

04/07/2022

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
April 7, 2022 at 3:00 P.M.

1 MS. WHITE: Welcome to the Detroit Board of Police
2 Commissioners meeting. Please note the following
3 reminders regarding the executive order that was recently
4 issued by the Honorable Mayor Duggan, extending the
5 virtual participation for open meetings. And again, you
6 can find that information online for your consideration.
7 And so essentially that means the Board of Police
8 Commissioners will continue to operate the hybrid Board
9 meetings for your convenience and for your safety. So
10 again, thank you for your patience, as we protect
11 everyone's welfare and safety, and health. And also with
12 regards to the public comments, again, as indicated each
13 week, please submit your public comments card by 4:00 PM,
14 whether via Zoom or via in-person, please submit that
15 information so that we can make sure to add your name to
16 the list so that you can be recognized for public
17 comments. And I believe we are still waiting, and now,
18 Chairperson Holley. Thank you.

19 CHAIRPERSON HOLLEY: Thank you so much, Ms. White.
20 Good afternoon, Jim Holley, Chairperson of the Board of
21 Police Commissioners. The meeting will now come to order.
22 In a few minutes, after the opening marks, I'm asking
23 Vice-Chair Ferguson to help me with the opening remarks
24 it is a lot of reading. And I just need some help this
25 afternoon. After that he'll ask Chaplain Anthony Estes to

1 have a prayer with invocation. Right now, if you could
2 help me Vice-Ferguson, if you could, please.

3 VICE-CHAIR FERGUSON: Yes. Through the Chair, a
4 reminder about BOPC's meeting decorum to professionally
5 and effectively handle the business of BOPC. The Board's
6 bylaws, article 11, conduct of meeting states in relevant
7 parts; A. Each member of the City of Detroit, BOPC shall
8 cooperate with the Chair to preserve order and decorum
9 and no commissioner shall by conversation or otherwise to
10 delay or interrupt the proceedings of the BOPC nor
11 disturb any member while speaking, or fail to abide by
12 the orders of the BOPC or its Chair, except as
13 specifically permitted by the rules of the BOPC; B. The
14 City of Detroit BOPC meetings shall be conducted in a
15 professional, courteous and respectful manner.

16 VICE-CHAIR FERGUSON: Citizens and commissioners
17 shall be allowed to state their positions in an
18 atmosphere free of slander, threats of violence or the
19 use of the BOPC as a platform for politics. The City of
20 Detroit workplace policies are also inherent in the
21 BOPC's bylaws and the BOPC's bylaws also serve to guide
22 and protect our staff; C. Every member of the BOPC
23 deserve to speak, shall address the Chairperson and upon
24 recognition by the presiding officer, shall confirm the
25 remarks to the question under debate. Commissioners shall

1 always avoid improper language or references to
2 personalities. Once recognized a Board member shall not
3 be interrupted when speaking, unless the Chair needs to
4 call a member to order. If speaking a member shall cease
5 speaking, when called to order until the question of
6 order is determined. For more information, please review
7 our bylaws for details and actions steps required by the
8 Board in the event of a bylaw violation. I am asking for
9 your cooperation and thank you in advance. Thank you, Mr.
10 Chair. And now Chaplain, your invocation, please.

11 CHAPLAIN ESTES: Let us pray. Oh God, who by your
12 exclusive grace, we have peace as we come and go and who
13 desires abundant and consistent justice to flow like
14 restorative water, we thank you for the gift of life, in
15 this time of gathering. We invoke you over and into our
16 proceedings today. We pray to you for the individuals
17 that comprise the Detroit Board of Police Commissioners
18 that in their civic duties of supervision and oversight
19 and in the dispatch of its business this day at all, and
20 every one of them may serve to your peaceful purposes for
21 the City of Detroit and her law enforcement officers
22 remembering the account we all must give at that last
23 great day. Amen.

24 COMMISSIONERS: Amen.

1 CHAIRPERSON HOLLEY: Thank you so much, Chaplain
2 Estes. Thank you so much for being here this afternoon,
3 also for the beautiful prayer that you have given us. At
4 this time I'm asking Vice-Ferguson to help me once again,
5 in regard to the mission statement.

6 VICE-CHAIR FERGUSON: Through the Chair, Board of
7 Police Commissioners Mission Statement. The Board of
8 Police Commissioners, BOPC is a civilian agency that
9 exercises supervisory control and oversight over the
10 Detroit Police Department, DPD, as set forth in the city
11 charter. The Board has 11 members, 7 elected by District
12 and 4 appointed by the mayor with the consent of the city
13 council. The Board meets every week, including 12
14 community evening meetings in different Districts. The
15 BOPC is the oversight agency for the Detroit Police
16 Department that has several charter mandates, including,
17 but not limited to the following reviews and approves
18 departmental policies, rules and regulations governing
19 the Detroit Police Department, which are jointly
20 developed by the mayor, police chief and the Board,
21 reviews and approves the DPD budget pursuant to the
22 charter, investigates noncriminal citizen complaints,
23 receives and hears this qualification appeals from police
24 recruits, hoping to enter the Detroit Police Academy,

1 have subpoena power under the charter that used for
2 investigative purposes

3 VICE-CHAIR FERGUSON: And by charter, acts as a final
4 authority imposing or reviewing the discipline of
5 employees of the Department with exceptions based on the
6 union collective bargaining agreements. Finally, the BOPC
7 makes an annual report to the mayor, the city council and
8 the public regarding the BOPC's activities and
9 accomplishments. Mr. Chair, reading of the Board's
10 Mission Statement.

11 CHAIRPERSON HOLLEY: Once again, I thank you so much
12 and thank each and every one of you for joining us this
13 afternoon. Once again, we are very grateful, and very
14 thankful. I just want to let you know before I go any
15 further that Judge K. B. Jackson was recently confirmed
16 to the United States Supreme Court just a few minutes
17 ago. She's the United States first African-American
18 female judge on the Supreme Court. This is a history
19 making day. We congratulate her, and we also know that
20 this is an historical day and will most likely change the
21 United States Supreme Court forever. I just want to let
22 you know, those of you who are basically in attendance
23 and do not have the opportunity to look at the news. I
24 heard the news, but we have the first African-American
25 female judge on the Supreme Court.

1 COMMISSIONER HOLT: Through the Chair. May we look
2 forward as well to a resolution honoring this event, this
3 historical event?

4 CHAIRPERSON HOLLEY: I thought you were about to say
5 we look forward to her coming here or something like
6 that.

7 COMMISSIONER HOLT: Well, we do have a special
8 relationship, she and I.

9 CHAIRPERSON HOLLEY: You go ahead, girl. You go girl.
10 Certainly, we can do that.

11 COMMISSIONER HOLT: Thank you.

12 CHAIRPERSON HOLLEY: At this time, Ms. White, can you
13 give the roll call, please?

14 MS. WHITE: Yes, sir. Through the Chair. Vice-Chair
15 Ferguson - Here.

16 MS. WHITE: Commissioner Bernard -

17 MS. WHITE: Commissioner Banks - Here.

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

19 MS. WHITE: Commissioner Willie E. Burton -

20 MS. WHITE: Commissioner Lisa Carter - Present.

21 MS. WHITE: Commissioner Ricardo Moore - Present.

22 MS. WHITE: Commissioner Jesus Hernandez - Present.

23 MS. WHITE: Commissioner Annie Holt - Here.

24 Commissioner QuanTez Pressley - Present.

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

1 CHAIRPERSON HOLLEY: I thank you so much, Ms. White
2 and once again, thank each Board member to be here with
3 us this afternoon. This time, I would like to entertain a
4 motion for approval of the agenda for April 7, 2022.

5 COMMISSIONER HOLT: So moved.

6 COMMISSIONER MOORE: Support.

7 CHAIRPERSON HOLLEY: It's been properly moved and
8 supported. Any discussion? Hearing none, all in favor,
9 say aye.

10 COMMISSIONERS: Aye.

11 CHAIRPERSON HOLLEY: Thank you so much. The minutes
12 of the previous meeting had been distributed to each and
13 every one of you, March 31st, 2022. Are there any
14 corrections to those minutes? Hearing no further
15 corrections the minutes will stand approved as read
16 before you. At this time, Ms. White, if I could just ask
17 you to introduce the staff that you have with you.

18 MS. WHITE: Yes, sir. Through the Chair, Media
19 Service is handling our audio visual needs for today's
20 Board meeting and our court reporter is Mr. Don Handyside
21 and the following Board staff members are in attendance
22 today, Board Parliamentarian, Dr. Francis Jackson,
23 Assistant Corporation Counsel Christopher Michaels, Ms.
24 Theresa Blossom, Community Relations Coordinator, Ms.
25 Jonya Underwood, Administrative Assistant, Mr. Robert

1 Brown, Administrative Specialist Investigator Tiffany
2 Stewart, Director Katrina Patillo, Director of Police
3 Personnel, Interim Chief investigator Lawrence Akbar,
4 Supervising Investigator Ansley Cromwell, Acting
5 Supervising Investigator LiSonya Sloan and Acting
6 Supervising Investigator Rosalia Madrigal and our
7 language interpreter are Ms. Yakata and Dr. Stephanie
8 Beddie. Thank you.

9 CHAIRPERSON HOLLEY: Thank you so much, Ms. White.
10 Chief it's always a pleasure to have you with me on this
11 Thursday afternoon and knowing your schedule and all this
12 going on, not only in this city, but around the city as
13 well. And I know how busy you really are, but you always
14 honor us with your presence. And for that, we just want
15 you to know that we realized that this is something that
16 we look forward to. And we thank you for being here.

17 CHIEF WHITE: Thank you. Thank you, Chair.

18 CHAIRPERSON HOLLEY: Can you, if you need help with
19 this, or not, but you can let me know who's with you
20 today?

21 CHIEF WHITE: I'll do my very best. Good afternoon,
22 honorable Board. I see Deputy Chief Sims in the room that
23 is Captain Gabriel. Oh, I'm sorry, Lieutenant Gabriel
24 behind me. I guess you're going to say, but you're going
25 to surprise me today, Chief. And I have Grant Ha in the

1 back of the room, who's Second Deputy Chief and my legal
2 advisor, Lieutenant Mark Young with the Lieutenants and
3 Sergeants Association Captain Sims in the corner there
4 from Internal Affairs. And I believe that is Ron Thomas
5 from the DPOA, yes. Anyone that I miss, I apologize, but
6 they can introduce themselves.

7 CHAIRPERSON HOLLEY: Could you please let us... go
8 ahead.

9 [11:55] Officers in attendance, introduce
10 yourselves.

11 CHAIRPERSON HOLLEY: Thank you so much. Thank you,
12 Chief. Ms. White, do we have any special guest with us
13 this afternoon?

14 MS. WHITE: Yes, sir. Through the Chair, Ms. Marie
15 Overall from State Representative Tyrone Carter's Office,
16 Ms. Freda Butler, Second Precinct Community Relations
17 Council President, former police commissioner, William
18 Davis, and Mr. Kenis Johnson from our council member
19 Coleman A. Young, II Office. Thank you.

20 CHAIRPERSON HOLLEY: Thank you so much and thank all
21 of you. All of you are special to us and we take time
22 out. We want to acknowledge that. And so we thank you for
23 being with us this afternoon. My speech therapist that
24 I've been going to, tells me that if I slow down a little
25 bit, in terms of reading, I could get through this much

1 better. And so I'm going to try to take some advice that
2 they've given me this afternoon. Today, we have a monthly
3 Office of the Chief Investigator report that we give
4 updates on data relating to the citizens complaint and
5 patterns and trends involving police misconduct. We will
6 hear from the Interim Chief Investigator Akbar, who will
7 report out, also provide important OCI updates. I look
8 forward to the risk management presentation today,
9 particularly now that the Department has a few months
10 into the program. As you recall, Board members, Chief
11 White developed a new risk management process, largely at
12 the Board's request for the Department to properly manage
13 and address those DPD members who amass a high volume of
14 complaints and allegations, and where we observe
15 competing patterns and trends and police misconduct or
16 alleged police misconduct.

17 CHAIRPERSON HOLLEY: As the civilian oversight, we
18 are always concerned with what we see trends and, and
19 patterns in citizen complaints, especially relative to a
20 high volume of complaints. However, we know that when we
21 have a new enhanced risk management process, the
22 Department will retain its high standards of
23 constitutional, legitimate and professional policing and
24 in consultation with OCI investigating division will see
25 that proper checks and balances remain in place to

1 prevent and deter police misconduct. We know the
2 Department's new risk management strategy involves a new
3 unit, investment in new technology, staff updates, the
4 DEI director, discipline administration involvement and
5 proper Department disciplinary actions with DPD members
6 unnecessarily amassing complaints. We are also aware of
7 the new Risk Management Unit working with OCI to ensure
8 an exchange of information and properly review and
9 evaluate these patterns and trends on a routine basis.

10 CHAIRPERSON HOLLEY: You're also glad to know that
11 the Department's new risk management plan will include
12 post investigation risk assessment conducted by the
13 Department for evaluation and review of all risk related
14 events. We believe this will add the component proactive
15 strategy will declare further police misconduct. I want
16 to thank personally and behalf of the Board, Chief White
17 for your leadership and the Board looks forward to
18 continuing to monitor and evaluate the process of this
19 unit that has been established. And we thank you for
20 that. Finally, we look forward to receiving the Chief's
21 report on violent crime updates, critical incidents, and
22 any other further information to the Board's awareness,
23 including the hit and run incident that recently occurred
24 on the city Eastside, the Angling Street fatal shooting,
25 and other key updates. We also like to acknowledge the

1 new Seventh Precinct Commander John, how do I say it
2 Chief?

3 CHIEF WHITE: Svec.

4 CHAIRPERSON HOLLEY: Svec. Just like you say it,
5 Svec, and look forward to this Precinct's progress with
6 his leadership. And once again, we see, is he here today?

7 CHIEF WHITE: He is not. He's at the Seventh
8 Precinct.

9 CHAIRPERSON HOLLEY: Let him know that we wish him
10 the best and that we mention it in our remarks. The Board
11 also looks forward to the Department's future updates
12 relative to command reassignments and the mental health
13 initiative within the precincts crime strategies within
14 the precincts, based on the increase of the part 1 crimes
15 within certain precincts and other Board requests. Did
16 somebody add more to my report here? I thought I'd be
17 through by now. We also look forward to the updates
18 regarding the recent grant application the Department
19 submitted for purchase of a new body-worn camera
20 equipment to ensure we are updated with technology.

21 CHAIRPERSON HOLLEY: The Board recently wrote a
22 letter to support Senator Gary Peters for the Department
23 to receive a grant as part of the City of Detroit direct
24 spending request for funding to purchase updated body-
25 worn cameras for the DPD. The Board supports the

1 Department replacing aging equipment and the latest
2 technology. And we realized that somehow some kind of way
3 that we need to be updated and making sure that we have
4 the best of the best. We have a resolution honoring the
5 life and legacy of the former Deputy Mayor Adam Shakoor.
6 In addition to other items I've mentioned, we have a
7 closed session today to act on administrator's leave
8 without pay requests submitted by the Chief. All relevant
9 affirmation was included as you know, Board members
10 through your package. Lastly, and really lastly, and
11 really lastly, the Board has an upcoming Board training
12 that will be held at the end of the month where we have
13 specially invited presenters and guests from the United
14 States Attorney General's Office for the Eastern District
15 of Michigan.

16 CHAIRPERSON HOLLEY: I'm doing all I can also to see
17 if the attorney can come and just be with us for a few
18 minutes in one of our sessions. And so again, to provide
19 more information, we'll get that to you. Right now, I
20 just thank you for your patience with me. Thank you for
21 being here and thank you for having the opportunity that
22 we might be able to work together and making sure that we
23 are doing everything we can with oversight. Chief, once
24 again, I thank you for your presence here. Let's see
25 here, where do I go from here?

1 MS. WHITE: Mr. Chair, the Chief's...

2 CHAIRPERSON HOLLEY: I just need a little help today.
3 We had some long reasons. I know you had some meetings
4 today, Chief, I read your schedule, but you should have
5 seen my schedule today. So, where are we? Oh, then it's
6 up to you, Chief.

7 CHIEF WHITE: Thank you. Through the Chair. Thank
8 you, honorable Board for the opportunity to report. Yes,
9 we did have a number of important meetings today. I had
10 an opportunity to meet with the prosecutor to discuss
11 crime and that was a very good and productive meeting. As
12 we continue to move forward in our crime fighting
13 efforts. I'll be providing you statistical information
14 from today back. So the numbers that you hear today will
15 be as of today. As it relates to Part 1 crime, we're
16 actually experiencing a downturn in Part 1 crime. We do
17 have some individual precincts that have some areas of
18 concern that we're working through, but I'll highlight
19 those in a moment. With regards to criminal homicides, we
20 are down 14%, our sex assault are down 24%, aggravated
21 assaults were down 21%, nonfatal shootings 19%,
22 robberies, we are down 15%.

23 CHIEF WHITE: We have an uptick in carjackings and
24 our overall Part 1 violent crime for the entire
25 Department we're down 20%. The Board has asked that we

1 talk through the upticks at each precinct. We look at the
2 data, we look at the trends through crime Intel, and we
3 do pattern recognition. So we don't have any specific
4 pattern that we're working towards right now, as it
5 relates to Part 1 crime, there was one last week that was
6 disrupted and an arrest was made of three juveniles who
7 appeared to be good for at least five carjackings at this
8 point. And they were going around the city carjacking as
9 a group, I think the oldest was 16. And as I indicated
10 that they're good for at least five. So we're looking at
11 those carjacking numbers to, to stabilize a little bit.
12 Carjacking continues to be an issue that we are looking
13 at.

14 CHIEF WHITE: We're using surveillance, we're using a
15 number of camera assets to try to curtail. And we also
16 make sure you know that citizens take their keys when
17 they get out of their car. I mean, you'd be surprised at
18 a number of things that are driving carjacking in the
19 city. But we're on top of it and I'm confident in the
20 carjacking team.

21 CHAIRPERSON HOLLEY: You said the oldest was 16 or
22 the younger...

23 CHIEF WHITE: The latest ring, the oldest was 16.

24 CHAIRPERSON HOLLEY: Oldest.

1 CHIEF WHITE: Yes. And we're seeing an uptick, not
2 just in Detroit, but around the country. And you know, I
3 talk to colleagues around the country and I just got back
4 from a session in Orlando talking at major city chiefs,
5 talking through carjackings and smash and grabs that
6 they're seeing around the country and one of the things
7 that they're getting in the debrief of the arrests is
8 that a lot of the teenagers are driving their gang
9 activity through carjacking and it's not the car that
10 they want necessarily. They certainly sell the steering
11 wheels now and the airbags but the drive is to get the
12 car so they can get the laptops and get the things that
13 people are leaving in the car, not anticipating. So we
14 certainly want to make sure that people are vigilant,
15 they are aware of their surroundings, that they're in
16 lighted areas. But we don't see an increase at this point
17 that gives us pause or concern. But we are on top of it
18 and we're still driving the numbers. But when you look at
19 the 20% overall decrease that's indicative of the work
20 that the officers are doing in the field, particularly
21 when you look at robberies you know, those street
22 robberies, and things such as that are crimes of
23 opportunity.

24 CHIEF WHITE: When you see reduction in those numbers
25 that means that your patrol efforts are working. The

1 officers are in the areas, their visibility is high. So
2 we're confident in what the men and women of the
3 Department are doing, but we're going to focus a lot more
4 attention on our carjacking as we move into the summer.
5 To update the Board on a number of other areas, we
6 currently have one sergeant from Internal Affairs, one
7 sergeant from the Second Precinct and one police officer
8 from Tactical Services at home recovering from on-duty
9 injuries. We have 5 members that are currently
10 quarantined or isolated for COVID. And last week we had
11 5. So the numbers are consistent there. We still see that
12 the numbers appear to be stabilized, and we don't have
13 the significant increase we had a few months ago where we
14 had over 200 officers out, but we continue to monitor it.

15 CHIEF WHITE: We will adjust our practices as
16 necessary, if we see an uptick again. A few critical
17 incidents I want to or significant incidents I want to
18 make the Board aware of. On March 30th at 12:30 or 12:50,
19 15,000 block of Mark Twain. The victim in this matter was
20 shot in the wrist. The victim initially advised the
21 officers, I was walking in the area, an unknown subject
22 who was in the rear seat of the vehicle began shooting in
23 his direction. The whole story made no sense, but as the
24 investigators looked into the incident, they determined
25 that this incident had a narcotics nexus. There was a

1 narcotic sale going on. The person in the vehicle was
2 there to make a purchase and that led to the gunfire.
3 Again, three juvenile defendants were later identified as
4 persons of interest in this matter.

5 CHIEF WHITE: And we believe that they are
6 responsible for the shooting, and we continue to
7 investigate that. So we've identified them and we're
8 hopeful to have an arrest soon. The second incident is
9 one I'm sure the Board has seen, and this happened at
10 Team Wellness where a mental health consumer got into an
11 altercation with two security officers, fatally shooting
12 one and shooting the other one, non-fatally. That suspect
13 has been identified. We are currently looking for him and
14 I'm hopeful that he will be in custody by the end of the
15 day. If not, I'll be updating the Board as well. We've
16 already updated the media, but an additional media update
17 will be going out. He is considered armed and dangerous.
18 And he certainly suffers from mental illness.

19 CHIEF WHITE: And there was really no reason for this
20 violence to happen other than the fact that he
21 encountered the two security officers who saw his weapon
22 and asked him if he in fact, was carrying a weapon. And
23 then the unfortunate incident led to the death of a 30
24 year old resident of our city. So gun violence continues
25 to be a problem. Mental illness continues to be a

1 problem. And we're hopeful we get him off the street
2 before he hurts someone else. Another incident is the
3 nonfatal stabbing of a two-year-old. And this one
4 happened on April 2nd, at 10:30 in the morning. And this
5 case is just sad and just unnecessary and filled with
6 problems, but basically what happened without getting too
7 much into it, it's a very complicated case.

8 CHIEF WHITE: But the mother essentially accused or
9 reported that her ex-boyfriend had stabbed her two-year-
10 old son. The officers did an incredible job, being very
11 sensitive to the circumstances in investigating the case,
12 determined that not only had the father not stabbed or
13 the ex-boyfriend not stabbed a child, but it was in fact,
14 the mother who stabbed the child. She was taken into
15 custody and the incident appeared to have happened in
16 Southfield. That's still being investigated. But, you
17 know, we had a situation where a young man was initially
18 charged and countered by the police. He had information
19 that remained to the case that he was in fact with
20 someone else who verified that he was not where she
21 alleged he was. And it appears that, well, I'm not going
22 to get too much further into the case, not to compromise
23 what the prosecutor has to do, but there are layers to
24 the case that suggest that this was just done out of
25 anger, but luckily the child is recovering. We'll move on

1 to some positives. Yesterday or last night, I had an
2 opportunity to present to the Fifth Precinct Community
3 Relations Council. It was a really good meeting. We
4 talked about the crime strategy for the city, and we
5 talked about some areas of concern that we're going to be
6 focused on, the drifting and drag racing. And I think it
7 was a well-received meeting. And we'll continue to do
8 that throughout the summer, as well as we talk through
9 the release of the crime strategy. There are a lot of
10 community groups that want to know how it applies to them
11 and what we're going to be doing. So we're doing a mini
12 book tour, if you will, going around the city and making
13 sure that we are present and able to answer the questions
14 that they see from the crime strategy or that come up
15 from the crime strategy.

16 CHIEF WHITE: Also, as I indicated, I was in Orlando
17 at a major city chiefs conference. We talked through a
18 number of different concerns in policing. Civilian
19 oversight came up from Cleveland, talked about their new
20 civilian oversight and how we work with our civilian
21 oversight body. We talked about retention. It appears to
22 be an issue in a lot of major cities with a lot of people
23 coming up on retirement time and the business of
24 policing, people making different decisions about joining
25 law enforcement and different career decisions. So

1 everyone is having retention and recruiting concerns, but
2 we were lauded for being one of the few major cities that
3 reported a crime reduction. And when asked, why? I say
4 what I always say, it's the officers in the community.
5 It's not me. I'm fortunate enough to lead the agency, but
6 we've got committed men and women that are putting in the
7 work necessary, good community relationships, and we're
8 going to continue to work those relationships, continue
9 to be present and hopefully drive down crime even more.

