

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

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
August 18, 2022 at 3:00 P.M.

1 MS. WHITE: Mr. Chair. The time now is 3:00 PM. Good
2 afternoon, honorable Board, deputy chief, executives, and
3 community. Welcome to the Detroit Board of Police
4 Commissioners meeting. Please note the following
5 reminders, regarding public comments. If you would like
6 to participate in public comments, please submit your
7 interest card to Mr. Robert Brown, who is seated at the
8 far end of this table. Please submit your interest cards
9 to Mr. Brown and also utilize the zoom features available
10 via zoom for your consideration. And please do so as soon
11 as possible so that we can make sure to account for all
12 of those interested in speaking this afternoon. And also,
13 please note

14 COMMISSIONER BERNARD: Your mic's not on, Melanie.
15 You speak into...

16 MS. WHITE: Also please note with regards to the
17 Board's meeting videos, thank you so much for your
18 patience. In regard to us working with the city to ensure
19 that those meeting video recordings are posted to the
20 Board's website, again please continue to monitor the
21 Board's website to ensure that you are able to access
22 those meeting videos. And we will also share through our
23 gov delivery link and other measures, we will also share
24 zoom meeting videos so that you will have those videos to
25 view in the interval until we are able to get all the

1 meeting videos posted. So again, thank you so much for
2 your patience in that regard. And at this time, please
3 silence your cell phones to prevent interrupting the
4 meeting this afternoon and now, Chairperson Ferguson.

5 CHAIRPERSON FERGUSON: Good afternoon. I'm Bryan
6 Ferguson, Chairperson of the Board of Police
7 Commissioners. The meeting will now come to order. At
8 this time, we welcome Chaplain Leenovia Robinson, She's
9 on zoom.

10 CHAPLAIN ROBINSON: We come and we thank you for
11 today, oh God. We thank you for this opportunity to
12 gather, oh God, and make decisions, Lord. Now, Lord, we
13 ask for your wisdom, your guidance and your direction.
14 And we ask for God that this will be a productive meeting
15 and everything that you have ordained will come forth, Oh
16 God. We thank you, oh God, for answering this prayer in
17 Jesus' name, I pray. Amen.

18 COMMISSIONERS: Amen.

19 CHAIRPERSON FERGUSON: Madam Secretary, Ms. White,
20 your roll call, please?

21 MS. WHITE: Yes, sir. Through the Chair. Madam Vice-
22 Chair, Annie Holt - Good afternoon, Vice-Chair Holt, At-
23 Large.

24 MS> WHITE: Commissioner Linda D. Bernard - Attorney
25 Linda D. Bernard, District 2. Hello, everyone.

1 MS. WHITE: Commissioner Cedric Banks - Present.

2 MS. WHITE: Commissioner Willie. E. Bell submitted an
3 excused f absence notification.

4 MS. WHITE: Commissioner Willie E. Burton -

5 MS. WHITE: Commissioner Lisa Carter - Good
6 afternoon, present.

7 MS. WHITE: Commissioner Ricardo Moore - Present.

8 MS. WHITE: Commissioner Jesus Hernandez - Present.

9 MS. WHITE: Commissioner Reverend Jim Holley
10 submitted an excuse to absence notification.

11 MS. WHITE: Commissioner QuanTez Pressley -

12 MS. WHITE: Mr. Chair, you do have a meeting forum.

13 CHAIRPERSON FERGUSON: Quorum.

14 MS. WHITE: Yes, sir.

15 CHAIRPERSON FERGUSON: Thank you. I would like to
16 entertain a motion to accept the agenda for August 18th,
17 2022.

18 VICE-CHAIR HOLT: Second.

19 CHAIRPERSON FERGUSON: Any discussion?

20 MS. WHITE: Motion.

21 CHAIRPERSON FERGUSON: Motion. We need a motion.

22 COMMISSIONER MOORE: So moved.

23 COMMISSIONER HERNANDEZ: Second.

24 CHAIRPERSON FERGUSON: There we go. Any discussion?

25 All in favor.

1 COMMISSIONERS: Aye.

2 CHAIRPERSON FERGUSON: Any opposed? The motion
3 carries. Now the minutes for the previous meeting, which
4 was on August 11th, 2022, are there any corrections to
5 the minutes? Hearing none. If there are no further
6 corrections, the minutes will be approved. Madam
7 Secretary, Ms. White, you introduce your staff, please?

8 MS. WHITE: Yes, sir. Just before doing so,
9 Commissioner Willie E. Burton arrived and I wanted to
10 note that for the record. With regards to staff
11 introductions first, Media Services, they are recording
12 the Board's meeting today and our court reporter is Mr.
13 Don Handyside and the following Board staff members are
14 in attendance. Assistant Corporation, Counsel,
15 Christopher Michaels, Ms. Theresa Blossom, Community
16 Relations Coordinator, Mr. Robert Brown. Administrative
17 Specialist, Ms. Jonya Underwood, Administrative
18 Assistant, Senior Investigator, Tiffany Stewart,
19 Director, Katrina Patillo, Director of Police Personnel,
20 Interim Chief Investigator Lawrence Akbar, Supervising
21 Investigator, Ainsley Cromwell, Supervising Investigator
22 Rosalia Madrigal and Acting Supervising Investigator
23 LiSonya Sloan and our American Sign Language interpreters
24 are Miss Yakata, and Dr. Stephanie Beattie. Thank you so
25 much.

1 CHAIRPERSON FERGUSON: Thank you. And see Chief
2 White's not here but we have the presence of Assistant
3 Chief,

4 COMMISSIONER BERNARD: I can't see it.

5 CHAIRPERSON FERGUSON: You can't see it?

6 COMMISSIONER BERNARD: Oh, I can see him. The light
7 is... Assistant Chief, the name, I'm sorry.

8 CHAIRPERSON FERGUSON: Assistant Chief Ewing.

9 ASSISTANT CHIEF EWING: Ewing.

10 COMMISSIONER BERNARD: Ewing.

11 ASSISTANT CHIEF EWING: Yes ma'am.

12 COMMISSIONER BERNARD: Thank you, sir.

13 CHAIRPERSON FERGUSON: Who do you have with you
14 today, sir?

15 ASSISTANT CHIEF EWING: Okay. With me today, I have
16 Deputy Chief Tiffany Stewart, Captain Tony O'Rourke, and
17 Sergeant Homin from the Chief's Office.

18 CHAIRPERSON FERGUSON: Fantastic. Madam Secretary, do
19 we have any VIP or special guests?

20 MS. WHITE: Yes, sir. Through the Chair, Ms. Freda
21 Butler, Second Precinct Police, Community Relations,
22 Council President, and also on zoom, Miss Marie Overall
23 of State Representative Tyrone Carter's Office and former
24 police commissioner, William Davis. Thank you.

25 CHAIRPERSON FERGUSON: Thank you. Again, thank you

1 for attending our Board meeting today. I have a few
2 updates to share, and news reports regarding the police
3 misconduct records. We were meeting last Thursday. There
4 was a news report about a new City of Detroit Law
5 Department policy to redact police misconduct records
6 older than four years, right? The Board wants to assure
7 the community that this policy does not impact our work
8 or the community. The report did not make clear enough
9 that the policy applies only to news media, it only
10 applies to them. It does not apply to the Board of Police
11 Commissioners. As all Board members are aware, the Board
12 receives a DPD member's entire personnel file as part of
13 promotional packets, disciplinary matters, OCI-related
14 complaints, and or Board requests based on patterns and
15 trends of police misconduct or complaints received and
16 confirmed. Therefore this new policy does not impact the
17 Board's ability to receive a member's entire DPD
18 personnel file, which includes Internal Affair, Force
19 Investigations, OCI complaints, Disciplinary, Risk
20 Management, and everything. To that end, the community is
21 not impacted by this policy based on the Board's
22 responsibility to represent this community. The Board
23 supports freedom of the press. The traditional news media
24 has and continues to be an important and reliable source
25 of accurate information for the public. Reliable and

1 accurate reporting is more critical than ever. However,
2 the media may not always get it right, and I just want to
3 make it clear that the Board as the people's eyes and
4 ears gets all disciplinary information, we get it all. We
5 continue to work with the department to root out bad
6 behavior, police misconduct, and other related concerns
7 to do this, a member's profile is reviewed and evaluated
8 accordingly. Also, earlier in this week, the Board held
9 its monthly OCI forum where Interim Chief Lawrence Akbar
10 and our Board Secretary, Melanie White provided progress
11 reports, case status updates, and other essential
12 information to the community about OCI. Since March 2022,
13 Interim Chief Lawrence Akbar has conducted these monthly
14 forums, providing education to the community. The Board
15 of Police Commissioners, as part of this charter mandated
16 for handling non-criminal complaints about police
17 misconduct, OCI's new monthly citizen complaints, and
18 investigation information forms.

