPERSON HOLLEY: Right now, I'm working on April
23 right now, but June, we can do it, Commissioner.

24 COMMISSIONER BURTON: Have to put it out there,
25 right?

1 CHAIRPERSON HOLLEY: I'm just saying we can do it, we
2 have time. So, tell us what you want to see, what you
3 think we need to do. That's all I'm asking. Not now
4 though, new business.

5 COMMISSIONER BURTON: I'll send you something in
6 writing.

7 COMMISSIONER BERNARD: New business. I just want to
8 make the commissioners aware of the fact that the young
9 lady, Dr. Lisa Jackson, PhD from the University of
10 Michigan is brilliant. She is the speaker for the women's
11 event. She is the niece, Mr. Chairman of Roy Levy
12 Williams.

13 CHAIRPERSON HOLLEY: That's an announcement. I'm
14 talking about new business.

15 COMMISSIONER BERNARD: This is a new announcement.
16 That's the announcement because it wasn't announced
17 earlier and...

18 CHAIRPERSON HOLLEY: Any other new business?

19 CHAIRPERSON HOLLEY: I'm sorry. I thought you...

20 COMMISSIONER BERNARD: And the other new business,
21 I've discussed, obviously with Melanie, the future for
22 the women on the Board, in Women's History Month. In the
23 future, we're not going to be put at the annex. We're
24 going to be where everybody can see us, where everybody
25 can be engaged and involved. We should be in this room.

1 We shouldn't be in the hallway at the annex and we've
2 talked about it. And so I've agreed to stand down this
3 year and cooperate.

4 CHAIRPERSON HOLLEY: You know what you're talking
5 about?

6 MS. WHITE: It's for an off the record conversation.
7 Thank you.

8 CHAIRPERSON HOLLEY: Okay. Commissioner Banks. Did
9 you have a question?

10 COMMISSIONER BANKS: Unfinished business?

11 CHAIRPERSON HOLLEY: Yes, sir.

12 COMMISSIONER BANKS: Did you pass that up?

13 CHAIRPERSON HOLLEY: I did. I passed it because I
14 don't know where I'm going. So you can go ahead. You got
15 something to say, right?

16 COMMISSIONER BANKS: Yes, I do. Two weeks ago, Mr.
17 Chair, I was calling for peace on the floor. It's very
18 chaotic on the floor.

19 CHAIRPERSON HOLLEY: What floor? This floor?

20 COMMISSIONER BANKS: Here.

21 CHAIRPERSON HOLLEY: Oh, wait, what happened?

22 COMMISSIONER BANKS: A lot of conflict and strife on
23 the floor.

24 CHAIRPERSON HOLLEY: Was I here?

25 COMMISSIONER BANKS: Yes, you were right here.

1 CHAIRPERSON HOLLEY: Okay.

2 COMMISSIONER BANKS: You the one who hollered at me.

3 CHAIRPERSON HOLLEY: Oh, I hollered at you. I'm
4 sorry.

5 COMMISSIONER BANKS: Yes, you did and I thought it
6 was very disrespectful.

7 CHAIRPERSON HOLLEY: Oh, man.

8 COMMISSIONER BANKS: I thought it was out of order,
9 what you did. I thought it was disrespectful what you
10 did. You're supposed to be the Chair? I understand you
11 are a president and a pastor, but you are held to a
12 higher accountability in a book of Titus. Ministers and
13 leaders are held to a higher standard. So please respect
14 me. That's all I'm asking for, you to respect me that was
15 very disrespectful and out of order for you to do that.

16 CHAIRPERSON HOLLEY: Again, you know, I...

17 COMMISSIONER BANKS: All you had to do was just...

18 CHAIRPERSON HOLLEY: I'm just saying, I'm sorry.

19 COMMISSIONER BANKS: And I'm just calling for peace
20 and harmony.

21 And I'm

22 CHAIRPERSON HOLLEY: But Reverend, you're the guy I
23 really like. Everybody...

24 COMMISSIONER BANKS: Well, I wouldn't have never
25 known that.

1 CHAIRPERSON HOLLEY: Well, I'm just...

2 COMMISSIONER BANKS: I wouldn't have never known that
3 the way you were hollering at me.

4 CHAIRPERSON HOLLEY: Did I. I'm sorry.

5 COMMISSIONER BANKS: I'm calling for peace and
6 harmony.

7 CHAIRPERSON HOLLEY: I apologize. Please forgive me.
8 Will you accept my apology?

9 COMMISSIONER BANKS: Oh, yeah, all is well, but I
10 just wanted to address that to you, you know.

11 CHAIRPERSON HOLLEY: Right. If I did that, you're
12 absolutely right. You are absolutely right.
13 Announcements, any other announcements.

14 MS. WHITE: If I may mention for the record regarding
15 the U.S. George Floyd, justice and policing bill, the
16 Board did approve a resolution in that regard. Thank you.

17 CHAIRPERSON HOLLEY: We normally, we are up to date
18 on a lot of stuff around the country, you know?

19 MS. WHITE: Yes sir.

20 COMMISSIONER BERNARD: But it's okay to mention it.
21 Thank you,

22 CHAIRPERSON HOLLEY: Announcements. I'm going to
23 announcement. Is that okay for everybody?

24 COMMISSIONER BELL: We just...

25 COMMISSIONER BERNARD: We need to give him a little

1 boost. Get on the job there. Get it approved.

2 CHAIRPERSON HOLLEY: Commissioner Bell. You have the
3 floor.

4 COMMISSIONER BELL: Thank you, sir. I just want to,
5 we should pause to acknowledge a great day for Chief
6 James E. White. Today is his birthday. So, if we could
7 acknowledge happy birthday, some of you people can sing,
8 then if we could watch it perhaps at our meeting, I'm
9 pretty sure they monitor it.

10 CHAIRPERSON HOLLEY: Let's not sing but let's say,
11 Happy Birthday.

12 COMMISSIONER BELL: Whoever wants to take the lead?
13 Commissioner and I will take the lead. Happy Birthday,
14 briefly.

15 CHAIRPERSON HOLLEY: Commissioner Moore, do a nice...
16 for all of us.

17 COMMISSIONER MOORE: Say a rap in honor of...

18 CHAIRPERSON HOLLEY: I didn't know it was his
19 birthday. I would've had something in my notes, but I'm
20 asking you if you would, on behalf of all of us, will you
21 please say to the Chief through AC LeValley that we want
22 to wish him a happy birthday from all of us.

23 COMMISSIONER MOORE: Through the Chair. Let the Chief
24 know that we, the Board of Police Commissioners, wish him
25 a Happy Birthday.

1 ASSISTANT CHIEF LEVALLEY: I will.

2 COMMISSIONER MOORE: Happy 25th Birthday. We wish him
3 many more and we appreciate his leadership for the
4 Department.

5 COMMISSIONER BERNARD: And Happy Earth Day.

6 CHAIRPERSON HOLLEY: Happy Holiday, Holley Holiday.
7 You all got it all, got it. So, next meeting, please?

8 COMMISSIONER HOLT: Excuse me. Through the Chair. I
9 have a small announcement. I'd like to bring to the
10 attention of the Board of Police Commissioners that these
11 fantastic cups with awesome tea were left as gifts to us
12 by the chair of the citizen radio patrol and Ms. White,
13 would you please uplift her name for me?

14 MS. WHITE: I don't have that name in front of me.

15 COMMISSIONER HOLT: I'm sorry, Ms. White.

16 CHAIRPERSON HOLLEY: Mr. Brown does.

17 MR. BROWN: Mira Gracie.

18 CHAIRPERSON HOLLEY: Thank you. Okay. Thank you,
19 again.

20 COMMISSIONER HOLT: Thank you.

21 COMMISSIONER PRESSLEY: Awesome.

22 CHAIRPERSON HOLLEY: Good. Next meeting. Next
23 meeting, Mr. Brown.

24 MR. BROWN: Yeah. Good afternoon, Mr. Chair. The next
25 BOPC meeting is March 31st, 2022 at 3:00 PM at Detroit

1 Public Safety Headquarters. And the next community
2 meeting will be at WC3 at the Larry Lewis building, the
3 Northwest campus at 8,200 West Outer Drive at 6:30 PM,
4 April 14th. And the monthly community committee meeting
5 schedule: budget committee meeting schedule every second,
6 Wednesday at 2:00 PM, policy committee meeting every
7 second Wednesday 3:00 PM, personnel and training
8 committee meeting every second Wednesday at 4:00 PM, and
9 the citizen complaint committee meeting every second,
10 Wednesday at 4:30 PM. And Mr. Chair from there, I can go
11 to public comments.

12 CHAIRPERSON HOLLEY: Thank you so much.

13 MR. BROWN: We currently have 7 speakers in our call
14 of those that's in the room. LSA President, Lieutenant
15 Mark Young, followed by Ms. Joy.

16 LIEUTENANT YOUNG: Good evening. Let's not forget
17 Captain Jonathan de Parnell. Today is the anniversary of
18 his death. He died of COVID. He was an active member,
19 brave leader, an awesome colleague. He gave his life for
20 this city as well. I have a lot of comments, some of it
21 goes back to last week's meeting, but I'm trying to work
22 my way there too, Reverend Holley. So I'm going to let
23 some of that go. Respect for my colleagues who are out
24 there every day. I appreciate what they do in 16-hour
25 shifts. Violence is increasing, we are handling that, we

1 are battling that, we're standing up to that, we
2 addressing that and we tackling that. We are not the
3 enemy. We are the people that the Lord sent to battle the
4 enemy. If you're not careful, sometimes a mixed message
5 goes out, the law enforcement is the enemy, especially in
6 the Detroit Police Department. That is far from the
7 truth. 16 hour shifts, they are working, their behinds
8 off, and I'm impressed and I'm proud of them. And I'm
9 blessed to be one of them. I spoke about recruitment and
10 retention years ago, and it fell on deaf ears. And now,
11 all of a sudden we are defcon 1.

12 LIEUTENANT YOUNG: This upcoming collective
13 bargaining agreement, you won't be able to hide from it,
14 if you don't address it properly. I'm not talking about
15 the issues that you're trying to address. I'm talking
16 about the issues of recruitment and retention and I have
17 a couple more things I'm going to say, but the clock
18 seems to move pretty fast when I speak. I always get
19 angry when somebody says, this is what we negotiated,
20 when we know that that's not true. That's embarrassing
21 and insulting every time I hear that. For a member to
22 come into the Detroit Police Department at 18 and have to
23 stay to a minimum of 50, to get a benefit, and then have
24 no retiree healthcare and a pension that really doesn't
25 matter. You think somebody really walked in the room and

1 negotiated that? I will leave the rest of it alone.

2 MR. BROWN: Miss Joy, followed by Mr. Dana Lan.

3 MS. JOY: Welcome to this honorable Board and welcome
4 to everyone, the guests and.

5 CHAIRPERSON HOLLEY: A little louder Ms. Joy, if you
6 don't mind?

7 MS. JOY: Can you hear me better now?

8 MS. JOY: I can hear much better now.

9 MS. JOY: Okay. Welcome to this honorable Board and
10 to our guests that are here too. I want to say that I
11 appreciate everyone as usual and I'm thankful for being a
12 citizen of the City of Detroit, because of all of you,
13 especially our Board members, because I see this stance
14 on the policies, procedures to protocol everything, and
15 the caring of the citizens of the City of Detroit. They
16 called it the great City of Detroit, and we have
17 Detroit's finest law enforcement. And that is true. I say
18 that's an understatement because they really are much
19 more than just Detroit's fines. Because I have spoken to
20 them on several occasions and they have always been the
21 very best in their work and their response to the
22 citizenry, and the elder senior community, of which I am
23 a part of.

24 MS. JOY: And also, I was thinking too about the
25 safety of the officers and keeping them alive. There are

1 so many names down there at number 4 on the wall of the
2 officers that have perished on duty. And I would like to
3 see something happen to keep them alive more. They are
4 working very hard on it, I'm very sure because there
5 wouldn't be that many alive if they weren't. But I want
6 to see more because I see the children and they have
7 children, they have wives, they cry for them. And so, I'm
8 pretty sure you're working hard on it. And like I said, I
9 wouldn't see so many, if you weren't and the great work
10 of Chair Holley, you really do need a resolution though,
11 Chair Holley, your diplomacy and your way of carrying on
12 the meetings every, every week. And I think you and
13 Commissioner Bell or and Ferguson are just in cahoots,
14 trying to make everything smooth all the time. You just
15 really do excellent work. You're astounding and amazing,
16 all three of you are. And yes, commissioner. I'm so
17 sorry. I went over my time, but you all appreciated and
18 thank you for letting me speak.

19 MR. BROWN: Mr. Lan.

20 CHAIRPERSON HOLLEY: When people start talking about
21 you, nice...

22 COMMISSIONER MOORE: I know that's right.

23 MR LAN: Hello. I'm Mr. Long. I've been in the City
24 of Detroit for 58 years. I was born in South Carolina,
25 but the thing about it is I just can't figure out why I

1 can't get any help in my neighborhood, where I've been
2 for 28 years. I've been coming back down to these
3 meetings off and on and the city council begging for
4 help. Why is it that I can't get any help? I've even
5 tried to get to the police department before I got sick.
6 And I even tried after I got sick to do the reserve. What
7 is it that I have to do to get someone in the police
8 department to help in the neighborhood? I've dealt with
9 neighbors putting their hands on their hips with their
10 pistols and I've dealt with a neighbor threatening me and
11 I dealt with my neighbor calling me the N more than once,
12 even though she's married to a black man that he's making
13 the neighborhood.