10 CHIEF WHITE: Certainly 14% reduction in homicide is
11 positive, but at the same time, we have a situation where
12 people are being killed in our city, there's never
13 anything to celebrate when that occurs. And when I'm
14 reporting two-year-old babies being stabbed in the chest,
15 we have a lot of work to do. On Monday, April 4th, a
16 great story about the Detroit Police Mounted Unit. They
17 began in 1893 as a positive story. April 5th Tuesday,
18 Seventh Precinct put on a gun safety program at the
19 Covenant House Academy Wednesday, yesterday April 6th at
20 the Detroit Pistons practice facility, the Department,
21 and other law enforcement agencies, and the public safety
22 foundation did autism awareness training as well as
23 assisted in celebrating autism awareness month. And we're
24 working in the Department to implement training. We
25 already have training on autism awareness for the

1 officers, but we're going to be enhancing that training
2 opportunity as well.

3 CHIEF WHITE: A few other things of note and I'll
4 take any questions. Lieutenant Gabriel from Chief
5 Neighborhood Liaison in the Office of Internal External
6 Relations went to the Officers funeral in Pennsylvania.
7 There were two officers killed a couple weeks ago.
8 Lieutenant Gabriel does phenomenal work with our peer
9 support and she represented and participated at that
10 funeral service and was proud that she was able to do
11 that for us. Upcoming in May, it's going to be a very
12 busy month for the Department. We have a couple of
13 graduations. Police Academy graduations. I'm looking to
14 recommend promotions to the rank of the Lieutenant and
15 Sergeant soon, hopefully in May or in April, so that we
16 can prepare for either late April or early May graduation
17 based on the Board's response.

18 CHIEF WHITE: We also are trying to look at bringing
19 the Memorial services back and celebrate Police Week. So
20 we've got a lot of activities planned and finally, we
21 have over 100 members of our department that will be
22 receiving their bachelor's degree next month. And I tell
23 you, I could not be prouder of that program and to have a
24 highly educated Police Department and to see the business
25 acumen that we are fighting crime with and the commitment

1 of the men and women to get their education. It's a
2 program that we put together. We allow officers when
3 they're off duty to attend classes' right here at Police
4 Headquarters, for the convenience of it. We're going to
5 expand that, we're going to expand classes at precincts
6 off duty, so that they would have the convenience of just
7 getting off of work and walking right into a classroom.

8 CHIEF WHITE: It's been a tremendous program, well
9 received. Lieutenant Mark Young for Lieutenants and
10 Sergeants Association, won't accept the fact that he's
11 one of the people that spearheaded the program, but he
12 is. I said often, I didn't get a chance to put my bag
13 down when I came back to DPD before he was saying, you
14 have to do this, and you have to do this. You have to
15 help educate our people. And certainly education has been
16 the foundation for my success in this organization. And I
17 think when you get that degree, it really does. It
18 doesn't make you smarter. I know a lot of people with
19 papers on the wall that don't have the intelligence of
20 those who don't, but it gives you opportunities that you
21 may not otherwise have. And so with that, I will take any
22 questions.

23 CHAIRPERSON HOLLEY: First of all, did you see
24 anything nice about us in Orlando?

1 CHIEF WHITE: I sure did. I said a whole lot of good
2 things I talked about, but actually pulled up one of your
3 videos and we played the first part.

4 CHAIRPERSON HOLLEY: Okay. Very good. That means I
5 was in the first part? Commissioner Hernandez, do you
6 have a question for the Chief?

7 COMMISSIONER HERNANDEZ: Through the Chair. I don't
8 have a question. I always have a comment and it's always
9 in regard to the men and women of the Department in
10 particular, this time, it's a major shout out, bless you.
11 It's a major shout out to Commander McGinness. The work
12 that he does, the work that his team does, especially
13 with dealing with families that are grieving, families
14 that are looking for answers. And he was able to
15 facilitate that for community members very recently with
16 a phone call that I received from members in the
17 community. And so just very, very happy and very proud of
18 the work that he's doing. And also, just in general, the
19 men and women in the Department.

20 CHIEF WHITE: Thank you.

21 CHAIRPERSON HOLLEY: Thank you, Commissioner.
22 Commissioner Banks. Do you have a question for the Chief?

23 COMMISSIONER BANKS: Yes. Through the Chair, Chief
24 White, you mentioned a couple weeks ago that you were.
25 God's main man. That's good. The Bible says that that's

1 the beginning of wisdom when you're God's main man.
2 That'll come down on your coworkers. That's a blessing. I
3 just want to commend you on that.

4 CHIEF WHITE: Thank you.

5 CHAIRPERSON HOLLEY: You want to open the door to the
6 church? Want to open the door to the church.

7 COMMISSIONER BANKS: Who is in charge here?

8 CHAIRPERSON HOLLEY: I'm just messing.

9 COMMISSIONER BANKS: It's your church.

10 CHAIRPERSON HOLLEY: Commissioner Burton, how are you
11 this afternoon? And let the record state that
12 Commissioner Burton has arrived. Thank you so much,
13 Commissioner. Do you have a question for the Chief?

14 COMMISSIONER BURTON: Yes. I have a question on the
15 behalf of the citizens of Detroit. What is the Detroit
16 Police Department doing to find missing women and
17 children? Right now the community is crying for help from
18 the Detroit Police Department, but also for our community
19 leaders to raise this issue. So, I'm here to ask you this
20 question, to the Chief, on the behalf of the residents of
21 the City of Detroit and community activists.

22 CHIEF WHITE: Through the Chair and thank you for the
23 question. We actually met and continue to meet on our
24 missings in our community. It is a complicated issue for
25 a number of reasons. Number one, oftentimes the report of

1 the missing is made public, the report of when the
2 missing is found is not. And so the perception becomes
3 that we have this inordinate amount of missings in our
4 city when it's just factually incorrect. What we do have
5 are some that are missing, some that are voluntarily
6 missing, which is a legal classification, which means
7 that I'm old enough to not go home, but someone who cares
8 about me is listing me as missing.

9 CHIEF WHITE: And so when you stop those people and
10 in the system they are listed as voluntary missing, you
11 notify them that someone reported you as missing, but I
12 can't take them out of the system, even though they know
13 where they are, they want to be where they are. And there
14 are a number of different classifications with that. We
15 also have a situation where you know, when the high
16 profile cases come up, the perception is that they don't
17 get the attention. That is again, factually incorrect.
18 Commander McGinness is over the unit that investigates
19 missings. They're classified as what's called serious
20 missings because some kids are missing often, they come
21 home, and they're taken out of the system. But I agree
22 with you, Commissioner, the Department needs to do a
23 better job of communicating how the missing process
24 works.

1 CHIEF WHITE: I've hired a person who is a liaison to
2 the families and we're going to be doing a better job of
3 that because if I were on the outside of the Department
4 and looked at how the missings are reported, I would have
5 a similar perception that there's not a lot of work being
6 done to recover missing people, particularly African-
7 American females. So that's been my message to my team as
8 recently as today. And we're going to do a better job of
9 presenting how we're going about recovering people. And
10 the other thing that we talked about doing with public
11 information, is when we recover them to actually put the
12 picture up next to the missing picture with the splash on
13 it that they're recovered. The concern that was brought
14 to me is that the internet is forever.

15 CHIEF WHITE: So, 10 years from now, when they go get
16 a job, this could haunt them. But I think I'll take that
17 risk so that we can better communicate with the fact that
18 we have recovered the people who are listed as missing.

19 CHAIRPERSON HOLLEY: Thank you so much. Commissioner
20 Pressley.

21 COMMISSIONER PRESSLEY: Thank you. Through the Chair,
22 Chief White, my question, excuse my learning curve, is
23 again with the carjackings. And so you mentioned that
24 what motivates or incentivizes these carjackings
25 oftentimes is the steering wheels and the airbags. Do you

1 have a sense on who the buyers are of these and if there
2 are any police intervention on holding them accountable
3 to dis-incentivize the stealing of these steering wheels
4 and airbags?

5 CHIEF WHITE: There is no learning curve. That's a
6 great question. Through the Chair, yes. A Commercial Auto
7 Theft Unit works in that particular area. We actually,
8 about three weeks ago, closed down a business that was
9 engaged in illegal car parts, and they continued to do
10 that you know, without compromising too much of our work,
11 but there are a lot of different efforts that are being
12 done to see who those buyers are and who's driving the
13 behavior you know, of people who are making the
14 decisions.

15 COMMISSIONER PRESSLEY: That's encouraging. Thank
16 you, Chief.

17 CHAIRPERSON HOLLEY: Commissioner Holt.

18 COMMISSIONER HOLT: Thank you, Chair Holley. Thank
19 you, Chief White. Last year, I believe it was before the,
20 well, it was definitely before Christmas, you also
21 participated in a precinct community relations meeting,
22 and I was fortunate to be at that meeting. And what I was
23 most impressed with was all of the questions to which you
24 were bombarded by the attendees as related to towing and
25 how thorough your answers were, and in fact, you took the

1 time to even explain how citizens could go about
2 reporting those abandoned cars to their precincts and
3 really it started at that level and then graduated to
4 another agency. Now, you just mentioned that you were at
5 a Fifth Precinct Community Relations meeting. Okay. Now,
6 I'm a Commissioner-At-Large. I wish I had done that
7 meeting, but selfishly, I want to know when you are going
8 to be at the Eighth Precinct, so I can make sure I get
9 the word out and we can pack the place.

10 CHIEF WHITE: Okay. I will find out through the
11 travel-find-out. So my assistant keeps my calendar. I
12 normally would be at all the precincts. I just don't know
13 exactly when I'm going to the Eighth. But I know this is
14 for like six, seven weeks when I'll be going out to the
15 different precincts and presenting on this. So it's
16 within the next five weeks, but I'll send you, I'll email
17 you the date.

18 COMMISSIONER HOLT: Thank you a lot. And one other
19 comment, I appreciate Commissioner Burton, bringing up
20 the discussion of the missing people in the City of
21 Detroit. And I'd like to say there's a Sergeant Williams
22 and he and I are working together on presenting a forum
23 on human trafficking in June. And I will share that flyer
24 with you once we finalize our arrangements. Thank you,
25 Commissioner Burton.

1 CHAIRPERSON HOLLEY: Thank you so much. And thank
2 both of you. At this time, Commissioner Moore, do you
3 have a question for the Chief?

4 COMMISSIONER MOORE: Yes. Thank you, Mr. Chairman.
5 Good afternoon, Chief.

6 CHIEF WHITE: Good afternoon.

7 COMMISSIONER MOORE: How old is the current
8 promotional list to the ranks of detectives,
9 investigators? However, that piece works, Sergeant and
10 Lieutenant?

11 CHIEF WHITE: I want to say it's got to be three
12 years. I have to double check that, but at least two,
13 maybe three.

14 COMMISSIONER MOORE: Okay. And another one, a second
15 question. You might have to research it. What is the
16 average demographic of the person DPD comes in contact
17 with the most, as far as age, and education? I can wait
18 for the research on it.

19 CHIEF WHITE: I'll do research on that.

20 COMMISSIONER MOORE: Okay. And the final question is,
21 as it relates to the new risk system program, do we need
22 a wider scope? And the reason why I asked that is because
23 the Board is taken upon to say, we are looking at 30 plus
24 officers. I mean, I'm sorry, officers with 30 plus
25 complaints, whereas you've taken a broader range. You

1 say, well, 128, which is about 5%. So are officers who
2 get involved in shootings, are they involved in the new
3 risk system, officers who get into multiple car
4 accidents, are they involved in the new risk system?

5 CHIEF WHITE: Well so there are a number of different
6 triggers and you'll see when they do the presentation
7 soon. The simple answer is simply being involved in the
8 shooting doesn't put you in the risk system. We look at
9 every aspect of the engagement of the officer. So, the
10 simple answer is no, they're not automatically. I think
11 the scope is appropriate. And because it's new, and we
12 can't find a model around the country that's like this,
13 we can't really find a model as comprehensive as our MAS
14 system. The goal here is to save the officer, work with
15 the officer, train the officer, and give him every
16 opportunity to be successful here. And if that doesn't
17 work, then give him an opportunity to be successful
18 somewhere else. But the goal starts with here's the
19 behavior, here's what we're working to correct, helping
20 the officer understand what the issues are.

21 CHIEF WHITE: And oftentimes, when I should not say
22 oftentimes, sometimes we find training resolves it and it
23 brings that score right down. You know, we find that
24 sometimes the officers need peer support. They need some
25 assistance, you know, officers see a lot in a short

1 compressed amount of time and that could impact their
2 engagement and how they're talking to people and that
3 type of thing. So, we're able to put them in, you know,
4 it's called, I don't love this name, it's called verbal
5 judo, to allow them to, you know, understand their
6 triggers, understand what causes them to maybe operate
7 differently than they want to. So I think the scope is
8 appropriate, but what's good about this that you'll see
9 is there's a lot of room to move as we learn what we need
10 to do.

11 CHIEF WHITE: I'll be very happy to present to you in
12 the next couple months of what we find. Every meeting
13 that I've participated in has been positive. And to my
14 surprise, it's more positive on the part of the officer
15 who's saying, you know, no one has ever told me this, no
16 one has ever talked to me about these issues. And I had
17 one meeting in particular, I won't mention the name, but
18 it was a supervisor who's on the right track right now.
19 And he said, I've never had a deputy chief, an assistant
20 chief and the chief talk to me about my career and what
21 mistakes I'm making. And so that for me says this is
22 working.

23 COMMISSIONER MOORE: Thank you, Chief.

24 CHAIRPERSON HOLLEY: Thank you, Commissioner.

25 Commissioner Carter.

1 COMMISSIONER CARTER: Thank you, Mr. Chair. Of course
2 my comment on the question goes to the images I saw in
3 the news regarding Patton Park in the parking lot and the
4 drag racing in the Sixth District. And my mind
5 immediately went to all the other parking lots that are
6 wide open like that. My question to you is, are there any
7 plans to maybe put cinder blocks or something to deter
8 the drag racers from drag racing in parking lots and the
9 images, I mean, they were jumping the curve. I mean, it
10 was very disturbing what we saw and I was glad that no
11 one got hurt. But I just want to know if there are any
12 things, and it's not even summer yet, and we're dealing
13 with this already.

14 CHIEF WHITE: Yeah, and thanks for the question
15 Commissioner and through the Chair, this is what we look
16 at every day, keeps me up at night. We've got a team out.
17 We are going to be aggressive on this issue, these four
18 wheelers and riding up the street on, you know, doing
19 willies up Jefferson and landing on people's trunks and
20 getting hurt. I mean, it's unacceptable, it's not going
21 to be tolerated. What you saw, the reason that you saw
22 that is because we had an operation out there. We had
23 helicopters up and we were able to get some Intel that
24 they were going to do that and we were there waiting, and
25 we're going to continue to do that. We are getting a lot

1 of criticism because there is a fraction of our community
2 that thinks that they're just having fun. But I could
3 point to a number of people who have been injured, a
4 couple people who have been killed, and get no attention.

5 CHIEF WHITE: We've had people who were hit in their
6 front yard while watering their grass, had a guy hit,
7 taking out his garbage. I mean, it's just ridiculous. So
8 it will not be tolerated. We're going to be out there all
9 summer. We have a team in place right now. We're going to
10 be announcing a partnership with neighboring agencies.
11 We're going to be announcing that next week and we're
12 going to be serious about this. And people have an
13 opportunity to not do it, not have to deal with us, but
14 if they do it, we're taking their car. We're going to
15 hold it as long as we legally can. And if we can auction
16 it off, we're going to. It is absolutely unacceptable and
17 we're not going to tolerate it, and we're going to
18 constitutionally police it, and people are going to be
19 going to jail.

20 CHAIRPERSON HOLLEY: Thank you.

21 COMMISSIONER CARTER: Thank you, Mr. Chair.

22 CHAIRPERSON HOLLEY: Yes. Vice-Chair Ferguson.

23 VICE-CHAIR FERGUSON: Yes. Through the Chair.

24 Awesome, Chief. I don't have any questions. I just got a
25 couple of shout outs for a couple of your officers that I

1 had a chance to meet. One is NPO Vazquez from the Second
2 Precinct. He kept popping up on my Facebook, and he's
3 doing amazing work over there. Man, I had to go over to
4 the Second Precinct and introduce myself to him. He's a
5 really cool guy. And the second one is Commander Harris
6 from the Eighth. I'm going to say, thank you for putting
7 him over in my District. He did a phenomenal job for that
8 drag racing over there and that drifting inside that
9 parking lot, he and his team. So, I want to say
10 congratulations to him and the men and women for putting
11 into that.

12 CHIEF WHITE: Through the Chair, thank you for that.
13 I joke with him that you know, the reward for good work
14 is more work. And so he's going to be our drag racing
15 commander this summer. He's done phenomenal work on that
16 detail, and so he's going to be the lead for that all
17 summer.

18 CHAIRPERSON HOLLEY: You want to ask him about
19 your... you want a bullet proof vest?

20 VICE-CHAIR FERGUSON: Oh, yes, yes. Through the
21 Chair. Is there any way I can get one of those
22 bulletproof vests? Because I'm going out on ShotSpotter,
23 I found out, you know, and I want one with commissioner
24 on there because the public, they love it. They never met
25 a commissioner before and some of the people that's doing

1 wrong, they see it too, and they're really receptive to
2 it. But I want to be safe too, you know?

3 CHIEF WHITE: So when we go on the ride-along hour,
4 I'll make sure you're protected.

5 VICE-CHAIR FERGUSON: Fantastic. Thank you.

6 CHAIRPERSON HOLLEY: And finally, Commissioner Bell.

7 COMMISSIONER BELL: First of all, I don't want a
8 vest, I've been out there, thank you. I don't have a
9 question for the Chief. He's doing an outstanding job,
10 but I'd like to do a little housekeeping. Mr. Chair. We
11 have three people standing up. This is going to be a long
12 meeting. Could we get a couple of chairs from the Jason
13 room?

14 COMMISSIONER BELL: Thank you.

15 CHAIRPERSON HOLLEY: It's a nice idea. Thank you so
16 much.

17 COMMISSIONER HOLT: Oh, one other comment. I'm sorry.
18 Through the Chair.

19 CHAIRPERSON HOLLEY: Yes, ma'am.

20 COMMISSIONER HOLT: Oh, we were talking about drag
21 racing and I had the opportunity to read one of the
22 citizens' complaints and to show you the dissonance that
23 we experienced in this community. These officers engaged
24 in what I would say, community policing by impounding
25 these two young girls' motor vehicles. Obviously, the

1 police officers discovered them riding this motor vehicle
2 in the street. And what happened was, when the two
3 officers impounded the vehicle, their mom [Audio
4 Distortion) against the police officers. But I believe
5 Interim Chief Akbar was able to explain to me that in
6 that example, the two police officers were vindicated,
7 but that complaint obviously is going to be some place on
8 their records, even though they were doing the correct
9 thing by impounding that vehicle.

10 CHAIRPERSON HOLLEY: Thank you, Commissioner. You
11 have a question. Yes, sir, you have something. Go ahead.

12 COMMISSIONER BANKS: Yes. Through the Chair. Chief
13 White, I think the last time we had seen you, there were
14 some stats that came out. 35% of the residents have had a
15 negative opinion of the Police Department. How are we
16 dealing with that 35%. I want you to know, no shots. I'm
17 just talking about the facts, what came out two weeks
18 ago.

19 CHIEF WHITE: Through the Chair. I don't take it as a
20 shot. I mean, it's just questions, but you know, look,
21 being a person who looks at data every single day,
22 multiple times a day, you know, I'd need to know more
23 about the report. The report that was cited was a
24 representation of the entire city. It was a portion of
25 the city. And so what I look at are the citations in the

1 report. I would want to look at the questions that were
2 answered or asked and answered. I just need to understand
3 the definition of a negative encounter. You know, what
4 population, where did they draw the data from? You know,
5 not to minimize the document without reading it. I'd like
6 to read it and then provide an appropriate response. But
7 if you're standing outside the DDC and you ask, if those
8 folks have had a negative encounter with the Police
9 Department, probably half of them would say, yes, because
10 they were arrested, right?

11 CHIEF WHITE: So, where did we draw the information
12 from? Was it a neighborhood? Was it in Detroit? I don't
13 know who authored the report. I heard it was one
14 University, but I just don't know enough about the
15 information.

16 COMMISSIONER BANKS: I forgot where it came from.

17 CHIEF WHITE: If you would send it to me or if
18 someone could provide me with the document so I can
19 review it and see what citations are in it.

20 CHAIRPERSON HOLLEY: Thank you so much, Commissioner,
21 thank you very much for your question.

22 COMMISSIONER BANKS: You're welcome.

23 CHAIRPERSON HOLLEY: Chief I have a call and just
24 help me with this. The lady, her son was killed maybe
25 several weeks ago, but she is having problems getting,

1 I'm sorry, having problems getting the clothes and stuff
2 back. Who can I give this to?

3 CHIEF WHITE: Through the Chair, Chairman, if you
4 could send me the information, I'll take care of it.

5 CHAIRPERSON HOLLEY: Okay. Very good. I appreciate
6 that.

7 CHIEF WHITE: If Ms. White could just email me and
8 I'll take care of it.

9 CHAIRPERSON HOLLEY: Okay. Very good. Thank you so
10 much. Just let her know that, you know, they get on me if
11 I don't get back to them.

12 CHIEF WHITE: Not a problem.

13 CHAIRPERSON HOLLEY: Thank you. Thank you so much
14 Commissioners. At this time to go to a resolution, if I
15 could please. Thank you so much, Chief.

16 CHIEF WHITE: Thank you.

17 VICE-CHAIR FERGUSON: Yes. Through the Chair,
18 Resolution of honoring former Judge and Deputy Mayor Adam
19 Shakoor.

20 WHEREAS Adam Shakoor made history as America's first
21 Muslim judge, and the first Deputy Mayor of the City of
22 Detroit. Throughout his diverse work and vast
23 achievements. Judge Shakoor constantly uplifted civil
24 rights and justice for all.

1 And his steadfast dedication to the public good made
2 him revert in his hometown of Detroit and around the
3 world. WHEREAS from his earliest days, growing up at the
4 Sojourner Truth, public housing development, he showed a
5 mature strength of character at probing and massive
6 intellect and a clear vision for making a positive
7 difference in the world. He valued family and knew the
8 importance of learning and education, which led him to
9 earn a bachelor's degree, a master and law degree. All
10 three from Wayne State University. During college, he
11 converted to Islam, changed his name from Adam Caddell
12 and built a successful legal career as Adam Shakoor; and,
13 WHEREAS countless legal civic, religious academic, and
14 other organizations have, and will continue to recognize
15 his enduring legacy, which includes the landmark case of
16 his successful defense in 1979 of the right to make the
17 Muslim call to prayer over outside loudspeakers.

18 He carried his innate sense of justice and fairness
19 to the bench. In 1991, as a judge in Wayne County Common
20 Pleas Court, and later as Presiding Judge and Chief Judge
21 of 36 District Court; and, WHEREAS members of the Board
22 of Police Commissioners knew judge Shakoor as a civic
23 leader, and many worked with him in advancing
24 constitutional and social justices. After Mayor Coleman
25 A, Young, tapped him to become the city's first deputy

1 mayor, he worked more directly with Board members on
2 important police reforms and policies. Deputy Mayor
3 Shakoor played a key role in helping the Board, Police
4 Department and the City meet many challenges from 1989 to
5 1993. After returning to private practice, he joined
6 academia and remained a steadfast advocate who helped
7 nurture new activists in his family and throughout the
8 community. Our world is a better place from Judge
9 Shakoor's legal contributions and public service.

10 His life's work, which include his impeccable role
11 as attorney for Rosa Parks earned the utmost respect and
12 gratitude in his lifetime. The Board now joins Judge
13 Shakoor's family and friends in mourning the passing on
14 March 20th, 2022 of a remarkable attorney and civil
15 rights leader at age 74 years old. THEREFORE BE IT
16 RESOLVED the Detroit Board of Police Commissioners,
17 speaking on behalf of the citizens of the great City of
18 Detroit, salute the lifelong contributions and public
19 service of former Judge and Deputy Mayor Adam Shakoor.
20 The Board, which expressed its appreciation many times
21 during his life, awards this Resolution, posthumously as
22 a permanent testament of the gratitude of the Detroit
23 community for his service, contributions and lasting
24 influence.