19 CHAIRPERSON FERGUSON: The Office of the Chief
20 Investigator provides updates for those who have filed
21 complaints and also shares information with the public
22 about the complete process and how to file non-criminal
23 police misconduct complaints against police officers and
24 other DPD employees. OCI also provides valuable
25 educational information and sources to the community in

1 response to their questions about DPD, its operations,
2 and quality of life issues they may be experiencing. We
3 thank you for joining us, and this past Monday, I was
4 there Monday and it was awesome. And we look forward to
5 your monthly forms to ensure you received the most
6 accurate up-to-date information that you'll receive
7 service. Later today, we will receive the OCI monthly
8 presentation from interim chief investigator Lauren
9 Sebar, who will share key information about the Board and
10 the community. As a reminder, it is crucial to receive
11 the status of our case progress, our OCI complaint,
12 numbers, and information relating to OCI from any of the
13 Board official meetings forms, regular meetings, monthly
14 committee meetings, and OCI monthly forums.

15 CHAIRPERSON FERGUSON: You may also reach out to the
16 Chairperson of the Board, which is me and or Interim
17 Chief Lawrence Akbar or Interim Secretary Ms. White to
18 the Board for the most up-to-date information about OCI.
19 So you have three ways you can find the most up-to-date
20 information, right? It was reported yesterday by a third
21 party that our current backlog numbers total over 800.
22 For accuracy, this is just not true. We do not have a
23 hundred backlog cases. Today, we receive the latest data
24 and information so that you can be assured that OCI is
25 trending in the right direction regarding our case

1 backlog and that we remain dedicated to providing quality
2 service to our residents, and those who file complaints.
3 You also received updated data information last month,
4 and we post all presentations and OCI information on the
5 Board's website. So if you don't hear and you hear of
6 somebody else, you can just take out your smartphone or
7 go to your laptop or computer and pull it up and say,
8 that's not it. I'm reading it right here. I'm looking at
9 it. We remain committed and dedicated to analyzing
10 patterns and trends in police complaints, police
11 misconduct, or otherwise, discipline policies and
12 procedures. We continue to meet these duties through the
13 work we perform each day and the department is better for
14 it because of the patterns and trends we bring to their
15 attention.

16 CHAIRPERSON FERGUSON: We also look forward to
17 receiving the official presentation that reflects
18 patterns and trends in police complaints, police
19 misconduct, and or individuals' perception of police,
20 mis-wrongdoing to improve and correct wrongdoing and to
21 better educate our community on department policies and
22 procedures, right? Since taking office as Board
23 Chairperson in July, I have taken the opportunity to
24 assess and reevaluate the effectiveness of the way we
25 handle our responsibilities through the committee

1 structure. I observe where we, the Board, need to refocus
2 our energy and efforts on those issues that are critical
3 to our oversight responsibilities and make some
4 adjustments that will allow us to individually and
5 collectively meet our obligations as police
6 commissioners. In the coming days, you'll receive updates
7 in this regard and I look forward to and welcome your
8 cooperation as we move forward. Our civilian oversight
9 agency moving forward. In September, we plan to attend
10 the NACOLE'S 28th conference where civilian oversight
11 agencies, practitioners, officials, and others interested
12 in improving their law enforcement agencies gather each
13 year to exchange information and ideas, learn best
14 practices, and share lessons learned to help make our
15 agencies and our effectiveness better.

16 CHAIRPERSON FERGUSON: We plan to attend this
17 conference and maintain our status, our high status as
18 one of the model, civilian oversight agencies that look
19 to us around the country for our experience and
20 expertise. However, we must work together as a collective
21 body, respect our roles and responsibilities, and learn
22 how to collaborate with not only the community and the
23 department, but we must work together and strengthen our
24 resources, so we may attract the best-qualified
25 professionals and so that we can continue to be a role

1 model agency, just as we were just as we and our
2 community expect Detroit Police Department to be a role
3 model. We are celebrating 48 years in civilian oversight.
4 This is a significant accomplishment and the will of the
5 people made this oversight agency possible. Media
6 agencies across the country thrive to have the charter
7 mandate authority we have an effective and mature and
8 respectful relationship that we have with our Chief and
9 the Police Department.

10 CHAIRPERSON FERGUSON: We owe to the community to get
11 it right each day we perform our oversight
12 responsibilities, but it is especially important each
13 Thursday at our meeting that we adhere to our charter
14 mandates to make the right decisions, to connect with our
15 charter mandates and to serve as effective, meaningful
16 collective body on behalf of the people and the residents
17 of the City of Detroit. To ensure Detroit remains at the
18 center of the national discussion and decisions at a
19 pivotal time, we are seeking a seat on the NACOLEES board
20 of directors. NACOLEES is a leader in promoting community-
21 driven police accountability. Serving on the NACOLEES
22 Board is a tremendous opportunity for Detroit and our
23 community together. We must focus on work and energy on
24 constructive issues that will lead this organization and
25 the Detroit Police Department better than how we found

1 them. There's still much to do. And it's still much as
2 stated.

3 COMMISSIONER BERNARD: Mr. Chairman.

4 CHAIRPERSON FERGUSON: Yes.

5 COMMISSIONER BERNARD: Just quickly. At the beginning
6 of your remarks, you indicated that there was an issue
7 regarding the redacting of disciplinary records regarding
8 police... can you explain? I saw something about the
9 media, but I don't understand it. So do you mind
10 explaining to all of us exactly what happened and how it
11 was resolved? Thank you.

12 CHAIRPERSON FERGUSON: They resolved it, from my
13 understanding, this is from my understanding that at one
14 point they were given out the unredacted responses or
15 unredacted police citations if you will.

16 COMMISSIONER BERNARD: You mean complaints about
17 officers, you're talking about officer complaints?

18 CHAIRPERSON FERGUSON: Yes, right. Officer
19 complaints.

20 COMMISSIONER BERNARD: Okay. About the officer.

21 CHAIRPERSON FERGUSON: Yes. Right.

22 COMMISSIONER BERNARD: I'm sorry.

23 COMMISSIONER MOORE: Is it complaints or is it
24 discipline?

25 MS. WHITE: Through the Chair? Its police personnel

1 files. So any records relating to law enforcement
2 officers typically, or historically, the public or the
3 media was able to access those personnel files from the
4 city's Law Department. So that's what the subject is, but
5 as reported by the Chair and I did not mean to interrupt.

6 CHAIRPERSON FERGUSON: No, it's okay. I was going to
7 get there, but...

8 MS. WHITE: As reported by the Chair the policy that
9 is in place now by the city's Corporation Counsel, Conrad
10 Mallett does not impact the Board's ability to receive
11 full personnel files of DPD members. So the honorable
12 Board is still able to access and retrieve all of those
13 files, relative to law enforcement members of the Detroit
14 Police Department.

15 COMMISSIONER BERNARD: But is no longer available to
16 the public like it used to be. That's the point was that
17 what the...

18 MS. WHITE: It is still available to the public,
19 through the Board of Police Commissioners, the Board, as
20 a representative of the community still is able to access
21 all of those personnel records. But the media, which was
22 specifically cited by the Chair in his opening remarks,
23 the media now has to abide by the city's Corporation
24 Counsel Policy of anything beyond four years, they have a
25 policy in place where certain items are redacted from a

1 police member's personnel record.