14 MR. LAN: I can't even sell my house to get the
15 proper money for it. I had to run out of the neighborhood
16 because he's making the neighborhood a junkyard. I went
17 to the Ninth Precinct. I begged them up there in the
18 Ninth Precinct, my daughter had to come and protect me
19 because I had been through 38 surgeries that I'm legally
20 blind in one eye and I had two more operations that she
21 had to defend for me. I mean, I could have shot the
22 woman, but I don't put my hands on women like that, that
23 she can't even let her own kids play in the yard, that
24 she has to put her toys in the front and her kids playing
25 in my driveway. I have to put signs up for them to stay

1 off my property. Then they are going to come and sue me.
2 I had two people try to sue me and everything, but I
3 still went up to the Ninth Precinct, which they came out
4 of. The officers say, well, he's the one that's calling
5 on you. I mean, what's the purpose of that? And then you
6 guys have the rule to say, if you tell on someone, we're
7 not going to tell that you're the person that told them.

8 CHAIRPERSON HOLLEY: Let me ask you this.

9 MR. LAN: Officer Wade is the officer up at the Ninth
10 Precinct.

11 CHAIRPERSON HOLLEY: Let me ask you this, sir,
12 because you say you've been down here two or three times.

13 MR. LAN: Oh, I'm sorry.

14 CHAIRPERSON HOLLEY: No, it's okay. I want to try to
15 see how we can help you. Assistant Chief. LeValley, he is
16 in the Ninth Precinct, right? So let's see, we can hook
17 him up with somebody to have the commander of the Ninth
18 Precinct to listen to him and what kind of help they can
19 give him in that community. Can we do that? You have
20 somebody here?

21 ASSISTANT CHIEF LEVALLEY: Yes.

22 MR. LAN: Excuse me, Reverend Holley. I do not want to
23 insult, but they never do anything. I've been doing this
24 for years, sir.

25 CHAIRPERSON HOLLEY: But I'm saying to you, you

1 never... I'm involved now.

2 MR. LAN: Yes. I see the Board is in it right now.

3 Now, I came down and spoke to the commissioners' right
4 here and I never got any help.

5 CHAIRPERSON HOLLEY: Try me one more time...

6 COMMISSIONER HOLT: Through the Chair, Holley.

7 CHAIRPERSON HOLLEY: Please, the young man behind
8 you, he's going to take your number and you guys are
9 going to swap numbers and basically we are going to help
10 to get to the commander and then if you give me like 2/3
11 weeks. Come back in three weeks and if nothing has
12 happened, then I will do something else. But right now,
13 give us an opportunity to address your concern, please.
14 Just give us another opportunity.

15 MR. LAN: Sir, don't take it the wrong way. I don't
16 try to come down here to try to crush nobody on that. I
17 mean, I see it calls with numbers. My neighbors, they all
18 want to come down. I never get the time until it's too
19 late. Because when I come down, not a threat, I will
20 bring all my neighbors that beg for the help. I have the
21 people all in the neighborhood.

22 CHAIRPERSON HOLLEY: Let me see what I can do.

23 MS. WHITE: Mr. Chair.

24 COMMISSIONER HOLT: Commissioner Holt but really, Ms.
25 White would

1 CHAIRPERSON HOLLEY: Ms. White.

2 COMMISSIONER HOLT: Are you allowing me?

3 CHAIRPERSON HOLLEY: No. I just know your heart and I
4 know your head. I'm just saying to you, I'm just asking
5 you, let me handle this. And if you would please, and I'm
6 asking that the young man...

7 COMMISSIONER HOLT: You know, we have citizen's
8 arbitration though.

9 CHAIRPERSON HOLLEY: Okay. If you would, please. This
10 young man right here, sir, if you don't mind. Okay. He's
11 right behind you. Thank you so much.

12 MR. LAN: Thank you. I'm just saying, I'm tired of
13 the foolishness. I don't want to go to jail for nothing
14 and I'm tired of people attacking me.

15 CHAIRPERSON HOLLEY: Okay. But I'm just saying, thank
16 you so much. I feel like we are going to handle this for
17 you. Okay.

18 MR. LAN: I appreciate it.

19 CHAIRPERSON HOLLEY: Thank you. Next person, please?

20 MR. BROWN: Mr. Chair, your next 3 speakers will be
21 from zoom. Miss Bernie Smith, followed by Minister Eric
22 Blount, followed by Mr. Scotty Bowman.

23 MS. SMITH: Good afternoon commissioners. I'm a
24 little late with you, but I'm going to tell you what I
25 have to say, anyway. Ricardo, all you have to do is get

1 into touch with Parnell, she'll help you with that
2 meeting at your second precinct because she's in charge.
3 Anyway, Holley, you catching hell day. Oh, excuse me. You
4 catching heck today, aren't you? Bless your heart. What I
5 want to really tell you is the police discussed the last
6 meeting in regard to their wages and other rights. I have
7 been going to the rehab center for exercise and I met a
8 police retiree there. He was telling me about some of the
9 problems that he's having with the insurance that the
10 police have. So if it's a problem with the insurance, I
11 don't want to go into details with it, but would you
12 please investigate what the insurance is doing for the
13 retirees?

14 MS. SMITH: Besides another thing you did discuss
15 about the police leaving after going through their
16 testing and so forth and training. Now, you did mention a
17 year ago, in regard to that you were going to sign a
18 contract. I don't know if that's still in existence or
19 not, but maybe we should have a contract and have so many
20 years that you stay with the police department, so we
21 won't lose you after a limited time. So those are the
22 things that were on my mind. And I would like for you to
23 think about it, but in the meantime, Ricardo, we are
24 going to help you out with your meeting because you know,
25 Parnell, she does a lot of things in that precinct and

1 they really love her. So talk with her and she'll help
2 you get the meeting over there. Take care, everyone, and
3 God bless you and be safe out here and wear your mask
4 when it's necessary. I love all of you. Take care.

5 MR. BROWN: Minister, Eric Blount. Can you hear me
6 Board?

7 CHAIRPERSON HOLLEY: Yes we can.

8 MINISTER BLOUNT: Yes. This is Minister Eric Blount.
9 In regard to the body-worn camera presentation, just look
10 at the numbers, they are due to mass. Over 600 events
11 were not in compliance, just in the audit, not the actual
12 total. So are all body-worn camera footage reviewed with
13 each citizen complaint? My complaint would be reported
14 very differently if we could review the footage. In
15 regard to repeat offenders, how many repeat offenders are
16 there? Remember just one brutality lawsuit costs this
17 city \$7.5 million as approved by city council this week.
18 The NACOLES presentation. This Board fails on the first
19 three principles. Number one, the Board of Police
20 Commissioners is not independent. If the city
21 administration could name a building with a
22 commissioner's name on it, a reasonable person would find
23 it hard to view this commissioner as independent. Also,
24 the city lawyer also represents this supposed independent
25 Board. It's a clear conflict of interest. Second

1 principle, the Board of Police Commissioners is not the
2 authority. The union contract overrides anything of
3 substance. Principle, number three, the Board of Police
4 Commissioners does not have access to records. After
5 months of demands, Commissioner Burton has still not
6 received the body-worn camera footage for the chokehold
7 put on Nakia Wallace of the Detroit Will Breathe during a
8 peaceful protest. I see that's all I have time for now.
9 Thank you for listening to me.

10 CHAIRPERSON HOLLEY: Minister Blount, as you go, but
11 I called Father Thomas and please understand when you say
12 that I received at one point money from the city and
13 therefore it's a conflict. I want you to know that Father
14 Thomas indicated to me that on Gratiot they have a
15 building similar to the one that the church is building
16 on Woodward, and they got more than two... it is
17 something that all builders get in the city, during
18 Gilbert, and others. So, I really feel like a minister
19 basically, if you really are, and I think you are, you
20 don't really ridicule or really talk to another minister
21 in public without basic... First of all, privately go to
22 him, according to the Bible and basically have a
23 conversation with him or with her.

24 CHAIRPERSON HOLLEY: That's the way ministers' act,
25 especially when you got the wrong information. So I want

1 you to understand that anyone that's building a building
2 in Detroit, they have block grants and they qualify those
3 with those. And as we are qualifying with that, all
4 buildings in Detroit, they qualify that, they get that
5 grant, not because they're on the Board or anywhere else.
6 So, I just want you to understand, I talked to Father
7 Thomas about your remarks. So, I'm just asking you to
8 understand that again. I'm asking you as minister to
9 minister that you be careful, if you would please
10 morally, basically, trying to call out another minister,
11 especially when you don't have the right information.
12 Thank you so much. Let's go to the next person.

13 MR. BROWN: Mr. Scotty Bowman.

14 MR. BOWMAN: Hello, Board. I've been looking over
15 some of the policy directives on your website and I had
16 some concerns and I'm just going to itemize some of them.
17 I noticed stops in frisks is an item that remains within
18 current policy. It's in the section of the search and
19 seizure directive pertaining to exceptions to the warrant
20 requirement. I think that they should remove that as
21 something that the Detroit Police Department does.
22 There's a part about consent during traffic stops, where
23 it seems to have a double standard for people whose
24 resident happens to be, I'm sorry, I'm misreading this
25 part. Oh, it actually says that though officers are not

1 required to do so, if they want to search a voluntarily
2 consensual search, they let the driver know that they are
3 free to go. In other words, it's voluntary.

4 MR. BOWMAN: Well, apparently that what is proposed,
5 is they put in the words though, the officer is not
6 required to do so. The officer should be required to do
7 so, to make it clear that the search is consensual and
8 that that is not a command. There's a part where we seem
9 to have a double standard for people who live in mobile
10 homes, where sometimes their vehicle is not protected as
11 a home but considered to be just a vehicle rather than a
12 home that is also a vehicle. And I think that they need
13 to be considered a home at all times. There is also a
14 part I noticed here where we have warrants for members
15 that they don't have to show a warrant when they enter a
16 home, until after they're inside that should show the
17 resident the warrant, if the resident's present before
18 entering the home. And finally, the words they are used
19 to refer to an individual rather than a group. And they
20 should...

21 MR. BROWN: Mr. Chair, your next two speakers will be
22 Detroit unity followed by Ms. Brenda Hill.

23 COMMISSIONER FERGUSON?: Through the Chair. One
24 second, please. Regarding Minister Blount's concerns, the
25 Board does not have access to DPDs records and the

1 invitation to the body-worn cameras.

2 MS. WHITE: Does have.

3 COMMISSIONER FERGUSON: Does have, the Board does
4 have access to DPDs records and the invitation to view
5 the body-worn cameras as evidence of Nakia Wallace was
6 extended to the Board members. That means we put it out
7 there to them, initially. Additionally, independence
8 refers to maintaining independence, civilian oversight,
9 and the Board does maintain that independence by engaging
10 in ongoing civilian oversight. Regarding policy, they
11 should submit this recommendation in writing. Do you want
12 it? Ask for it in writing, not just on the record, give
13 it to us on a piece of paper so we can have it.

14 CHAIRPERSON HOLLEY: Thank you, Commissioner.

15 MR. BOWMAN: Then I wonder why Mr. Burton never got
16 it.

17 MR. BROWN: Detroit Unity.

18 DETROIT UNITY: Okay. This is Ruben Crowley. Now, the
19 Board of Police Commissioners just went before Detroit
20 city council to talk about their budget. Present was
21 Annie Holt. Snake oil salesman, Jim Holley, Melanie
22 White, the three that I do know about. Now, I made a
23 complaint that was not allowed to be taken by Willie Bell
24 over at the OCI. I still want to press that same
25 complaint. Now, I don't know what's really going on at

1 the Board of Police Commissioner, but the whole matter
2 stinks and right now, I'm madder than a mother Finn
3 uncovering corruption, kickbacks, everything right away
4 and right away is one word.

5 DETROIT UNITY: Now, I say this with all sincerity,
6 Jim Holley, you know, I called you. I told you that I've
7 been sending you emails. You told me you never got them,
8 okay. You, the one that told me to call the Board's
9 Office to ask the girls at the front desk for Willie
10 Bell's number, his cell number. Well, I called it and he
11 did what he did and I recorded it. It's on a recording of
12 him saying that he can't take any of my complaints. Now I
13 want to know and in front of the whole city, in front of
14 the public, why can't you accept the complaint from a
15 citizen, who has a valid, legitimate complaint. Now, you
16 took a complaint from a woman whose daughter was
17 murdered, but it is, first things first, Willy Bell, I
18 told you before, man, I had ways, means, and resources to
19 deal with you. Now, at a deposition table, you don't want
20 to be forced to be telling you one of the two...

21 CHAIRPERSON HOLLEY: I'll take full responsibility,
22 just cut him off. Mr. Crowley, you cannot, you cannot
23 make a threat to any commissioner.

24 DETROIT UNITY: Man, you can't tell me what I can do.

25 CHAIRPERSON HOLLEY: Okay, but I can tell you this. I

1 DETROIT UNITY: You're a snake

2 MS. WHITE: Can you disable Mr. Crowley's microphone,
3 please and remove him from the meeting. Thank you.

4 MR. BROWN: Mr. Chair, your last speaker will be Ms.
5 Brenda Hill.

6 CHAIRPERSON HOLLEY: Ms. Hill. Ms. Hill, we are
7 working on something, just check and see if you're muted,
8 unmuted or if you are in the wrong area? And we're
9 waiting on you Ms. Hill? Miss Hill, once, Miss Hill,
10 twice.