25 COMMISSIONER HOLT: Through the Chair.

1 CHAIRPERSON HOLLEY: Yes ma'am.

2 COMMISSIONER HOLT: I moved that we placed this
3 Resolution honoring former Judge and Deputy Mayor Adam
4 Shakoor in the archives of the Board of Police
5 Commissioners, whereby we also note that he came to the
6 bench in 1981.

7 CHAIRPERSON HOLLEY: Is there a second?

8 COMMISSIONER BURTON: Second.

9 COMMISSIONER PRESSLEY: Second.

10 CHAIRPERSON HOLLEY: It's been properly moved and
11 second. Any discussion? Hearing no discussion, all in
12 favor, say aye.

13 COMMISSIONERS: Aye.

14 CHAIRPERSON HOLLEY: Opposed?. The ayes have it. So
15 ordered. Thank you so much. Thank you for reading. At
16 this time, we have a presentation from Mr. Akbar. This
17 presentation ladies and gentlemen is from the Office of
18 Chief Investigator, OCI. Good afternoon.

19 CHIEF AKBAR: Good afternoon, honorable Board.

20 COMMISSIONERS: Good afternoon.

21 CHIEF AKBAR: I am Lawrence Akbar, the Interim Chief
22 Investigator of the Office of the Chief Investigator. In
23 your packets today, you have my report for February, 2022
24 regarding citizen's complaints. The mission of the Office
25 of the Chief Investigator is to fairly, effectively and

1 objectively receive and investigate and make
2 recommendations regarding complaints concerning the
3 Detroit Police Department and its personnel. It is the
4 goal of the Office Chief Investigators to assist in
5 improving the quality of law enforcement services by
6 instilling citizens' competence in the integrity of the
7 Detroit Police Department. As a reminder to the public
8 BOPC, OCI adheres to the national oversight best
9 practices. OCI received 115 complaints during February of
10 2022, 21 more than they did last year. This chart shows
11 how and where citizens file complaints. OCI received 49
12 of the 115 complaints received in February. 42 of the 49
13 were filed by telephone. This chart shows the number of
14 complaints filed against commands. Leading complaints
15 received in February are the Eighth, Sixth, Fifth, and
16 Tenth precincts. 111 complaints closed in February
17 involved 152 allegations. The top two allegations are
18 procedure and demeanor.

19 CHIEF AKBAR: 65 incidents of the 111 complaints
20 closed in February involved a DPD member equipped with a
21 body-worn camera. 13 of those incidents were not captured
22 on the body-worn camera. It is a violation of DPD policy
23 when the incident is not captured due to a member who
24 fails to turn on their body-worn camera during an
25 investigation, turns it on late into the investigation,

1 turns it off before the investigation is completed, does
2 not report a malfunction to a supervisor, fails to
3 request to have his body-worn camera repaired, does not
4 request a functional body-worn camera before he goes out
5 on patrol and does not document a malfunctioning on their
6 activity log sheet. If an officer violates department
7 body-worn camera policy, they may be subject to
8 disciplinary action, including, but not limited to
9 determination. 149 DPD members identified in the 111
10 complaints closed in February by rank: 161 police
11 officers, 5 detectives, and 7 sergeants. Looking at the
12 seniority pie chart, 23 members have less than 2 years.
13 42 members had 3 to 4 years of experience, 45 had 5 to 9
14 years of experience, and 11 had from 10 to 19 years'
15 experience and 24 had from 20 to 29 years of experience.

16 CHIEF AKBAR: DPD calls for service complaints closed
17 in February, 89 DPD members worked the afternoon shift
18 during their time of their incident. 3 or 4 years of
19 seniority, we had 31 officers less than 2 years, 10
20 officers. During my time as the Interim Chief
21 Investigator, I started February 27th, 2020, and the
22 statistics that I'm getting ready to talk about now go up
23 to February, 28th of 2022, we received 2,486 complaints.
24 We closed 1,705 complaints. 1052 were over 90 days. And
25 keep in mind that we had a backlog prior to me starting

1 the job back in 2020. The Office of the Chief
2 Investigator received the following City of Detroit Law
3 Department freedom of information requests as of February
4 28th. Now keep in mind, February 28th, I'm counting from
5 January 1st up to February 28th, we received 1440
6 complaint requests. Prior years in 2021, 71; 2020, 24;
7 2019, 22; 2018, 19, for your request.

8 CHIEF AKBAR: The next slide shows the week of March
9 28th to April 3rd of 2022. The Office of the Chief
10 Investigator received 25 CCRs.

11 CHAIRPERSON HOLLEY: It's not on this. I'm looking at
12 this, it's a different slide. I want to make sure that
13 the people see the slide. Do you have the slide?

14 CHIEF AKBAR: No, we don't have the slide.

15 CHAIRPERSON HOLLEY: Let them know that what you're
16 about to say is not, so they'll know because I have an
17 artist not in-prison, but virtual as well. I'm sorry to
18 interrupt you.

19 CHIEF AKBAR: Okay. Not a problem. What I'm getting
20 ready to report out to you now, which is not a slide, the
21 OCI staff and case status report. The week of March 28th,
22 2022 to April 3rd, 2022 OCI received 25 CCRs. OCIs sent
23 over for approval to you, to the Board 35 CCRs, the Board
24 of Police Commissioners return approved cases, 29. 19 of
25 those cases were over 90 days. Pending investigations as

1 of April 3rd, 2022, 1005 CCRs, 59 of those cases pending
2 supervisory approval by my supervisors. 745 CCRs are over
3 90 days, 56 of those are on supervisors, desks, reviewing
4 video and documents waiting to be approved

5 CHIEF AKBAR: OCI staff report, which is not on the
6 slide. Now, I will share updates with you regarding OCI
7 projects, initiatives that my staff and I routinely
8 engage in regarding training, data and community outreach
9 education. And please note a few staff changes. Currently
10 OCI staff composition is 9 investigators and 3
11 supervisors. We are slated to have 6 new investigators by
12 the end of April. These new staff members have extensive
13 backgrounds and investigations, police policy procedure
14 and the law, and bring a wealth of knowledge, skills, and
15 abilities to our organization that will greatly expand
16 our OCI investigative division. City HR is currently
17 conducting background checks and additional springs. We
18 look forward to welcoming our new staff additions. We are
19 still working to fill 3 additional investigators
20 positions. We have an upcoming staff separation within
21 our office, and we are currently identifying strategies
22 to address and resolve the assigned caseloads.

23 CHIEF AKBAR: I would like to thank the citizen
24 complaint report committee for reading and improving all
25 the OCI investigations from my office. The committee

1 consists of Chairman Ricardo Moore and Commissioner
2 Cedric Bank, Willie Bell, and Willie Burton. I also like
3 to thank Commissioner Annie Holt and Lisa Carter for
4 their assistance, not being on committee, but
5 volunteering to read and approve OCI investigations. As a
6 reminder, the citizens' complaint committee is scheduled
7 to meet next week on Wednesday, April 13th at 3:30 PM.
8 Please look out for the meeting, access information and
9 plan to attend. And as a whole, I thank the entire Board
10 for your continued support as we work to reduce and
11 eliminate the current backlog and continue to produce
12 quality and thorough investigations. With the Board
13 support, cooperation and approval of my staff
14 investigation, OCI is able to close quality
15 investigations, notify complainants of their findings and
16 their status of their cases.

17 CHIEF AKBAR: With your support, we will notify the
18 Detroit Police Department's disciplinary administration
19 of all sustained cases and assist with the department's
20 risk management process. We complete for you and media
21 requests on a daily basis and provide the City of Detroit
22 Law Department with cases to defend the City of Detroit
23 and make recommendations involving police misconduct. As
24 the Interim Chief, I conduct monthly educational
25 presentations to the community regarding our

1 investigative process, discuss how the investigative
2 findings are established along with allegations and
3 provide complaint data. I also routinely speak at the
4 Detroit Police Training Academy as part of a trained
5 curriculum regarding officers and the citizens complaint
6 process. My staff and I also provide training to
7 promotional classes when DPD promotions occur. My staff
8 and I are working with Ms. White and the various teams
9 with the open data portal and the city's IT Department to
10 ensure that OCI complaint data is routinely posted and
11 accessible at the open data portal website on the Board's
12 webpage.

13 CHIEF AKBAR: This is a lengthy process. However, we
14 are expected to have up to date data online by the summer
15 of 2022 to ensure transparency, accountability within the
16 Board of Police Commissioners. Now, at this time, I'm
17 going to explain to the public several ways you can file
18 complaints. You can file them in person by appearing at
19 900 Merrill Plaisance, which is located in Palmer Park.
20 If you choose to make your complaint by mail, you can
21 just write it to the Office of the Chief Investigator 900
22 Merrill Plaisance, Detroit, Michigan, zip code 48203. You
23 can also call our office between the hours of 8 and 4.
24 That number is 313 596 2499, 313 596 2499. After hours,
25 feel free to leave your name and your number and someone

1 from my staff will get back to you the next business day.
2 You can also fax your complaint area code 313 596 2482,
3 313 596 2482. You can also file a complaint online
4 detroitmi.gov/bopc, detroitmi.gov/bopc. You can also file
5 a complaint, any Detroit Police Department, Precinct
6 section or bureau, but make sure that you ask for a
7 supervisor and a supervisor will gladly take your
8 complaint. At this time, honorable Board, I thank you for
9 your time and your patience, and if you have any
10 questions for me, feel free to ask me at this time.

11 CHAIRPERSON HOLLEY: Thank you so much, Mr.. Akbar.
12 Before we get the questions, Commissioner Moore, you are
13 on that committee, can you take a couple minutes and let
14 us know how you feel, how things are?

15 COMMISSIONER MOORE: Well, I think they're going in a
16 good direction. I think the groundwork has been laid out
17 that we are going to resolve that backlog by the end of
18 the year, last quarter. So I would like to push for
19 October, however, probably late November, early December
20 might be more realistic. So I appreciate the leadership
21 that has taken place. It's a lot of reading. I was going
22 to thank Commissioners Holt and Carter, because it's a
23 lot of reading that takes place, you know, to a point
24 that I'm dedicating a couple of hours easy at the office
25 reading.

1 COMMISSIONER MOORE: So that's how things are coming
2 along and I'll monitor it as it goes, and I'm sure...

3 CHAIRPERSON HOLLEY: There are times that you go out
4 there on Saturdays, I understand.

5 COMMISSIONER MOORE: Absolutely Friday evenings,
6 Saturday mornings, depending. Commissioner Banks, he's
7 been right there for training. He has not missed a beat.
8 Commissioner Bell is doing his thing, supporting us all.
9 So, I can't say enough Mr. Chairman.

10 CHAIRPERSON HOLLEY: And I appreciate that. I just
11 want to also, I really need to, and I'll move on with the
12 questions. I really need to see if we can get this done,
13 you know, somewhere around ground zero around the end of
14 October. I promised that I'm on record. So I want to know
15 whether your committee works with the agency. What can we
16 do to help you to get that, to get it to that place and
17 just sort of give me a plan of action of some kind?

18 COMMISSIONER MOORE: Hiring other investigators is
19 crucial.

20 CHAIRPERSON HOLLEY: Sure.

21 COMMISSIONER MOORE: So whenever they come on board,
22 they have to be trained, and they will move forward from
23 there. The Commissioners are reading the cases. One thing
24 I did want to clarify is that when we get the cases, they
25 are already 90 days past, we're not holding on to the

1 cases. We're reading them and we're giving them back.

2 It's a quick turnaround for the commission, but however,
3 we are the last line, so that front line needs to be
4 beefed up so we can get it on and going.

5 CHAIRPERSON HOLLEY: That's great. I'm so glad you
6 guys are working so hard on this. Mr. Akbar, I'm sorry,
7 I'm having a senior moment here, but its training, how
8 long will it, in other words, I'm trying to get the HR to
9 do what they have to do, you know, and get the people
10 there so we can get to vote them in, get the salaries and
11 all like that.

12 CHAIRPERSON HOLLEY: Once we get on board? How much
13 training, how many weeks does it take to train the new
14 recruits?

15 CHIEF AKBAR: It's going to take us, I would say, a
16 couple months, but it may be even less than that because
17 we are going to be training them on real cases. What's
18 good about the ones that you hired that you selected is
19 that they do have that experience. Okay and by having
20 that experience, it's going to cut down on the time.

21 CHAIRPERSON HOLLEY: If you could just, and that's
22 the whole idea, but this is what you do, what you have to
23 do. We wanted to be right. I'm not trying to rush
24 anything, but just wanted to be right. And so I thank you
25 for allowing me just to expand a little bit.

1 COMMISSIONER MOORE: And just one more thing, and
2 it's going to lead to a question for the chief.

3 CHAIRPERSON HOLLEY: Go ahead.

4 COMMISSIONER MOORE: And that's audits. What type of
5 audits are taking place, whether through your office or
6 through outside entities, like body-worn cameras, things
7 of that nature? I think we had a brief conversation about
8 it.

9 CHIEF AKBAR: We, at the Office of the Chief
10 Investigator, we audit our investigators investigations,
11 however, the department, it also conducts audits, I
12 believe in Civil Rights, they conduct audits. Hopefully,
13 I don't know, I'm just speculating, but I know if I was
14 in charge, I would be taking a look at citizen
15 interaction. An audit such as that really helps in terms
16 of identifying problems ahead of time, where we can point
17 it out to the different commands and take some type of,
18 not necessarily disciplinary interaction, but training
19 because training is a very important component to the
20 entire policing process, training.

21 COMMISSIONER MOORE: Just for clarification purposes.
22 Are you saying that the department is not looking at
23 citizens' complaints?

24 CHIEF AKBAR: I don't know. I know if I were there
25 that's what I would do.

1 COMMISSIONER MOORE: Thank you, Mr. Chair.

2 CHAIRPERSON HOLLEY: Thank you and thank you for
3 trying to make this thing work. On behalf of the citizens
4 of the City of Detroit. Commissioner Banks, do you have a
5 question?

6 COMMISSIONER BANKS: Yes. Through the Chair for Chief
7 Akbar. What happens if officer, he don't his body-camera
8 on, but he has used a justifiable force against a
9 resident and he cuts his body-camera back on when he is
10 tucking the resident in the back of the car. What
11 happens? And then I just want to say this too. I was down
12 at OCI Saturday. It's a beautiful facility, unbelievable.
13 I was coming from the bathroom, one of the investigators,
14 Mr. Cromwell came up to me, behind me. I've never seen
15 him before. He said, hey, Commissioner Banks. I looked,
16 never seen him before. I said, hey, how you doing, how
17 you know my name? But he was saying that the new
18 commissioners are doing a great job. So I wanted to pass
19 that back along. He named the core of them. He didn't
20 name any names, but he said the new commissioners are
21 doing a great job with an "s", he made the plural. So
22 that's a thumbs up to be encouraged. They gave me a lot
23 of encouragement and every new commissioner that never
24 been down there, they need to go down there. Ricardo
25 Moore is incredible. He run that committee with poise. I

1 love going there on Saturday. He just handles things with
2 just a poise and its fun learning, it's fun watching
3 those videos.

4 CHAIRPERSON HOLLEY: Thank you. Thank you so much,
5 Commissioner. Commissioner Hernandez, do you have a
6 question for Chief Akbar?

7 COMMISSIONER BANKS: Oh, my fault. I'm sorry.

8 CHAIRPERSON HOLLEY: I like that.

9 COMMISSIONER BANKS: Apologizes Mr. Chair.

10 COMMISSIONER HERNANDEZ: Thank you. Through the
11 Chair, just an acknowledgement of, not only the
12 consistent, but the quality of work that's occurring on
13 both fronts, Chairman of the committee, Moore doing a
14 phenomenal job, Commissioner Banks, you and I have talked
15 about just the work that you're doing activating on the
16 weekends and the public should know that it's on the
17 weekends. But OCI Interim Chief Akbar, the numbers are
18 there. We're seeing the number of backlogs reduced, you
19 and your entire team. We have senior investigator Rosalia
20 Emagual also here, and just the quality of work that's
21 being put in that I think the public doesn't always have
22 access to.

23 COMMISSIONER HERNANDEZ: It's a long and drawn out
24 process. But with both worlds, I think we're getting to a
25 point where we'll very, very, hopefully by my birthday in

1 October, mid-October, no longer have a backlog. So just
2 appreciate the work.

3 CHAIRPERSON HOLLEY: And thank you. Commissioner
4 Burton.

5 COMMISSIONER BURTON: Through the Chair, on the
6 behalf of the citizens of Detroit. You know, we know that
7 there's an outstanding backlog of citizens' complaints
8 and citizen complaints are one of the Board's primary
9 functions. But the question to the Interim Chief
10 Investigator, about how many hours are you working over
11 at OCI a week? How long are you there for working, as far
12 as moving this backlog?

13 CHIEF AKBAR: I'm working 12 hours a day, sometimes
14 even more than that. And I'm also there on the weekends.
15 I've been working seven days a week trying to get these
16 numbers down.

17 COMMISSIONER BURTON: So you put in over 50, 60 hours
18 over at OCR?

19 CHIEF AKBAR: 50 or 60. What are you trying to get
20 at?

21 COMMISSIONER BURTON: Okay, so you're working 12
22 hours a day?

23 CHIEF AKBAR: Yes.

24 COMMISSIONER BURTON: Thank you very much.

1 CHAIRPERSON HOLLEY: Commissioner Holt, you have a
2 question for the Chief?

3 COMMISSIONER HOLT: Thank you, Chair Holley. I really
4 appreciate the one week turn around.

5 CHAIRPERSON HOLLEY: You have a question?

6 COMMISSIONER HOLT: I have comments.

7 CHAIRPERSON HOLLEY: You do have a whole lot of them.
8 Go ahead.

9 COMMISSIONER HOLT: Well, I'll have to take up the
10 space of my colleague.

11 CHAIRPERSON HOLLEY: I'm just messing with you, go
12 ahead.

13 COMMISSIONER HOLT: I know you are.

14 COMMISSIONER BURTON: I'll be back next week with
15 this.

16 CHAIRPERSON HOLLEY: Okay.

17 COMMISSIONER HOLT: I too appreciate the one week
18 turnaround. It's very much an incentive for when we
19 receive those reports, get on top of them because we know
20 we don't want to come back here and have to face someone
21 like Commissioner Moore and Interim Chief Akbar. I'd also
22 like to make mention now, since 2019, we've been over in
23 the Eighth, we've realized that the Eight tends to lead
24 the numbers in terms of citizen complaints. Now, what we
25 experienced on March 25th, that Friday, with the

1 community summit that is an initiative of Deputy Chief
2 Ewing, there had to be at least 4 officers from the
3 Eighth, two of which admitted, well, one of them
4 especially, admitted that yeah, I curse, you know, I
5 mean, the citizen aggravate me and it was something how
6 he... there were citizens there. So, of course we were
7 appalled that he would be so honest in front of us, but
8 what impressed me most is the way Deputy Chief Ewing
9 approached him. I mean, he was very mild mannered. He
10 talked through what citizens were doing to aggravate this
11 young officer. So when we talked about peering with the
12 risk management, I think they at the community summit is
13 going to be a wakeup call for a lot of officers. It's a
14 non-threatening environment. So, you know, the
15 commissioners were invited to attend that time.

16 COMMISSIONER HOLT: And I believe Deputy Chief Ewing
17 is going to open it up. Whereby commissioners can be
18 invited with the expectations that, because he had a pack
19 with officers. We do need more citizens to be involved as
20 well. Thank you.

21 CHAIRPERSON HOLLEY: No thank you. Commissioner
22 Carter.

23 COMMISSIONER CARTER: Thank you, Mr. Chair. I'm just
24 trying to wrap my mind around, when did I volunteer or
25 was I voluntold?

1 COMMISSIONER MOORE: To assist us?

2 COMMISSIONER CARTER: Yeah.

3 COMMISSIONER MOORE: Through the Chair. I just
4 happened to see your name on the list of where you were
5 assisting.

6 COMMISSIONER CARTER: Oh, I'm kidding.

7 COMMISSIONER MOORE: I truly appreciate it because
8 you have been through those. You've been the Chair,
9 you've been the Vice-Chair and it's very important to
10 have good leadership on that.

11 COMMISSIONER CARTER: I appreciate that.

12 COMMISSIONER MOORE: I appreciate you helping us.

13 COMMISSIONER CARTER: I appreciate that, no problem.

14 CHAIRPERSON HOLLEY: You did a good job with that
15 man.

16 COMMISSIONER MOORE: I didn't know what to say.
17 Commissioner Bell. Commissioner Bell.

18 COMMISSIONER BELL: No question, sir.

19 CHAIRPERSON HOLLEY: Commissioner Ferguson.

20 COMMISSIONER FERGUSON: No question.

21 CHAIRPERSON HOLLEY: Thank you so much. Thank you.
22 Thank you very much. Risk Management, I know you're
23 waiting and I thank God for you and thank you for being
24 patient with us. We're looking forward to this

1 presentation and the find work that we hear that you're
2 doing. We like to see it. So thank you so much.

3 LIEUTENANT McCORD: Thank you.

4 CHAIRPERSON HOLLEY: Can you put your name on the
5 record please?

6 LIEUTENANT McCORD: Yes, sir. Good afternoon. I am
7 Lieutenant Donna McCord from Risk Management. And before
8 I get into my PowerPoint presentation, I just wanted to
9 express to you all how excited I am to be a part of the
10 Risk Management team and assisting members in proactively
11 having long successful careers with the DPD and serving
12 our citizens.

13 CHAIRPERSON HOLLEY: Very good. Thank you. Thank you
14 for your service.

15 LIEUTENANT McCORD: The goal of risk management is to
16 identify early warning behavior indicators and signs of
17 at-risk department members. Once identified, the Risk
18 Management team creates a mitigation strategy to impact
19 and change the concerning behavior to ensure each member
20 has the proper support tools and information necessary to
21 provide excellent free service to the citizens of the
22 City of Detroit and to succeed in their careers. The risk
23 management duties and responsibilities are to identify
24 members with the highest risk profiles in a department
25 through their preliminary risk scores, analyze, assess

1 at-risk members profiles for training opportunities and
2 specific behavior patterns and emergent trends, utilizing
3 department tools and information to develop the
4 appropriate individualized strategies for the members'
5 overall success. And if necessary recommend a peer plus
6 meeting for members who are identified as high risk. An
7 overview of the risk assessment. The DPDs risk management
8 assessment is a comprehensive individualized review of a
9 concerned member's risk related events. Using the
10 Department's data and information like mass, citizen
11 complaints, use of force reports and body-worn camera
12 footage.

13 LIEUTENANT McCORD: The members command is consulted
14 as a part of the risk assessment review to ensure that
15 they're aware of the member's behavior. It should be
16 noted that not all risk assessments will result in a peer
17 plus meeting. The peer plus meetings are executive level
18 meetings held with the chief of police occasionally and
19 the members' assistant chief, deputy chief, commander,
20 captain, lieutenant, and sergeant .These meetings are
21 held at the Detroit Public Safety Headquarters. The
22 meetings are open discussion and areas identified by the
23 risk assessment, whether department executives stress the
24 members, organizational importance, and any importance of
25 their professional roles in the community. It is

1 individualized, non-punitive and designed to assist
2 members to obtain the necessary training tools,
3 information, and resources, to ensure that they are
4 prepared to provide policing excellence to the citizens
5 of the City of Detroit. Notifications are made to risk
6 management by preliminary risk score, mass generated
7 information, DPD executive notifications, public
8 professional standards, bureau notifications, score the
9 members command and it also could be event notifications.
10 In 2021, the risk management team received and completed
11 7 assessments, 2 notifications from preliminary risk
12 score, 3 from executive notifications and 1 from
13 professional standards. And one from the member's
14 command.