2 COMMISSIONER BERNARD: Just one other question. Is
3 that pursuant to a union contractor, or is that just an
4 internal policy generated by Corporation Counsel?

5 MS. WHITE: It's pursuant to case law and also
6 Corporation Counsel's administrative policy.

7 COMMISSIONER BERNARD: Thank you, Mr. Chair.

8 CHAIRPERSON FERGUSON: So, in other words, one of
9 your citizens comes up to you and wants to know something
10 about an officer. You can...

11 COMMISSIONER BERNARD: I can pull it.

12 CHAIRPERSON FERGUSON: Yes, absolutely.

13 COMMISSIONER BERNARD: But the media cannot.

14 CHAIRPERSON FERGUSON: They have to go through
15 certain policies if you are going to get it.

16 COMMISSIONER BERNARD: Okay. I didn't understand.

17 CHAIRPERSON FERGUSON: You can get it anytime you are
18 ready.

19 COMMISSIONER BERNARD: That's a good thing. All you
20 have to do is ask me. Go ahead.

21 CHAIRPERSON FERGUSON: All right.

22 COMMISSIONER BURTON: Chair.

23 CHAIRPERSON FERGUSON: Yes.

24 COMMISSIONER BURTON: You know, it's just looking at
25 that article that you know, that surfaced in the media or

1 whatever, many of Detroit you know, activists are, you
2 know, find that article to be somewhat disturbing. And
3 they also feel that oversight in the City of Detroit is
4 dead. I just want to put that on the record. And they
5 feel like this Board is not living up to the expectation
6 of how this Board was created in the first place, under
7 the Honorable Mayor Coleman Alexander Young.

8 CHAIRPERSON FERGUSON: Well, that's what we just
9 discussed a few seconds ago. If one of your constituents
10 from your District, which is the 5th District comes to
11 you and says, hey, I had a problem with an officer. You
12 as a Commissioner, should be able to find it out in
13 seconds, right? That's what you should be able to do. And
14 you should be able to go right back to that citizen and
15 say, yep, I got all the information you're seeking right
16 here. That's what you should be able to do. So there
17 shouldn't be any, right? Because you're the buck. The
18 buck stops with you in your District. So anytime you hear
19 one of your constituents need some help and they come to
20 you, you can do it. You can go right to them. They don't
21 have to go through anybody else, they go through you. And
22 if you have a problem, let me know.

23 MS. WHITE: Through the Chair.

24 CHAIRPERSON FERGUSON: Yes.

25 MS. WHITE: I just want to note for the record that

1 Chief White is present today. He is here. I just wanted
2 to note that for the record.

3 CHAIRPERSON FERGUSON: We have a couple of updates.
4 Here is a couple of BOPC personnel hiring. As a reminder,
5 the Board and the department received, you know, the HR
6 update to where Mr. Tipton shared updates regarding the
7 applicant's resume packet and prescreen. Now, you guys
8 all have the packet. Please, I behoove you to go through
9 those packets and spend some time going through them so
10 you can pick the best-qualified people, including the
11 Board Secretary, Chief Investigator, and 7 investigators.
12 Now, I'm pushing for 8, maybe 9. I'm trying, and we're
13 continuing to review and evaluate all the candidates. So
14 that means, again, you guys have that packet. So if you
15 go through that packet, you should be able to narrow some
16 people down, so when they do come before us, you be able
17 to say, I've been waiting on you. Let me hear what you
18 have to say. As a reminder, the Board has undergone
19 several rounds to fill this position and we continue to
20 do so to ensure our full cooperation. And we get the
21 right people. Now, we're going to go into oral
22 communications.

23 MR. BROWN: Good afternoon, Mr. Chair, and this
24 honorable Board. Currently, I have 8 speakers for public
25 comments, 1 to be read, 3 in person, and 4 by zoom. And I

1 read this statement from Mr. Matt Schulner.

2 MR. SCHULER: This comment concerns the WXYZ report
3 that the city denies or redacts requests for the
4 officer's discipline records. The city Law Department has
5 cited the Bullard-Plawecki Employee Right to Know Act as
6 a reason for withholding discipline records. The city's
7 wrongful use of this law to keep discipline records from
8 the public eye must stop. Section 10 of the Right to Know
9 Act, itself explain explicitly says that none of the
10 provisions should diminish the public right of access to
11 records under the Freedom of Information Act before the
12 appointment of Conrad Mallett at Corporation Counsel, the
13 city disclosed misconduct records in full, as they
14 should. Mr. Mallett must reverse the department of policy
15 and make these public records once again.

16 MR. BROWN: And Mr. Chair, from there, you have Ms.
17 Bernice Smith, followed by Ms. Freda Butler, followed by
18 Ms. Victoria Shaw.

19 MS. WHITE: Through the Chair, as Ms. Smith is making
20 her way to the podium. Also just in case, I did not
21 acknowledge Commissioner QuanTez Pressley also arrived as
22 well. So I wanted to note that for the record. Thank you.

23 CHAIRPERSON FERGUSON: All right.

24 MS. SMITH: Good afternoon, Commissioners.

25 CHAIRPERSON FERGUSON: Good afternoon.

1 MS. SMITH: I'm going to be very brief and hope by
2 having enough time to tell you. I have some good news as
3 far as I'm concerned. Last week, I watched the police
4 graduation on TV and I was very impressed because of the
5 fact that we had one that's among us each week that was
6 given, let me take my glasses off. That was given Kudos,
7 not only by Chief White. It was really wonderful
8 exercise. And I just want all of you to know if you're
9 not aware of who he was, and we can all give him, he's
10 not even here today, but it was Mark Young. He was given
11 an award. In other words, he was for Cleary College.
12 Hope, she was there and Deputy Mayor was there, Bettison,
13 and it was a good affair. And I don't know the name of
14 the award, but I think we should all appreciate the fact
15 that he was given one and he did a wonderful job there,
16 along with the other. I'm not going to give out the, you
17 know, not be neglected of the other graduates. It was a
18 wonderful graduation. And I'm so glad that Mark Young did
19 a wonderful job since he had been on the force. And I'm
20 sure that his mother who has been deceased is looking
21 down on him and telling him, thank you, son. I'm very
22 proud of him because I am proud of him because of the
23 fact that he showed good dignitary address. I'm a little
24 nervous this morning. I don't know what's the matter with
25 me, but anyway, I just want to let you know. Thank you

1 very much.

2 CHAIRPERSON FERGUSON: Thank you.

3 MR. BROWN: Ms. Butler.

4 MS. BUTLER: Good afternoon.

5 COMMISSIONERS: Good afternoon.

6 MS. BUTLER: Commissioners, the reporting from
7 newspapers and television regarding police officers
8 accused of wrongdoings, and I not being investigated.
9 From the meetings I have attended, the investigator has
10 reported the lack of investigators. Why can't more
11 investigators be hired? Is there a problem with
12 qualification and or budget? For qualifications, an
13 investigator must be able to investigate and write
14 reports, and everybody does not have the skills to write
15 reports. Well, as far as the budget, why is the
16 department not being funded? The Board has a commissioner
17 and a former commissioner complaining about Mr. Lawrence
18 Akbar, the Interim Chief Investigator, just because he's
19 in the position. How can concerns be investigated if you
20 do not have enough qualified investigators to do the
21 work? There is a backlog and there always will be one
22 until more qualified. Investigators are hired to clear
23 the backlog and the department continues to receive
24 complaints.

25 MS. BUTLER: The charter does state about hiring

1 practices, but the Board has a member and former
2 commissioner more interested in creating confusion and
3 the removal of the interims who appear to be qualified
4 professionals. These commissioners want to be seen and
5 not doing positive contributions to help resolve issues.
6 If there is a budget problem, why go outside of the city
7 to hire when you have qualified people here? I have asked
8 this question before. Chief Investigator, Mr. Lawrence
9 Akbar's reports are comprehensive and well done. From my
10 observation, the Interim Secretary, Ms. Melanie White
11 performs her job as a professional and responds well to
12 the Board. Commissioners, please listen to our concerns
13 and work to resolve issues in our communities. Thank you.