11 MR. BROWN: She's gone, Mr. Chair.

12 CHAIRPERSON HOLLEY: Okay. Thank you so much. Is that
13 it?

14 MR. BROWN: Yes.

15 CHAIRPERSON HOLLEY: Okay. Once again, I thank all of
16 you for your time and commitment to this. Again,
17 Commissioner Banks, I apologize if anything I've said, I
18 apologize. At my age, you never want to go to bed, at 70
19 years old and not to know you did everything right the
20 day before. I apologize to you.

21 COMMISSIONER BANKS: I'm fine. I wanted to let you
22 know. I'm fine with, it's over. I just wanted to mention
23 it to you. It's over.

24 CHAIRPERSON HOLLEY: Thank you.

25 COMMISSIONER HOLT: Thank you, Reverend Holley, for

1 your charge in having that citizens' senior housing in
2 your part of the city. Thank you again.

3 CHAIRPERSON HOLLEY: And if nothing else comes before
4 the Board, I'd like to have a motion to adjourn.

5 COMMISSIONER BERNARD: So move.

6 CHAIRPERSON HOLLEY: Any discussion? Hearing no
7 discussion, all in favor, say aye.

8 COMMISSIONERS: Aye.

9

10

11

(Meeting Adjourned at 4:55pm)

12

13

14

15

16

17

18

19

20

21

22

23

24

25

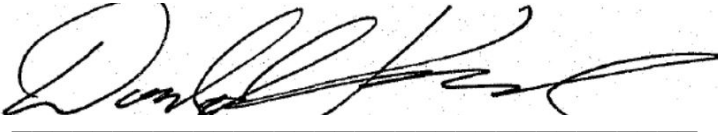
1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

RECORDER'S CERTIFICATE AND NOTARIZATION

I, Donald Handyside, Court Recorder, do hereby certify that on March 24, 2022, 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: 5/6/2027

\$

\$250,000 13:7
\$7.5 78:17

1

1 12:4,5,13 19:11 70:11
10 44:22,23 55:1
10% 13:7
10th 58:10
11 10:24 32:11
12 11:1 19:9,10 34:18 55:1
12:45 14:4
13 19:11 44:16 46:16
13% 12:10
14,000 12:21
140 12:11
14th 69:4
15 31:19
15,000 13:11
16 31:20 70:7
16,560 28:22
174 12:12
175 31:25
17th 6:20
18 20:13 21:8 70:22
180 31:22,25
1995 45:21
19th 12:19
1st 2:14

2

2 5:20 12:8 32:14
2/3 75:10

20 17:8
20% 12:12,13
2003 45:15
2017 9:23 24:2
2020 13:15 32:10 34:20 48:10 60:1
2021 2:6 28:17,18,22 31:8,16, 21 32:1,3,6,11 34:23 44:13,18 48:15 60:1
2022 2:10,14 6:11,20 8:21 22:23 31:19,23 32:12 58:10 68:25
2022/2023 4:3
2024 21:1
20th 13:10
21st 14:15,22
22nd 14:4 15:3,9
23 32:7
23rd 15:15 61:18
24 16:22 40:21,22
24th 6:11
25 20:11,12
252 12:12
25th 68:2
27 32:7
28 73:2
28th 22:23
29 13:1 32:5
2:00 69:6
2:30 22:23

3

3 12:2 76:20
3% 12:15
30 34:19
31 31:24

314 12:13
31st 2:10,13 68:25
38 73:19
3:00 68:25 69:7

4

4 10:25 45:13 72:1
40 13:13 20:14
400 15:14
48 18:15
4:00 69:8
4:12 12:19
4:30 69:10
4:55pm 85:11
4th 32:2,6

5

5,000 14:6
5-point 8:24
50 70:23
501 45:22
53 32:6,7
54 12:10 32:4
55 20:14
58 72:24

6

600 78:10
62 12:10
66 19:8
6:30 69:3

7

7 10:24 69:13

7,116 12:15
 7,363 12:14
 7- 61:4
 70 84:18
 78 19:7,8,13

 8

8,200 69:3
 8/9 56:23
 86 31:18
 88 19:7
 89 31:17
 8:29 13:10

 9

9 32:10
 900 23:1
 96 35:3
 96.3% 28:21
 97 35:3
 97% 28:19
 98 35:3
 98.5% 28:18
 99% 28:20

 A

ability 39:16
 absolutely 66:12
 AC 9:13 17:20 67:21
 Academy 11:12
 accept 66:8 83:14
 accepted 48:1,14
 access 2:9 3:15 46:19 79:4
 81:25 82:4

accessing 2:17 3:2
 accident 13:10 14:19
 accidental 31:13 32:8 38:11
 accidentally 37:7,9,11,12,14,
 15 38:6
 accomplishments 11:19
 15:13 53:24
 accordance 29:4
 accountability 4:1 65:12
 accountable 46:1
 accounted 5:20
 acknowledge 3:11 10:10 37:5
 67:5,7
 acquire 31:14,18
 acquired 31:14,20,21 32:5
 acquiring 29:24 31:17
 act 2:11,12 24:19,21 29:25
 34:1 56:3 79:24
 acting 8:8,9 36:5
 action 28:13,15,16 30:24 31:1,
 2
 actions 30:5
 activate 27:4
 activated 27:11
 active 48:22 69:18
 actively 13:23 29:13,14
 activities 11:19 14:15 24:6
 26:22
 activity 12:17 27:18,20 28:1
 acts 11:14
 actual 40:12 78:11
 add 56:9
 added 31:8
 additional 49:5
 Additionally 82:7
 address 19:15 21:11 66:10

70:14,15 75:13
 addressed 35:12 43:6
 addressing 20:24 40:7 70:2
 adequate 46:18,21
 adhere 2:24 3:1
 adherence 3:2
 adheres 47:4
 adjourn 85:4
 Adjourned 85:11
 adjudicated 36:18
 administration 78:21
 administrative 8:3,4 29:9
 admirable 60:11
 advance 25:12
 advanced 43:19
 advances 43:4
 advantage 56:19 57:8
 advisory 35:7 49:24 50:2
 53:11
 advocacy 48:24
 advocating 57:11,16
 affairs 12:4 46:20
 African 19:10 50:18 52:8
 afternoon 2:1 3:19 8:11,17
 10:6 25:21 47:23 68:24 76:23
 age 20:12 21:3 84:18
 agencies 45:17,25 49:22
 52:18 53:4,18,19 61:2
 agency 10:21 11:3 45:15
 48:25
 agenda 3:7 10:5 58:6
 aggressive 29:14 39:19,20
 agree 21:3 34:13 55:4
 agreed 64:2
 agreement 70:13

agreements 11:17 53:1
ahead 35:14 45:4 49:25 64:14
aired 13:3
Akbar 8:7 50:21
aligned 47:8
alive 71:25 72:3,5
allowed 82:23
allowing 3:23 5:4 24:15 76:2
almighty 4:22
amazing 35:3 72:15
amen 5:11,12
American 19:10 50:19
Americans 52:8
amid 2:17
amount 34:16 39:6 56:14
analysis 24:4 46:23 53:14
analyst 26:6
Angelique 26:8
angry 70:19
animal 31:23
animals 51:25 52:1
Ann 22:19
annex 63:23 64:1
Annie 6:3 22:17 44:11 49:13 82:21
anniversary 69:17
announce 22:10
announced 8:21 63:16
announcement 63:13,15,16 66:23 68:9
announcements 8:20 66:13, 22
annual 11:17 46:3,10
anonymity 46:25
Ansley 8:8

answers 43:25
Anytime 41:13
apologize 7:3 10:16 11:22 66:7 84:17,18,20
apology 66:8
apparatus 60:22
apparently 19:15,21 81:4
appeals 11:11
appointed 10:25
appreciated 72:17
apprehending 18:3
approaching 42:25
appropriately 2:25 4:4 9:5
approval 4:3,10 6:10
approve 66:16
approved 9:20 24:15 28:24 29:6,8,10 67:1 78:17
approves 11:5,8
approximately 34:24
April 60:9 62:22 69:4
arbitration 76:8
Arbor 22:19
arcs 29:24
area 13:18 48:22 84:8
argument 13:12
arrest 14:12 24:13 27:9
arrival 14:11
arrive 10:10
articulate 51:4
ascertain 12:23
Asian 50:7
assess 44:18
assessment 9:3,8
assigned 29:6,9
assignments 29:7

assistant 2:2 6:24,25 7:6,10, 16,18,20 8:1,4 10:6 11:22,25 12:16 13:8 14:2,20 15:20 17:11,23 18:5,9,17 19:23 20:21 26:2 33:12,18 34:8 35:15 36:7,11 37:1,5,9,13,19 38:8,10,25 39:5,12,20 41:15 42:23 50:3 68:1 74:15,21
assisting 13:14
association 45:21
astounding 72:15
attacking 76:14
attend 19:2 46:10 57:20
attendance 10:11
attended 4:7 15:3 18:24
attendees 2:2
attending 2:3 26:5
attends 56:16
attention 3:22 40:9 41:12,14 59:21 68:10
Attorney 5:19
attractive 52:3
audience 44:8
audiences 49:8
audio 26:23 61:5
audit 28:7 31:5 34:25 40:2,21 78:11
auditing 26:11 27:14 30:2
auditor 27:18,25 28:7
auditors 30:22
audits 23:25 30:18 35:17,20, 24
August 48:8
authority 11:14 46:18 54:15 55:8 79:2
awaiting 51:19
aware 4:15 18:18 38:10 63:8

awareness 31:11
awesome 43:7 68:11,21 69:19
aye 6:16,17 85:7,8

B

back 16:7 17:5 18:4 29:16,17
 39:8 42:14 59:19,21 62:3
 69:21 73:2 75:11

background 3:16

balanced 4:4

bankruptcy 20:23,24 21:9

Banks 5:21 16:11,13,15 38:23,
 24 39:11 61:12,13 64:8,10,12,
 16,20,22,25 65:2,5,8,17,19,24
 66:2,5,9 84:17,21

bargaining 11:17 52:17 53:1
 70:13

bars 7:3

based 8:24 11:16 25:9 40:2,5
 56:5

basic 79:21

basically 9:2 33:2 34:7 36:14
 39:8 54:6 56:4 75:9 79:19,22
 80:10

battery 42:5

battle 70:3

battling 70:1

beat 51:24

beautiful 5:15

bed 84:18

beg 75:20

begged 73:17

begging 73:3

beginning 2:14

behalf 54:8 67:20

behavior 39:21 51:21

behinds 70:7

believed 14:9 25:1

Bell 5:22 7:2 17:19,20 18:1,6
 41:8,9 54:6,9 55:2 66:24 67:2,
 4,12 72:13 82:23 83:17

Bell's 83:10

beneficial 29:21 31:15,25 32:4

benefit 49:9 70:23

benefits 21:3,4,5,12

Bennett 16:20

Benny 51:9

Bernard 5:19,20 6:12 18:22,23
 19:13 20:4 22:1,16 25:22,25
 39:23,24 41:3 44:10 45:3
 50:16,17 51:5 52:2,14 55:18,
 20 56:3,6 62:5,10 63:7,15,20
 66:20,25 68:5 85:5

Bernard's 41:10

Bernie 76:21

BERNRD 20:7

Bible 79:22

bill 54:21,23,24 55:13,23
 66:15

Bills 26:9

birthday 61:19 67:6,7,11,13,
 19,22,25 68:2

bit 35:16 43:4 45:1,2

black 19:10,11 73:12

bless 4:24 5:8,9 77:4 78:3

blessed 70:9

blind 73:20

block 12:21 13:11 14:6 80:2

Blossom 8:2 44:12 47:18,22,
 23 48:14 49:23 50:3,5 59:10,
 14,15,17,25 60:7,12

Blount 76:22 78:5,8 79:10

Blount's 81:24

board 2:1,3,6,13 3:4,19,24
 4:15,24 5:1,5,8 7:24,25 8:19

9:10,20,23 10:2,12,18,20,21,
 24 11:1,8 15:21,25 19:1 22:15
 24:2,10,23 25:4,11,20 26:2
 31:6 39:25 44:6,9 46:9,14,15
 47:3,23,24 48:2,6 50:1 52:24
 53:1,23 55:12,21 56:12,18
 57:13 58:5,6,9,10 61:19 62:20
 63:22 66:16 67:24 68:10 71:3,
 9,13 75:2 78:6,18,19,25 79:1,
 3 80:5,14 81:25 82:3,6,9,19
 83:1 85:4