15 LIEUTENANT McCORD: In 2022, we have initiated 10
16 risk assessments and 5 are pending. One was from the
17 members' preliminary risk score, 5 from executive
18 notifications, 3 from professional standards and one from
19 the members command. The Department has identified 128
20 members who met the threshold of a risk assessment. It is
21 important to note that the members who scored 6 or above,
22 is less than 5% of the department. And that does not mean
23 that the member is operating at high risk. The majority
24 of the department's members' scores are 1 or less. In
25 conducting an assessment, the risk management team

1 utilizes department resources to assess the member's
2 behavior. Some other resources are mass data,
3 professional standards, history, the members'
4 disciplinary record, and OCI complaints. And we also
5 review body-worn camera footage and police reports.
6 Mitigation strategies are individualized to determine
7 each member's behavioral history.

8 LIEUTENANT McCORD: The recommended mitigation
9 strategies are non-punitive and may include training,
10 direct supervision, mentoring, counseling, temporary
11 reassignment, or a peer plus meeting. Assessments have
12 resulted in recommendations for training 12, temporary
13 reassignment 5, 1 member retired, and 1 member was found
14 to have acted within policy. We have conducted 2 peers
15 plus meetings and two meetings are pending. The
16 Department's primary area of risk management concerns
17 are, I'm sorry, excuse me. Department members, safety and
18 welfare, the community safety and welfare, and the
19 Department's image and liability. In conclusion, the goal
20 of the risk management assessments are to continue to
21 improve police service provided to citizens and the
22 visitors of the City of Detroit, reduce risk and increase
23 safety for members of the Department, and the community,
24 to provide and assist the member in having long
25 successful careers with the DPD to communicate the risk

1 management process to Department members and the Detroit
2 community and to continuously audit the risk management
3 protocols to identify methods, to improve the process.
4 And with that, I'll conclude the PowerPoint presentation
5 and I'll gladly answer any of your questions.

6 CHAIRPERSON HOLLEY: Thank you so much. You have
7 someone with you, is he a part of this presentation or
8 questions?

9 LIEUTENANT McCORD: Yes, sir. This is my captain.

10 CHAIRPERSON HOLLEY: He's just trying to make sure
11 you're doing the job?

12 LIEUTENANT McCORD: He's just making sure I do the
13 job.

14 CHAIRPERSON HOLLEY: I got you. Okay. Ms. White, what
15 I'm having - before the questions. I'm having a senior
16 moment here. What role did we play in terms when we got
17 this, when chief brought this in to us, what role did we
18 play in terms of input, in terms of anything that we
19 basically input?

20 MS. WHITE: Yes, sir. Through the Chair, the Risk
21 Management Unit is largely due in part to the Board's
22 request of the Department to address and resolve the
23 officers who have complaints over and above 30 complaints
24 for each officer. So, this is in response to that and

1 addressing the risk mitigation factors for those
2 officers.

3 CHAIRPERSON HOLLEY: So, the Board, especially the
4 new members. So what should they take out of here with
5 this presentation because we need to keep this?

6 MS. WHITE: Yes, sir.

7 CHAIRPERSON HOLLEY: And it's very important
8 information and in terms of what they really do and what
9 they're trying to get done, but what do we take away from
10 this presentation?

11 MS. WHITE: Yes, sir. Through the Chair, one of the
12 main takeaways is that the Department's Risk Management
13 Unit will be working very closely with the Office of the
14 Chief Investigator in terms of identifying those patterns
15 and practices of alleged police misconduct and sustained
16 police misconduct so that the Department is aware and can
17 properly address those officers who have, not just a high
18 volume of complaints, but those complaints that patterns
19 and trends are observed in terms of their police conduct.
20 So that's one of the main takeaways. And then obviously
21 the Department is starting a report out on a quarterly
22 basis in terms of its progress with the Unit, for your
23 information.

24 CHAIRPERSON HOLLEY: Should I say something to
25 Commissioner Moore and his committee in terms of engaging

1 with the mismanagement and vice versa to give us some
2 security that oversight is there?

3 MS. WHITE: Yes, sir. That will definitely be a part
4 of the citizen complaint subcommittee in terms of a
5 future reporting of the citizen complaint involvement
6 with the Risk Management Unit. So you will hear more
7 reports, but again, as you've indicated in your earlier
8 remarks, this is a new Risk Management Unit and a new
9 process that they have just recently implemented. And so
10 we're still in the infancy stages, but you will receive
11 more reports in that regard.

12 CHAIRPERSON HOLLEY: Commission Moore, you
13 understand?

14 COMMISSIONER MOORE: Yes, sir. And I just want to
15 make it clear that we are not in there too, how can I say
16 micromanage the Department. We're there to work together.
17 Deputy Chief Sims and her folks are doing, you know, are
18 excellently explained but we will be there. It's a role
19 of oversight.

20 CHAIRPERSON HOLLEY: Very good. That's all, I
21 apologize for this in-house conversation we are having
22 here, but at this time, Commissioner Bell, you have a
23 question for the Department?

24 COMMISSIONER BELL: Somewhat of a question, somewhat
25 of a statement. It's sort of alarming to me when I see

1 numbers of sergeants who have a significant number of
2 complaints. I think I mentioned two weeks ago, this high
3 expectation of a sergeant or a lieutenant is different
4 from a police officer. If they can't lead then often fall
5 into, there's no guidance. So I'd like to see a follow up
6 in reference to how we can impact the sergeant
7 lieutenant. They are easier to reach versus the police
8 officers, but they are the leaders in this Department, as
9 I say, the backbone in terms of the sergeant lieutenant.
10 So I don't see the lieutenant prominent there, but I do
11 see, and the sergeants are not the initial responding
12 unit as you well know. They're responding to the call
13 after the officer gets there. So, something is missing
14 here. Thank you.

15 CHAIRPERSON HOLLEY: Do you want to tell them what's
16 missing?

17 COMMISSIONER BELL: I think that we have been
18 identified that's why you're risk management, right?

19 LIEUTENANT McCORD: Yes, sir.

20 COMMISSIONER BELL: So we need to take a look at our
21 supervisors on the front line. That is what's missing.
22 Thank you.

23 CHAIRPERSON HOLLEY: Do you want to respond to that?

24 LIEUTENANT McCORD: Yes sir. Through the Chair, all
25 members of the Police Department have a preliminary risk

1 score and we can do an assessment on any member,
2 including sergeants' and lieutenants.

3 COMMISSIONER MOORE: Through the Chair. I'm sorry,
4 Lieutenant, but I just want to interject this. A lot of
5 times complaints for the supervisors came and they were
6 police officers. So it's not that they have committed 30,
7 you know, that they had CCRs as sergeants, I guess what
8 just to piggyback on what Commissioner Bell said just to
9 make sure that that's out of their system where they
10 have, you know, some of those past issues. That is
11 important to know.

12 COMMISSIONER BELL: To identify that, I mean a police
13 officer. But we need to know that. Thank you. Good
14 question.

15 COMMISSIONER MOORE: And we're talking about over a
16 span of 20 years sometimes, so we're not talking about...
17 but as the chief investigator indicated, there are a lot
18 of officers who have that 5 years or less, you know.

19 CHAIRPERSON HOLLEY: That's the reason why it's
20 important for people like you guys with the background
21 you have, because we don't. That's why it's important to
22 have this kind of dialogue and give and take. And so to
23 basically keep us on cue. So I appreciate that very much.
24 Commissioner Carter, do you have a question?

25 COMMISSIONER CARTER: No question, sir.

1 CHAIRPERSON HOLLEY: Commissioner Holt.

2 COMMISSIONER HOLT: Yes I do. Thank you, Commissioner
3 Bell. Out of the mouth of a former law enforcement
4 member. And once you bring up the fact that our report
5 shows so many sergeants involved in this, the members who
6 committed these offenses, that's a wakeup call for us.
7 I'd like to say now, when we go back to 2019 and I keep
8 going back to 2019, because that's when I became a sworn
9 commissioner. It was an issue for us to try to
10 rationalize supporting promotions of law enforcement
11 members when clearly their records 5 years back showed
12 that there was something not okay about these various
13 members being promoted to those high ranks.

14 COMMISSIONER HOLT: In our example, there was a
15 sergeant at the community summit and it was very evident
16 that she was there to receive some kind of insight
17 whereby she could take it back to the 8th and use it in
18 all honesty, trying to work with her young officers. We
19 need to make sure we understand 5%, which means that it
20 is not each and every law enforcement member. When you
21 look at how many police officers there are in the city,
22 5% now are ones that are committing these negative
23 reports and are being monitored.

24 CHAIRPERSON HOLLEY: It's a good notification. Thank
25 you so much for that. Commissioner Burton.

1 COMMISSIONER BURTON: I don't have any questions at
2 this time, Mr. Chairman, but I may have some later. Thank
3 you.

4 CHAIRPERSON HOLLEY: Okay. Thank you so much.
5 Commissioner Hernandez.

6 COMMISSIONER HERNANDEZ: Thank you, sir. Through the
7 Chair. First of all, thank you, Lieutenant, for the
8 coverage as we continue to understand this process. My
9 question is around mitigation strategy. Can we expect,
10 and this is what the understanding that Executive Manager
11 Engleman is still fairly new in that Department and the
12 process is fairly new. Can we anticipate or expect DEI
13 training as part of that integration upcoming and in the
14 future? Have we even considered that?

15 LIEUTENANT McCORD: Through the Chair.

16 COMMISSIONER HERNANDEZ: Because I know we have
17 conflict resolution, use of force and others, but I think
18 DEI might be critical in this space.

19 CAPTAIN LEVER: Excuse me. Through the Chair. Captain
20 Dietrich Lever. I can tell you why I consult with DEI
21 manager Mary Engleman, every day, she's there. We are in
22 talks about getting training for the officers who need
23 DEI training. I understand conflict resolution and
24 everything, but sometimes they will need DEI training and
25 we talk about it and she wants my curriculum so she can

1 put together a specific training for, because it's so
2 individualized, she wants to put together a specific
3 training for what we need, but yes.

4 COMMISSIONER HERNANDEZ: I'd love to support that
5 process if you allow it.

6 CHAIRPERSON HOLLEY: Thank you. Good question,
7 Commissioner, but Chief White is very much aware of this
8 concern and I'm sure that they would have some
9 collaboration with him. We went over that with him,
10 saying simply that Commissioner Bell, Holt and yours as
11 well.

12 COMMISSIONER HERNANDEZ: Thank you.

13 CHAIRPERSON HOLLEY: At this time, Commissioner
14 Banks, do you have a question for the Lieutenant?

15 COMMISSIONER BANKS: Not today, I mean not now.

16 CHAIRPERSON HOLLEY: Okay. Commissioner Pressley.

17 COMMISSIONER PRESSLEY: Thank you, Chair. My question
18 is concerning the risk management medication strategies.
19 Just for a point of clarity, are these escalating
20 interventions or is it on a case by case basis? So the
21 training or direct supervision, does it escalate or
22 depending upon the circumstance determines the mitigation
23 strategies that are suggested.

24 LIEUTENANT McCORD: Through the Chair. So each
25 individual assessment for the member will determine what

1 we believe would assist that member in changing whatever
2 behavior it is that we found. So it's not an escalating
3 scale. It's whatever we identify that the member may
4 need.

5 COMMISSIONER PRESSLEY: Thank you.

6 CHAIRPERSON HOLLEY: Commissioner Ferguson.

7 COMMISSIONER FERGUSON: Through the Chair.

8 CHAIRPERSON HOLLEY: What's your name?

9 COMMISSIONER FERGUSON: Ferguson, Vice-Chair.

10 CHAIRPERSON HOLLEY: Thank you, so much.

11 COMMISSIONER FERGUSON: Hey, you.

12 LIEUTENANT McCORD: Can I just answer that question.
13 I'm sorry. So the members that we find to be at high
14 risk, the peers plus is what we would prefer to the
15 executive team to address that member.

16 CHAIRPERSON HOLLEY: Commissioner Ferguson.

17 COMMISSIONER FERGUSON: Through the Chair. Thank you,
18 Lieutenant McCord. One thing I have, under the overview
19 of the risk assessment you put, no, not all risk
20 assessments will result in a peers plus meeting for the
21 members. But then again, I'm seeing over here, the peers
22 plus people that they are supposed to meet, which is
23 going to be held like here and it's got the whole rank
24 file, right here. So who talks to that officer, if these
25 rank and files are not going to do it?

1 LIEUTENANT McCORD: Through the Chair. So let me just
2 explain it. Each assessment does not mean that that
3 member is operating at high risk and needs to speak with
4 those executives for a peers plus meeting. So that's what
5 I meant when I said it but every assessment may just be,
6 okay, let's send this officer to training. Maybe that
7 member may need some reinstruction or some more tools in
8 his belt or her belt to do their job better. Like verbal
9 judo, even though the chief said he didn't like the word
10 verbal judo, they may need those skills and conflict
11 resolution.

12 COMMISSIONER FERGUSON: Okay. Just follow up on that.
13 So that means, when they get to the peers, that's the
14 last step, correct?

15 LIEUTENANT McCORD: The peers plus?

16 COMMISSIONER FERGUSON: Yes, the peers plus that's
17 the last step? So that means, you talk to them first and
18 send them to something else before you send them to the
19 peers plus?

20 LIEUTENANT McCORD: It may be in tandem. It may be,
21 they need training and they may need to meet with the
22 executive team.

23 COMMISSIONER FERGUSON: Wow. Okay. Thank you.

24 CHAIRPERSON HOLLEY: You like that, huh?

25 COMMISSIONER FERGUSON: Yes.

1 CHAIRPERSON HOLLEY: We all liked it. Thank you so
2 much. Thank you for being here. I'm through.

3 LIEUTENANT McCORD: Okay. Thank you, sir.

4 COMMISSIONER HOLT: Thank you again for the report.

5 CHAIRPERSON HOLLEY: Thank you so much. Thank you
6 very much.

7 LIEUTENANT McCORD: Have a good evening.

8 CHAIRPERSON HOLLEY: Ms. White, your presentation
9 please.

10 MS. WHITE: Yes, sir. Through the Chair, honorable
11 Board and community, please refer to the agenda for the
12 incoming correspondence for this week. Number one, weekly
13 DPD facial recognition technology report for March 28th
14 through April 3rd. The Board also received the DPD
15 ShotSpotter report and correspondence from the U.S.
16 Attorney General Office. And there will be an
17 announcement later with regards to that particular item
18 and also the honorable Board received the citizen
19 complaints manual directive. This is in regard to
20 previous recommendations that you made to the Department
21 and the Department has incorporated those recommendations
22 within the policy directive staff, is still reviewing the
23 policy directive to ensure that everything is covered and
24 to identify any other questions that we may have on your
25 behalf.

1 MS. WHITE: But just noting the most notable changes
2 in the policy directive include what you've just spoken
3 about with the Risk Management Unit. The fact that OCI
4 will work very closely with the Risk Management Unit to
5 make sure that the exchange of information and data and
6 reports are shared with the Department. And of course,
7 with the Board of Police Commissioners. And there were
8 other recommendations in terms of supervisors being held
9 accountable in terms of making sure that the CCR reports
10 are accurate when they initially sign off on those
11 initial complaints. And so that will be on the agenda for
12 next week for approval by the Board. And that concludes
13 the incoming correspondence for this week. Thank you.

14 CHAIRPERSON HOLLEY: Thank you very much, Ms. White.
15 Mr. Brown.

16 MR. BROWN: Good afternoon, Mr. Chair, we have 6
17 speakers for public comments. Your first 3 speakers will
18 be Ms. Bernie Smith, followed by Lieutenant Mark Young,
19 LSA President and Minister Eric Blount.

20 MS. SMITH: Good afternoon.

21 COMMISSIONERS: Good afternoon.

22 MS. SMITH: Glad to be here again to see you. I'm
23 going to give you good news first. I just want to let you
24 know if you see me smiling here, it's because my
25 granddaughter, I mentioned to you last week, she was in a

1 contest down in Alabama and they went to Mississippi for
2 the contest itself in regard to engineering. And there
3 were 1,2,3,4,7 schools, Alabama, Mississippi, Auburn,
4 Alabama's AME, New Orleans and Tennessee State. I have
5 good news to tell you they didn't win first place, but
6 they came in second. And my granddaughter called me and
7 told me that, and she was also elected president. So, you
8 know, I'm a happy grandmother. Believe me, I am. And I'd
9 just like to spread that good news. Now, some bad news. I
10 was at the hospital because I get therapy on Monday and
11 Wednesday.

12 MS. SMITH: I spoke to this lady that was in the room
13 next to me. And she was very upset, not only because of
14 her health. She mentioned the fact that where she lives
15 and she's so upset, she's ready to move out of the senior
16 building. And I said, well baby, you have to find out if
17 management can help you out. She said, no, management
18 didn't do anything about it. And I said, well, where do
19 you live? She lives on West Jefferson or East Jefferson,
20 whatever you want to call it. I'm not going to name the
21 building because I'm going to do a little more
22 investigating in regard to it because I have an officer
23 that's going to take care of it, but I just want to let
24 you know, we seniors, we have problems. I will be working

1 with the governor on his campaign and I will be speaking
2 with the seniors because this is what I love doing.

3 MS. SMITH: I want them to realize that they are
4 somebody, we are not to be forgotten. We came here and we
5 were living here to the extent where God has let us live.
6 So I just want the people to know that they're going to
7 have some help with whatever problems that they have. And
8 I happen to be in the Fifth District, now. I moved out of
9 the Sixth District over into the Fifth District. I had
10 Mac and Levard. So I'm very active over there and I speak
11 with the people that's next door to me, that's a senior
12 building also. But in the meantime, I just want to let
13 you know,

14 CHAIRPERSON HOLLEY: Thank you, your time is up.

15 MS. SMITH: We have, I'm sorry. Thank you so much for
16 your time and energy.

17 CHAIRPERSON HOLLEY: Oh thank you.

18 LIEUTENANT YOUNG: Good evening.

19 COMMISSIONERS: Good evening.

20 LIEUTENANT YOUNG: Thank you to DPD. You continue to
21 do what you do. It's about to get tougher for all of us.
22 I thank you for suiting up and showing up. I have a
23 correction. There are sergeants out there and there are
24 lieutenants out there engaged. They are. They're out
25 there dealing with the situations, your drifters and all

1 this violent crime. So you ask, well, how are they
2 getting some CCRs? That's how they're going to get them
3 because you've going to get them out there. I don't come
4 before the Board to be disrespectful but I do have a
5 couple things I have to ask. What currently happens when
6 OCI finds out through their investigation that a citizen
7 gave a false, untruthful, malicious statement, or filed a
8 false malicious complaint against a member? What happens
9 when they file a false CCR or criminal complaint against
10 a law enforcement officer for the Detroit Police
11 Department? What happens?

12 LIEUTENANT YOUNG: They should know that. What
13 currently happens when the same occurs in an untruthful,
14 false civilist litigious and malicious lawsuit? What
15 happens? Do the members even receive an apology? What I
16 would like the Board to do is what I asked a few weeks
17 ago. Where are the CCRs coming from? Where are they
18 coming from? The members have a right to know. If you did
19 a call for service versus citizens contact racial, you
20 would find out the CCRS are minimal, especially since it
21 is what we face every day. Please report out on this
22 because my members are asking, and more importantly, I
23 need to know. We just ask for fairness, due process,
24 along with a thorough investigation and a fair review
25 based on the totality of the circumstances.

1 CHAIRPERSON HOLLEY: Mark, I appreciate your passion.

2 LIEUTENANT YOUNG: I just asked Commissioner Holley,
3 for this one request. The cost of service, racial, the
4 citizens' complaint and contact for the call for services
5 to citizens and then talk to me about the CCRs.

6 CHAIRPERSON HOLLEY: We'll do it.

7 LIEUTENANT YOUNG: And we do deserve to know where
8 they come from.

9 CHAIRPERSON HOLLEY: Okay.

10 LIEUTENANT YOUNG: And as far as making false
11 statements, they are demoralizing to these law officers
12 out here.

13 CHAIRPERSON HOLLEY: You're getting in trouble
14 because somebody's going to tell me that I...

15 MR. BROWN: Minister Eric Blount.

16 MINISTER BLOUNT: Yes, you're in trouble.

17 CHAIRPERSON HOLLEY: I know I will be.

18 MINISTER BLOUNT: Yes. This is Minister Eric Blount
19 from Sacred Heart Church. Last week I was cut off before
20 I could finish voicing my concerns on DPD lawsuits. What
21 I needed to say is yes, to Commissioner Moore, technology
22 should prove right and wrong quickly. Roll the tape as
23 Roland Martin often states. The problem is that the
24 footage does not exist or is being destroyed. Just note
25 today's OCI presentation detailing that 20% of citizens'

1 complaints are not captured on body-worn camera footage.
2 And the freedom of information act request is just for
3 the total number process, not the number of requests that
4 were denied. After two months, I'm still waiting for my
5 request to be processed. This Board refuses to
6 consistently focus on officer misconduct. So misconduct
7 is relegated to a subcommittee, really. Incidences of
8 crime and crime statistics and less committed by an
9 officer should not have a place on this Board. To hear
10 last week that commissioners go door to door to help SI
11 solve crimes. What, and so the best description of this
12 Board is what many have begun to say. This Board is an
13 arsonist pretending to be a firefighter. And this Board
14 goes to great links to convince the public that it's
15 okay. And that it's the solution to the problem. Within
16 reality, this Board is not enforcing or pointing out the
17 lack of adherence to policies and therefore allowing
18 culture to guide the new officers and become standard
19 practice for experienced officers with the expected
20 behavior standard in leadership. Perhaps this is not
21 within OCIs wheelhouse, but this Board should be laser
22 focused on how many times DPD...

23 MR. BROWN: Mr. Chair, your next 3 speakers will be
24 Ms. Francis Withers followed by Second Deputy Chief Hope
25 and former commissioner William Davis. Ms. Withers.

1 MS. Withers: Mr. Brown, I have no comment. Thank you

2 MR. BROWN: Second Deputy Chief Hope. Not hearing
3 her, I'll go to a former commissioner, William Davis.

4 MR. DAVIS: Good evening, Board. Can I be heard?

5 MR. BROWN: Yes, sir.

6 MR. DAVIS: Okay. Well, I'd like to start off by
7 saying I'm pleased that more Detroit police officers are
8 getting college degrees. And I think we should try to
9 encourage even more because I know during my employment
10 with the Water Department, the city helped me get my
11 bachelor's degree. I'd already had an associate degree
12 when I started with them. Also, I like to say that drag
13 racing still is a major issue throughout this city and in
14 my various roles and leadership in various organizations
15 and groups, I hear constantly about people still being
16 concerned about racing and people doing donuts and all
17 sorts of stuff, even loud souped-up vehicles that you
18 could hear, even if they're not racing, it's making, it
19 should be pulled over.

20 MR. DAVIS: Also, I like to give a compliment to the
21 Eighth Precinct. I get from all over the city about
22 residents. Anyway, I had a senior over in Northwest
23 Detroit. It was a problem about a couple young people
24 coming to a door saying they were looking for somebody
25 and saying that this was the house and wouldn't leave.

1 Fortunately, members of the Eighth Precinct were able to
2 get there and were able to take care of the situation
3 adequately. That's all I have to say. Have a good day.

4 CHAIRPERSON HOLLEY: You have a better one.

5 MR. BROWN: Mr. Chair, that was your last speaker.

6 CHAIRPERSON HOLLEY: Very good. Thank you so much.

7 And thank all of you. At this time, Mr. Brown, can you
8 give me the announcements please?

9 MR. BROWN: Okay. Good afternoon, Mr. Chair, the
10 announcements for the day. The next BOPC meetings, April
11 14th, 2022 at 6:30 at the Northwest campus at WC3 with
12 the Eight Precinct hosting. The address is 8,200 West
13 Outer Drive. Your next community meeting in May is May
14 12th, 2022 at 6:30 with the Eleventh Precinct hosting and
15 the location is forthcoming.

16 MR. BROWN: Mr. Chair, your monthly community
17 subcommittee meetings. Budget subcommittee meeting is
18 every second Wednesday at 2:00 PM; policy committee
19 meeting subcommittee meeting is every second Wednesday
20 3:00 PM; the personnel in training subcommittee meeting
21 is every second Wednesday at 4:00 PM; and the citizen
22 complaints subcommittee meeting is every second Wednesday
23 at 4:30 PM. Mr. Chair, those are the citizens'
24 complaints. I mean, the public comments for the day.