14 CHAIRPERSON FERGUSON: Thank you. Well said.

15 MS. WHITE: Ms. Shaw.

16 CHAIRPERSON FERGUSON: Go ahead, Ms. Shaw.

17 MS. SHAW: I'm waiting for the handouts to make their
18 way around.

19 CHAIRPERSON FERGUSON: There is going to be too much
20 dead silence. Go ahead, we'll get them.

21 COMMISSIONER BERNARD: No, but it relates to her
22 presentation. We can take the next one.

23 CHAIRPERSON FERGUSON: Go ahead, we're going. Go
24 ahead, Ms. Shaw.

25 MS. SHAW: Thank you. Good evening, honorable Board

1 and participants from the public, as well as the media.
2 My name is Vicky Shaw from District 7. Just to say this
3 unlike the Board and the DPD, the public only gets two
4 minutes to talk with the Board each week. So it doesn't
5 allow for a lot of niceties during our comments. So
6 please forgive our abruptness when we're making our
7 comments. I have three things to bring to the Board's
8 attention today. First of all, I've put together public
9 education package to increase awareness and promote
10 public participation with BOPC. I'm soliciting help from
11 the commissioners and the public to assist with passing
12 out these packets to individuals, as they walk out of the
13 police Precincts. This will allow us to catch people when
14 they are having a problem. This is when they'll have the
15 highest interest in knowing how they can influence their
16 law enforcement experience.

17 MS. SHAW: Since I'm from District 7, I'll be
18 starting with Precincts 2, 10, and 6, but we can
19 definitely expand to other Precincts. Any commissioner or
20 public participant in helping to distribute these
21 packets, please call me, or text me at (313) 989 3538.
22 Again, that's (313) 989 3538. Board, I would also like to
23 request if I could, 100 of these, you're familiar with
24 these brochures that get created for each District 1, 2,
25 5, 6, and 7. So those can go in the packets and be

1 distributed as we're passing that information out to the
2 public. The second item I have is I'm recommending a
3 thorough audit. This is on the handouts that you have, an
4 audit is done of the website. I did a quick review, which
5 you have in your hands. And the information on the
6 website is generally not usable, and it's outdated.
7 Several pages have no content. And there's some
8 information that's referenced from 2020 and 2021 that
9 should have 2022 content. And so as I promote public
10 engagement, I do need to point people to the website. So
11 we do need it to be useful. The last printout that you
12 have there. Last week I spoke to the Board about shaping
13 the narrative of policing in Detroit. And I've drafted an
14 example of shaping that narrative of what that should
15 look like. So if you could review that and we can discuss
16 it later. Thank you.

17 CHAIRPERSON FERGUSON: Thank you.

18 COMMISSIONER BURTON: That was a great report, Ms.
19 Shaw.

20 MR. BROWN: Mr. Chair, your next 3 speakers will be
21 Minister Eric Blount, followed by Ms. Brenda Hill,
22 followed by the former commissioner, William Davis.

23 MINISTER BLOUNT: Can you hear me, Board? Can you
24 hear me, Board, Can you hear me, Board? Can you hear me,
25 Board?

1 CHAIRPERSON FERGUSON: Mr. Blount, going once.

2 MINISTER BLOUNT: Can you hear me, Board?

3 MS. BLOSSOM: Through the Chair, we had to make an
4 adjustment, one moment.

5 CHAIRPERSON FERGUSON: All right.

6 MINISTER BLOUNT: Hear me, Board?

7 CHAIRPERSON FERGUSON: Go ahead, Mr. Blount, we can
8 hear you, I think.

9 MINISTER BLOUNT: Can you hear me? Can you hear me,
10 Board? Hear me, Board? Hear me, Board?

11 CHAIRPERSON FERGUSON: Can the zoom audience hear
12 him?

13 MINISTER BLOUNT: Can you hear me, Board?

14 CHAIRPERSON FERGUSON: We can barely hear you.

15 MINISTER BLOUNT: Can you hear me, Board? Can you
16 hear me, Board?

17 MS. WHITE: Chair, we are experiencing some technical
18 difficulties, so thank you so much, everyone, for your
19 patience. Minister Blount, we can hear you though
20 whenever you speak and we'll make sure to adjust the
21 volume for our zoom audience, but we can hear you, Sir.

22 MINISTER BLOUNT: Thank you. I am grateful for the
23 news article by reporter Ross Jones, detailing the
24 corrupt change of policy, not to make police officer
25 misconduct records easily available to the press and the

1 public. 21st-century policing demands, transparency and
2 accountability, to which this new policy is diabolically
3 opposed against. I am not surprised that Commissioner
4 Bell is not in attendance for this meeting. His comments
5 documented in the news article by Ross Jones surely
6 generated a talking to by the powers that control this
7 Board. The public has few reasons to trust the integrity
8 of this Board. Mr. Jones, Jones' article serves as a
9 reminder of the cover-up of all of the recordings of
10 BOPC's June 23rd meeting, where Assistant Chief
11 Fitzgerald openly admitted that ShotSpotter can and does
12 record conversation. It is easy to believe that the
13 excuses for not releasing the video and transcripts of
14 this meeting are false and are another demonstration of
15 the depth and breadth of effort by BOPC to cover up any
16 material that will be harmful to the city, especially
17 DPD.

18 MINISTER BLOUNT: The details that Assistant Chief
19 Fitzgerald revealed, generated outrage by each and every
20 commissioner to know that BOPC and the public have been
21 lied to on the capabilities of ShotSpotter. But true to
22 form, all commissioners remain silent. Making public
23 records, more difficult to retrieve is just another
24 example of where this Board is headed. Legally, the
25 statute of limitations is seven years. We as true law-

1 abiding and believing Catholics, hold up, Bishop
2 Gumbleton as a true leader in our faith for his refusal
3 to accept the Catholic Church's status of limitation
4 concerning sexual abuse by priests is at a high cost,
5 though he has been punished over the last 10 years and
6 not running. He does not back down to injustice. Thank
7 you, for listing.

8 COMMISSIONER BERNARD: Mr. Chairman.

9 COMMISSIONER BURTON: Mr. Chairman, why did they turn
10 his volume down when Minister Eric Blount was speaking?

11 COMMISSIONER BERNARD: We couldn't hear it, anyway.
12 This is completely and totally unacceptable. The
13 department is a 600 million department. We should be able
14 to hear and see what's happening in a meeting. The public
15 can't the Board can't. This is totally unacceptable. And
16 we do this every week.

17 COMMISSIONER BURTON: Through the Chair.

18 CHAIRPERSON FERGUSON: I feel your pain.

19 COMMISSIONER BURTON: This is suppressing the
20 people's voices in America's blackest, poorest city, like
21 Detroit, Michigan. It's unacceptable.

22 MS. WHITE: Through the Chair.

23 CHAIRPERSON FERGUSON: Yes.

24 MS. WHITE: We did, as I indicated earlier, were
25 experiencing some technical difficulties and we did have

1 a member from the audiovisual team, come out and try to
2 assist. We will continue to work with them to make sure
3 that all of our public commenters are heard and that you
4 are able to hear their comments. But again, we did not
5 anticipate experiencing any technical difficulties.

6 COMMISSIONER BERNARD: Melanie, he said the box has
7 been broken for months. The man that came in here, I
8 asked him personally. Secondly, we have an obligation to
9 respond to people with disabilities. For example, I have
10 some hearing loss. I cannot hear. I have said this for
11 almost two years now. It's totally unacceptable. And the
12 same thing with Reverend Blount and everyone else who
13 calls in. People have a right to hear what's happening
14 here and see it.

15 MS. WHITE: We'll take care of it. Thank you so much
16 again for your patience,

17 COMMISSIONER BURTON: Mr. Chairman, this Board is tap
18 dancing with words week after week. It's unacceptable. I
19 agree with my colleague, attorney Linda Bernard, who
20 happens to be District 2 Commissioner.