Board's 2:24 3:13 9:3 11:20
 25:9 48:20 83:8

body 29:15,16,19 33:21 42:8,
 11,20 61:15

body- 28:11 35:2 36:16 40:24
 42:2

body-worn 9:18,21,25 21:21
 23:17,23 24:7,18 26:10,17
 27:5,11,15,23 28:4 35:25
 36:3,8,19 37:2 38:18 41:24
 42:24 43:3,7 78:9,12 79:6
 82:1,5

bond 13:7

book 65:12

boost 67:1

BOPC 2:15 3:10 4:2 10:21
 11:2,17 44:11 45:13 53:11,15
 68:25

BOPC's 11:19 53:13

born 72:24

boss 59:11

Bowman 76:22 80:13,14 81:4
 82:15

box 51:15

brand 43:5

brave 69:19

break 19:17

breakfast 32:19

breaks 42:2

Breathe 79:7

Brenda 81:22 84:5
briefly 67:14
brilliant 63:10
bring 3:22 68:9 75:20
Bringer 12:21
brings 46:4
Brown 7:16 8:3 26:6 68:16,17, 23,24 69:13 71:2 72:19 76:20 78:5 80:13 81:21 82:17 84:4, 11,14
brutality 78:16
Bryan 5:18
budget 3:25 4:3,4,8,10,13 11:9 57:13 69:5 82:20
builders 79:17
building 69:2 78:21 79:15 80:1
buildings 80:4
Burton 5:23 10:10 16:17,18,25 17:3,7 56:7,9,25 57:16 58:2 61:11,14,23 62:15,19,24 63:5 79:5 82:15
business 58:17,21 63:4,7,14, 18,20 64:10
Butler 8:12
buy 43:22
BWC 24:1,19 25:10 26:21,23 28:17
BWCS 24:15 28:6
bylaws 2:24 3:13

C

C3 45:22
cahoots 72:13
calculated 28:9
call 5:16 10:11 62:12 69:13 80:10 83:8

called 36:13 71:16 79:11 83:6, 10
calling 64:17 65:19 66:5 73:11 74:4
calls 75:17
cam 34:15 35:3 42:20
camera 9:19,21,25 23:17 24:18 26:10,17 27:11,15,23 28:4,12 35:25 36:3,8,17,19 37:2 38:19,20 40:18,19,25 41:24 42:2,9 43:8 78:9,12 79:6
cameras 21:21 23:23 24:7 27:5 38:14,17 42:24 43:3,7 82:1,5
campaign 51:7
campus 69:3
cams 42:12
canceled 60:2
candidates 55:15
canvas 13:18
CAP 28:16 31:2
CAPA 48:23
CAPS 35:5
Captain 7:13 26:4 58:23,25 59:1 69:17
caption 15:12
capture 35:5,10
captured 27:1 28:18
care 78:2,4
careful 38:1 70:4 80:9
caring 71:15
Carolina 72:24
carried 28:25
carries 6:18
carry 29:3,7
carrying 72:11

Carter 5:24 22:17 44:11 50:3 52:15
Carter's 8:12
case 14:17 17:22 54:17
cases 24:12 36:12,18
cataloging 30:14
catching 77:3,4
category 31:10 37:11
caused 21:9
Cedric 5:21
celebrate 15:12
cell 3:16 83:10
center 14:17 15:18 29:15 48:6, 22 51:18 77:7
cetera 52:8
CEW 28:25 29:6,8,10,21,23, 24,25 30:2,10 31:7,8,12,14, 15,16,21,22,24 32:2,6
Chadwick- 26:8
Chadwick-bills 7:12 25:20,23 26:1,8,13,16 27:14,25 28:17, 23 29:20 30:2 31:3 32:2 33:8 34:20,23 35:10 37:22 38:16 40:23 41:13 44:1
chair 3:17 5:17,18 6:5 7:23 10:9,19 11:19 12:1 17:14,17, 20 18:11 20:1 21:22,24 23:2, 3,11,14 26:1 34:12 37:21 38:24 40:23 41:9,15,23 42:24 44:4 47:24 54:9 56:7 58:4 59:17 64:17 65:10 67:23 68:8, 12,24 69:10 72:10,11 75:6,23 76:20 81:21,23 84:4,11
Chairman 16:18 17:1 18:13 36:23 51:5 55:18 56:6 58:18 61:10,11,14 62:15 63:11
Chairperson 3:18,19 4:9 5:13 6:6,14,18 7:1,8,15,17,19 8:16 9:7 10:14 11:21 15:20 16:14, 16,23 17:2,6,8,12,15,19 18:10,12,22 19:24 20:20 21:18,23 22:7,12 23:6,10,15,

20 25:16 26:7 32:18 33:10,14
 34:5,10 35:14 36:22 37:17
 38:22 39:19,22 41:4,8,20,22
 43:23 44:2,22 45:1,6,9 54:3
 55:17,19,25 56:4,8 58:1,16,
 19,21 59:4,9,13 60:6 61:2,12,
 22,25 62:6,8,12,18,22 63:1,
 13,18,19 64:4,8,11,13,19,21,
 24 65:1,3,7,16,18,22 66:1,4,7,
 11,17,22 67:2,10,15,18 68:6,
 16,18,22 69:12 71:5 72:20
 74:8,11,14,25 75:5,7,22 76:1,
 3,9,15,19 78:7 79:10,24 82:14
 83:21,25 84:6,12,15,24 85:3,6

challenges 52:19

chance 20:19

change 21:2 53:10

changed 20:22

chaotic 64:18

Chaplain 3:20 4:20,21 5:13

Chaplin 4:17

charge 50:2 51:21 77:2 85:1

charged 13:5 32:25

Charges 14:13

charter 4:5 10:24 11:4,9,13,14
 54:17

chasing 20:17

check 37:24 43:13 84:7

checks 28:4

chief 2:2 4:25 6:24,25 7:6,10,
 16,20 8:7,21 9:7,13 10:6 11:8,
 22,25 12:16 13:8 14:2,16,17,
 20 15:3,4,6,15,17,21,22
 17:11,23 18:5,9,14,24 19:23
 20:21 21:19 23:4 26:2 31:5
 33:12,18 34:8 35:15 36:7,11,
 24 37:1,5,9,13,19 38:8,10,25
 39:5,12,20 40:4,13 41:15
 42:18,23 48:9 50:20 52:11
 67:5,21,23 68:1 74:15,21

Chief's 8:23,24 9:15

child 13:15 18:19

children 72:6,7

chokehold 79:6

Christopher 8:1

church 79:15

circumstances 24:14 51:19

citations 40:12

cities 51:8 57:3

citizen 26:19 27:10 28:2 32:9
 68:12 69:9 71:12 78:13 83:15

citizen's 76:7

citizenry 71:22

citizens 5:6,7 9:10 11:10 27:6
 71:15

citizens' 85:1

city 3:23 4:6,8,12,14,16 5:10
 9:10 10:23,25 11:18 20:23
 27:3 51:1,7,11 54:8,17 57:1,2
 60:20 61:2 69:20 71:12,15,16
 72:23 73:3 78:17,20,24 79:12,
 17 82:20 83:13 85:2

city's 2:10 8:23

civil 7:18 9:18 21:21 23:22,24
 26:3,9 27:15 30:12,13,16 31:4
 35:18

civilian 10:21 15:11,14 44:17
 45:16,18,22,24 46:4,8,11
 47:4,9 51:12 53:4,5,13,16,18,
 25 82:8,10

clarify 35:18

clarity 5:3

Clark 3:20 4:18 5:14

clear 61:7,8 78:25 81:7

cleared 4:21

clip 42:1,2,3

clock 70:17

close 20:15 59:21

closely 47:5

closer 60:3

clothing 29:17,18

CNS 48:7,17

co- 48:12

co-response 48:18 49:1

code 9:1

collaborating 53:17

collaboration 24:3 47:13,16
 48:12 56:17

collaborative 53:21

colleague 69:19

colleagues 69:23

collect 21:4

collective 11:16 52:17 53:1
 70:12

College 59:6 60:9

combat 49:22

combined 28:20

command 28:13 30:6,9,18,24
 35:23 36:13 40:20 51:23 81:8

commander 7:11 18:23 74:17
 75:10

commanders 40:6

commanding 23:16

commands 27:16 28:10
 30:19,23

comment 15:23 22:1,8

commentary 15:23

comments 2:23 3:4,6 16:1
 69:11,20

Commission 52:14

Commission's 3:24

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

25:22,25 34:11,12,22 35:1,13
 36:10,21,22,23 37:2,7,10,21
 38:3,9,13,21,22,24 39:11,23,
 24 41:3,4,5,8,9,10,21 44:10,
 11 45:2 49:13,14 50:3,6,15,
 16,17 51:5 52:2,15 54:6,9
 55:2,18,20 56:3,6,7,9,19,22,
 25 57:16 58:2,18,20,22 59:2,
 9,11,23 60:7,15,17 61:10,11,
 12,13,14,23,24 62:5,7,10,15,
 19,23,24 63:5,7,15,20 64:8,
 10,12,16,20,22,25 65:2,5,8,
 17,19,24 66:2,5,9,20,24,25
 67:2,4,12,13,15,17,23 68:2,5,
 8,15,20,21 72:13,16,22 75:6,
 24 76:2,7 78:23 79:5 81:23
 82:3,14 83:1,23 84:17,21,25
 85:5

commissioner's 78:22

commissioners 2:3 3:4,20
 4:25 5:2,5,12 6:9,17 10:20,21
 18:8 22:15 31:7 32:23 43:24
 46:9,14 47:3,16,24 49:16,21
 50:1 52:25 53:23 54:11 55:21
 57:14,25 58:16 61:8 63:8
 67:24 68:10 75:3 76:23 78:20
 79:1,4 82:19 85:8

Commissions 53:2

commitment 21:10 84:16

committee 16:19,20,21 17:3
 57:9,10,11,17,18,21 69:4,5,6,
 8,9

committee's 58:13

communicate 30:23

communications 3:6

communities 46:2

community 4:6 8:2,13,21 9:1,
 4,6 10:2 11:2 15:17 19:20
 40:12,17 44:12 45:16,23 46:4,
 6,24 48:4,20,24 49:5,7,23
 50:11 54:7 55:11 59:5,6 60:8,
 23 61:17 62:21 69:1,4 71:22
 74:19

comparable 28:25

compares 28:2

comparing 43:5

comparison 31:25 53:3

complaint 32:9,13 69:9 78:13
 82:23,25 83:14,15,16

complaints 11:10 26:20
 32:10,12 83:12

complements 9:2

completed 27:12 30:4,17,20

completeness 30:14

completing 30:9

compliance 2:14 24:17 26:5
 28:3,6,11,17,18,19,20,21
 30:16,18,20 31:4 78:11

compliant 35:7

compliments 9:13

component 33:20 49:7 53:14

comprehensive 24:6 25:5

comprehensively 47:5

Compstat 28:10

concern 38:3 41:10 75:13

concerned 61:6

concerns 32:14,15 80:16
 81:24

concludes 54:1

conditions 25:2

conduct 25:10 26:10 28:5

conducted 9:19,22 22:5 24:3,
 8 28:23 29:20 34:24 36:5

conducting 23:23

conducts 23:17

conference 14:16 44:14,18,
 19,21 46:3,10 47:8,9,11,14,
 17,19 48:15,17 49:12 52:16,
 21 53:8

conferences 48:2

confidentiality 46:25

confidently 47:3

conflict 64:22 78:25 79:13

Congress 55:22

congressional 55:22

Conner 29:12

consensual 81:2,7

consent 10:25 50:24 56:5
 80:22

considerations 25:3

considered 81:11,13

constitutional 25:7 30:21

contacts 27:5

continue 4:5 5:9 10:2 23:12
 24:11 35:8 53:17

continues 9:23 49:1,4 53:4

contract 21:14 77:18,19 79:2

contractually 20:22

contributions 15:5 53:24

control 10:22 51:23

conversation 64:6 79:23

conveyed 12:22 13:17

cooperate 64:3

cooperation 2:20 46:21

cooperative 53:21

Coordinator 8:2 44:12

cop 51:2,9

copy 16:19 44:6

core 16:19,20,21 17:4

Corp 15:16

Corporation 8:1

Correct 61:1

corrections 6:21

corrective 28:13,16 30:24
 31:1

correspondence 58:5

corruption 83:3
cost 42:8 43:10
costs 78:16
council 3:23 4:15,16 8:13
 11:1,18 49:25 50:2 53:11 73:3
 78:17 82:20
Counsel 8:1
counseling 36:14
counting 56:24
country 54:14,22 56:16,23
 66:18
County 13:5,25 18:16,20 59:6
 60:8,15
couple 8:20 32:24 39:24 41:24
 70:17
covered 33:5
COVID 12:6 56:11 59:20 69:18
create 45:23
created 4:22 19:4 22:14
crime 9:15 12:9,14 14:17,22
 15:18
crimes 13:23 14:12
criminal 11:10 56:3
criminalization 48:21
crisis 2:18 48:16
critical 9:16 14:2
Cromwell 8:8
crowd 9:1
Crowley 82:18 83:22
Crowley's 84:2
crucial 54:22
crush 75:16
cry 72:7
cups 68:11
current 43:20 80:18
custody 13:4

cut 42:15 83:22

D

daily 27:17,19 35:24 37:24
 38:5
Dana 71:2
dangerous 31:23
data 26:25 40:3 53:14
date 12:10 20:25 21:1 27:16,
 18,22 66:17
dates 34:16,24 35:21
dating 12:24
daughter 73:18 83:16
Davis 8:14
day 4:24 15:2 35:22 36:1
 56:20 61:20 67:5 68:5 69:24
 77:3 84:20
days 40:2,22,24
de 69:17
deaf 70:10
deal 55:5 83:19
dealt 73:8,10,11
death 14:19 69:18
December 2:6,12 44:14
decided 51:20
decisions 21:7
decree 50:24
defcon 70:11
defend 73:21
defined 46:18
definitions 29:21
defund 50:8,9
degree 13:6
demands 79:5
demeanors 36:4

demographics 19:5

Denise 2:7

department 2:11 4:2,8,13,17
 7:11 10:23 11:3,7,16,24 12:3
 13:19 15:6,15 16:3 19:5,20
 21:6,8 24:3,10,24 25:4,8,12
 26:18,19,21 27:2 28:24 29:6,
 8,10 30:21,22 34:25 35:19,20,
 22,23 47:6 51:2 53:2,16 68:4
 70:6,22 73:5,8 77:20 80:21