25

1 CHAIRPERSON HOLLEY: Can you let the public know, all
2 these meetings are basically...

3 MR. BROWN: All these need to be held at Detroit
4 Public Safety Headquarters on the third floor.

5 CHAIRPERSON HOLLEY: Okay. And they're also within
6 the guidelines of the Open Meetings Act?

7 MR. BROWN: Yes, sir. We also do the hybrid with Zoom
8 as well.

9 CHAIRPERSON HOLLEY: Thank you so much, Mr. Brown. At
10 this time the Chair recognizes unfinished business.

11 COMMISSIONER BELL: Mr. Chair.

12 CHAIRPERSON HOLLEY: Yes, sir.

13 COMMISSIONER BELL: I would like to make a motion
14 that we cancel the meeting on April 14th, which is a
15 community meeting to the next week on April 21st, due to
16 the fact that Monday, Thursday and Good Friday is that
17 timeframe. So that's why my motion to that effect.

18 CHAIRPERSON HOLLEY: Is there a second?

19 COMMISSIONER FERGUSON: Second.

20 CHAIRPERSON HOLLEY: It's been properly moved and
21 second. Is there a discussion about the motion? Is there
22 a discussion? I assume everybody's ready to vote? I have
23 to have a roll call for this, if you don't mind?

24 MS. WHITE: Mr. Vice-Chair - I'm just making sure I
25 got the right date now - Yes, for the 22nd.

1 MS. WHITE: Commissioner Banks = Yes.

2 MS. WHITE: Commissioner Bell - Yes.

3 MS. WHITE: Commissioner Burton - You know, I'm going
4 to support my colleagues on this one. I support you.

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

6 MS. WHITE: Commissioner Carter - Yes.

7 MS. WHITE: Commissioner Moore - No.

8 MS. WHITE: Commission Hernandez - Yes.

9 MS. WHITE: Commissioner Holt - Yes.

10 MS. WHITE: Commissioner Presley - Yes.

11 MS. WHITE: Mr. Chair. - Yes.

12 MS. WHITE: There were 9 = Yes votes and 1 = No vote.

13 The motion passed.

14 CHAIRPERSON HOLLEY: Okay.

15 COMMISSIONER PRESSLEY: Through the Chair.

16 CHAIRPERSON HOLLEY: Yes.

17 COMMISSIONER PRESSLEY: On a point of clarity. And so
18 was that just to postpone the community meeting? And so
19 we still would have the 3 o'clock meeting or no meeting
20 next week.

21 CHAIRPERSON HOLLEY: No meeting.

22 COMMISSIONER PRESSLEY: Okay. No meeting next week.

23 CHAIRPERSON HOLLEY: No meeting. Thank you for the
24 clarification. No meeting. It's the Thursday before Good
25 Friday of the weekend.

1 COMMISSIONER PRESSLEY: Thank you.

2 COMMISSIONER HOLT: Through the Chair, but that we
3 will be in the Eighth on the 21st.

4 COMMISSIONER PRESSLEY: Great. Okay.

5 CHAIRPERSON HOLLEY: So you just want to make us
6 confused either way, aren't you?

7 COMMISSIONER HOLT: I just want to make sure people
8 are ready to come over.

9 CHAIRPERSON HOLLEY: If there is no other business,
10 we have a closed session.

11 COMMISSIONER HOLT: Wait Through the Chair? I have an
12 announcement, please.

13 CHAIRPERSON HOLLEY: Okay. But I'm on unfinished
14 business, right now. Yes, sir.

15 COMMISSIONER HOLT: Oh, I'm sorry.

16 COMMISSIONER BURTON: Through the Chair, I have a
17 couple of items that I like to put out here. You know 2
18 members of our community that are celebrating Ramadan for
19 this month. I'd like to move that to honor those from our
20 Islamic community, if the Board can have an Imam to come
21 here at our next Board meeting.

22 COMMISSIONER MOORE: Support.

23 CHAIRPERSON HOLLEY: Who did the support? Good. So
24 would you like the person, the Imam, to come to do the
25 invocation?

1 COMMISSIONER BURTON: Correct.

2 CHAIRPERSON HOLLEY: I mean, that's nice. But I
3 didn't think you understood that.

4 COMMISSIONER MOORE: Oh, I did understand.

5 CHAIRPERSON HOLLEY: You all worked on this before.

6 COMMISSIONER MOORE: No. Absolutely not.

7 CHAIRPERSON HOLLEY: I know you all came out

8 COMMISSIONER MOORE: That's the only reason why an
9 Iman would come was for the invocation.

10 CHAIRPERSON HOLLEY: That's great. That's great. I'd
11 like to have a consensus.

12 MS. WHITE: Yes, sir. All favor, say aye.

13 COMMISSIONERS: Aye.

14 CHAIRPERSON HOLLEY: No opposes? None. That's the
15 consensus. We'll make that happen. I want to go
16 straight... tell me how I do it... I think I know Dr.
17 Jackson, I don't have to have any motion. I just
18 basically

19 COMMISSIONER HOLT: Through the Chair. I have an
20 announcement.

21 CHAIRPERSON HOLLEY: Oh, excuse me. I'm sorry. You've
22 been announcing all...

23 COMMISSIONER HOLT: I know. I'm going to announce it
24 again.

1 DR. JACKSON: Mr. Chairman, I know. Let me just go to
2 the announcement and then I'll come right to you, Dr.
3 Jackson.

4 Dr. JACKSON: I'm sorry, Mr. Chairman, the motion was
5 made. The motion was seconded. You asked for unanimous
6 consent.

7 CHAIRPERSON HOLLEY: I did.

8 DR. JACKSON: You need to declare that the motion has
9 been adopted.

10 CHAIRPERSON HOLLEY: I knew I was getting ready. I'm
11 doing well up until... I did pretty good, though.

12 DR. JACKSON: So proceeding...

13 CHAIRPERSON HOLLEY: Over anything else, right? So,
14 let the record read that the motion has been adopted.

15 DR. JACKSON: To have an Imam at the next meeting to
16 give the invocation.

17 CHAIRPERSON HOLLEY: Ditto. Ditto.

18 DR. JACKSON: Thank you, Mr. Chair.

19 CHAIRPERSON HOLLEY: Imam at the next meeting.

20 DR. JACKSON: Thank you, sir.

21 CHAIRPERSON HOLLEY: Thank you so much. Mrs. Teresa,
22 you'll help me with that, won't you? You always do.
23 Commissioner Holt.

24 COMMISSIONER HOLT: Thank you, Chair Holley. The
25 Board will hold its next training session on Friday,

1 April 29th, 2022 at 1:30 PM. During the training, the
2 U.S. Attorney, Dawn Ison and Executive Assistant U.S.
3 Attorney Luttrell Livingston from the U.S. Attorney's
4 Office for the Eastern District of Michigan will provide
5 training and updates on building community relations
6 between the BOPC and the U.S. Attorney's Office for the
7 Eastern District of Michigan. As we work to enhance
8 police community relations within the City of Detroit and
9 with law enforcement. And I believe we should put that on
10 the record because we want as many commissioners
11 committed to that training as is possible.

12 COMMISSIONER CARTER: What time?

13 COMMISSIONER HOLT: It's at 1:30 on Friday, 29th.

14 CHAIRPERSON HOLLEY: It is on the record.

15 COMMISSIONER HOLT: One other question, through the
16 Chair. When Lieutenant Young made his request regarding
17 the statistics, were we going to take that up and provide
18 that information?

19 COMMISSIONER BELL: Mr. Chair, yes, we are looking at
20 where these complaints are coming from. We just started
21 the process last month when he raised that issue. Also,
22 the other issue about what's the outcome or how
23 repercussions. There are no repercussions in filing non-
24 criminal complaints and the criminality is a whole
25 different concept to some extent up to the prosecutor

1 office. So that's clear. There's no repercussion for a
2 system of filing a complaint that perhaps was not
3 sustained, as simple as that, it is age old. Thank you.

4 CHAIRPERSON HOLLEY: You okay with that?

5 COMMISSIONER HOLT: Yes. Thank you, Chair Holley.

6 CHAIRPERSON HOLLEY: Good. Ms. White. You have had it
7 under there.

8 MS. WHITE: Yes, sir.

9 CHAIRPERSON HOLLEY: Thank you so much. Can you read
10 it in the record for why we're going to the closed
11 session? Can you read it for me?

12 MS. WHITE: Yes, sir. Closed session pursuant to
13 section 8(a) of the Open Meetings Act MCL 15.268(a),
14 regarding the administrative leave without pay, but with
15 medical benefits for Police Officer Michael Carson, Badge
16 1521 assigned to the Abandoned Vehicle Task Force, two-
17 thirds roll call vote required.

18 CHAIRPERSON HOLLEY: OK. Is there a motion to that
19 effect please?

20 COMMISSIONER CARTER: So moved.

21 CHAIRPERSON HOLLEY: Second?

22 COMMISSIONER PRESSLEY: Second.

23 COMMISSIONER BELL: Second.

1 CHAIRPERSON HOLLEY: It's been properly moved and
2 second. Is there any discussion? Hearing no discussion,
3 let's have a roll call.

4 MS. WHITE: Mr. Vice-Chair - Yes.

5 MS. WHITE: Commissioner Banks - Yes.

6 MS. WHITE: Commissioner Bell - Yes.

7 MS. WHITE: Commissioner Burton - Yes.

8 MS. WHITE: Commission Carter - Yes.

9 MS. WHITE: Commissioner Moore - Yes.

10 MS. WHITE: Commissioner Hernandez - Yes.

11 MS. WHITE: Commissioner Holt - Yes.

12 MS. WHITE: Commissioner Presley -Yes.

13 MS. WHITE: Mr. Chair - Yes.

14 MS. WHITE: There were 10 =Yes votes the motion
15 passed.

16 CHAIRPERSON HOLLEY: Thank you so much. At this time,
17 we'll take a break, a 5 minute break and get the room
18 cleared out, so we can get it ready for closed session.
19 At this this time, the Chair will ask for a motion to go
20 back into open session with the understanding that we are
21 closing the cold session and going back into the open
22 session.

23 COMMISSIONER HERNANDEZ: So moved.

24

25 (Closed Session Held)

1 CHAIRPERSON HOLLEY: Any discussion? Hearing no
2 discussion, do I have to have a roll call? Okay. All in
3 favor. Say aye.

4 COMMISSIONERS: Aye.

5 CHAIRPERSON HOLLEY: Opposed? The ayes have it.
6 Therefore, we go back on the record, if you would,
7 please. At this time, I'd like to have the Interim
8 Secretary read into the record, the request from the
9 Chief.

10 MS. WHITE: Yes, sir. Through the Chair, the
11 administrative leave without pay, but with medical
12 benefits for Police Officer Michael Carson, Badge 1521,
13 assigned to the Abandoned Vehicle Task Force, a motion is
14 needed.

15 COMMISSIONER BELL: Mr. Chair.

16 CHAIRPERSON HOLLEY: I'd like to have a...

17 COMMISSIONER BELL: Are you ready for the motion?

18 CHAIRPERSON HOLLEY: No, but I wanted Mrs. Carter,
19 she hadn't much to say today.

20 COMMISSIONER CARTER: So moved.

21 CHAIRPERSON HOLLEY: That's what I'm saying.

22 COMMISSIONER BELL: Okay.

23 CHAIRPERSON HOLLEY: Be the second.

24 COMMISSIONER BELL: Second.

1 CHAIRPERSON HOLLEY: You see what I have to go
2 through Miss. You see what I have to go through. You've
3 heard the motion, are there any questions? Discussion?
4 I'm sorry, please forgive me. If not, can I have the roll
5 call please?

6 MS. WHITE: Mr. Vice-Chair - Here.

7 CHAIRPERSON HOLLEY: No, not here, motion.

8 VICE-CHAIR FERGUSON - Yes.

9 MS. WHITE: Commissioner Banks - Yes.

10 MS. WHITE: Commissioner Bell - Yes.

11 MS. WHITE: Commissioner Burton - Yes.

12 MS. WHITE: Commissioner Carter - Yes.

13 MS. WHITE: Commissioner Moore - Yes.

14 MS. WHITE: Commissioner Hernandez -Yes.

15 MS. WHITE: Commissioner Holt - Yes.

16 MS. WHITE: Commissioner Pressley - Yes.

17 MS. WHITE: Mr. Chair - Yes.

18 MS. WHITE: There were 10 = Yes votes. The motion
19 passed.

20 CHAIRPERSON HOLLEY: Okay. Thank you so much. Let the
21 record state that the motion did pass. At this time the
22 Chair recognized a motion to adjourn.

23 COMMISSIONER HOLT: So moved.

24 COMMISSIONER HERNANDEZ: Support

25 CHAIRPERSON HOLLEY: All in favor, say aye.

1 COMMISSIONERS: Aye.

2 CHAIRPERSON HOLLEY: Opposed? Thank you so much.

3 Thank you very much, ladies and gentlemen.

4

5

6

7

8 (Meeting Adjourned at 5:27 pm)

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

1 STATE OF MICHIGAN)

2 COUNTY OF WAYNE)

3

4 RECORDER'S CERTIFICATE AND NOTARIZATION

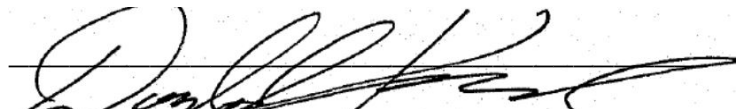
5

6 I, Donald Handyside, Court Recorder, do
7 hereby certify that on April, 72022, at 3:00 p.m., I
8 did record the Detroit BOPC meeting, the same being
9 later reduced to typewriting and that the foregoing
10 is a true and accurate transcription of said
11 electronic recording taken at such time and place.

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

15

16


DONALD HANDYSIDE (CER 1464)

17

18

Notary Public

19

My Commission Expires: 5/6/2027

20

21

22

23

24

-

-yes 90:12 92:14

1

1 13:14 15:15,16,24 16:5
62:12,24 63:13 84:12

1,2,3,4,7 76:3

1,705 45:24

10 28:15 45:14,19 62:15 90:14
92:18

100 23:21

1005 47:1

1052 45:24

10:30 20:4

11 3:6 5:11 45:14

111 44:16,19 45:9

115 44:9,12

11:55 10:9

12 5:13 56:13,21 63:12

128 32:1 62:19

12:30 18:18

12:50 18:18

12th 82:14

13 44:21

13th 48:7

14% 15:20 22:10

1440 46:5

149 45:9

14th 82:11 83:14

15% 15:22

15,000 18:19

15.268(a) 89:13

152 44:17

1521 89:16 91:12

16 16:9,21,23

161 45:10

1893 22:17

19 45:14 46:7,24

19% 15:21

1979 41:16

1981 43:6

1989 42:4

1991 41:19

1993 42:5

1:30 88:1,13

1st 46:5

2

2 45:12,19 62:11 63:14 85:17

2,486 45:23

20 45:15 68:16

20% 15:25 17:19 79:25

200 18:14

2018 46:7

2019 46:7 57:22 69:7,8

2020 45:21 46:1,6

2021 46:6 62:10

2022 8:4,13 42:14 43:23 44:10
45:23 46:9,22 47:1 49:15
62:15 82:11,14 88:1

20th 42:14

21 44:10

21% 15:21

21st 83:15 85:3

22 46:7

22nd 83:25

23 45:12

24 45:15 46:6

24% 15:20

2482 50:2,3

2499 49:24

25 46:10,22

25th 57:25

27th 45:21

28th 45:23 46:4,5,9,21 74:13

29 45:15 46:24

29th 88:1,13

2:00 82:18

2nd 20:4

3

3 45:13,18 47:10,19 62:12,18
75:17 80:23 84:19

30 19:23 31:23,24 64:23 68:6

30th 18:18

31 45:19

313 49:24 50:2,3

31st 8:13

35 46:23

35% 38:14,16

36 41:21

3:00 82:20

3:30 48:7

3rd 46:9,22 47:1 74:14

4

4 5:12 45:13,18 49:23 58:2

42 44:12 45:13

45 45:13

48203 49:22

49 44:11,12

4:00 2:13 82:21

4:30 82:23

4th 22:15

5

5 18:9,11 45:11,13 62:16,17
63:13 68:18 69:11 90:17

5% 32:1 62:22 69:19,22

50 56:17,19

56 47:3

59 47:1

596 49:24 50:2,3

5:27 93:8

5th 22:17

6

6 47:11 62:21 75:16

60 56:17,19

65 44:19

6:30 82:11,14

6th 22:19

7

7 5:11 45:11 62:11

71 46:6

74 42:15

745 47:2

8

8 49:23

8(a) 89:13

8,200 82:12

89 45:17

8th 69:17

9

9 45:13 47:10 84:12

90 45:24 46:25 47:3 51:25

900 49:19,21

A

abandoned 30:2 89:16 91:13

abide 3:11

abilities 47:15

absolutely 35:16 51:5 86:6

abundant 4:13

academia 42:6

academic 41:13

Academy 5:24 22:19 23:13
49:4

accept 24:10

access 48:8 55:22

accessible 49:11

accidents 32:4

accomplishments 6:9

account 4:22

accountability 49:15

accountable 29:2 75:9

accurate 75:10

accused 20:8

achievements 40:23

acknowledge 10:22 12:25

acknowledgement 55:11

act 14:7 80:2 83:6 89:13

acted 63:14

Acting 9:4,5

action 45:8 51:17

actions 4:7 12:5

activating 55:15

active 77:10

activists 26:21 42:7

activities 6:8 23:20

activity 17:9 45:6

acts 6:3

acumen 23:25

Adam 14:5 40:18,20 41:11,12
42:19 43:3

add 2:15 12:14 13:16

addition 14:6

additional 19:16 47:17,19

additions 47:18

address 3:23 11:13 47:22
64:22 65:17 72:15 82:12

addressing 65:1

adequately 82:3

adherence 80:17

adheres 44:8

adjourn 92:22

Adjourned 93:8

adjust 18:15

administration 12:4 48:18

administrative 8:25 9:1 89:14
91:11

administrator's 14:7

admitted 58:3,4

adopted 87:9,14

advance 4:9

advancing 41:23

advice 11:1

advised 18:20

advisor 10:2

advocate 42:6

Affairs 10:4 18:6

affirmation 14:9

African- 28:6

African-american 6:17,24

afternoon 2:20,25 5:2 6:13 8:3
 9:11,21 10:13,23 11:2 26:11
 31:5,6 43:18,19,20 45:17 60:6
 75:16,20,21 82:9
age 31:17 42:15 89:3
agencies 22:21 35:10
agency 5:8,15 22:5 30:4 51:15
agenda 8:4 74:11 75:11
aggravate 58:5,10
aggravated 15:20
aggressive 34:17
aging 14:1
agree 27:21
agreements 6:6
ahead 7:9 10:8 38:11 53:3,16
 57:8,12
airbags 17:11 28:25 29:4
Akbar 9:3 11:6 38:5 43:16,19,
 21 44:19 45:16 46:8,14,19
 47:5,23 48:17 49:13 50:11
 52:6,15 53:9,24 54:7 55:6,17
 56:13,19,23 57:21
Alabama 76:1,3
Alabama's 76:4
alarming 66:25
allegations 11:14 44:17 49:2
alleged 11:16 20:21 65:15
allowed 3:17
allowing 52:25 80:17
altercation 19:11
amass 11:13
amassing 12:6
amazing 36:3
AME 76:4
Amen 4:23,24
America's 40:20

American 28:7
amount 27:3 33:1
analyze 60:25
anger 20:25
Angling 12:24
Annie 7:23 48:3
announce 86:23
announcement 74:17 85:12
 86:20 87:2
announcements 82:8,10
announcing 35:10,11 86:22
annual 6:7
Ansley 9:4
answers 25:14 29:25
Anthony 2:25
anticipate 70:12
anticipating 17:13
apologize 10:5 66:21
Apologizes 55:9
apology 78:15
appalled 58:7
appeals 5:23
appeared 16:7 20:15
appearing 49:18
appears 20:21 21:21
application 13:18
applies 21:10
appointed 5:12
appreciation 42:20
approached 58:9
approval 8:4 46:23 47:2 48:13
 75:12
approve 48:5
approved 8:15 46:24 47:4
approves 5:17,21

April 20:4 22:15,17,19 23:15,
 16 46:9,22 47:1,12 48:7 74:14
 82:10 83:14,15 88:1
April7 8:4
archives 43:4
area 18:21 29:7 50:2 63:16
areas 15:17 17:16 18:1,5 21:5
 61:22
armed 19:17
arrangements 30:24
arrest 16:6 19:8
arrested 39:10
arrests 17:7
arrived 26:12
arsonist 80:13
article 3:6
artist 46:17
aspect 32:9
assault 15:20
assaults 15:21
assess 60:25 63:1
assessment 12:12 61:7,8,14,
 23 62:20,25 68:1 71:25 72:19
 73:2,5
assessments 61:16 62:11,16
 63:11,20 72:20
assets 16:15
assigned 47:22 89:16 91:13
assist 44:4 48:19 59:1 62:1
 63:24 72:1
assistance 32:25 48:4
assistant 8:23,25 30:11 33:19
 61:19 88:2
assisted 22:23
assisting 59:5 60:10
associate 81:11

Association 10:3 24:10
assume 83:22
at-risk 60:17 61:1
atmosphere 3:18
attend 24:3 48:9 58:15
attendance 6:22 8:21 10:9
attendees 29:24
attention 18:4 27:17 35:4
attorney 14:14,17 42:11,14
 74:16 88:2,3
Attorney's 88:3,6
Auburn 76:3
auction 35:15
audio 8:19 38:3
audit 53:10,15 64:2
audits 53:4,5,11,12
authored 39:13
authority 6:4
autism 22:22,23,25
Auto 29:6
automatically 32:10
average 31:16
avoid 4:1
awards 42:21
aware 12:6 17:15 18:18 61:15
 65:16 71:7
awareness 12:22 22:22,23,25
Awesome 35:24
aye 8:9,10 43:12,13 86:12,13
 91:3,4 92:25 93:1
eyes 43:14 91:5

B

babies 22:14
baby 76:16

bachelor's 23:22 41:9 81:11
back 10:1 15:14 17:3 23:19
 24:13 40:2,11 46:1 50:1 52:1
 54:9,10,19 57:14,20 69:7,8,
 11,17 90:20,21 91:6
backbone 67:9
background 47:17 68:20
backgrounds 47:13
backlog 45:25 48:11 50:17
 56:1,7,12
backlogs 55:18
bad 76:9
Badge 89:15 91:12
bag 24:12
balances 11:25
Bank 48:2
Banks 7:17 25:22,23 26:7,9
 38:12 39:16,22 51:6 54:4,6,15
 55:7,9,14 71:14,15 84:1 90:5
 92:9
bargaining 6:6
based 6:5 13:14 23:17 78:25
basically 6:22 20:6 64:19
 68:23 83:2 86:18
basis 12:9 48:21 65:22 71:20
bathroom 54:13
beat 51:7
beautiful 5:3 54:12
Beddie 9:8
beefed 52:4
began 18:22 22:17
beginning 26:1
begun 80:12
behalf 12:16 26:15,20 42:17
 54:3 56:6 74:25
behavior 29:13 32:19 60:16,
 19 61:2,15 63:2 72:2 80:20

behavioral 63:7
Bell 7:18 37:6,7,14 48:2 51:8
 59:17,18 66:22,24 67:17,20
 68:8,12 69:3 71:10 83:11,13
 84:2 88:19 89:23 90:6 91:15,
 17,22,24 92:10
belt 73:8
bench 41:19 43:6
benefits 89:15 91:12
Bernard 7:16
Bernie 75:18
Bible 25:25
birthday 55:25
bit 10:25 16:11 52:25
bless 25:10
blessing 26:2
block 18:19
blocks 34:7
Blossom 8:24
Blount 75:19 79:15,16,18
board 2:1,7,8,20 4:2,8,17 5:6,
 7,11,13,20 8:2,20,21,22 9:22
 11:10 12:16,17 13:10,15,21,
 25 14:9,11 15:8,25 18:5,18
 19:9,15 31:23 41:21 42:1,3,
 12,16,20 43:4,19 46:23 48:9,
 12 49:16 50:8 51:21 52:12
 65:3 74:11,14,18 75:7,12
 78:4,16 80:5,9,12,13,16,21
 81:4 85:20,21 87:25
Board's 3:5 6:9 11:12 12:22
 23:17 49:11 56:8 64:21
body 21:21
body- 13:24
body-camera 54:7,9
body-worn 13:19 44:21,22,24
 45:3,4,7 53:6 61:11 63:5 80:1
bombarded 29:24
book 21:12