21 CHAIRPERSON FERGUSON: Thank you. We're going to try
22 to fix that audio. I can't dispute. That is unacceptable.
23 And we should be in here a little earlier to find out if
24 it's going to work. I mean, last week and then this week?
25 That's what I can understand, or the week before.

1 COMMISSIONER BERNARD: He said that the microphone
2 over there doesn't work at the podium. Who does this?

3 MS. WHITE: Through the Chair. Again, I apologize. We
4 did not want to take precious time because of this item.
5 I will take care of it. As you can see, the whole setup
6 is different from the past meetings. And sometimes we
7 cannot plan for the changes that the other team that we
8 are working with may change at the last minute. So again,
9 thank you so much for your patience.

10 COMMISSIONER BANKS: Mr. Chair, I just want to say
11 one thing. Let's regroup and move forward. Let's make
12 forward progress.

13 CHAIRPERSON FERGUSON: Mr. Brown, who's next?

14 MR. BROWN: Ms. Brenda Hill.

15 MS. HILL: Can you hear me?

16 CHAIRPERSON FERGUSON: Yes, we can hear you. Just go
17 right ahead with your comment.

18 MS. HILL: Okay. And so I'm very hopeful that the
19 things that you laid out, Mr. Ferguson will happen. The
20 public has been week after week after week, year after
21 year after year, president. Chairperson, after
22 Chairperson. This iteration of the Board, and other
23 iterations of the Board say that this body seems to be in
24 the pocket of the Police Department, not doing their job
25 as the oversight and the Ross Jones story highlights

1 that. You all should have known that over a hundred
2 officers have been disciplined and what the discipline
3 is, and the Police Department should be doing that as
4 soon as it happens. That's your reason for being here,
5 not giving out awards, and placating. Also last week, you
6 said some things to me that I was offended by Mr.
7 Ferguson. You did seem that you were condescending and
8 unprofessional and as a Black man talking to a Black
9 woman in public or in private, I felt that it was wrong.
10 If I ask about some statistics then you are supposed to
11 give them, you are not supposed to say, get a pencil,
12 take notes, and I'm paraphrasing, take notes and listen.
13 That's not your job. If you just said it five minutes
14 ago, you should be able to do what I ask if I'm not
15 trying to hurt you. I think that maybe what you realize
16 will make us better, make this Board better and make this
17 city better. I'm hoping. Thank you.

18 MR. BROWN: Former commissioner Davis.

19 MR. DAVIS: Did someone call my name?

20 CHAIRPERSON FERGUSON: Yes, go ahead.

21 MR. DAVIS: I like to start off by saying that I
22 continue to be disappointed with this Board. I think this
23 Board needs to take a public stand and maybe even do a
24 resolution against what Conrad Mallett is doing and
25 saying. How in the heck can you be a public oversight

1 Board for the Police Department and don't care that the
2 people cannot easily assess the fact that when officers
3 have bad records? I was a UAW, chief steward with the
4 City of Detroit. And we went back more than 4 years, you
5 know, for the people that I represented. This is
6 unacceptable. I don't see how anybody from this Board
7 could be trying to get an elected position in NACOLEES
8 when you are all diminishing the role of civilian
9 oversight here. The public has a right to know what's
10 going on. The public has a right to know if officers have
11 multiple offenses going back more than just a couple of
12 years.

13 MR. DAVIS: Also, some people on this Board act as
14 they work for the Interim Secretary and for the Interim
15 Chief of OCI, you know, because in the past you didn't
16 have the Board Secretary speaking, whatever they wanted
17 to, they asked for permission to speak. In the past, you
18 didn't have the Interim Chief speak when he wanted to,
19 they asked for permission to speak. You know, it's almost
20 like some of you all are like, lackies, you know, I don't
21 even know what you all should be doing. And the public
22 has a right to criticize them. You may not like what they
23 say, and also, you know, it's been a few times when the
24 response has been well, the leadership decided that this
25 Board has been sued and has all the court settlements

1 about the leadership, making decisions. All decisions are
2 supposed to be made by the full Board, not by so-called
3 leadership. You're already liable for stuff. Check, the
4 records, you have all been sued and you all will be sued
5 again. Thank you.

6 COMMISSIONER BERNARD?: Can we take a recess until
7 they fix it?

8 CHAIRPERSON FERGUSON: Mr. Elwood, please unmute
9 yourself. Elworth.

10 MS. WHITE: Mr. Chair because the public commenter is
11 not unmuting himself. We can also accommodate the
12 commenter next week and make sure that he or she is at
13 the front of the line and then also any of those public
14 commenters that you all were not able to hear, we'll make
15 sure to contact them and follow up and they can comment
16 again. And if it is your pleasure, with your approval,
17 they can have the time needed to make the comments that
18 you all could not hear. So again, thank you so much.

19 CHAIRPERSON FERGUSON: Absolutely. That is fair. So
20 we're going to move right along. I want to say again,
21 that I apologize for this. I'm trying to make sure this
22 doesn't happen again, but technology, you never know
23 sometimes. Chief.

24 CHIEF WHITE: Sir. Ready for the report.

25 CHAIRPERSON FERGUSON: Yes, sir.

1 CHIEF WHITE: All right. Good afternoon, Board.

2 COMMISSIONER HOLT: Good Afternoon.

3 CHIEF WHITE: I'm going to start my report as usual
4 with the update on the injured officers. There are 5
5 officers currently in the department who are disabled and
6 recovering at home due to an on-duty injury. 1 sergeant
7 from the Second Precinct, 1 police officer from TSS, 1
8 police officer from (CATS), Commercial Auto Theft, and 2
9 police officers from the Seventh Precinct. We have 22
10 members that are currently quarantined due to COVID or
11 quarantined or isolated, 20 of the quarantine isolated
12 members are positive for COVID. So 20 out of 22. Last
13 week, that was 16. So we have a slight uptick. We ask
14 that you keep them in your prayers.

15 CHIEF WHITE: I'll move on to stats. Our stats are as
16 follows: criminal homicides were down 5%, sexual assaults
17 were down 13%, aggravated assaults were down 14% nonfatal
18 shootings down 14% over last year. Robberies were even,
19 and our carjackings continue to concern us we're at 43%.
20 There are a number of reasons that our carjackings are
21 trending in the wrong direction. One, if you can believe
22 it is a TikTok video, where in that TikTok video they're
23 demonstrating a number of ways of taking cars. The other
24 things that we're dealing with is auto theft and
25 carjackings in particular, the auto thefts or the TikTok

1 video, where they're showing them how to steal certain
2 vehicles. And the carjackings where a lot of young people
3 are making poor decisions impulsively but we continue to
4 be focused on it. We have a plan that we're going to be
5 announcing in the next couple of days. We're going to be
6 also increasing our neighborhood patrols. Again, as we
7 did last time, we saw an uptick and that's something that
8 we're going to be doing tomorrow. And we're also going to
9 be doing an operation this weekend which we will be
10 announcing

11 CHIEF WHITE: Moving on to the drag racing and
12 drifting enforcement since April, which what we deem drag
13 racing, drifting season to present, there's been 358
14 traffic stops, 255 traffic citations, 109 vehicles
15 impounded, 4 stolen recoveries, 38 felony arrests, 9
16 misdemeanor arrests and 25 weapons recovered. I'm going
17 to get into a couple of significant incidents that
18 happened over the past week. They're all significant, but
19 this one was very troubling. On August 16th at 3:30 AM
20 members of the Ninth Precinct responded to a ShotSpotter
21 alert in the Ninth Precinct. And what had happened is a
22 suspect, a perpetrator at this location had some type of
23 conflict with a male. It's a very long story and very
24 complicated. I'll try to break it up as much as possible.
25 My notes don't contain the facts I was on the scene.

1 CHIEF WHITE: So a female acquaintance of the
2 perpetrator calls him because she is having some form of
3 conflict with another male. He arrives, the person that
4 she called and shoots into the car of the person that she
5 was having problems with; that triggers the ShotSpotter
6 alert, and the officers are enroute. The suspect then, or
7 the victim runs out of his car, he has not hit, runs into
8 his home and then the suspect shoots into the home. At
9 this point, the officers are arriving, the suspect is in
10 his vehicle and he leaves, he escapes the area. Our
11 victim is okay. He was not hit. And now the officers
12 proceed to look for the suspect in question. They cannot
13 find him for a few hours. They put out a BOLO but they
14 continue to work the area.