Department's 9:21 10:3 23:22
 25:10 28:11

departmental 11:5 32:16

departments 19:17

Department's 9:25

depend 43:9

depends 42:6

deployed 31:16

deployment 30:4 31:15

deployments 32:4,5

deposition 83:19

depository 30:17

describe 44:18

Deshawn 48:17

designated 59:8

designed 39:1,2,14,15,23

desk 29:9 83:9

detail 8:22 32:20

details 27:17,19 46:12 77:11

detainee 31:9

detention 51:17

determine 30:19

determined 27:6

Detroit 4:2,8,12,24 5:5,6,7,10
 10:23 11:3,6,12 15:6 26:18,21
 27:2 48:16 49:2 50:25 52:6,10
 54:8 57:5,13 68:25 70:6,22
 71:12,15,16 72:24 79:7 80:2,

4,21 81:22 82:17,18,19 83:5,
24 84:1

Detroit's 4:7 71:17,19

develop 24:6,24

developed 11:7

developing 53:11

development 35:19

device 27:11 28:25 31:21

devised 59:17

dialogue 50:6,8

died 62:5 69:18

Dietrich 7:13

difference 39:13

differences 57:4

differently 33:1 78:14

digital 53:13

diplomacy 72:11

directed 27:17

directive 58:12 80:19

directives 80:15

directly 30:11 40:25

director 2:5,7 8:6

disable 84:2

disabled 12:3

discharge 29:23,25 30:1,4
31:12,13 37:8,9,23 38:2

discharged 29:13 37:11 38:6,
7 40:7,14

discharges 31:22,24 32:1,6,7,
8 37:15 38:12

discharging 29:22 37:16

discipline 11:15 36:12,25

discovered 14:7

discrepancies 30:14

discuss 47:20 52:18 77:14

discussed 15:17 29:12 63:21
77:5

discussion 6:15 49:24 85:6,7

discussions 24:5

dismiss 10:16

dismissal 3:1

dispatched 12:20 14:5

disqualification 11:11

disrespectful 65:6,9,15

distributed 2:15 6:19

distribution 24:19

District 5:20 10:24 60:11,16

Districts 11:2

disturbance 13:11

division 23:22,24 26:3,9 27:15
30:12,13,16 31:4 35:18

docking 43:17

document 30:5,13 31:10,11

documentation 26:24

documented 28:8

documents 30:7

domestic 12:19 14:4

double 80:23 81:9

DPD 2:2 4:10 10:23 11:9 15:8,
12,13 48:3,11,12,25 58:6,7

DPD's 9:3 15:3,9

DPDS 29:4 58:9 81:25 82:4

DPOA 21:15

drag 12:16

drive 30:1 69:3

driver 81:2

driveway 73:25

driving 13:15

drug 49:22

due 12:3 51:18 78:10

duties 27:8 29:9

duty 5:3 12:4 24:15 29:1,5
72:2

E

earlier 45:13 63:17

early 22:5

ears 70:10

earth 4:22 68:5

easily 31:11

east 48:7

Eastside 61:5

easy 20:9

edge 45:1

educate 55:6

education 53:15

educational 54:5

effect 31:12,13 32:7 37:20,23
41:14

effective 16:9 47:7 48:19
53:20

effectively 47:5

effectiveness 9:24

efficient 16:9

efforts 53:21

Eighth 14:24

elder 71:22

elected 10:24 46:6 51:8,10
52:4 55:12

electrical 39:9

electricity 39:7

electrocuted 39:15

emailed 30:11

emails 83:7

embarrassing 70:20

embedded 46:14
emergency 2:5,6,15,18
employees 11:15
employment 24:16 29:2
EMS 41:17
encounter 28:3
encounters 24:12 27:10
encouraged 35:4
end 30:8 34:2
ending 58:12
endorsement 30:10
endorsing 55:23
enemy 70:3,4,5
energy 9:19,22 23:18,24 24:8
 25:11 26:11 28:23 29:20
 54:19
enforcement 8:25 9:2,5 24:18
 27:8 45:17,19,22,25 46:5,9,20
 47:21 50:13 51:15 53:5,18
 70:5 71:17
engaged 24:4 52:24 63:25
engagement 9:1 53:15 60:5
engaging 82:9
enhancing 53:13,20
enlighten 54:12
enroute 5:24 6:2
ensure 3:25 4:4 9:4 26:20
 27:12 28:2,4 51:22
ensuring 4:10 24:16 30:19
enter 11:12 81:15
entering 81:18
entertain 6:10
entire 21:11 50:8 52:9 58:14
entities 45:24 57:3
entity 54:13
entry 36:14

epidemic 2:5
equipment 37:24 43:11,14
equipped 29:5
Eric 76:21 78:5,8
Established 45:21
ethical 51:13
Europe 49:19
evaluate 10:3
evaluation 23:23 24:1
evening 11:2 69:16
event 22:9,10,18,22 23:4
 27:12,21 28:1,6,18 63:11
events 18:25 22:2 28:22
 31:19,20 36:1 78:10
everlasting 4:23
everyone's 2:21
evidence 24:19 27:21 82:5
exact 39:6
examined 40:3
Excel 28:9
excellent 40:1 41:21 43:23,24
 54:10 72:15
exceptional 26:20
exceptions 11:16 30:22 80:19
exchange 46:7
excuse 10:9 51:23 68:8 74:22
 77:3
execution 27:9
Executive 7:11
executives 2:2 46:20
exercise 77:7
exercises 10:22
exigent 24:13
existence 77:18
expand 49:4

expanded 48:12
experience 52:7
experiencing 51:18
expert 39:12
expired 2:12 12:22
expression 51:23
extended 82:6
extensive 24:3 56:14
extent 41:12 55:5
external 47:21 53:19
eye 73:20

F

Facebook 15:10 17:24
faced 5:2
facial 58:6
facilities 46:19 59:19
facing 46:8
fact 50:23 54:20 56:5 63:8
fails 78:18
Failure 2:25
fair 2:7 9:4
familiar 48:6
fantastic 68:11
farmed 19:16
fast 70:18
fatal 12:18 13:9 14:3,5
Father 5:4 79:11,13 80:6
fault 10:15
favor 5:7 6:16 85:7
favorite 51:8
fed 51:25
federal 24:17 50:25
feedback 47:17 49:12 52:16

58:24
feel 76:16 79:18
feeling 57:21
feelings 56:18
fell 70:10
female 19:11 22:5
females 19:9
Ferguson 5:18 6:13 10:13,17,
 19 11:21 19:25 20:1,8 21:17
 41:22,23 57:11,18 72:13
 81:23 82:3
field 29:6 59:19 60:3
fight 39:17
figure 72:25
figures 32:21
final 11:14
finally 11:17 51:20 81:18
finance 57:9
find 78:22
finding 20:13 32:12,16
findings 23:25 28:8,9 30:10
 32:10,11,14
fine 17:17 84:21,22
fines 71:19
finest 71:17
Finn 83:2
firearm 37:16
fiscal 4:3
flagged 35:6
floor 64:17,18,19,23 67:3
flow 39:9
flows 39:7
Floyd 54:21 55:13,23 66:15
focal 54:13
focus 47:14 49:21

focused 15:11 47:19
focusing 32:3 35:20
folks 19:11
follow- 19:21
follow-up 41:21
foolishness 76:13
footage 34:15 35:25 36:3
 42:9,17,20 78:12,14 79:6
force 29:3,4 30:17 31:5,8
 32:15 38:5 40:16
forced 83:20
forever 4:23
forget 69:16
forgive 66:7
form 28:15 30:11 31:1
formed 55:9
fortunate 47:25
forum 2:25
forums 3:15
forward 4:2,9,12 6:8 9:14,17
 25:13 49:5 52:10
found 28:11 30:22
Francis 7:25
frankly 62:11
Freda 8:12
free 81:3
freedom 24:20
frequency 31:17
frisks 80:17
front 13:13 29:16 49:7 68:14
 73:24 83:9,13
full 4:15 83:21
function 37:25
funding 46:22
future 14:14 18:25 30:15 40:9
 54:25 63:21,23

G

Gagna 15:16
gave 19:3 69:19
gem 52:9
gentlemen 50:17
George 54:21 55:13,23 66:15
Gerald 8:5
gifts 68:11
Gilbert 79:18
girl 52:2
girls 83:9
give 4:19 7:8 8:20 9:12 10:7,
 17 16:5 58:3 66:25 74:19
 75:10,13,14 82:12
giving 5:2 43:10
glad 8:20
goal 48:20
God 4:22,23 78:3
good 2:1 3:19 7:19 17:12,15
 19:3 25:20 26:16 38:22 41:20
 47:23 48:5,25 49:6 57:21 59:4
 60:7 68:22,24 69:16 76:23
Gordon 48:15
governing 11:6
governs 24:19
Gracie 68:17
graduating 45:2
Graham 29:12
grant 80:5
granted 57:19
grants 80:2
grassroots 51:7
Gratiot 79:14
gray 13:15
great 5:10 35:1 43:23 55:5

67:5 71:16 72:9
greater 40:5
greatest 56:13,17
green 58:8
group 50:22 81:19
growing 46:4
guess 20:2 36:23 37:17 38:3
guests 7:22 8:11 71:4,10
guidance 48:6,22
gun 33:13
guns 38:7
gunshot 14:8
guy 65:22
guys 19:14 33:1 54:8 74:6
 75:8

H

hallway 64:1
hand 41:24
handcuffed 39:18
handgun 38:4
handguns 38:5
handing 3:8
handle 76:5,16
handled 40:19
handling 69:25
hands 73:9,22
happen 37:12,18 72:3
happened 18:15 62:1 64:21
 75:12
happening 19:21 33:22
happy 7:6 67:7,11,13,22,25
 68:2,5,6
hard 54:24 61:5 72:4,8 78:23
harmony 65:20 66:6

Haverhill 14:6
head 14:8 17:24 37:6 39:6
 76:4
Headquarters 69:1
health 2:5,7,18,21 48:11,25
healthcare 70:24
hear 18:7,8,14 25:22,23,24
 34:21 61:7 70:21 71:7,8 78:5
heard 5:7
hearing 6:22 9:17 56:1 61:8,9
 85:6
hearings 4:8
hears 11:10
heart 76:3 77:4
heaven 4:23
Heavenly 5:4
heavens 4:22
heavy 29:18
heck 77:4
Heights 15:8
held 14:16 22:23 23:5 44:14
 65:11,13
hell 51:24 77:3
helpful 18:2
helping 34:10
Hernandez 6:1
Hewitt 8:5
hide 70:13
high 17:21
higher 65:12,13
highlight 15:2
highlighted 14:17
highlighting 53:22
Hill 81:22 84:5,6,9
hips 73:9

historical 53:25
History 15:10 18:25 22:18
 63:22
hit 13:9 14:18
hold 46:3
holds 42:1
Holiday 68:6
hollered 65:2,3
hollering 66:3
Holley 3:17,18,19 4:9 5:13 6:6,
 14,18 7:1,8,15,17,19 8:16 9:7
 10:14 11:21 15:20 16:14,16,
 23 17:2,6,8,12,15,18,19
 18:10,12,22 19:24 20:20
 21:18,23 22:7,12 23:6,10,15,
 20 25:16 26:7 32:18 33:10,14
 34:5,10 35:14 36:22 37:17
 38:22 39:19,22 41:4,8,20
 43:23 44:2,22 45:1,6,9 54:3,9
 55:17,19,25 56:4,8 58:1,16,
 19,21 59:4,9,13 60:6 61:2,12,
 22,25 62:6,8,12,18,22 63:1,
 13,18,19 64:4,8,11,13,19,21,
 24 65:1,3,7,16,18,22 66:1,4,7,
 11,17,22 67:2,10,15,18 68:6,
 16,18,22 69:12,22 71:5 72:10,
 11,20 74:8,11,14,22,25 75:5,
 6,7,22 76:1,3,9,15,19 77:3
 78:7 79:10,24 82:14,21 83:6,
 21,25 84:6,12,15,24,25 85:3,6
Holt 6:3 17:16,17 21:22,24
 22:11,13,17,22 41:4,5 44:11
 49:13,14 50:15 68:8,15,20
 75:6,24 76:2,7 82:21 84:25
home 12:3 13:14 57:5 81:11,
 12,13,16,18
homes 81:10
homicide 13:6
homicides 12:9
honor 61:15 67:17
honorable 2:1 3:23 4:14 44:6
 47:23 58:4 71:3,9

hook 60:18 74:16
 hope 7:14 21:15
 hoping 11:11 59:18
 horrific 14:22
 hospitable 60:4
 hospital 12:22 13:17 41:18
 hospitalizations 40:11 41:1
 hour 3:5 70:7
 hours 16:22 18:15
 house 73:14
 housing 51:16 85:1
 HR 58:9
 huge 62:10
 human 16:3
 humane 51:13
 humorous 49:20
 hundred 55:2
 husband 14:10
 Hutson 50:19