BOPC 3:5,7,10,12,13,14,19,22
5:8,15 6:6 44:8 82:10 88:6

BOPC's 3:4 6:8

BOPC'S 3:21

break 90:17

bring 47:14 69:4

bringing 23:18 30:19

brings 32:23

broader 31:25

brought 28:13 64:17

Brown 9:1 75:15,16 79:15
80:23 81:1,2,5 82:5,7,9,16
83:3,7,9

budget 5:21 82:17

building 76:16,21 77:12 88:5

built 41:12

bullet 36:19

bulletproof 36:22

bureau 50:6 62:8

Burton 7:19 26:10,12,14
30:19,25 43:8 48:2 56:4,5,17,
21,24 57:14 69:25 70:1 84:3
85:16 86:1 90:7 92:11

business 3:5 4:19 21:23 23:24
29:8 50:1 83:10 85:9,14

busy 9:13 23:12

Butler 10:16

buyers 29:1,12

bylaw 4:8

bylaws 3:6,21 4:7

C

Caddell 41:11

calendar 30:11

call 4:4 7:13 25:16 39:23
41:17 49:23 58:13 67:12 69:6
76:20 78:19 79:4 83:23 89:17

90:3 91:2 92:5

called 4:5 27:19 33:4 76:6

calls 45:16

camera 13:19 16:15 44:21,22,
24 45:3,4,7 61:11 63:5 80:1

cameras 13:25 53:6

campaign 77:1

campus 82:11

cancel 83:14

captain 9:23 10:3 61:20 64:9
70:19

captured 44:21,23 80:1

car 16:17 17:9,12,13 29:9 32:3
35:14 54:10

card 2:13

care 40:4,8 76:23 82:2

career 21:25 33:20 41:12

careers 60:11,22 63:25

cares 27:7

carjacking 16:8,11,12,18,20
17:9 18:4

carjackings 15:23 16:7 17:5
28:23,24

carried 41:18

carrying 19:22

cars 30:2

Carson 89:15 91:12

Carter 7:20 33:25 34:1 35:21
48:3 50:22 58:22,23 59:2,6,
11,13 68:24,25 84:6 88:12
89:20 90:8 91:18,20 92:12

Carter's 10:15

case 20:5,7,11,19,22,24 41:15
46:21 71:20

caseloads 47:22

cases 27:16 46:24,25 47:1
48:16,19,22 51:23,24 52:1,17

CCR 75:9 78:9

CCRS 46:10,22,23 47:1,2 68:7
78:2,17,20 79:5

cease 4:4

Cedric 48:2

celebrate 22:13 23:19

celebrating 22:23 85:18

Chair 3:3,8,12 4:3,10 5:6 6:9
7:1,14,25 8:18 9:17 10:14
15:1,7 25:7,23 26:22 28:21
29:6,18 34:1,15 35:21,23
36:12,21 37:10,18 38:12,19
40:3,17 42:25 54:1,6 55:9,11
56:5 57:3 58:23 59:3,8 64:20
65:11 67:24 68:3 70:7,15,19
71:17,24 72:7,17 73:1 74:10
75:16 80:23 82:5,9,16,23
83:10,11 84:11,15 85:2,11,16
86:19 87:18,24 88:16,19 89:5
90:13,19 91:10,15 92:17,22

Chairman 31:4 40:3 48:1 51:9
55:13 70:2 87:1,4

Chairperson 2:18,19,20 3:23
5:1 6:11 7:4,9,12 8:1,7,11 9:9,
18 10:7,11,20 11:17 12:10
13:4,9,21 14:16 15:2 16:21,24
24:23 25:4,21 26:5,8,10 28:19
29:17 31:1 33:24 35:20,22
36:18 37:6,15,19 38:10 39:20,
23 40:5,9,13 43:1,7,10,14
46:11,15 50:11 51:3,10,20
52:5,12,21 53:3 54:2 55:4,8
56:3 57:1,5,7,11,16 58:21
59:14,19,21 60:4,13 64:6,10,
14 65:3,7,24 66:12,20 67:15,
23 68:19 69:1,24 70:4 71:6,
13,16 72:6,8,10,16 73:24
74:1,5,8 75:14 77:14,17 79:1,
6,9,13,17 82:4,6 83:1,5,9,12,
18,20 84:5,14,16,21,23 85:5,
9,13,23 86:2,5,7,10,14,21
87:7,10,13,17,19,21 88:14
89:4,6,9,18,21 90:1,16 91:1,5,
16,18,21,23 92:1,7,20,25 93:2

chairs 37:12

challenges 42:4
chance 24:12 36:1
change 6:20 60:19
changed 41:11
changing 72:1
Chaplain 2:25 4:10,11 5:1
character 41:5
charge 26:7 53:14
charged 20:18
chart 44:10,13 45:12
charter 5:11,16,22 6:1,3
check 31:12
checks 11:25 47:17
chest 22:14
chief 5:20 9:3,10,17,21,22,25
 10:1,12 11:3,6,10 12:16 13:2,
 3,7 14:8,23 15:4,6,7,23 16:14,
 23 17:1,24 18:15 19:5,19 20:8
 21:16 22:10 23:3,4,18 24:8
 25:1,6,20,22,23 26:4,13,20,22
 27:9 28:1,15,22 29:5,16,19
 30:10 31:3,5,6,11,19 32:5,21
 33:11,19,20,23 34:14 35:5,24
 36:12 37:3,9 38:5,12,19
 39:11,17,23 40:3,7,12,15,16
 41:20 43:18,19,21,22,25 44:4,
 19 45:16,20 46:1,8,9,14,19
 47:5,23 48:17,24 49:13,21
 52:15 53:2,9,24 54:6 55:6,17
 56:9,13,19,23 57:2,21 58:1,8,
 16 61:18,19 64:17 65:14
 66:17 68:17 71:7 73:9 80:24
 81:2 91:9
Chief's 12:20 15:1
chiefs 17:4 21:17
child 20:13,14,25
children 26:17
choose 49:20
Christmas 29:20
Christopher 8:23

church 26:6,9 79:19
cinder 34:7
circumstance 71:22
circumstances 20:11 78:25
citations 38:25 39:19
cited 38:23
cities 21:22 22:2
citizen 5:22 11:19 47:23 53:14
 56:8 57:24 58:5 61:10 66:4,5
 74:18 78:6 82:21
citizen's 43:24
citizens 3:16 11:4 16:16 26:15
 30:1 37:22 42:17 44:11 48:6
 49:5 53:23 54:3 56:6,7 58:6,
 10,19 60:12,21 62:4 63:21
 78:19 79:5
citizens' 44:6 79:4,25 82:23
city 3:7,14,19 4:21 5:10,12 6:7
 9:12 12:24 13:23 16:8,19 17:4
 19:24 21:4,12,17 22:12 26:21
 27:4 30:20 38:24,25 40:21
 42:4,17 46:2 47:16 48:21,22
 54:4 60:22 62:5 63:22 69:21
 81:10,13,21 88:8
city's 41:25 49:9
civic 4:18 41:13,22
civil 40:23 42:14 53:12
civilian 5:8 11:17 21:18,20
civilist 78:14
clarification 53:21 84:24
clarify 51:24
clarity 71:19 84:17
classes 24:3,5 49:7
classification 27:6
classifications 27:14
classified 27:19
classroom 24:7
clear 41:6 66:15 89:1

cleared 90:18
Cleveland 21:19
close 48:14
closed 14:7 29:8 44:16,20
 45:10,16,24 85:10 89:10,12
 90:18,25
closely 65:13 75:4
closing 90:21
clothes 40:1
code 49:22 50:2
cold 90:21
Coleman 10:19 41:24
collaboration 71:9
colleague 57:10
colleagues 17:3 84:4
collective 6:6
college 41:10 81:8
command 13:12 61:13 62:9,
 14,19
commander 13:1 25:11 27:18
 36:5,15 61:19
commands 44:14 53:17
commend 26:3
comment 25:8 30:19 34:2
 37:17 81:1
comments 2:12,13,17 57:6
 75:17 82:24
Commercial 29:6
commission 52:2 66:12 84:8
 90:8
commissioner 3:9 7:1,7,11,
 16,17,18,19,20,21,22,23,24
 8:5,6 10:17 25:5,7,21,22,23
 26:7,9,10,12,13,14 27:22
 28:19,21 29:15,17,18 30:18,
 19,25 31:2,4,7,14,20 33:23,
 24,25 34:1,15 35:21 36:23,25
 37:6,7,14,17,20 38:10,12
 39:16,20,22 42:25 43:2,8,9

48:1,3 50:12,15 51:1,5,6,8,18,
21 53:1,4,21 54:1,4,6,15,23
55:5,7,9,10,14,23 56:3,5,17,
21,24 57:1,3,6,9,13,14,17,21
58:16,21,23 59:1,2,3,6,7,11,
12,13,16,17,18,19,20 65:25
66:14,22,24 67:17,20 68:3,8,
12,15,24,25 69:1,2,9,14,25
70:1,5,6,16 71:4,7,10,12,13,
15,16,17 72:5,6,7,9,11,16,17
73:12,16,23,25 74:4 79:2,21
80:25 81:3 83:11,13,19 84:1,
2,3,6,7,9,10,15,17,22 85:1,2,
4,7,11,15,16,22 86:1,4,6,8,19,
23 87:23,24 88:12,13,15,19
89:5,20,22,23 90:5,6,7,9,10,
11,12,23 91:15,17,20,22,24
92:9,10,11,12,13,14,15,16,23,
24

Commissioner-at-large 30:6

commissioners 2:2,8,21 3:16,
25 4:17,24 5:7,8 8:10 40:14
41:22 42:16 43:5,13,20 46:24
49:16 50:22 51:23 54:18,20
58:15,17 75:7,21 77:19 80:10
86:13 88:10 91:4 93:1

commitment 23:25

committed 22:6 68:6 69:6
80:8 88:11

committee 47:24,25 48:4,6
50:13 51:15 54:25 55:13
65:25 82:18

committing 69:22

Common 41:19

communicate 28:17 63:25

communicating 27:23

community 5:14 8:24 10:16
21:2,10 22:4,7 25:15,17
26:17,18,21,24 29:21 30:5
35:1 37:23,24 42:8,23 47:8
48:25 58:1,12 61:25 63:18,23
64:2 69:15 74:11 82:13,16
83:15 84:18 85:18,20 88:5,8

competence 44:6

competing 11:15

complainants 48:15

complaint 11:4 38:7 46:6
47:24 48:6 49:3,5,10,20 50:2,
3,5,8 66:4,5 78:8,9 79:4 89:2

complaints 5:22 11:14,19,20
12:6 31:25 37:22 43:24 44:2,
9,11,12,14,16,19 45:10,16,23,
24 49:18 53:23 56:7,8 57:24
61:11 63:4 64:23 65:18 67:2
68:5 74:19 75:11 80:1 82:22,
24 88:20,24

complete 48:20

completed 45:1 62:10

complicated 20:7 26:24

compliment 81:20

component 12:14 53:19

composition 47:10

comprehensive 32:13 61:8

compressed 33:1

comprise 4:17

compromise 20:22

compromising 29:10

concept 88:25

concern 15:18 17:17 21:5
28:13 71:8

concerned 11:18 61:9 81:16

concerns 21:18 22:1 63:16
79:20

conclude 64:4

concludes 75:12

conclusion 63:19

conduct 3:6 48:24 53:12
65:19

conducted 3:14 12:12 63:14

conducting 47:17 62:25

conducts 53:11

conference 21:17

confident 16:19 18:2

confirm 3:24

confirmed 6:15

conflict 70:17,23 73:10

confused 85:6

congratulate 6:19

congratulations 36:10

consensus 86:11,15

consent 5:12 87:6

consideration 2:6

considered 19:17 70:14

consistent 4:13 18:11 55:12

consistently 80:6

consists 48:1

constantly 40:23 81:15

constitutional 11:23 41:24

constitutionally 35:18

consult 70:20

consultation 11:24

consulted 61:13

consumer 19:10

contact 31:16 78:19 79:4

contest 76:1,2

continue 2:8 15:12 18:14 19:6
21:7 22:8 26:23 34:25 41:14
48:11 63:20 70:8 77:20

continued 29:9 48:10

continues 16:12 19:24,25

continuing 12:18

continuously 64:2

contributions 42:9,18,23

control 5:9

convenience 2:9 24:4,6

conversation 3:9 53:7 66:21

converted 41:11
convince 80:14
cool 36:5
cooperate 3:8
cooperation 4:9 48:13
Coordinator 8:24
core 54:19
corner 10:3
Corporation 8:23
correct 32:19 38:8 73:14 86:1
correction 77:23
corrections 8:14,15
correspondence 74:12,15
 75:13
cost 79:3
council 5:13 6:7 10:17,18 21:3
Counsel 8:23
counseling 63:10
countered 20:18
counting 46:4
countless 41:13
country 17:2,3,6 32:12
County 41:19
couple 23:7,12 25:24 33:12
 35:4,25 37:12 50:13,24 52:16
 78:5 81:23 85:17
court 6:16,18,21,25 8:20
 41:20,21
courteous 3:15
Covenant 22:19
coverage 70:8
covered 74:23
COVID 18:10
coworkers 26:2
creates 60:18

crime 12:21 13:13 15:11,12,
 15,16,24 16:2,5 21:4,9,14,15
 22:3,9 23:25 78:1 80:8
crimes 13:14 17:22 80:11
criminal 15:19 78:9 88:24
criminality 88:24
critical 12:21 18:16 70:18
criticism 35:1
Cromwell 9:4 54:14
crucial 51:19
crying 26:17
cue 68:23
culture 80:18
current 31:7 48:11
curriculum 49:5 70:25
curse 58:4
curtail 16:15
curve 28:22 29:5 34:9
custody 19:14 20:15
cut 52:20 79:19
cuts 54:9

D

daily 48:21
dangerous 19:17
data 11:4 16:2 38:21 39:4 47:8
 49:3,9,10,11,14 61:10 63:2
 75:5
date 30:17 49:14 83:25
Davis 10:18 80:25 81:3,4,6,20
Dawn 88:2
day 4:19,23 6:19,20 19:15
 34:16 38:21,22 50:1 56:13,22
 70:21 78:21 82:3,10,24
days 41:3 45:24 46:25 47:3
 51:25 56:15

DDC 39:7
deal 35:13
dealing 25:13 34:12 38:16
 77:25
death 19:23
debate 3:25
debrief 17:7
December 50:19
decisions 21:24,25 29:14
declare 12:15 87:8
decorum 3:4,8
decrease 17:19
dedicating 50:24
dedication 41:1
defend 48:22
defendants 19:3
defense 41:16
definition 39:3
degree 23:22 24:17 41:9 81:11
degrees 81:8
DEI 12:4 70:12,18,20,23,24
delay 3:10
demeanor 44:18
demographic 31:16
demoralizing 79:11
denied 80:4
department 5:10,16,19 6:5
 11:9,12,22 12:5,13 13:18,22
 14:1 15:25 18:3 22:20,24
 23:12,21,24 25:9,19 26:16,18
 27:22 28:3 38:15 39:9 42:4
 44:3,7 45:6 46:3 48:22 49:9
 50:5 53:11,22 60:17,24 61:3,
 23 62:19,22 63:1,17,23 64:1,
 22 65:16,21 66:16,23 67:8,25
 70:11 74:20,21 75:6 78:11
 81:10

department's 12:2,11 13:11
 48:18,19 61:10 62:24 63:16,
 19 65:12
departmental 5:18
depending 51:6 71:22
deputy 9:22 10:1 14:5 33:19
 40:18,21 41:25 42:2,19 43:3
 58:1,8,16 61:19 66:17 80:24
 81:2
description 80:11
deserve 3:23 79:7
designed 62:1
desires 4:13
desks 47:3
destroyed 79:24
detail 36:16
detailing 79:25
details 4:7
detectives 31:8 45:11
deter 12:1 34:7
determination 45:9
determine 63:6 71:25
determined 4:6 18:24 20:12
determines 71:22
Detroit 2:1 3:7,14,20 4:17,21
 5:10,15,19,24 13:23 17:2
 22:16,20 26:15,18,21 30:21
 39:12 40:22 41:2 42:16,18,22
 44:3,7 46:2 48:18,21,22 49:4,
 22 50:5 54:4 56:6 60:22 61:21
 62:5 63:22 64:1 78:10 81:7,23
 83:3 88:8
detroitmi.gov/bopc 50:4
detroitmi.gov/bopc. 50:4
develop 61:3
developed 5:20 11:11
development 41:4
dialogue 68:22

Dietrich 70:20
difference 41:7
differently 33:7
direct 13:23 63:10 71:21
direction 18:23 50:16
directive 74:19,22,23 75:2
directly 42:1
director 9:2 12:4
dis-incentivize 29:3
disciplinary 12:5 45:8 48:18
 53:18 63:4
discipline 6:4 12:4
discovered 38:1
discuss 15:10 49:1
discussion 8:8 30:20 43:11
 61:22 83:21,22 90:2 91:1,2
 92:3
dispatch 4:19
disrespectful 78:4
disrupted 16:6
dissonance 37:22
Distortion 38:4
distributed 8:12
District 5:11 14:14 34:4 36:7
 41:21 77:8,9 88:4,7
Districts 5:14
disturb 3:11
disturbing 34:10
Ditto 87:17
diverse 40:22
division 11:24 47:16
document 39:5,18 45:5
documents 47:4
Don 8:20
Donna 60:7

donuts 81:16
door 26:5,6 77:11 80:10 81:24
double 31:12
downturn 15:16
DPD 5:10,21 11:13 12:5 13:25
 24:13 31:16 44:20,22 45:9,16,
 17 49:7 60:11 62:7 63:25
 74:13,14 77:20 79:20 80:22
DPDS 61:7
DPOA 10:5
drag 21:6 34:4,8 36:8,14 37:20
 81:12
draw 39:4,11
drawn 55:23
drifters 77:25
drifting 21:6 36:8
drive 17:11 22:9 82:13
driving 16:18 17:8,18 29:12
due 44:23 64:21 78:23 83:15
Duggan 2:4
duties 4:18 60:23
duty 24:3,6

E

earlier 66:7
earliest 41:3
early 23:16 50:19 60:16
earn 41:9
earned 42:11
easier 67:7
East 76:19
Eastern 14:14 88:4,7
Eastside 12:24
easy 50:24
educate 24:15

educated 23:24
education 24:1,15 31:17 41:8 47:9
educational 48:24
effect 83:17 89:19
effectively 3:5 43:25
efforts 15:13 17:25 29:11
Eighth 30:8,13 36:6 44:15 57:23 58:3 81:21 82:1 85:3
elected 5:11 76:7
Eleventh 82:14
eliminate 48:11
Emagual 55:20
email 30:16 40:7
emergent 61:2
employees 6:5
employment 81:9
encounter 39:3,8
encountered 19:21
encourage 81:9
encouraged 54:22
encouragement 54:23
encouraging 29:15
end 14:12 19:14 47:12 50:17 51:13
enduring 41:15
energy 77:16
enforcement 4:21 21:25 22:21 44:5 69:3,10,20 78:10 88:9
enforcing 80:16
engage 47:8
engaged 29:9 37:23 77:24
engagement 32:9 33:2
engaging 65:25
engineering 76:2

Engleman 70:11,21
enhance 88:7
enhanced 11:21
enhancing 23:1
ensure 12:7 13:20 49:10,15 60:19 61:14 62:3 74:23
enter 5:24
entertain 8:3
entire 15:24 38:24 48:9 53:20 55:19
entities 53:6
environment 58:14
equipment 13:20 14:1
equipped 44:20
Eric 75:19 79:15,18
escalate 71:21
escalating 71:19 72:2
essentially 2:7 20:8
established 12:19 49:2
Estes 2:25 4:11 5:2
evaluate 12:9,18
evaluation 12:13
evening 5:14 74:7 77:18,19 81:4
evenings 51:5
event 4:8 7:2,3 62:9
events 12:14 61:9
everybody's 83:22
everyone's 2:11
evident 69:15
Ewing 58:2,8,16
ex-boyfriend 20:9,13
excellence 62:4
excellent 60:21
excellently 66:18

exceptions 6:5
exchange 12:8 75:5
excited 60:9
exclusive 4:12
excuse 28:22 63:17 70:19 86:21
executive 2:3 61:17 62:7,12, 17 70:10 72:15 73:22 88:2
executives 61:23 73:4
exercises 5:9
exist 79:24
expand 24:5 47:15 52:25
expect 70:9,12
expectation 67:3
expectations 58:18
expected 49:14 80:19
experience 45:13,14,15 52:19, 20
experienced 37:23 57:25 80:19
experiencing 15:16
explain 30:1 38:5 49:17 73:2
explained 66:18
express 60:9
expressed 42:20
extending 2:4
extensive 47:12
extent 77:5 88:25
External 23:5

F

face 57:20 78:21
Facebook 36:2
facial 74:13
facilitate 25:15

facility 22:20 54:12**fact** 19:20,22 20:13,19 24:10
28:17 29:25 69:4 75:3 76:14
83:16**factors** 65:1**facts** 38:17**factually** 27:4,17**fail** 3:11**fails** 44:24 45:2**fair** 78:24**fairly** 43:25 70:11,12**fairness** 41:18 78:23**fall** 67:4**false** 78:7,8,9,14 79:10**families** 25:13 28:2**family** 41:7 42:7,13**Fantastic** 37:5**fatal** 12:24**fatally** 19:11**father** 20:12**fault** 55:7**favor** 8:8 43:12 86:12 91:3
92:25**fax** 50:2**February** 43:23 44:9,12,15,16,
20 45:10,17,21,23 46:3,4,5**feel** 49:25 50:10,14**female** 6:18,25**females** 28:7**Ferguson** 2:23 3:3,16 5:6 6:3
7:15 35:22,23 36:20 37:5
40:17 59:19,20 72:6,7,9,11,
16,17 73:12,16,23,25 83:19
92:8**field** 17:20**fighting** 15:12 23:25**file** 44:11 49:17,18 50:3,4
72:24 78:9**filed** 44:13,14 78:7**files** 72:25**filing** 88:23 89:2**fill** 47:19**filled** 20:5**final** 6:3 31:20**finalize** 30:24**finally** 6:6 12:20 23:20 37:6**find** 2:6 26:16 30:10 32:12,13,
22,23 33:12 60:1 72:13 76:16
78:20**findings** 48:15 49:2**finds** 78:6**finish** 79:20**firefighter** 80:13**floor** 83:4**flow** 4:13**flyer** 30:23**focus** 18:3 80:6**focused** 21:6 80:22**folks** 39:8 66:17**follow** 67:5 73:12**footage** 61:12 63:5 79:24 80:1**force** 54:8 61:11 70:17 89:16
91:13**forever** 6:21 28:14**forgive** 92:4**forgot** 39:16**forgotten** 77:4**forthcoming** 82:15**fortunate** 22:5 29:22**Fortunately** 82:1**forum** 30:22**forward** 7:2,5 9:16 11:8 12:17,
20 13:5,11,17 15:12 47:18
51:22 59:24**found** 27:2 36:23 63:13 72:2**foundation** 22:22 24:16**fraction** 35:1**Francis** 8:22 80:24**Freda** 10:16**free** 3:18 49:25 50:10 60:21**freedom** 46:3 80:2**Friday** 51:5 57:25 83:16 84:25
87:25 88:13**friends** 42:13**front** 35:6 52:3 58:7 67:21**fronts** 55:13**fun** 35:2 55:2**functional** 45:4**functions** 56:9**funding** 13:24**funeral** 23:6,10**future** 13:11 66:5 70:14