15 CHIEF WHITE: And they also try to trace his steps by
16 going to our Green Light locations and they find that the
17 suspect at some point during the night had in fact gone
18 to a Green Light location and they were able to get his
19 plate and put that out as part of the BOLO. Fast forward,
20 a couple hours later, officers are doing patrol exactly
21 what we want them to do inside the neighborhoods. And
22 they're also looking for this perpetrator. They see him
23 and they attempt to pull him over. He flees, we are
24 assuming at this point, we don't know, we haven't looked
25 at the final report, but they're running the measurements

1 and pulling the black box from the car. He may have
2 gotten up to upwards of a hundred miles an hour. The
3 officers make the decision to back off the chase but
4 continue to look for him.

5 CHIEF WHITE: He is the person who is wanted for
6 assault with intent to murder. They back off for about 30
7 seconds is what the video shows us, but they're still in
8 the area they're looking for him. They look and they see,
9 and I don't have the street here, but in the Ninth
10 Precinct and I apologize for that. I can provide the
11 Board, with the street at another time. They see the
12 vehicle has collided with a postal service, 18 Wheeler,
13 so significantly that it pushed that 18 Wheeler, it was a
14 T-bone. He pushes the 18 Wheeler approximately 30 yards
15 from the impact. The driver, the perpetrator is deceased
16 at the scene. The driver of the UPS truck or United
17 States Postal service truck, not UPS, but postal service
18 truck is uninjured, but shaken up, as you can imagine. We
19 recovered from that vehicle 2 weapons. One of the weapons
20 is stolen. The other weapon we believe is the weapon he
21 used to shoot into the car and shoot into the house.
22 Again, unfortunately he is deceased and the vehicle that
23 he was driving was stolen out of Romulus on July 11th. So
24 a very tragic situation, unnecessary situation, and the
25 officers continue to investigate that.

1 CHIEF WHITE: The second incident is a triple non-
2 fatal shooting on August 13th at 1:50 AM, 14,000 Block of
3 Greenville. The victims were in a parking lot of a local
4 business, a silver 4 door sedan drove by, an occupant of
5 the vehicle, produced a weapon and fired multiple shots
6 in the direction of the victims, striking all three
7 victims. 2 of the victims were listed in stable
8 condition, and 1 of the victims is listed in critical.
9 The motive for the shooting is unknown at this time, but
10 the detectives looks like they were able to retrieve a
11 video and we should be able to close that one.

12 CHIEF WHITE: Third incident shots fired into the
13 officer's windshield on August 14th, and there has been
14 an uptick in that. We've seen 3 instances now where our
15 officers have been shot at. On August 14th, 2022, 11:15
16 PM in an area of Grand River, artesian officers from the
17 Eighth Precinct initiated a traffic stop on a motorist.
18 The officers exited their vehicle to speak with the
19 driver of the vehicle. As the officers were positioned
20 next to the motorist vehicle, a white vehicle drove by
21 and the officers heard a noise. Upon further
22 investigation, the officer's vehicle had sustained damage
23 to the front windshield which appears to be a gunshot.
24 The damage to the vehicle has indicated is consistent
25 with a strike from a bullet, but we continue to

1 investigate that. We have not found a casing and as I
2 indicated, we're continuing to look into that.

3 CHIEF WHITE: The fourth incident, a non-fatal
4 shooting of a 12-year-old on August 16th, at 9:45 PM in
5 the area of Morang and Denby Park. The victim was with
6 friends at Denby Park and the suspect initiated an
7 argument with the victim. The argument escalated, the
8 suspect produced a weapon, subsequently fired gunshots in
9 the direction of the victim. The victim was struck in the
10 right hip and listed in stable condition and being
11 conveyed to a hospital for treatment. The detectives have
12 identified very quickly a suspect. He was taken into
13 custody and he's a 19 year old male.

14 CHIEF WHITE: Finally, as it relates to the
15 significant event update. An arm robbery that occurred at
16 Greektown casino, this was on August 17th, 5:40 AM. That
17 would be today, wouldn't it? Nope, yesterday 5:40 AM. An
18 arm robbery occurred at the Greektown casino parking
19 structure in which, I won't mention his name, a suspect,
20 a male suspect was identified. I don't know why his name
21 is in here. I can't give it to you. Give me a moment to
22 mentally redact this. A suspect encounters our victim on
23 the roof of the casino. He was inside the perpetrator was
24 inside of the casino. Both the victim, as well as the
25 suspect were inside of the casino. At some point he

1 encounters him in the parking garage, produces a weapon,
2 and robs him. He fights him off, gets his weapon, gets
3 the perpetrator's weapon from him, and bear with me, I'm
4 going from memory. My notes are not what they should be,
5 but I'll take care of that for next meeting, takes his
6 weapon from him, does not shoot him and the perpetrator
7 runs away.

8 CHIEF WHITE: So now you've got the victim of the
9 robbery who has taken the weapon from the suspect, both
10 the victim and the suspect at some point were inside the
11 casino together. The very interesting thing about the
12 suspect is that he was out on bond and on a GPS tether
13 and he is scheduled for a violation hearing in the next
14 few days. He's now been arrested. The officers were able
15 to identify him from cameras at the casino and make an
16 arrest shortly before this meeting started. But again,
17 this is a perpetrator who was taken off the streets
18 earlier, who is now on a tether, he was taken off the
19 streets for robbery; he's given a tether and a low bond,
20 put back on the street. I don't know what tether
21 restrictions have, but obviously you can go to the casino
22 with this particular restriction and then he does another
23 robbery.

24 CHIEF WHITE: So an example, once again, of a
25 situation that could have been another fatal shooting or

1 non-fatal shooting in our city, a situation where an
2 innocent victim getting in this car, leaving a casino,
3 could have been shot and killed or could have gotten a
4 gun from the perpetrator and shot the perpetrator, who
5 knows. But at the end of the day, here's a situation
6 where the officers did their job, had to do their job.
7 Again, there's absolutely no culpability in the back end
8 of our judicial system in the state or in the city. So we
9 need help and I'm confident that we're going to get there
10 but I it's time that we had some real serious
11 conversations about crime and what we're going to do
12 about it. I believe that our plan is strong, it works.
13 Our officers are committed and working their tails off
14 for all of us. And we have situations where the people
15 they're locking up, they're locking up again, doing the
16 same thing that they locked them up for. So, with that, I
17 will take any questions.

18 CHAIRPERSON FERGUSON: Wow. Chief. Yes. All right.
19 And out again? Commissioner Banks.

20 COMMISSIONER BANKS: Through the Chair. Chief White,
21 blessings and peace to you, Chief White. First of all, I
22 just want to say Chair Ferguson, I just want to mention
23 to you, sir, you're doing a good job, okay. And don't let
24 nothing discourage you and take that away. I just wanted
25 to mention that to you. You're doing a good job. You're

1 making progress. I see it. Through the Chair, Chief
2 White, any testimonies or praise reports on the walk a
3 mile with the Chief on Wednesday. How is that coming? We
4 want to kind of keep it refreshing. How's that coming?
5 Chief White, any testimonies, any networking going on?
6 How's that coming?

7 CHIEF WHITE: The walk a mile Wednesdays is something
8 that I implemented when I was interim. And it's an
9 opportunity for me to get out into the community and meet
10 with people in neighborhoods and, you know, just walk a
11 mile with them. And we talk about the Police Department,
12 access to the Police Department. Sometimes we talk about
13 what I can do better and sometimes we talk about what I'm
14 doing, right. But it's something I'm going to continue to
15 do. Believe it or not, there's actually criticism for
16 that. I couldn't imagine why. Some people think I'm
17 trying to run for office or something. I'm like, no, I'm
18 walking a mile to meet the community, but, you know,
19 overwhelmingly it's positive. So I don't let the
20 naysayers overshadow something positive. And I'm going to
21 continue to do it and I'll be out there next Wednesday.