I

i.e. 51:17
 icon 3:9
 idea 7:8
 ideas 46:8
 identified 12:25
 identifies 31:11
 identify 44:19
 identity 13:22
 illness 48:21
 images 13:20 26:25
 immediately 30:5
 imminent 29:23
 impact 21:5

impacted 21:7
 impacting 49:22
 implemented 9:12 49:2 52:22
 implementing 48:23
 important 9:8 10:1 40:17 54:7
 57:8
 imposing 11:15
 impressed 32:19 57:1,2 70:8
 impressive 50:18,23 51:6 52:3
 55:4
 In-car 27:24
 in-person 2:8
 in16-hour 69:24
 incapacitates 39:10,16
 incarcerated 51:14,21
 incident 12:19 13:8,12,19
 14:2,5,7 18:1 26:25 30:8,13
 31:12 33:9,25
 incidents 9:16 12:18 14:14
 33:22
 include 24:10 25:6 40:9 53:10
 included 24:14 51:12
 includes 53:8
 including 8:24 11:1,4 24:12
 25:1
 incoming 58:5
 increase 12:15 26:18
 increasing 69:25
 incumbent 52:4
 independence 46:17 53:22
 82:7,8,9
 independent 45:24 78:20,23,
 24
 indicating 32:16 55:23
 individual 27:16 30:5,23 39:1,
 3 81:19
 individually 15:7

Individual's 28:10
 information 2:16,19 13:2,24
 14:9 24:20 25:13 35:16 44:15
 46:7 52:21 53:15 59:16 79:25
 80:11
 informative 49:15
 informing 55:9,11
 initially 82:7
 initiates 36:17
 initiatives 24:5
 injured 12:2
 injuries 12:4,23 13:18
 injury 31:9
 innovation 47:11,15,19
 innovative 48:5
 inquiries 4:14 58:10
 inside 81:16
 instance 34:17
 instances 31:18 54:16
 institute 50:2
 instructions 3:3
 insult 74:23
 insulting 70:21
 insurance 77:9,10,12
 integrity 5:3 27:13
 intended 32:9
 intent 29:22
 intentionally 13:16
 interact 49:15
 interest 13:20 14:21 25:8
 78:25
 interested 19:14 45:18
 Interim 5:16 7:24 8:7 25:16
 44:9 54:4
 intermediate 31:9 38:5
 internal 12:4 46:20

international 49:9,17
interrupting 3:17
intervention 48:16,19
interview 15:16,18
interviews 48:9 55:14
introducing 52:11
introduction 27:23 28:5,19,20
investigate 77:12
investigated 51:1
investigates 11:9
investigation 13:22 28:15
 31:1 32:13
investigations 29:7 30:17,20
investigative 11:13 50:22
investigator 8:4,7,8,9,10
 42:18 50:21
investigator's 23:4
investigators 57:15
invitation 3:21 22:4 23:9 82:1,
 4
invited 22:2
invocation 4:19
involved 30:6 33:20 57:21,22
 63:25 75:1
involvement 27:10 46:24
involving 4:16 18:15 24:12,25
 36:18
isolated 12:8
issue 36:13 40:4,18 54:13
issued 2:5 13:6 14:14 43:8
issues 5:2 20:25 40:19 43:6,
 16 46:8 57:22 58:18 70:15,16
item 20:22 54:21 80:17
itemize 80:16
items 3:21

J

Jackson 7:25 22:21,22 63:9
jail 47:12 76:13
jails 46:1
James 67:6
January 2:14
Jesus 5:11 6:1
Jim 3:19 82:21 83:6
Jimmy 3:20 4:17
job 55:10 67:1
John 16:20
Johnson 7:13 26:5,6
join 6:9
jointly 11:7
Jonathan 69:17
Jonya 8:3
journalists 46:6
Joy 69:15 71:2,3,5,7,8,9,24
jumping 49:25
June 59:7 61:15,18 62:23
junkyard 73:16
jurisdiction 46:18
jurisdictions 52:20
justice 47:1 56:3 66:15

K

Kansas 57:1,2
Kari 7:11
Katrina 8:6
keeping 71:25
key 24:5,9,24
keynote 22:19
keys 33:23

kickbacks 83:3
kids 73:23,24
kind 52:1 60:23 74:18
Kirkland 48:17
knew 7:2
knowledge 4:25

L

lack 54:14
ladies 50:17
lady 33:11 63:9
laid 9:9
Lan 71:2 72:19,23 73:14 74:9,
 13,22 75:2,15 76:12,18
laptop 43:5
large 13:10
Larry 69:2
lasting 53:20
lastly 27:25 52:15 53:22
lasts 42:5
late 75:19 76:24
law 2:10,15 9:5 24:18 27:3,7
 45:17,19,22,25 46:5,8,20
 47:20 50:13 51:15 53:5,18
 70:5 71:17
lawn 13:13
Lawrence 8:7
laws 3:14 24:17 30:21
lawsuit 78:16
lawyer 51:2 78:24
lead 50:1 67:12,13
leader 51:4 69:19
leaders 48:23 65:13
leadership 9:3 52:23 68:3
leading 15:4

learn 33:2 34:6 57:6
learning 25:13
leave 16:24 55:15 71:1
leaving 20:5 77:15
left 13:16 19:11,12 68:11
legacy 61:16
legally 73:19
legislature 2:11
legitimacy 4:1 10:4 47:1
legitimate 83:15
legs 29:19
letting 72:18
Levalley 2:2 6:25 7:6,10,16,
 18,20 9:13 10:7 11:22,25
 12:16 13:8 14:2,20 17:23
 18:5,9,17 19:23 20:21 21:19
 33:10,12,18 34:8 35:15 36:7,
 11 37:1,5,9,13,19 38:8,10
 39:5,12,20 40:4,13 41:15
 42:23 67:21 68:1 74:15,21
LEVALLY 17:11
level 30:18 36:13 40:20 54:19
Lever 7:13 26:4 58:23 59:1
Levy 63:11
Lewis 69:2
liberty 51:18
library 27:21
Lieutenant 7:12,13 8:5 25:20,
 23 26:1,8,9,13,16 27:14,25
 28:17,23 29:20 30:2 31:3 32:2
 33:8 34:20,23 35:10 37:22
 38:16 40:23 41:13 44:1 48:15
 69:14,16 70:12
life 43:1 61:15 69:19
lifted 59:20
light 42:5 58:8
limited 11:4 24:12 53:9 77:21
Linda 5:19,20 22:16 44:10

lined 60:1
Lisa 5:24 22:16,21,22 44:10
 63:9
Lisonya 8:9
listen 60:13 74:18
listening 79:9
live 81:9
lobbyists 54:18
local 13:3 14:25 27:3 45:25
 52:19,23 53:17,18 54:12
locally 53:24
locate 14:12
location 14:7,10 48:10 59:8,23
log 28:1
logs 27:18,20
long 15:25 20:15 21:6 38:25
 42:5,7 48:22 72:23
longer 21:10
looked 62:3
loose 29:18
Lord 70:3
lose 77:21
losing 42:12
loss 51:18
lost 37:3 42:13
lot 16:2 21:16 34:2 42:8,21
 43:6 53:3 54:19 57:24 61:16
 64:22 66:18 69:20 77:25
loud 61:7,8
louder 25:25 71:5
Louis 57:12,18
love 15:1 78:1,4
lower 29:15
LSA 21:14 69:14
lunch 14:25
luncheon 15:4

M

Madam 54:10
madder 83:2
made 15:6,9 22:1 30:3 50:22
 82:22
Madrigal 8:10
Mae 44:11
maintain 82:9
maintaining 53:22 82:8
major 13:23 14:11
make 3:7 7:1,4 11:23 16:8
 21:7,10 23:10 25:5 33:5,15,16
 36:3 45:25 47:6 60:2 63:8
 72:14 81:7 83:23
makes 11:17
making 22:7 33:6,23 57:5
 73:12,16
males 19:9,10
man 50:7 65:7 73:12 75:7
 76:6,10 83:18,24
management 9:1 31:10
Manager 7:11
mandated 4:5
mandates 11:4
mandating 2:9
manner 4:7
Manning 13:11
March 2:9 6:11,20 12:19 13:10
 14:4,15,22 15:3,9,15 22:23
 58:10 68:25
Marie 8:11
Mark 7:13 69:15
married 73:12
mask 78:3
mass 29:15 78:10

Matlock 45:3
matter 12:22,24 13:25 20:11
 70:25 83:1
maximum 43:1
mayor 10:25 11:8,18 54:16
Mcbride 7:12
means 28:4 82:6 83:18
meant 61:16 62:20,21
meantime 77:23
measures 25:7 52:22
media 13:2,3,12 15:9 17:21
 26:23 53:14 60:18,21
medical 25:2 40:9 41:11,14,16
 51:14
meet 2:13 28:6 46:7
meeting 2:4,17 3:2,8,15,17 5:9
 8:19 17:8 58:15 59:5,7 67:8
 68:7,22,23,25 69:2,4,5,6,8,9,
 21 77:2,6,24 78:2 84:3 85:11
meetings 2:8,9,12 11:2 16:1
 24:4 48:7 59:5 72:12 73:3
meets 11:1
Melanie 7:24 44:9 63:21 82:21
member 26:18 29:1 38:17
 45:14 46:15 69:18 70:21
member's 28:1
members 10:24 12:2,7,8
 13:19,23 14:11 15:11,21,24
 24:11,15,25 26:3,21 27:4,17,
 20 28:10 29:2,3,5,6,8,15 46:7
 71:13 81:14 82:6
members' 27:19 30:6
membership 49:17 58:14
memory 33:24 34:1
mental 48:11,21,25
mention 66:14,20 77:16 84:22
mentioned 18:24 40:13 41:7
 45:13 53:12

Merrill 23:1
message 57:25 70:4
messaging 16:16
met 52:23 77:7
metadata 26:25
Mexico 49:18,21
mic 50:13
Michaels 8:1
Michigan 63:10
microphone 84:2
mile 22:24 61:4
million 78:17
mind 4:21 6:24 10:15,17 15:22
 56:5 71:6 76:10 77:22
mine 19:18
minimum 36:25 70:23
minister 76:21 78:5,8 79:10,
 18,20 80:8,9,10 81:24
ministers 65:12 79:24
Minneapolis 33:11
minutes 3:10 6:9,10,19,22,23
 17:9 44:22 54:5
Mira 68:17
misconduct 36:17,18 40:13
 41:2
misreading 80:24
missed 22:3
mission 10:12,20 11:20 45:19
 46:3
Missouri 57:1,12
mixed 70:4
mobile 81:9
mode 30:1
model 48:13,19 49:1 53:4
moment 8:19
Monday 14:15,22 22:10 49:3

money 73:15 79:12
monitor 50:24,25 67:9
month 15:10 18:25 22:6,18
 34:24 40:2,21,24 58:24 60:9
 61:15 63:22
monthly 31:5 69:4
months 79:5
Moore 5:25 18:12,13,14,19
 36:22,23 37:2,7,10,21 38:3,9,
 13,21 48:15 58:18,20,22 59:2,
 11,23 61:10,24 62:7 67:15,17,
 23 68:2 72:22
Moore's 60:16
Morale 21:13
morally 80:10
morning 32:19
mother 83:2
motion 6:10,18 85:4
move 45:12 49:11 70:18 85:5
moved 6:12,14
movement 55:11
moving 53:2
Murano 13:15
murder 13:6
murdered 83:17
muscle 33:24 34:1
muscles 39:10,11,16
muted 84:7

N

NACO 44:16
NACOLES 44:5,13,17,18,19,
 21 45:14,15,19 46:3,13,16
 47:2 48:1 49:8 50:20 56:10,20
 78:18
Nakia 79:7 82:5
names 72:1

Napolian 51:9
national 45:14,21 49:9 54:13, 19 55:11
nationally 53:24
nature 14:22 18:16 30:3 47:7 57:23
necessitate 27:10
neckline 29:16
negative 50:12
negatively 49:22
negotiated 20:22 70:19 71:1
neighbor 73:10,11
neighborhood 14:23 73:1,8, 13,15,16 75:21
neighbors 73:9 75:17,20
network 56:17
neutralize 39:1
neutralizes 39:2
news 18:1 48:25
newsletter 57:9
Newson 13:1,4
nice 62:16 67:15 72:21
niece 63:11
Ninth 73:17,18 74:3,9,16,17
Nissan 13:15
noise 8:25
non- 11:9
nonfatal 12:11
nonprofit 45:23
Northeast 48:6,21
Northwest 69:3
notated 58:5
note 2:4 9:20 17:11 23:10 55:8 58:11
notes 67:19

notice 28:13 30:24
noticed 80:17 81:14
notices 2:16
notification 28:12
notifications 30:3
number 18:23 25:3 40:14 42:16 46:17 50:23 52:5 72:1 75:8 78:19 79:3 83:10
numbers 41:1 75:9,17 78:10