G

Gabriel 9:23 23:4,8**gang** 17:8**garbage** 35:7**Gary** 13:22**gathering** 4:15**gave** 54:22 78:7**general** 25:18 74:16**General's** 14:14**generated** 62:6**gentlemen** 43:17 93:3**gift** 4:14**girl** 7:9

girls' 37:25
give 4:22 7:13 11:3 32:15,17
 40:2 51:17 66:1 68:22 75:23
 81:20 82:8 87:16
giving 52:1
glad 12:10 34:10 52:5 75:22
gladly 50:7 64:5
goal 32:14,18 44:4 60:15
 63:19
God 4:11 59:23 77:5
God's 25:25 26:1
good 2:20 9:21 15:11 16:7,10
 21:3 22:7 25:1,4,25 31:5,6
 33:8 36:13 40:5,9 41:1 43:18,
 19,20 50:16 52:18 59:10,14
 60:6,13 66:20 68:13 69:24
 71:6 74:7 75:16,20,21,23
 76:5,9 77:18,19 81:4 82:3,6,9
 83:16 84:24 85:23 87:11 89:6
governing 5:18
governor 77:1
grabs 17:5
grace 4:12
graduated 30:3
graduation 23:16
graduations 23:13
granddaughter 75:25 76:6
grandmother 76:8
grant 9:25 13:18,23
grass 35:6
grateful 6:13
gratitude 42:12,22
great 4:23 22:16 29:6 42:17
 52:5 54:18,21 80:14 85:4
 86:10
greatly 47:15
grieving 25:13
ground 51:13

groundwork 50:16
group 16:9
groups 21:10 81:15
growing 41:3
guess 9:24 68:7
guest 10:12
guests 14:13
guidance 67:5
guide 3:21 80:18
guidelines 83:6
gun 19:24 22:18
gunfire 19:2
guy 35:6 36:5
guys 52:6 68:20

H

Ha 9:25
half 39:9
handle 3:5
handles 55:1
handling 8:19
Handyside 8:20
happen 19:20 77:8 86:15
happened 19:9 20:4,6,15 38:2
 59:4
happy 25:17 33:11 76:8
hard 52:6
Harris 36:5
haunt 28:16
he'll 2:25
Headquarters 24:4 61:21 83:4
health 2:11 13:12 19:10 76:14
hear 11:6 15:14 60:1 66:6 80:9
 81:15,18
heard 6:24 39:13 81:4 92:3

hearing 8:8,14 43:11 81:2
 90:2 91:1
hears 5:23
Heart 79:19
held 14:12 61:18,21 72:23
 75:8 83:3 90:25
helicopters 34:23
helped 42:6 81:10
helping 32:19 42:3 59:12
helps 53:15
Hernandez 7:22 25:5,7 55:5,
 10,23 70:5,6,16 71:4,12 84:8
 90:10,23 92:14,24
hey 54:15,16 72:11
high 11:13,20,22 18:1 27:15
 61:6 62:23 65:17 67:2 69:13
 72:13 73:3
highest 60:24
highlight 15:18
highly 23:24
hired 28:1 52:18
Hiring 51:18
historical 6:20 7:3
history 6:18 40:20 63:3,7
hit 12:23 35:5,6
hold 35:15 87:25
holding 29:2 51:25
Holley 2:18,19,20 5:1 6:11 7:4,
 9,12 8:1,7,11 9:9,18 10:7,11,
 20 11:17 12:10 13:4,9,21
 14:16 15:2 16:21,24 24:23
 25:4,21 26:5,8,10 28:19
 29:17,18 31:1 33:24 35:20,22
 36:18 37:6,15,19 38:10 39:20,
 23 40:5,9,13 43:1,7,10,14
 46:11,15 50:11 51:3,10,20
 52:5,12,21 53:3 54:2 55:4,8
 56:3 57:1,3,5,7,11,16 58:21
 59:14,19,21 60:4,13 64:6,10,
 14 65:3,7,24 66:12,20 67:15,

23 68:19 69:1,24 70:4 71:6,
13,16 72:6,8,10,16 73:24
74:1,5,8 75:14 77:14,17 79:1,
2,6,9,13,17 82:4,6 83:1,5,9,
12,18,20 84:5,14,16,21,23
85:5,9,13,23 86:2,5,7,10,14,
21 87:7,10,13,17,19,21,24
88:14 89:4,5,6,9,18,21 90:1,
16 91:1,5,16,18,21,23 92:1,7,
20,25 93:2

Holt 7:1,7,11,23 8:5 29:17,18
30:18 37:17,20 42:25 43:2
48:3 50:22 57:1,3,6,9,13,17
58:16 69:1,2,14 71:10 74:4
84:9 85:2,7,11,15 86:19,23
87:23,24 88:13,15 89:5 90:11
92:15,23

home 18:8 27:7,21

hometown 41:2

homicide 22:10

homicides 15:19

honest 58:7

honesty 69:18

honor 9:14 85:19

honorable 2:4 9:22 15:8 43:19
50:8 74:10,18

honoring 7:2 14:4 40:18 43:3

Hope 80:24 81:2

hopeful 19:8,14 20:1

hoping 5:24

hospital 76:10

hosting 82:12,14

hour 37:3

hours 49:23,24 50:24 56:10,
13,17,22

house 22:19 81:25

housekeeping 37:10

housing 41:4

HR 47:16 52:8

human 30:23

hurt 34:11,20

hurts 20:2

hybrid 2:8 83:7

I

idea 37:15 52:22

identified 19:3,7,13 45:9
60:17 61:6,22 62:19 67:18

identify 60:16,23 64:3 68:12
72:3 74:24

identifying 47:21 53:16 65:14

II 10:19

illegal 29:9

illness 19:18,25

image 63:19

images 34:2,9

Imam 85:20,24 87:15,19

Iman 86:9

immediately 34:5

impact 33:1 60:18 67:6

impeccable 42:10

implement 22:24

implemented 66:9

importance 41:8 61:24

important 11:7 15:9 42:2
53:19 59:9 62:21 65:7 68:11,
20,21

importantly 78:22

imposing 6:4

impounded 38:3

impounding 37:24 38:9

impressed 29:23 58:8

improper 4:1

improve 63:21 64:3

improving 44:5 47:24

in-house 66:21

in-person 2:14

in-prison 46:17

incentive 57:18

incentivizes 28:24

Incidences 80:7

incident 12:23 18:24,25 19:8,
23 20:2,15 44:23 45:18

incidents 12:21 18:17 44:19,
21

include 12:11 42:10 63:9 75:2

included 14:9

includes 41:15

including 5:13,16 12:23 45:8
68:2

incoming 74:12 75:13

incorporated 74:21

incorrect 27:4,17

increase 13:14 17:16 18:13
63:22

incredible 20:10 54:25

indicative 17:19

indicators 60:16

individual 15:17 71:25

individualized 61:4,8 62:1
63:6 71:2

individuals 4:16

infancy 66:10

influence 42:24

information 2:6,15 4:6 12:8,22
14:19 15:13 20:18 28:11
39:11,15 40:4 46:3 48:8 60:20
61:3,10 62:3,7 65:8,23 75:5
80:2 88:18

inherent 3:20

initial 67:11 75:11

initially 18:20 20:17 75:10
initiated 62:15
initiative 13:13 58:1
initiatives 47:7
injured 35:3
injuries 18:9
innate 41:18
inordinate 27:3
input 64:18,19
inside 36:8
insight 69:16
instilling 44:6
integration 70:13
integrity 44:6
Intel 16:2 34:23
intellect 41:6
intelligence 24:19
interaction 53:15,18
interest 19:4
Interim 9:3 11:6 38:5 43:21
 45:20 48:24 55:17 56:9 57:21
 91:7
interject 68:4
Internal 10:4 18:6 23:5
internet 28:14
interpreter 9:7
interrupt 3:10 46:18
interrupted 4:3
intervention 29:2
interventions 71:20
introduce 8:17 10:6,9 36:4
investigate 19:7 44:1
investigated 20:16
investigates 5:22 27:18
investigating 11:24 20:11

76:22
investigation 12:12 44:25
 45:1 48:14 78:6,24
investigations 46:25 47:13,25
 48:5,12,15 53:10
investigative 6:2 47:16 49:1
investigator 9:1,3,4,5,6 11:3,6
 43:18,22,25 45:21 46:2,10
 49:21 53:10 55:19 56:10
 65:14 68:17
investigators 18:24 31:9 44:4
 47:10,11,19 51:18 53:10
 54:13
investment 12:3
invited 14:13 58:15,18
invocation 3:1 4:10 85:25
 86:9 87:16
invoke 4:15
involved 32:2,4,7 44:17,20
 58:19 69:5
involvement 12:4 66:5
involves 12:2
involving 11:5 48:23
Islam 41:11
Islamic 85:20
isolated 18:10
Ison 88:2
issue 16:12 21:22 26:19,24
 34:17 69:9 81:13 88:21,22
issued 2:4
issues 32:20 33:16 68:10
item 74:17
items 14:6 85:17
it's 23:11 55:2

J

Jackson 6:15 8:22 86:17 87:1,
 3,4,8,12,15,18,20

jail 35:19
January 46:5
Jason 37:12
Jefferson 34:19 76:19
Jesus 7:22
Jim 2:20
job 20:10 27:23 28:2,8,16 36:7
 37:9 46:1 54:18,21 55:14
 59:14 64:11,13 73:8
John 13:1
Johnson 10:18
joined 42:5
joining 6:12 21:24
joins 42:12
jointly 5:19
joke 36:13
Jonya 8:25
judge 6:15,18,25 40:18,21,23
 41:19,20,22 42:8,12,19 43:3
judo 33:5 73:9,10
jumping 34:9
June 30:23
justice 4:13 40:24 41:18
justices 41:24
justifiable 54:8
juvenile 19:3
juveniles 16:6

K

Katrina 9:2
Kenis 10:18
key 12:25 42:3
keys 16:16
kidding 59:6
kids 27:20

killed 22:12 23:7 35:4 39:24
 kind 14:2 51:17 68:22 69:16
 knew 41:7,22 87:10
 knowing 9:11
 knowledge 47:14

L

lack 80:17
 ladies 43:17 93:3
 lady 39:24 76:12
 laid 50:16
 landing 34:19
 landmark 41:15
 language 4:1 9:7
 laptops 17:12
 largely 11:11 64:21
 laser 80:21
 lasting 42:23
 lastly 14:10,11
 late 23:16 44:25 50:19
 latest 14:1 16:23
 lauded 22:2
 law 4:21 21:25 22:21 41:9 44:5
 46:2 47:14 48:22 69:3,10,20
 78:10 79:11 88:9
 Lawrence 9:3 43:21
 lawsuit 78:14
 lawsuits 79:20
 layers 20:23
 lead 22:5 36:16 53:2 57:23
 67:4
 leader 41:23 42:15
 leaders 26:19 67:8
 leadership 12:17 13:6 50:20
 59:10 80:20 81:14

Leading 44:14
 learn 33:9
 learning 28:22 29:5 41:8 55:2
 leave 14:7 49:25 81:25 89:14
 91:11
 leaving 17:13
 led 19:2,23 41:8
 legacy 14:5 41:15
 legal 10:1 27:6 41:12,13 42:9
 legally 35:15
 legitimate 11:23
 lengthy 49:13
 letter 13:22
 Levard 77:10
 level 30:3 61:17
 Lever 70:19,20
 liability 63:19
 liaison 23:5 28:1
 lieutenant 9:23 10:2 23:4,8,14
 24:9 31:10 60:3,6,7,15 61:13,
 20 62:15 63:8 64:9,12 67:3,7,
 9,10,19,24 68:4 70:7,15
 71:14,24 72:12,18 73:1,15,20
 74:3,7 75:18 77:18,20 78:12
 79:2,7,10 88:16
 lieutenants 10:2 24:9 68:2
 77:24
 life 4:14 14:5 42:21
 life's 42:10
 lifelong 42:18
 lifetime 42:12
 lighted 17:16
 limited 5:17 45:8
 links 80:14
 Lisa 7:20 48:3
 Lisonya 9:5

list 2:16 31:8 59:4
 listed 27:10 28:18
 listing 27:8
 litigious 78:14
 live 76:19 77:5
 lives 76:14,19
 living 77:5
 Livingston 88:3
 located 49:19
 location 82:15
 log 45:6
 long 15:3 35:15 37:11 52:8
 55:23 56:11 60:11 63:24
 longer 56:1
 looked 18:24 28:4 54:15
 lot 2:24 17:8 18:3 21:9,22
 22:15 23:20 24:18 25:1 28:5
 29:11 30:18 32:25 33:9 34:3,
 25 36:9 50:21,23 54:22 57:7
 58:13 68:4,17
 lots 34:5,8
 loud 81:17
 loudspeakers 41:17
 love 33:4 36:24 55:1 71:4 77:2
 LSA 75:19
 luckily 20:25
 Luttrell 88:3

M

Mac 77:10
 made 16:6 18:23 27:1 40:20
 41:1 54:21 62:5 74:20 87:5
 88:16
 Madrigal 9:6
 mail 49:20
 main 25:25 26:1 65:12,20

major 17:4 21:17,22 22:2
25:10,11 81:13

majority 62:23

make 2:15 16:16 17:14 18:18
19:2 24:18 30:8 37:4 41:16
44:1 46:12 48:23 49:20 50:6
54:3 57:22 64:10 66:15 68:9
69:19 75:5 83:13 85:5,7 86:15

makes 6:7

making 6:19 14:3,22 21:12,24
29:13 33:21 41:6 64:12 75:9
79:10 81:18 83:24

malfunction 45:2

malfunctioning 45:5

malicious 78:7,8,14

man 20:17 25:25 26:1 36:3
59:15

manage 11:12

management 11:8,11,21 12:2,
7,11 48:20 58:12 59:22 60:7,
10,15,18,23 61:7 62:6,10,25
63:16,20 64:1,2,21 65:12
66:6,8 67:18 71:18 75:3,4
76:17

manager 70:10,21

mandates 5:16

manner 3:15

mannered 58:9

manual 74:19

March 8:13 18:18 42:14 46:8,
21 57:25 74:13

Marie 10:14

Mark 10:2 18:19 24:9 75:18
79:1

marks 2:22

Martin 79:23

Mary 70:21

MAS 32:13

mass 61:10 62:6 63:2

massive 41:5

master 41:9

matter 18:19 19:4

mature 41:5

mayor 2:4 5:12,20 6:7 14:5
40:18,21 41:24 42:1,2,19 43:3

Mccord 60:3,6,7,15 61:13
62:15 63:8 64:9,12 67:19,24
70:15 71:24 72:12,18 73:1,15,
20 74:3,7

Mcginness 25:11 27:18

MCL 89:13

means 2:7 17:25 25:4 27:6
69:19 73:13,17

meant 73:5

meantime 77:12

media 8:18 19:16 48:20

medical 89:15 91:11

medication 71:18

meet 15:10 26:23 36:1 42:4
48:7 72:22 73:21

meeting 2:2,21 3:4,6 8:12,20
15:11 21:3,7 29:21,22 30:5,7
33:12,17 37:12 48:8 61:6,17
63:11 72:20 73:4 82:13,17,19,
20,22 83:14,15 84:18,19,21,
22,23,24 85:21 87:15,19 93:8

meetings 2:5,9 3:14 5:14 15:3,
9 61:17,18,20,22 63:15 82:10,
17 83:2,6 89:13

meets 5:13

member 3:7,11,22 4:2,4 8:2
10:18 44:20,23 60:19 62:23
63:13,24 68:1 69:4,20 71:25
72:1,3,15 73:3,7 78:8

member's 61:9,15 62:13 63:1,
7

members 5:11 8:21 11:10,13
12:5 14:9 18:9 23:21 25:15,16
41:21 42:1 45:9,12,13,17
47:12 60:10,17,24 61:1,6,13,

19,24 62:2,9,17,19,20,21
63:3,17,23 64:1 65:4 67:25
69:5,11,13 72:13,21 78:15,18,
22 82:1 85:18

members' 61:4 62:24

Memorial 23:19

men 18:2 22:6 24:1 25:9,19
36:10

mental 13:12 19:10,18,25

mention 13:10 33:17 57:22

mentioned 14:6 25:24 28:23
30:4 67:2 75:25 76:14

mentoring 63:10

Merrill 49:19,22

message 28:7

messaging 26:8 57:11

met 26:23 36:24 62:20

methods 64:3

Michael 89:15 91:12

Michaels 8:23

Michigan 14:15 49:22 88:4,7

micromanage 66:16

mid-october 56:1

mild 58:9

mind 34:4 45:25 46:4 58:24
83:23

mini 21:11

minimal 78:20

minimize 39:5

Minister 75:19 79:15,16,18

minute 90:17

minutes 2:22 6:16 8:11,14,15
14:18 50:13

misconduct 11:5,15,16 12:1,
15 48:23 65:15,16 80:6

mismanagement 66:1

missed 51:7
missing 26:16 27:1,2,5,6,8,10, 11,20,23 28:6,12,18 30:20 67:13,16,21
missings 26:24 27:3,19,20 28:4
mission 5:5,7 6:10 43:24
Mississippi 76:1,3
mistakes 33:21
mitigation 60:18 63:6,8 65:1 70:9 71:22
model 32:12,13
mom 38:3
moment 15:19 52:7 64:16
Monday 22:15 76:10 83:16
monitor 12:18 18:14 51:2
monitored 69:23
month 14:12 22:23 23:12,22 85:19 88:21
monthly 11:2 48:24 82:16
months 11:9 18:13 33:12 52:16 80:4
Moore 7:21 8:6 31:2,4,7,14,20 33:23 48:1 50:12,15 51:1,5, 18,21 53:1,4,21 54:1,25 55:13 57:21 59:1,3,7,12,16 65:25 66:12,14 68:3,15 79:21 84:7 85:22 86:4,6,8 90:9 92:13
morning 20:4
mornings 51:6
mother 20:8,14
motion 8:4 83:13,17,21 84:13 86:17 87:4,5,8,14 89:18 90:14,19 91:13,17 92:3,7,18, 21,22
motivates 28:24
motor 37:25 38:1
Mounted 22:16

mourning 42:13
mouth 69:3
move 15:12 18:4 20:25 33:9 51:11,22 76:15 85:19
moved 8:5,7 43:2,10 77:8 83:20 89:20 90:1,23 91:20 92:23
moving 56:12
multiple 32:3 38:22
Muslim 40:21 41:17

N

named 54:19
names 54:20
narcotic 19:1
narcotics 18:25
national 44:8
nature 53:7
necessarily 17:10 53:18
needed 79:21 91:14
negative 38:15 39:3,8 69:22
neighborhood 23:5 39:12
neighboring 35:10
news 6:23,24 34:3 75:23 76:5, 9
nexus 18:25
nice 24:24 37:15 86:2
night 21:1 34:16
non- 88:23
non-fatally 19:12
non-punitive 62:1 63:9
non-threatening 58:14
noncriminal 5:22
nonfatal 15:21 20:3
Northwest 81:22 82:11

notable 75:1
note 2:2 23:3 43:5 47:9 62:21 79:24
noted 61:16
notification 69:24
notifications 62:5,7,8,9,11,12, 18
notify 27:11 48:15,17
noting 75:1
November 50:19
NPO 36:1
number 15:9 16:15,18 18:5 21:18 26:25 27:14 32:5 35:3 44:13 49:24,25 55:18 67:1 74:12 80:3
numbers 15:14 16:11 17:18, 24 18:11,12 55:17 56:16 57:24 67:1
nurture 42:7

O

objectively 44:1
observe 11:14
observed 65:19
obtain 62:2
occasionally 61:18
occur 49:7
occurred 12:23
occurring 55:12
occurs 22:13 78:13
OCI 11:7,24 12:7 43:18 44:8,9, 11 46:21,22 47:5,6,10,16,25 48:5,14 49:10 54:12 55:17 56:11 63:4 75:3 78:6 79:25
OCIS 46:22 80:21
OCR 56:18
October 50:19 51:14 56:1

offenses 69:6

office 10:15,19 11:3 14:14
23:5 43:17,22,24 44:4 46:1,9
47:21,25 49:21,23 50:24 53:5,
9 65:13 74:16 88:4,6 89:1

officer 3:24 18:7 32:9,14,15,
20 33:14 45:6 54:7 58:11
64:24 67:4,13 68:13 72:24
73:6 76:22 78:10 80:6,9 89:15
91:12

officers 4:21 10:9 17:20 18:1,
14,21 19:11,21 20:10 22:4
23:1,6,7 24:2 31:24 32:1,3,24,
25 35:25 37:23 38:1,3,4,6
45:11,19,20 49:5 58:2,13,19
64:23 65:2,17 67:8 68:6,18
69:18,21 70:22 79:11 80:18,
19 81:7

oftentimes 26:25 28:25 32:21,
22

oldest 16:9,21,23,24

on-duty 18:8

online 2:6 49:14 50:3

open 2:5 26:5,6 34:6 49:9,11
58:17 61:22 83:6 89:13 90:20,
21

opening 2:22,23

operate 2:8 33:6

operating 62:23 73:3

operation 34:22

opinion 38:15

opportunities 24:20 61:1

opportunity 6:23 14:21 15:8,
10 17:23 21:2 23:2 32:16,17
35:13 37:21

Opposed 43:14 91:5 93:2

opposes 86:14

order 2:3,21 3:8 4:4,5,6

ordered 43:15

orders 3:12

organization 24:16 47:15

organizational 61:24

organizations 41:14 81:14

Orlando 17:4 21:16 24:24

Orleans 76:4

outcome 88:22

Outer 82:13

outreach 47:8

outs 35:25

outstanding 37:9 56:7

oversight 4:18 5:9,15 11:17
14:23 21:19,20,21 44:8 66:2,
19

overview 61:7 72:18

P

pack 30:9 58:18

package 14:10

packets 43:23

Palmer 49:19

papers 24:19

Park 34:3 49:19

parking 34:3,5,8 36:9

Parks 42:11

Parliamentarian 8:22

part 13:14,23 15:15,16,24 16:5
25:3,5 33:14 49:4 60:9 61:14
64:7,21 66:3 70:13

participated 23:9 29:21 33:13

participation 2:5

partnership 35:10

parts 3:7 29:9

pass 54:18 92:21

passed 84:13 90:15 92:19

passing 42:13

passion 79:1

past 51:25 68:10

patience 2:10 14:20 50:9

patient 59:24

Patillo 9:2

patrol 17:25 45:5

pattern 16:3,4

patterns 11:5,15,19 12:9 61:2
65:14,18

Patton 34:3

pause 17:17

pay 14:8 89:14 91:11

peace 4:12

peaceful 4:20

peer 23:8 32:24 61:5,16,17
63:11

peering 58:11

peers 63:14 72:14,20,21 73:4,
13,15,16,19

pending 46:25 47:1 62:16
63:15

Pennsylvania 23:6

people 17:13,14 21:22,24
22:12 24:11,15,18 27:9 28:6,
9,18 29:13 30:20 33:2 35:3,4,
5,12,18 36:25 37:11 46:13
52:9 68:20 72:22 77:6,11
81:15,16,23 85:7

people's 34:19

perception 27:2,16 28:5

permanent 42:22

permitted 3:13

person 19:1 28:1 31:16 38:21
49:18 85:24

personalities 4:2

personally 12:16

personnel 9:3 44:3 82:20

persons 19:4
Peters 13:22
phenomenal 23:8 36:7,15
 55:14
phone 25:16
picture 28:12
pie 45:12
piece 31:9
piggyback 68:8
Pistons 22:20
place 11:25 30:9 35:9 38:7
 42:8 50:21,23 51:16 53:5 76:5
 80:9
Plaisance 49:19,22
plan 12:11 48:9 51:17
planned 23:20
plans 34:7
platform 3:19
play 64:16,18
played 25:3 42:3
Pleas 41:20
pleased 81:7
pleasure 9:10
plural 54:21
pm 2:13 48:7 82:18,20,21,23
 88:1 93:8
point 16:8 17:16 35:3 50:23
 53:16 55:25 71:19 84:17
pointing 80:16
poise 54:25 55:2
police 2:1,7,21 4:17 5:7,8,10,
 15,19,20,23,24 9:2 10:17
 11:5,15,16 12:1,15 18:7 20:18
 22:16 23:13,19,24 24:3 26:16,
 18 29:2 35:18 38:1,4,6,15
 39:8 41:22 42:2,3,16 43:4
 44:3,7 45:10 46:24 47:13
 48:18,23 49:4,16 50:5 61:18