22 CHIEF WHITE: And we're also going to be doing some
23 community bike rides. It's also an opportunity to move
24 around. I mean, you know, with all the stress of this
25 job, you have to keep moving. So I like doing it, my

1 staff likes doing it and we're going to continue to do
2 it. It's something that's going to be a part of my
3 administration as long as I'm here. It's a very positive
4 thing, but I want the impact of crime reduction with it
5 as well. You know, it's a little troubling that we're
6 seeing some of the upticks that we're seeing, but we're
7 focused and we're going to make sure we make an impact.

8 COMMISSIONER BANKS: Wonderful. One more, Chief. What
9 type of numbers are you getting out on Wednesday? What
10 type of people are showing up for the walk a mile with
11 the Chief?

12 CHIEF WHITE: I mean, it depends on the area. I mean,
13 we've had as many as upwards of close to a hundred and as
14 low as, I think one day, one Wednesday was rainy and we
15 only got like 10, but we'll walk with one, you know, it's
16 about getting out in the community and walking through
17 the neighborhoods. And even if we're only walking with
18 one, the neighborhood still, you know, sometimes people
19 come out and they say hi to us. So something we're going
20 to continue to do.

21 COMMISSIONER BANKS: Okay. Thank you very much

22 CHAIRPERSON FERGUSON: Commissioner Burton.

23 COMMISSIONER BURTON: Yes, question for the Chief. A
24 couple weeks ago, I requested the police response times
25 and the shooting incidents that were reported on. I'm

1 still waiting on that. I still haven't got those police
2 response times for those shooting incidents that occurred
3 over the past couple of weeks. That's something that our
4 community likes to know. What is the response time, as
5 well as my District also likes to know how many arrests
6 has been made year-to-date using ShotSpotter alerts. And
7 so that was my second and final question at this time?

8 CHIEF WHITE: Thank you for the question. If I may
9 address the Board. Is there still from my office, a
10 ShotSpotter report that comes out or has that been
11 discontinued because if so, that would be a problem?

12 MS. WHITE: Through the Chair, the honorable Board
13 receives that report each week.

14 COMMISSIONER BURTON?: Every week?

15 CHAIRPERSON FERGUSON: Right here.

16 CHIEF WHITE: Contained in that report is the second
17 question. And with regard to the first question, one of
18 the problems that we're having with answering that, I
19 thought we responded. But the question was the response
20 time in the incidents reported in the media for officer-
21 involved shootings. And we just wanted to be a little bit
22 more specific in that request. So if it pleases the Board
23 if they could just provide us with a request specific to
24 a time parameter, and we'll be more than happy to provide
25 you with the response times.

1 COMMISSIONER BURTON: Chief, thank you. But you know,
2 the citizens, they don't see the ShotSpotter arrest
3 that's made in your report. They would like to, you know,
4 hear that from you or members from the department. But
5 when commissioners get it in their packet, they don't
6 hear it at this meeting. And that's something that they
7 have been expressing, you know, to me and to others.

8 CHIEF WHITE: If the Board would like an additional
9 report submitted verbally with the crime stats, I'm not
10 opposed to that at all. I'm a big supporter of
11 ShotSpotter. ShotSpotter is what stops someone from being
12 murdered. The other day he was not going to stop shooting
13 up that house had we not pulled. So I'm very confident to
14 submit that report, happy to do so transparently. So just
15 let me know.

16 CHAIRPERSON FERGUSON: Absolutely. And I want to
17 encourage all the commissioners, please, when we get
18 these daily updates, share them with your community. If
19 you have an email list, put it out there, share it with
20 them or if someone comes to you in your District and ask
21 them, hey, what about ShotSpotter? You should be able to
22 pull it up on your phone or pull it out your packet. One
23 of the two, and then you should be able to give them an
24 answer. That's what you should be able to do.

25 Commissioner Pressley.

1 MS. WHITE: Through the Chair, if I may just mention
2 also the weekly reports that we received from the DPD,
3 they are posted to the Board as website. So they are
4 posted and distributed through our gov delivery
5 subscribers and all of the other mediums that we utilize
6 to notify public of the various public documents that you
7 all received. Thank you.

8 CHAIRPERSON FERGUSON: Is ShotSpotter in there?

9 MS. WHITE: Yes, sir.

10 CHAIRPERSON FERGUSON: ShotSpotter's in there?

11 MS. WHITE: Yes, sir.

12 CHAIRPERSON FERGUSON: Okay. Go ahead, Commissioner.
13 Pressley.

14 COMMISSIONER PRESSLEY: Thank you Chair. Through the
15 Chair, Chief White, first let me say, I don't want it to
16 be glossed over this seemingly increase of officers who
17 are having to deal with shots being fired at them. Last
18 week, Reverend Holley gave a very impassioned, a remark
19 about how we also need to have oversight of our
20 community. And while I may massage those words
21 differently, I do believe that there is a community
22 obligation to ensure that we stop this now. Our officers
23 cannot be taking shots fired at them. And for those who
24 think that that's going to work out in your best
25 interest, it will create an environment in this city that

1 nobody desires. So that needs to be said, and not glossed
2 over. Secondly, to your point around having to re-
3 arrest offenders who are out on tethers? Last meeting, I
4 was trying to get a sense on where the levers of
5 influence needs to be directed so that there is some
6 community pressure on whatever entity seems to be
7 allowing individuals to be back out in our communities
8 with the likelihood of re-offending. And I saw a news
9 report that was saying, it's not the Wayne County
10 Prosecutor's Office, and obviously this is not our
11 department. So from your vantage point in the
12 communications that you're having, where should that
13 pressure be directed?

14 CHIEF WHITE: Through the Chair you know, there are
15 multiple levels to this process, right? The police, in
16 large part, are reactive process or part of it. I mean,
17 we do proactive policing and it's hard to measure
18 something that doesn't happen. We can look at statistics
19 over the past year and say, okay, we're moving in the
20 right direction in a particular area. And perhaps
21 visibility and enforcement had an impact. But in large
22 part, the Police Department is react. If something bad
23 happens, police get called and there's an arrest, a
24 warrant is submitted to the prosecutor, the prosecutor
25 signs the warrant, we make an arrest and they go to jail

1 and then there's a bond hearing. And then there's the
2 part of the bond review and those decisions, those happen
3 at the judge level, at the court level. So that's what we
4 refer to in DPD as the back end of the process.

5 CHIEF WHITE: The front end is where we make the
6 arrest. We submit the warrant and then the back end are
7 the judges. And I think we all share a very important
8 part in this process. Oftentimes there are people who
9 believe that, you know, the police are allowing it. Well,
10 that's not correct. And then there's some confusion as to
11 what part the prosecutor represents. Well warrant review,
12 ensuring that we submit all the necessary information to
13 charge, and we are not in any way complaining about the
14 prosecutor's work. We've had some good synergy with the
15 prosecutor's office and she signed a number of warrants
16 but we're very concerned about the bond process and the
17 release to tether process. Now I know that there's an
18 impact because of COVID, as COVID has impacted
19 everything. But when we talk about public safety we
20 really have to have some conversations, some real
21 uncomfortable conversations, and, you know, I'm a huge
22 proponent of low level offenders being free, huge
23 proponent.

24 CHIEF WHITE: We've talked ad nauseam at the
25 beginning of my term here about my mental health

1 background and being a mental health therapist. So I know
2 the interaction or intersection of mental health and
3 crime, I get it. And should someone with mental health
4 issues be incarcerated for low level crime? Absolutely
5 not. You know, let's, let's get them in some type of
6 treatment program, but violent offenders, they should be
7 incarcerated and they should be off the streets and there
8 should be an absolute penalty for bad behavior. People
9 need to be able to look over and have a healthy fear of
10 murdering someone or shooting a 12-year-old. But instead
11 we get lost in other conversations that really don't
12 focus on what the real issues are. And I don't mind those
13 other conversations, they're important, but let's have
14 these conversations too about the rest of the system. I
15 am about transparency in policing, legitimacy in policing
16 100% has always been my platform even before I became
17 chief. But can we also talk about the judicial system as
18 it relates to these felons, these people who are hurting
19 our children, victimizing our women, people who are
20 unsuspecting and leaving a casino, having to wrestle a
21 gun away from someone who should not have even been
22 there. Can we have that conversation also and make it all
23 work together, because it's not either or, two things can
24 be two at once. We can have legitimacy oversight and we
25 can hold criminals, felons accountable.