O

object 56:1
objection 56:5
objections 56:1
objective 44:15
objectively 29:11
obtain 13:20
obtained 13:23
occasions 71:20
occurs 33:25
OCI 82:24
October 31:8
off- 24:14
offender 12:24,25 13:1,3,15, 22,24 14:9,10,12,13
offenders 35:6,11 36:10,11 78:15
office 8:12 10:7 13:5 14:1 21:13 23:3 27:15 28:4 30:16 31:4 32:24 35:19 56:23 83:9
officer 12:5 14:24 16:20 21:12 23:16 30:6 32:25 36:19 43:8, 14 74:9 81:5,6
officer's 14:11 15:2 42:19
officers 12:2,20,23 14:4,8,23 20:4,16 22:5 28:5 31:16,18,24 36:2,4 37:24 38:6 40:14 42:6, 11 71:25 72:2 74:4 80:25

official 27:7 36:15 50:25
officials 45:17 46:5,6 55:12
oil 82:21
ongoing 9:24 82:10
online 25:14 27:20
open 2:12 23:9 59:19
operational 46:22
operations 9:5 73:20
opportunities 56:20 57:7
opportunity 4:18 21:25 22:14 49:15,19 50:5 75:13,14
Opposed 6:18
opposite 33:21
ops 42:14
oral 3:6
order 2:5,6,15,18 27:12 65:8, 15
ordinances 3:14
organization 44:16 45:16,23 61:21 62:17
organized 45:10,11
Orleans 51:1,7,11
Outer 69:3
outline 44:16
outlined 45:20 46:12
outreach 46:24
overrides 79:2
oversight 10:22 11:3 22:20 44:17 45:15,17,19,22,24 46:5, 8,11 47:4,6,10,12,13,15 50:12 52:17,18 53:4,5,13,16,18,25 54:14,15,18,20,22,25 55:3 56:21 61:18 82:8,10
overview 23:25
ownership 43:12

P

package 21:12 22:8
packet 44:7
paper 82:13
paradigm 52:13
paramount 40:16
parent 30:6,8
parish 51:10
Parliamentarian 7:25
Parnell 69:17 77:1,25
part 12:13 22:17 35:18 47:10
 71:23 80:22,25 81:8,14 85:2
participants 3:8
participate 5:9 57:12
partner 47:20
partnership 48:3,24 49:6
partnerships 47:20
pass 21:25 50:13 64:12
passed 54:24 64:13
past 44:14 47:9 49:2 50:20
 56:10
pastor 65:11
patience 25:17
Patillo 8:6
patrol 29:7 35:25 68:12
patterns 46:23
pause 67:5
pay 20:6
paying 59:21
peace 64:17 65:19 66:5
peaceful 79:8
pedestrian 13:9 14:18
pending 14:13 32:14
pension 20:11,13,24 70:24

people 5:10 19:7,14 20:17
 35:10 40:9,11 44:23 50:11
 56:15 60:19,24 67:7 70:3
 72:20 74:2 75:21 76:14 80:23
 81:9
perform 3:25 4:11 5:3
performance 26:5 27:7 30:15,
 18 31:3
performing 4:4
performs 24:1
perished 72:2
permanent 47:10
person 2:13 13:20 14:21 18:3
 36:16 37:18 39:15 41:10,12,
 14,18 50:18 51:4,22 74:7
 76:19 78:22 80:12
person's 39:10
Personally 21:7
personnel 8:6 41:16 69:7
persons 25:2 51:14,22
pertaining 80:19
pertinent 27:7
petite 52:2
Phd 63:9
phones 3:16
photo 13:1
photos 14:21
piece 36:7 43:11 82:13
piggyback 21:25
pistols 73:10
place 12:21 14:6 15:18 17:5
 21:9 22:25 24:9 33:23 35:24
 52:18
places 59:25 60:4 61:3
Plaisance 23:1
plan 8:22,24 9:8,14 15:17
 28:16 31:2 38:14 43:2 59:17

planning 45:6 50:1
plans 43:2
platform 51:11,16
platforms 3:2 53:14
play 73:23
played 15:8
playing 73:24
PM 12:20 13:10 68:25 69:3,6,
 7,8,10
point 21:2 54:13 59:18 79:12
points 23:18
police 2:3 3:4,20,24 4:2,24
 5:1,5,8 8:6,14,24 10:10,12,20,
 21,23 11:3,7,8,11,12 12:5
 13:4 14:23,24 15:6 22:15
 26:18,20,21 27:2,10 31:5,7
 32:25 35:19 46:9,14 47:3,24
 48:9,24 50:1,9 51:2 52:23,25
 53:2,19,23 54:18 55:21 57:13
 61:18 67:24 68:10 70:6,22
 73:5,7 77:5,8,10,15,20 78:19
 79:1,3 80:21 82:19 83:1
police-citizen 24:11
policies 2:25 3:1,3 24:6 25:6
 27:3 28:3 29:5 71:14
policing 9:4 26:22 53:11 66:15
policy 9:21,23 11:6 16:18,21
 17:3 24:5,14,16,18,23,24
 25:3,5 26:17 28:12,24 30:21,
 22 32:17 33:4,19 34:9 35:23
 36:5 41:16 46:23 57:22 58:12,
 13 69:6 80:15,18 82:10
population 24:25
posed 4:16
positive 12:8 22:4
positives 21:16
post 15:10,11
posted 3:14
posting 44:7

power 11:12
Powerpoint 25:14 26:11
practically 56:12
practice 46:23
practices 24:7 25:6 44:20
 46:16 49:10 53:7
practitioner 56:21
practitioners 45:18 46:5
pray 5:10
prayer 5:15
precinct 8:13 12:5 14:24 48:8
 49:3,4 59:6,24 73:17,18 74:3,
 10,16,18 77:2,25
precincts 8:23 9:4 40:6
pregnant 25:1,2
preliminary 4:13 30:10
prepare 55:20
presence 8:25
present 5:20,22,25 6:3 7:10
 10:11 25:9 81:17 82:20
presentation 9:18 23:12,19,21
 25:9,12,14 43:23 44:3,5,7,15
 47:13 48:1 52:9 53:7 54:1
 58:23 62:19 78:9,18
presentations 21:20 48:3
presented 48:17
presenter 45:8
presenters 44:9
president 8:13 22:19 50:20
 65:11 69:14
press 3:9 14:16 82:24
Pressley 6:4 18:10,11 34:11,
 12,22 35:1,13 36:10,21 68:21
pretty 67:9 70:18 72:8
prevent 3:16 20:24 33:21
previous 36:1
previously 6:19 53:12

principle 79:1,3
principles 44:16 46:11,17
 47:4 78:19
prison 47:12
prisoners 51:17 52:8
prisons 46:1
privacy 24:18
privately 79:21
probes 30:1 39:9 41:16,19
problem 19:17 60:17 77:10
problems 77:9
procedural 47:1
procedure 32:15
procedures 2:8 71:14
process 27:14
produced 27:1
productive 4:7
Productivity 21:13
professional 3:12 35:19 53:21
profile 17:21 27:21,22 28:2
program 48:23,24
programs 48:5 49:7
progress 4:10
progressive 53:3
prohibiting 24:14,24
project 58:8
prolific 50:7
promote 53:20
proper 73:15
properly 6:14 36:15 70:14
property 27:1 74:1
proposal 48:11,14
proposals 48:1,4
proposed 81:4

Prosecutor's 13:5,25
protect 2:20 25:8 26:19 73:18
protected 81:10
protection 46:25
protections 25:7
protest 79:8
protocol 38:2 71:14
proud 45:13 46:15 70:8
proven 49:10
provide 23:24 26:24 35:15
 44:15,20 49:19 51:13 58:24
 59:3 62:19
provided 4:14 13:2 26:11
 27:19
providing 28:14 44:13 52:24
provisions 2:12 20:23 24:24
psychological 51:13
public 2:9,16,17,23 3:3,5,6
 4:11 11:18 18:7 24:20 45:17
 46:22 47:10 53:14 54:1,12
 55:6,10 69:1,11 79:21 83:14
public's 25:8
pull 37:12,14,15 38:2 42:20
pulling 29:25 36:2
punch 42:16
purchase 43:19
purchasing 43:7
purpose 45:20 74:5
purposes 11:14 29:13
pursuant 11:9
push 54:24
pushback 54:16
put 16:23 21:3 32:22 33:4 42:3
 62:24 63:23 73:22,24,25 79:7
 81:5 82:6
putting 73:9

Q

qualify 80:2,4
qualifying 80:3
quality 4:11 47:7
Quantez 6:4
quarantined 12:7
quarter 32:2,3,6
quarterly 31:6
question 15:22,23,24 16:12
 20:2 35:2 37:6,17 38:9,25
 40:8 41:9,21 64:9
questions 3:24 4:15 16:3,5,7
 17:18 19:3 34:13 36:24 38:22
 43:24,25 55:13
quick 60:5
quicker 42:9,10
quickly 34:1 58:20
quorum 6:5

R

racial 19:19
racing 12:16
radio 43:13,14 68:12
radios 43:13
raise 3:8
ran 51:6,11
random 23:25 27:16 34:14,17
 35:9,24 36:1
ranks 7:2
rap 67:17
rate 28:17,18,21
Razo 2:7
reach 62:16
read 14:25
reading 11:20

ready 60:3

real 15:18

real-time 14:16

reason 55:25

reasonable 29:11 78:22

recall 24:2

receive 9:24 14:8 25:10 28:12
 36:20 56:15 57:19 59:20

received 2:6 8:22 44:6 48:18
 58:6,9 59:2,3 79:6,12

receives 11:10 41:12,14

receiving 4:13 9:15

recent 14:17

recently 52:23

recognition 22:6 58:7

recognized 15:7

recognizing 53:23

recommend 33:4

recommendation 53:17 82:11

recommendations 24:9 25:4
 44:20 52:25 53:7 58:14

recommended 24:23 44:17
 47:2

record 16:25 24:9 26:22 27:4,
 5 62:4 64:6 66:14 82:12

recorded 27:1 28:3 83:11

recording 24:11 27:4,13 28:7
 83:11

records 29:9 32:9 46:19 79:4
 81:25 82:4

recourse 50:10

recovering 12:3

recruitment 70:9,16

recruits 11:11

refer 81:19

reference 17:21 30:15 40:24
 54:20,24 55:14

referencing 33:8

refers 82:8

reflect 24:7

reflects 9:5

reform 47:11,14,19

reforming 53:10

refrain 3:12

regard 2:23 6:22 9:13 47:18
 66:16 77:6,17 78:9,15

register 36:14

regular 59:22

regulations 11:6

rehab 77:7

related 19:4

relates 21:12 41:10 49:20
 52:25

relation 56:9

relations 8:2,13 15:9 44:12

relationship 12:25

relationships 53:20

relative 34:14 35:2

released 14:20

relevant 3:14

relying 34:2

remain 3:12 27:12

remaining 32:8

remains 80:17

remarks 80:7

remember 56:21,25 57:8,9,10,
 11,16 78:16

remind 10:5

reminder 2:10,24 48:10

reminders 2:23 23:19

remote 2:9

remove 41:16 80:20 84:3

removed 41:19
repeat 35:6,11 36:10,11 78:15
repeated 33:24
repeats 36:16
replace 26:23 43:2
report 8:20 9:2 10:7 11:18,23
 12:17,18 13:9 14:3,15 16:19,
 21 17:4 18:3,6 19:18 31:9
 32:20 34:13 40:1,2,8 41:6
 54:10 58:3,7,8,11
reported 18:1 28:10 78:13
reporter 9:15
reporting 28:7 31:7 46:22
reports 9:24 10:1 30:2
Representative 8:12
representatives 55:22
represents 78:24
reprimand 36:25
reprimanded 40:15
reprimands 36:20
request 3:5,7 25:9
requested 15:24
requesting 60:16
requests 9:3
require 24:10
required 2:13,16 30:19 37:24
 81:1,6
requirement 26:24 80:20
requires 3:2
research 9:23 18:20 24:4
reserve 73:6
resident 80:24 81:17
resident's 81:17
residents 4:11
resistant 29:14
resolution 55:21 61:21 62:10

66:16 72:10
resource 16:3 45:16
resources 46:22 83:18
respect 24:22 65:13,14 69:23
respectful 3:12
respective 52:20
response 16:2 28:14 30:25
 48:13 71:21
responses 4:14 19:2 58:9
responsibility 43:12 83:21
responsible 28:14 30:7,9,25
responsive 46:2
rest 71:1
restriction 21:4
restrictions 59:20
result 3:1 12:23 40:10,20
resulted 14:19 32:16
results 28:8
retaliation 47:1
retention 21:12 27:3 70:10,16
retiree 70:24 77:8
retirees 77:13
retirement 21:2
returning 2:8
Reverend 65:22 69:22 74:22
 84:25
review 2:18 16:22 17:7 31:6
 36:8 58:14 78:14
reviewed 13:25 27:21,22
 28:22 35:9 78:12
reviewing 11:15 23:22 30:7
reviews 11:5,8 27:19 30:13
 34:17 36:8
rhyme 16:10
Ricardo 5:25 76:25 77:23
ridicule 79:20

rights 7:18 9:18 21:21 23:22,
 24 26:3,9 27:15 30:12,13,16
 31:4 35:18 77:6
roadway 13:16
Robberies 12:12
Robert 8:3
role 4:16 15:8 55:7
roll 5:16 10:11
Ron 61:16,25 62:4,20
room 15:7 59:11 63:25 69:14
 70:25
Rosalia 8:10
rotating 59:18
round 49:23 50:4
routinely 46:10
Roy 63:11
Ruben 82:18
rule 74:6
rules 11:6
run 13:9 14:18 73:15
running 20:16