63:5,21 65:15,16,19 67:4,7,25
 68:6,12 69:21 75:7 78:10 81:7
 88:8 89:15 91:12
policies 3:20 5:18 42:2 80:17
policing 11:23 21:18,24 37:24
 53:20 62:4
policy 44:22 45:7 47:13 63:14
 74:22,23 75:2 82:18
politics 3:19
popping 36:2
population 39:4
portal 49:9,11
portion 38:24
positions 3:17 47:20
positive 22:11,17 33:13,14
 41:6
positives 21:1
post 12:12
posted 49:10
posthumously 42:21
postpone 84:18
power 6:1
Powerpoint 60:8 64:4
practice 22:20 42:5 80:19
practices 18:15 44:9 65:15
pray 4:11,16
prayer 3:1 5:3 41:17
precinct 10:16 13:1,8 16:1
 18:7 21:2 22:18 29:21 30:5,8
 36:2,4 50:5 81:21 82:1,12,14
Precinct's 13:5
precincts 13:13,14,15 15:17
 24:5 30:2,12,15 44:16
prefer 72:14
preliminary 60:25 62:6,11,17
 67:25
prepare 23:16

prepared 62:4
presence 9:14 14:24
present 7:18,20,21,22,24
 21:2,13 22:9 33:11
presentation 11:8 32:6 43:16,
 17 60:1,8 64:4,7 65:5,10 74:8
 79:25
presentations 48:25
presenters 14:13
presenting 28:9 30:15,22
preserve 3:8
president 10:17 75:19 76:7
presiding 3:24 41:20
Presley 84:10 90:12
Pressley 7:24 28:20,21 29:15
 43:9 71:16,17 72:5 84:15,17,
 22 85:1,4 89:22 92:16
pretending 80:13
pretty 87:11
prevent 12:1
previous 8:12 74:20
primary 56:8 63:16
prior 45:25 46:6
private 42:5
proactive 12:14
proactively 60:10
probing 41:5
problem 19:25 20:1 40:12
 46:19 59:13 79:23 80:15
 81:23
problems 20:6 39:25 40:1
 53:16 76:24 77:7
procedure 44:18 47:13
proceeding 87:12
proceedings 3:10 4:16
process 11:11,21 12:18 27:23
 48:20 49:1,6,13 53:20 55:24

64:1,3 66:9 70:8,12 71:5
78:23 80:3 88:21

processed 80:5

produce 48:11

productive 15:11

professional 3:15 11:23 61:25
62:8,13,18 63:3

professionally 3:4

profile 27:16

profiles 60:24 61:1

program 11:10 22:18 23:23
24:2,8,11 31:21

progress 13:5 65:22

projects 47:7

prominent 67:10

promised 51:14

promoted 69:13

promotional 31:8 49:7

promotions 23:14 49:7 69:10

proof 36:19

proper 11:25 12:5 60:20

properly 8:7 11:12 12:8 43:10
65:17 83:20 90:1

prosecutor 15:10 20:23 88:25

protect 2:10 3:22

protected 37:4

protocols 64:3

proud 23:10 25:17

prouder 23:23

prove 79:22

provide 11:7 14:18 39:6,18
48:21 49:3,6 60:21 62:4 63:24
88:4,17

provided 63:21

providing 15:13

public 2:12,13,16 6:8 22:21

27:1 28:10 36:24 41:1,4 42:9,
18 44:7 49:17 55:16,21 61:21
62:7 75:17 80:14 82:24 83:1,4

pulled 25:2 81:19

purchase 13:19,24 19:2

purposes 4:20 6:2 53:21

pursuant 89:12

pursued 5:21

push 50:18

put 22:18 24:2,12 28:11 32:8
33:3 34:7 55:21 56:17 60:4
71:1,2 72:19 85:17 88:9

putting 22:6 36:6,10

Q

qualification 5:23

quality 44:5 48:12,14 55:12,20

Quantez 7:24

quarantined 18:10

quarter 50:18

quarterly 65:21

question 3:25 4:5 25:6,8,22
26:13,14,20,23 28:22 29:6
31:3,15,20 34:2,6,14 37:9
38:11 39:21 53:2 54:5 55:6
56:9 57:2,5 59:18,20 66:23,24
68:14,24,25 70:9 71:6,14,17
72:12 88:15

questions 21:13 23:4 24:22
29:23 35:24 38:20 39:1 50:10,
12 51:12 64:5,8,15 70:1 74:24
92:3

quick 52:2

quickly 79:22

quorum 7:25

R

racers 34:8

racial 78:19 79:3

racing 21:6 34:4,8 36:8,14
37:21 81:13,16,18

raise 26:19

raised 88:21

Ramadan 85:18

range 31:25

rank 23:14 45:10 72:23,25

ranks 31:8 69:13

rationalize 69:10

reach 67:7

read 8:15 15:4 37:21 39:6 48:5
87:14 89:9,11 91:8

reading 2:24 6:9 10:25 39:5
43:15 47:24 50:21,23,25
51:23 52:1

ready 45:22 46:20 76:15 83:22
85:8 87:10 90:18 91:17

real 52:17

realistic 50:20

reality 80:16

realize 77:3

realized 9:15 14:2 57:23

rear 18:22

reason 19:19 31:22 34:21
68:19 86:8

reasons 15:3 26:25

reassignment 63:11,13

reassignments 13:12

recall 11:10

receive 13:23 44:1 57:19
66:10 69:16 78:15

received 24:9 25:16 44:9,11,
12,15 45:23 46:2,5,10,22
62:10 74:14,18

receives 5:23

receiving 12:20 23:22

recent 13:18	relations 8:24 10:16 21:3 23:6 29:21 30:5 88:5,8	required 4:7 89:17
recently 2:3 6:15 12:23 13:21 25:15 28:8 66:9	relationship 7:8	research 31:15,18,19
receptive 37:1	relationships 22:7,8	resident 19:24 54:9,10
recognition 3:24 16:3 74:13	relative 11:19 13:12	residents 26:20 38:14 81:22
recognize 41:14	release 21:9	resolution 7:2 14:4 40:14,18 42:21 43:3 70:17,23 73:11
recognized 2:16 4:2 92:22	relegated 80:7	resolve 47:22 50:17 64:22
recognizes 83:10	relevant 3:6 14:8	RESOLVED 42:16
recommend 23:14 61:5	religious 41:13	resolves 32:22
recommendations 44:2 48:23 63:12 74:20,21 75:8	remain 11:25	resources 62:3 63:1,2
recommended 63:8	remained 20:19 42:6	respect 42:11
record 26:11 51:14 60:5 63:4 87:14 88:10,14 89:10 91:6,8 92:21	remarkable 42:14	respectful 3:15
records 38:8 69:11	remarks 2:23 3:25 13:10 66:8	respond 67:23
recover 28:6,11	remembering 4:22	responding 67:11,12
recovered 28:13,18	reminder 3:4 44:7 48:6	response 23:17 39:6 64:24
recovering 18:8 20:25 28:9	reminders 2:3	responsibilities 60:23
recruiting 22:1	repaired 45:3	responsible 19:6
recruits 5:24 52:14	repercussion 89:1	restorative 4:14
reduce 48:10 63:22	repercussions 88:23	result 61:16 72:20
reduced 55:18	replacing 14:1	resulted 63:12
reduction 17:24 22:3,10	report 6:7 11:3,7 12:21 13:16 15:8 26:25 27:1 38:23 39:1,13 43:23 45:2 46:20,21 47:5,24 65:21 69:4 74:4,13,15 78:21	retain 11:22
refer 74:11	reported 20:9 22:3 27:11 28:4	retention 21:21 22:1
reference 67:6	reporter 8:20	retired 63:13
references 4:1	reporting 22:14 30:2 66:5	retirement 21:23
reforms 42:2	reports 57:19 61:11 63:5 66:7, 11 69:23 75:6,9	return 46:24
refuses 80:5	representation 38:24	returning 42:5
regard 5:5 25:9 66:11 74:19 76:2,22	Representative 10:15	revert 41:2
regulations 5:18	represented 23:9	review 4:6 12:8,13 39:19 61:8, 14 63:5 78:24
reinstruction 73:7	request 11:12 13:24 45:3,4 46:7 64:22 79:3 80:2,5 88:16 91:8	reviewing 6:4 47:3 74:22
related 12:13 29:24 61:9	requests 13:15 14:8 46:3,6 48:21 80:3	reviews 5:17,21
relates 15:15 16:5 31:21		reward 36:13
relating 11:4		Ricardo 7:21 48:1 54:24
		ride-along 37:3
		ridiculous 35:7

riding 34:18 38:1
rights 40:24 42:15 53:12
ring 16:23
risk 11:8,11,21 12:2,7,11,12,
13 28:17 31:21 32:3,4,8 48:20
58:12 59:22 60:7,10,15,17,22,
24,25 61:6,7,9,14,16,23 62:5,
6,10,11,16,17,20,23,25 63:16,
20,22,25 64:2,20 65:1,12
66:6,8 67:18,25 71:18 72:14,
19 73:3 75:3,4
robberies 15:22 17:21,22
Robert 8:25
Roland 79:23
role 42:3,10 64:16,17 66:18
roles 61:25 81:14
roll 7:13 79:22 83:23 89:17
90:3 91:2 92:4
Ron 10:4
room 9:22 10:1 33:9 37:13
76:12 90:17
Rosa 42:11
Rosalia 9:6 55:19
routine 12:9
routinely 47:7 49:3,10
rules 3:13 5:18
run 12:23 54:25
rush 52:23

S

Sacred 79:19
sad 20:5
safe 37:2
safety 2:9,11 22:18,21 61:21
63:17,18,23 83:4
salaries 52:10
sale 19:1

salute 42:18
Saturday 51:6 54:12 55:1
Saturdays 51:4
save 32:14
scale 72:3
schedule 9:11 15:4,5
scheduled 48:6
schools 76:3
scope 31:22 32:11 33:7
score 32:23 62:6,8,12,17 68:1
scored 62:21
scores 60:25 62:24
seat 18:22
seconded 87:5
Secretary 91:8
section 50:6 89:13
security 19:11,21 66:2
selected 52:18
selfishly 30:7
sell 17:10
Senator 13:22
send 30:16 39:17 40:4 73:6,18
senior 52:7 55:19 64:15 76:15
77:11 81:22
seniority 45:12,19
seniors 76:24 77:2
sense 18:23 29:1 41:18
sensitive 20:11
separation 47:20
sergeant 18:6,7 23:15 30:21
31:9 61:20 67:3,6,9 69:15
sergeants 10:3 24:10 45:11
67:1,11 68:2,7 69:5 77:23
serve 3:21 4:20
service 8:19 23:10 42:9,19,23

45:16 60:14,21 63:21 78:19
79:3
services 18:8 23:19 44:5 79:4
serving 60:11
session 14:7 17:4 85:10 87:25
89:11,12 90:18,20,21,22,25
sessions 14:18
set 5:10
Seventh 13:1,7 22:18
sex 15:20
Shakoor 14:5 40:19,20,23
41:12,22 42:3,19 43:4
Shakoor's 42:9,13
share 30:23 47:6
shared 75:6
sheet 45:6
shift 45:17
shooting 12:24 18:22 19:6,11,
12 32:8
shootings 15:21 32:2
short 32:25
shot 18:20 38:20
shots 38:16
Shotspotter 36:22 74:15
shout 25:10,11 35:25
show 37:22
showed 41:4 69:11
showing 77:22
shows 44:10,13 46:8 69:5
SI 80:10
sign 75:10
significant 18:13,17 67:1
signs 60:16
similar 28:5
simple 32:7,10 89:3

simply 32:7 71:10
Sims 9:22 10:3 66:17
single 38:21
sir 7:14 8:18 10:14 38:11
 59:18 60:6 64:9,20 65:6,11
 66:3,14 67:19,24 68:25 70:6
 74:3,10 81:5 83:7,12 85:14
 86:12 87:20 89:8,12 91:10
situation 20:17 22:11 27:15
 82:2
situations 77:25
Sixth 34:4 44:15 77:9
skills 47:14 73:10
slander 3:18
slated 47:11
slide 46:8,12,13,14,20 47:6
Sloan 9:5
slow 10:24
smarter 24:18
smash 17:5
smiling 75:24
Smith 75:18,20,22 76:12 77:3,
 15
social 41:24
Sojourner 41:4
solution 80:15
solve 80:11
somebody's 79:14
son 20:10 39:24
sort 51:17 66:25
sorts 81:17
souped-up 81:17
Southfield 20:16
space 57:10 70:18
span 68:16
speak 3:23 49:3 73:3 77:10

speaker 82:5
speakers 75:17 80:23
speaking 3:11 4:3,4,5 42:17
 77:1
spearheaded 24:11
special 7:7 10:12,21
Specialist 9:1
specially 14:13
specific 16:3 61:2 71:1,2
specifically 3:13
speculating 53:13
speech 10:23
spending 13:24
splash 28:12
spoke 76:12
spoken 75:2
spread 76:9
springs 47:17
stabbed 20:9,12,13,14 22:14
stabbing 20:3
stabilize 16:11
stabilized 18:12
staff 3:22 8:17,21 12:3 46:21
 47:5,7,9,10,12,18,20 48:13
 49:6,7 50:1 74:22
stages 66:10
stand 8:15
standard 80:18,20
standards 11:22 62:8,13,18
 63:3
standing 37:11 39:7
start 81:6
started 30:3 45:21 81:12
 88:20
starting 45:25 65:21
starts 32:18

state 3:17 10:15 26:11 41:10
 76:4 92:21
statement 5:5,7 6:10 66:25
 78:7
statements 79:11
states 3:6 6:16,17,21 14:14
 79:23
statistical 15:13
statistics 45:22 80:8 88:17
stats 38:14
status 46:21 48:16
steadfast 41:1 42:6
stealing 29:3
steering 17:10 28:25 29:3
step 73:14,17
Stephanie 9:7
steps 4:7
Stewart 9:2
stop 27:9
story 18:23 22:16,17
straight 86:16
strategies 13:13 47:21 61:4
 63:6,9 71:18,23
strategy 12:2,15 21:4,9,14,15
 60:18 70:9
street 12:24 17:21 20:1 34:18
 38:2
strength 41:5
stress 61:23
stuff 40:1 81:17
subcommittee 66:4 80:7
 82:17,19,20,22
subject 18:21 45:7
submit 2:13,14
submitted 13:19 14:8
subpoena 6:1

succeed 60:22
success 24:16 61:5
successful 32:16,17 41:12,16
 60:11 63:25
suffers 19:18
suggest 20:24
suggested 71:23
suiting 77:22
summer 18:4 21:8 34:12 35:9
 36:15,17 49:14
summit 58:1,12 69:15
Supervising 9:4,5,6
supervision 4:18 63:10 71:21
supervisor 33:18 45:2 50:7
supervisors 47:2,3,11 67:21
 68:5 75:8
supervisory 5:9 47:2
support 8:6 13:22 23:9 32:24
 48:10,13,17 60:20 71:4 84:4
 85:22,23 92:24
supported 8:8
supporting 51:8 69:10
supports 13:25
supposed 72:22
Supreme 6:16,18,21,25
surprise 9:25 33:14
surprised 16:17
surroundings 17:15
surveillance 16:14
suspect 19:12
sustained 48:19 65:15 89:3
Svec 13:3,4,5
sworn 69:8
system 27:10,12,21 31:21
 32:3,4,8,14 68:9 89:2

T

Tactical 18:8
takeaways 65:12,20
takes 50:23
taking 35:7,14 53:5,14
talk 16:1 17:3 21:8 33:20
 45:22 70:25 73:17 79:5
talked 21:4,5,17,19,21 25:2
 28:10 33:16 55:14 58:10,11
talking 17:4,5 33:2 37:20
 38:17 68:15,16
talks 70:22 72:24
tandem 73:20
tape 79:22
tapped 41:25
Task 89:16 91:13
team 16:20 19:10 25:12 28:7
 34:16 35:9 36:9 55:19 60:10,
 18 62:10,25 72:15 73:22
teams 49:8
technology 12:3 13:20 14:2
 74:13 79:21
teenagers 17:8
telephone 44:13
tells 10:24
temporary 63:10,12
Tennessee 76:4
Tenth 44:16
Teresa 87:21
terms 10:25 53:15 57:24
 64:16,18 65:8,14,19,22,25
 66:4 67:9 75:8,9
testament 42:22
thankful 6:14
That'll 26:2

Theft 29:7
therapist 10:23
therapy 76:10
Theresa 8:24
they're 27:21
thing 28:10 33:3 38:9 51:8,23
 53:1 54:3 72:18
things 16:18 17:6,12,22 23:3
 25:2 34:12 50:14 51:1 53:6
 55:1 78:5
thinks 35:2
thirds 89:17
Thomas 10:4
thought 7:4 13:16
threats 3:18
threshold 62:20
thumbs 54:22
Thursday 9:11 83:16 84:24
Tiffany 9:1
time 4:15 5:4 7:12 8:3,16
 10:21 21:23 22:11 25:10 30:1
 31:2 33:1 38:13 40:14 43:16
 45:18,20 49:16 50:8,9,10
 52:20 53:16 58:15 66:22 70:2
 71:13 77:14,16 82:7 83:10
 88:12 90:16,19 91:7 92:21
timeframe 83:17
times 38:22 42:20 51:3 68:5
 80:22
today 4:16 8:22 9:20,25 11:2,8
 13:6 14:7 15:2,4,5,9,14,15
 28:8 43:23 71:15 91:19
today's 8:19 79:25
told 33:15 76:7
tolerate 35:17
tolerated 34:21 35:8
tools 60:20 61:3 62:2 73:7
top 16:19 17:17 44:17 57:19

total 80:3
totality 78:25
tougher 77:21
tour 21:12
towing 29:24
track 33:18
trafficking 30:23
train 32:15 52:13
trained 49:4 51:22
training 14:11 22:22,24,25
 23:1 32:22 47:8 49:4,6 51:7
 52:7,13,17 53:18,19,20 61:1
 62:2 63:9,12 70:13,22,23,24
 71:1,3,21 73:6,21 82:20 87:25
 88:1,5,11
transparency 49:15
travel-find-out 30:11
tremendous 24:8
trends 11:5,15,18 12:9 16:2
 61:2 65:19
triggers 32:6 33:6
trouble 79:13,16
trunks 34:19
Truth 41:4
tucking 54:10
Tuesday 22:17
turn 44:24 57:4
turnaround 52:2 57:18
turns 44:25 45:1
Twain 18:19
two- 89:16
two-year- 20:9
two-year-old 20:3 22:14
type 33:3 53:4,17
Tyrone 10:15

U

U.S. 74:15 88:2,3,6
unacceptable 34:20 35:16
unanimous 87:5
unbelievable 54:12
understand 32:20 33:5,6 39:2
 51:4 66:13 69:19 70:8,23 86:4
understanding 70:10 90:20
understood 86:3
Underwood 8:25
unfinished 83:10 85:13
unfortunate 19:23
union 6:6
unit 12:3,7,19 22:16 27:18
 29:7 64:21 65:13,22 66:6,8
 67:12 75:3,4
United 6:16,17,21 14:13
University 39:14 41:10
unknown 18:21
unnecessarily 12:6
unnecessary 20:5
untruthful 78:7,13
upcoming 14:11 23:11 47:20
 70:13
update 18:5 19:16
updated 13:20,24 14:3 19:16
updates 11:4,7 12:3,21,25
 13:11,17 47:6 88:5
updating 19:15
uplifted 40:23
upset 76:13,15
uptick 15:23 17:1 18:16
upticks 16:1
utilizes 63:1
utilizing 61:2

utmost 42:11

V

valued 41:7
vast 40:22
Vazquez 36:1
vehicle 18:22 19:1 38:1,3,9
 89:16 91:13
vehicles 37:25 81:17
verbal 33:4 73:8,10
verified 20:20
versa 66:1
versus 67:7 78:19
vest 36:19 37:8
vests 36:22
vice 66:1
Vice-chair 2:23 3:3,16 5:6 6:3
 7:14 35:22,23 36:20 37:5
 40:17 59:9 72:9 83:24 90:4
 92:6,8
Vice-ferguson 3:2 5:4
victim 18:19,20
video 47:4
videos 25:3 55:3
vigilant 17:14
vindicated 38:6
violates 45:6
violation 4:8 44:22
violence 3:18 19:20,24
violent 12:21 15:24 78:1
virtual 2:5 46:17
visibility 18:1
vision 41:6
visitors 63:22
visual 8:19

voicing 79:20
 volume 11:13,20 65:18
 voluntarily 27:5
 voluntary 27:10
 volunteer 58:24
 volunteering 48:5
 voluntold 58:25
 vote 52:10 83:22 84:12 89:17
 votes 84:12 90:14 92:18

W

wait 31:17 85:11
 waiting 2:17 34:24 47:4 59:23
 80:4
 wakeup 58:13 69:6
 walking 18:21 24:7
 wall 24:19
 wanted 52:23,24 54:18 60:8
 91:18
 warning 60:16
 watching 55:2
 water 4:14 81:10
 watering 35:6
 Wayne 41:10,19
 ways 49:17
 WC3 82:11
 wealth 47:14
 weapon 19:21,22
 webpage 49:12
 website 49:11
 Wednesday 22:19 48:7 76:11
 82:18,19,21,22
 week 2:13 5:13 16:5 18:10
 23:19 35:11 46:8,21 48:7
 56:11,15 57:4,14,17 74:12
 75:12,13,25 79:19 80:10

83:15 84:20,22
 weekend 84:25
 weekends 55:16,17 56:14
 weekly 74:12
 weeks 23:7 25:24 29:8 30:14,
 16 38:17 39:25 52:13 67:2
 78:16
 welcoming 47:18
 welfare 2:11 63:18
 well-received 21:7
 Wellness 19:10
 West 76:19 82:12
 wheelers 34:18
 wheelhouse 80:21
 wheels 17:11 28:25 29:3
 White 2:1,19 7:12,14,16,17,18,
 19,20,21,22,23,25 8:1,16,18
 9:9,17,21 10:12,14 11:11
 12:16 13:3,7 15:1,7,23 16:14,
 23 17:1,24 18:15 19:5,19 20:8
 21:16 22:10 23:3,18 24:8
 25:1,20,24 26:4,22 27:9 28:1,
 15,22 29:5,19 30:10 31:6,11,
 19 32:5,21 33:11 34:14 35:5
 36:12 37:3 38:13,19 39:11,17
 40:3,7,12,16 49:8 64:14,20
 65:6,11 66:3 71:7 74:8,10
 75:1,14 83:24 84:1,2,3,6,7,8,
 9,10,11,12 86:12 89:6,8,12
 90:4,5,6,7,8,9,10,11,12,13,14
 91:10 92:6,9,10,11,12,13,14,
 15,16,17,18
 wide 34:6
 wider 31:22
 William 10:17 80:25 81:3
 Williams 30:21
 Willie 7:18,19 48:2
 willies 34:19
 win 76:5
 wisdom 26:1

Withers 80:24,25 81:1
 women 18:2 22:6 24:1 25:9,19
 26:16 36:10
 word 30:9 73:9
 words 52:8
 work 14:22 17:19 21:20 22:7,
 8,15 23:8 24:7 25:11,12,18
 28:5 29:10 32:14,17 36:3,13,
 14,15 40:22 42:10 48:10 54:3
 55:12,15,20 56:2 60:1 66:16
 69:18 75:4 88:7
 worked 41:23 42:1 45:17 86:5
 working 12:7 15:18 16:4 17:25
 22:24 30:22 32:19 33:22
 47:19 49:8 52:6 56:10,11,13,
 15,21 65:13 76:24
 workplace 3:20
 works 27:24 29:7 31:9 51:15
 world 41:3,7 42:8
 worlds 55:24
 worn 13:25
 Wow 73:23
 wrap 58:24
 wrist 18:20
 write 49:21
 wrong 37:1 79:22
 wrote 13:21

Y

Yakata 9:7
 yard 35:6
 year 19:24 29:19 44:10 50:18
 years 28:15 31:12 42:15
 45:12,13,14,15,18,19 46:6
 68:16,18 69:11
 yesterday 21:1 22:19
 young 10:2,19 20:17 24:9
 37:25 41:25 58:11 69:18

75:18 77:18,20 78:12 79:2,7,
10 81:23 88:16

younger 16:22

Z

zip 49:22

Zoom 2:14 83:7