S

safe 25:7 51:22 78:3
safety 2:21 8:21 10:4 13:14
 15:17 26:18 47:10 54:1 69:1
 71:25
salesman 82:21
schedule 69:5
schedules 59:22
scholarship 57:10,17
scholarships 57:20
school 14:25
Scott 61:16,25 62:4,20
Scotty 76:22 80:13
Scripts 15:16

search 24:13 27:9 58:11 80:18
 81:1,2,7
secondary 24:16 29:1
Secretary 5:16 7:24 25:16
 44:9 54:4,11
section 12:6 80:18
securely 26:22
securing 13:14
security 50:10
seek 45:25
seizure 58:12 80:19
select 35:21
selected 27:22 34:23
selecting 36:1
selection 35:9
selections 34:15
selects 27:16 28:1
self-destructive 29:14
sell 73:14
senators 55:23
send 42:3 57:14 58:13 63:5
sending 83:7
sends 39:8
senior 71:22 85:1
sense 33:6
sensor 9:22
sentencing 51:19
separate 35:7
separated 19:8
separations 19:5,10
sergeant 7:12 12:4,5 26:4
sergeant's 42:16
sergeants 35:25
serve 46:2
serves 45:16

service 3:13 4:11 26:20 27:8
services 12:6
serving 4:5 57:8,9,10
session 49:12 52:17 61:20
sessions 47:17,19
set 10:23 29:11 34:15 49:23
Seventh 49:3
Shanitra 13:1
share 2:22 23:18 47:17 52:15
 53:6 59:15
shared 2:10
sharing 25:12
Sharp 14:24
she'll 77:1 78:1
Sheila 7:12
sheriff 18:16 51:8,10 52:4,12
Sheriff... 18:20
she's 51:3
shift 27:4 30:6,8 36:2
shifts 69:25 70:7
shooting 12:18,20 14:3,5
 18:2,15
shootings 12:11
shot 38:11 73:21
Shotspotter 17:22 18:2 58:8
show 81:15,16
showing 26:15
shuffle 42:13
sick 73:5,6
side 22:4 33:21 48:8
sign 77:17
significant 12:17 27:5
signify 46:15
signs 73:25
silence 3:15

similar 79:15
Similarly 31:19
sincerity 83:5
sing 67:7,10
sir 5:17 6:25 7:23 10:19 17:14
 44:4 45:5 56:8 58:4,22 59:15
 64:11 66:19 67:4 74:11,24
 75:15 76:10
sit 20:3,19
sitting 8:5 54:23
situation 19:15 34:6
slide 42:4 45:13,20
Sloan 7:11 8:9
small 68:9
smart 51:3
Smartsheet 3:7 30:15 35:11
Smith 76:21,23 77:14
smooth 72:14
snake 82:21 84:1
social 13:12
solved 17:22
someplace 49:18
sort 19:12 49:20
sorting 16:1
sound 24:6
sounds 3:16
South 72:24
speak 3:6,10 52:7 70:18 72:18
speaker 3:10,11 63:10 84:4
speakers 22:19 69:13 76:20
 81:21
special 7:22 8:10,18 24:25
 25:3 42:14
Specialist 8:3
specialized 38:18
specific 33:9

specifically 15:14
speeds 43:16
spend 54:19
spiritual 5:15
spoke 15:5 70:9 75:3
spoken 71:19
spreadsheet 28:8
spreadsheets 19:4
squinting 54:22
St 57:11,18
staff 2:15 3:11 22:14 44:11
 46:20 47:16 55:20 57:15
 58:11
stakeholder 46:21
stakeholders 47:21 48:4 49:6
 53:19
stance 71:13
stand 6:23 64:2
standard 29:11 65:13 80:23
 81:9
standards 28:7
standing 53:25 70:1
standpoint 19:19
star 3:9
start 12:1 15:25 20:13 47:17
 49:12 72:20
started 21:8 49:3
starting 21:15
state 2:11,15 8:11 24:17 27:2
 30:21 53:3
statement 10:12,18,20 11:20
 45:20
station 43:17
stations 13:3
statistics 31:6,15 32:3
stats 40:14 41:2

stay 20:9 21:6 40:18 70:23
 73:25 77:20
stemmed 13:11
stemming 44:20
steps 42:21
Stewart 8:5
stinks 83:2
stolen 37:4
stop 39:20
stopping 48:21
stops 27:9 80:17,22
stranger 61:17
strategy 8:22,23
street 34:1
strengthening 47:12,15 53:12
strictly 48:2
strife 64:22
strike 13:21
strong 33:19 54:18 61:18
struck 13:16
students 14:25 15:1 46:6
study 55:3
stuff 51:10,24 52:1 66:18
stun 30:1
subject 27:2 29:10,22
submit 16:6 27:17 82:11
subpoena 11:12
subsequent 28:15 30:25
subsequently 51:6
substance 79:3
suburban 19:16
succumbed 13:18
sudden 70:11
sue 74:1,2

suffering 14:7
summation 31:24
Supervising 8:7,8,9
supervisor 48:16
supervisors 35:24 36:13
supervisory 10:22 30:9
support 6:13 15:10 45:24
 46:21 55:24 61:24
supported 6:15
supporting 55:12
supportive 55:7
supports 48:20
supposed 19:20 65:10 78:24
surgeries 73:19
surroundings 51:21
Susan 50:19
suspect 29:18
sustained 32:9,16 46:21
swap 75:9
sync 28:5
synchronization 27:23 28:19,
 21
system 9:22,25 10:3 27:24
 31:11 39:8
systems 26:22 43:18

T

table 49:23 50:4 83:19
tackling 70:2
tactical 12:6
takeaways 52:16
takes 33:23 41:14 43:17
taking 15:8 17:5 56:19
talk 52:5 60:21 78:1 79:20
 82:20

talked 14:21 64:2 80:6
talking 17:24 20:4 33:12 63:14
 64:4 70:14,15 72:20
talks 20:3,19 21:14
target 29:15,19,24 31:14,17,
 18,20 32:5
targets 32:9
taser 10:1 24:2,22 28:24 29:3,
 12 30:3,4 32:10,11,12,25
 33:11,13,19,20 37:3,8,25
 38:4,19,20 39:1,2,5 40:7,10,
 19 41:11,13,17
tasers 9:20 37:3,12 38:14,16
 40:4,25
tasks 4:5
tea 68:11
team 15:9 48:16 60:22
technology 10:2 43:4 58:7
telephone 3:9
telling 77:8 83:20
tend 49:8
Tennessee 50:6
tense 39:17
terminology 39:13
terms 3:13 19:2,9 22:1 32:20
 50:10,22 54:15 55:4,5 58:10
test 37:25
tested 12:8
testing 77:16
thankful 71:11
that'll 42:15
The13 46:11
theme 47:9
Theresa 8:2 44:12 47:18
thing 7:1 20:8 43:15 60:17
 61:3 72:25 77:14
things 33:15 39:24 41:25

51:12 56:13 57:23 60:23 61:6
 70:17 77:22,25 83:17
thinking 22:3 71:24
Thomas 79:11,14 80:7
thought 63:19 65:5,8,9
threat 75:19 83:23
threatening 73:10
throwing 42:7
Tiffany 8:4
tighter 29:17
time 3:15 4:17,18 5:15 6:20,
 22,23 10:6,8,18 11:22,23 12:9
 14:11 15:18 16:11 20:14,15
 21:19,20 23:11 26:15 34:3
 39:7 41:17 42:5,9,10,15 43:17
 44:2 58:2,13 61:5 63:2 70:21
 72:14,17 75:5,18 77:21 79:8
 84:16
times 29:8 31:25 34:18,19
 40:21 55:3 74:12 81:13
tired 76:12,14
title 7:4
Titus 65:12
today 5:9 7:9,10 8:19 9:14
 15:4 16:6,24 17:16 44:5 67:6
 69:17 77:4
today's 2:17 23:19,21 44:8
 47:13
told 20:8 74:7 83:6,7,8,18
tomorrow 15:4
tools 10:4
top 17:24 37:6 39:6 40:18
topics 35:16
total 12:13 28:21 31:21,23
 32:4 78:12
totally 51:15
touch 77:1
tough 5:2

toys 73:24
tracked 31:10
tracking 30:11
tracks 44:18 47:8,11,14
traffic 8:25 80:22
trained 29:2 34:4 51:4
training 19:12 33:19,24 56:10,
 14,19 57:7 69:7 77:16
trainings 56:16
transforming 53:10
transparency 4:1 5:4 46:23
transparent 4:6 46:1
treated 51:25
treatment 51:14
Tremendous 4:21
trials 51:19
trigger 29:25 37:14,15 38:2
trip 56:25
true 70:20 71:17
truth 70:7
Tuesday 15:3,9
turn 20:14 42:14
turnaround 60:5
turned 13:4
turning 36:19
type 41:11
types 31:12
Tyron 8:12

U

U.S. 66:15
un-holster 31:14
unbelievable 32:21
uncovering 83:3

understand 9:11 40:3 55:7
 59:5 65:10 79:11 80:1,6,8
understanding 2:20 50:8
 55:13 60:24
understatement 71:18
Underwood 8:4
unfettered 46:19
unfinished 58:17,21 64:10
Unholstering 29:21
Unintentional 37:23
union 11:16 20:2,3,10 79:2
unions 52:19,24 53:19 54:18
unit 14:12 23:4 38:18
unity 81:22 82:17,18 83:5,24
 84:1
University 63:9
unmuted 84:8
unwarranted 26:19
up-to-date 43:21
upcoming 70:12
update 12:1,6,9 34:8 42:22
updated 42:1
updates 9:15,16 10:1 25:10
 31:7 44:13
upgrade 42:22
uplift 68:13
upload 42:9,10 43:16,17
upper 29:19
usual 71:11
utilization 29:23
utilize 30:1 31:24
utilized 13:21
utilizes 46:16

V

valid 83:15
Vanessa 15:16
vehicle 13:9,21 27:8 28:6
 81:10,11,12
verbally 18:6
Vice- 5:17 41:21
Vice-chair 11:21 19:25 20:1,8
 21:17,18 41:23
victim 12:21,25 13:13,16,17,
 21 14:6,18
victim's 14:10
video 14:20 26:22,25 27:23
 28:5 30:8 34:15 61:5
view 44:8 78:23 82:4
violating 3:13
violation 32:17
violence 12:19 14:4 69:25
VIPS 8:10
visitors 4:12
vital 9:15
voice 5:7
voltage 39:14
voluntarily 81:1
voluntary 81:3
vote 58:15

W

Wade 74:9
wages 77:6
wait 64:21
waiting 84:9
walkathon 22:4
walked 70:25

wall 72:1
Wallace 79:7 82:5
wanted 10:4 51:16 66:10
 84:21,22
wantto 74:22
warned 40:15
warning 29:22,24 36:15
warrant 80:19 81:15,17
warrants 24:13 27:9 81:14
Washington 52:12
watch 27:20 67:8
watts 39:14
Wayne 13:5,25 18:16,20 59:5
 60:8,15
ways 83:18
WC3 69:2
weapon 26:11 28:23 29:20
 31:9 40:15
weapons 9:19,22 23:18,24
 24:8 25:11
wear 38:18 78:3
wearing 29:18
website 3:9 46:13,14 80:15
Wednesday 15:15 69:6,7,8,10
week 11:1 16:4 72:12 78:17
week's 58:15 69:21
weekly 58:6
weeks 64:16 75:11
welfare 2:21
Wesley 14:23
West 69:3
white 2:1,22 3:18 4:25 5:16,
 17,19,21,22,23,24,25 6:1,3,4,
 5,6 7:21,23,24 9:7 10:9 14:16,
 17 15:3,5,6,15,17 16:5 17:12,
 14 19:9,13 22:20,21 23:3,9,
 14,16,21 24:22 25:17 26:12,

03/24/2022

15 44:2,4,10,25 45:5,8,12
46:11 47:8 49:11,14 50:4,15
52:14 53:6 54:4 58:3,4 59:13,
15 60:12,24 61:1 64:6 66:14,
19 67:6 68:12,14,15 75:23,25
76:1 82:2,22 84:2

wide 34:25 35:20

William 8:14

Williams 63:12

Willie 5:22 10:10 82:23 83:9

Willy 83:17

wisdom 4:25

wives 72:7

woman 13:13 14:18 50:19
52:3 73:22 83:16

women 15:4,5,7,13,14 19:1
22:15 25:1 63:22 73:22

women's 15:4,10 18:25 22:6,
18 63:10,22

won 52:3

wonderful 9:8 15:5

wondering 42:21 59:7

Woodward 79:16

word 83:4

words 16:10 34:5 60:8 81:3,5,
18

work 2:20 3:25 47:12,15 48:11
49:6 53:12 60:11,19,24 69:21
71:21 72:9,15

worked 24:10,23 25:4 59:24,
25

working 29:1 35:22 36:2 57:22
62:22 70:7 72:4,8 84:7

works 38:17 45:23 47:5

worn 28:12 33:21 36:17 40:25

would've 22:25 67:19

wound 14:8

wow 22:3

writing 16:23 63:6 82:11,12

written 6:23 26:24 36:20,25

wrong 22:25 41:25 75:15
79:25 84:8

X

X2cew 28:24 29:3,12

Y

yard 73:23

year 4:3 12:9,10,11,13,14,17
13:13 19:6 28:22 32:1 34:16,
18,19 40:22 43:2,5,20 56:11
57:6 64:3 77:17

years 13:1 17:5 19:6,8 20:11,
12,14,15 32:24 43:1,4,13,21
47:25 52:5 56:23 70:10 72:24
73:2 74:24 77:20 84:19

yelled 59:12

York 55:3

young 7:14 13:14 33:10 50:6,7
60:24 63:8 69:15,16 70:12
75:7 76:6,10

youngest 56:22

youth 49:24 50:2 53:11

Z

zoom 3:2 44:8 76:21

Zoom's 2:24 3:13

zooming 60:18