1 COMMISSIONER PRESSLEY: So I recognize that it's
2 probably a very sensitive conversation, particularly as
3 you're probably having some communications with these
4 different entities in different settings. And maybe it's
5 just my, you know, lack of competency. So if we're saying
6 the issue seems to be emerging around the bond process;
7 that process is being handled by the judicial system. Is
8 that what you're saying?

9 CHIEF WHITE: The courts.

10 COMMISSIONER PRESSLEY: And do we see any court in
11 particular where there's more leniency than others?

12 CHIEF WHITE: Yes. And out of respect for the
13 process, I can provide the Board with the report. You
14 know, I don't think it would serve any benefit to sit in
15 a seat and call people out by name. I mean, I'm sure they
16 think I can do better too. What I'm speaking to, sir, and
17 I appreciate you bringing this issue up, is that the
18 whole process needs to work together. We do see failures,
19 you know, I'm not saying that the Police Department is
20 perfect and we don't have instances that we could have
21 submitted better warrants and things such as that. But
22 overwhelmingly, we do submit very good warrants and
23 believe me, the prosecutor doesn't let us do anything
24 less with video to support what we saw multiple
25 witnesses. And so once all that happens and they get into

1 the system; you know, we've got a suspect walking the
2 street right now that murdered a sergeant in a domestic
3 situation, a police sergeant. Sergeant Lane Williams,
4 he's awaiting his trial, two years, two summers on the
5 street. She's dead. Her children are motherless and we're
6 waiting on the courts to hold his trial.

7 CHIEF WHITE: So when you look at that, when you look
8 at Officer Courts, the suspect that murdered him and you
9 look at the incident with the teenager, because he is a
10 juvenile, I won't get into his name who shot his
11 girlfriend in the back. She's now paralyzed for the rest
12 of her life and then gets into a chase with the Police
13 Department a week later, because he's out on what? A
14 fine, and that car shot at the police too.

15 COMMISSIONER PRESSLEY: Well, I would appreciate some
16 report. Again, just for my education and to be poignant
17 in trying to address this issue because again, the work
18 that you all are doing, it shouldn't have to be redone. I
19 mean, the sacrifice you are making, shouldn't put you in
20 that same position. And so let me, lastly, just commend
21 your department on the work that it's doing. I believe in
22 one of those reports, officers receive shots, but didn't
23 return fire. That's amazing and even in a couple of your
24 reports talking about not engaging the chase but backing
25 back. And so that level of discernment in the Police

1 Department is welcomed and should be commended. Thank
2 you.

3 CHIEF WHITE: Thank you.

4 CHAIRPERSON FERGUSON: Commissioner Hernandez.

5 COMMISSIONER HERNANDEZ: No questions. Thank you.

6 CHAIRPERSON FERGUSON: Commissioner Carter.

7 COMMISSIONER CARTER: Thank you, Mr. Chair. My
8 concern and thank you, Commissioner Pressley for those
9 outstanding questions and Chief for your answers. I'm
10 looking at the tether issue. Supposedly, someone is
11 supposed to be watching or paying attention to what's
12 going on with those tethers and people aren't living up
13 to the standards that are set for being released on bond
14 on tether. So my question is how do we find out, is there
15 a report that you know of, and this might have to come
16 through the courts of people who have absconded from
17 their tether or who are out there just not under the,
18 yes, thank you. Supervision of the tether units.

19 CHIEF WHITE: Thank you for the question. Through the
20 Chair, we are working to identify a number of things.
21 We've got a team in place where we are working to
22 identify where the pitfalls are in the process. We do
23 have some concerns early on just anecdotally that it
24 appears, we're going to have more succinct information
25 here soon that there's not a lot of oversight, but we

1 don't know that definitively. So please don't hold me to
2 that. Just a cursory, look at what we know so far, is
3 that there appears to be not significant oversight over
4 the entire process. And we don't know why it could be,
5 you know, COVID related, it could be a number of things,
6 but a couple of things that I've seen, and I look at all
7 these cases, particularly when a member of our community
8 is murdered and a suspect is on tether. I look at what
9 the restrictions are and oftentimes they're not
10 significant at all. And so it begs the question, then
11 what's the point, what's the point of having a tether, if
12 you can do everything? I mean, so to me, a tether is
13 something that should be used in lieu of incarceration.
14 So it should be almost house arrest. You know, you should
15 be able to go to work, go to the doctor, pick up a
16 prescription, get a sandwich and go home; not go to the
17 club, not go to the casino. So those are the questions
18 that we're going to be asking. But we just need a little
19 bit more information, but I assure you, we have a team on
20 it and I'll be happy to present the findings to the Board
21 because we would like to take those findings to a more
22 intentional meeting with the key stakeholders in this
23 process and have a conversation, informed by the data
24 that we're pulling.

25 COMMISSIONER CARTER: Thank you, Chief.

1 CHAIRPERSON FERGUSON: At one point on that, tell the
2 chief, I can't understand that either. I mean, someone
3 had to sign for that person to have that tether to be in
4 that house, I'm thinking. So that means that if he
5 doesn't come back with that tether on and it gets back to
6 the box and the police show up at the house and they ask,
7 where is he at? He's not there. So, hey, you sign for the
8 box, you come, go with us because you're responsible for
9 the guy because technically you're saying, he's a good
10 person. So, right, I'm saying, I don't think that's not
11 how it works, but I'm thinking technically I would think
12 so. Because it's the same way as buying a car. If I walk
13 in and try to buy a car and I can't buy one, I need a co-
14 signer. So when I don't pay for that car, guess what?
15 They not coming after me because they already know I
16 can't pay. They're going to come after my mom, my dad,
17 whoever co-signed. I'm baffled by that. I would love to
18 be on that conversation. Commissioner Moore.

19 COMMISSIONER MOORE: Thank you, Mr. Chairman. I guess
20 this kind of piggybacks Commissioner Pressley's question.
21 Who would be the best person to have that conversation?
22 Would it be the mayor? Would it be the governor? Who
23 would it be to have that conversation to get these courts
24 straight?

25 CHIEF WHITE: Yeah, I mean the mayor, obviously...

1 COMMISSIONER BERNARD: Courts are independent bodies.

2 COMMISSIONER MOORE: What's the answer?

3 COMMISSIONER BERNARD: No, but you can't get a court
4 straight.

5 CHAIRPERSON FERGUSON: Commissioner.

6 COMMISSIONER MOORE: We're talking about low bonds
7 and we're talking about public safety. All day long, this
8 is America. I've defended America. I understand this. So
9 who do you think that the best person would be to get the
10 court straight as I said previously?

11 CHIEF WHITE: Well, I think public safety is
12 everyone's concerned. But once we get our data and its
13 coming quickly we'll be able to provide the Board with
14 our findings and we'll be able to point to exactly who we
15 should start the conversation with. But I would certainly
16 say the courts, the judges and to talk through their
17 processes and why we're seeing... and it's not just
18 Detroit either. I mean, I know I've said a lot, but you
19 know, there's a lot of similarities trending around this
20 country and you know, it's not lost on me that it's
21 particularly in urban America. Also is it volume? I don't
22 know. I don't know the answers to that, but we'll find
23 out

24 COMMISSIONER MOORE: And just to comment, well, I
25 guess this is a question. How often do we interact or you

1 interact with DPW General Services in the Eighth and
2 Ninth Precinct, when we talk about cutting down trees and
3 weeds in these neighborhoods where children are seeing
4 abandoned homes and walking down the street where glass
5 is, how often do you interact with those other entities
6 outside of law enforcement?

7 CHIEF WHITE: Yes, NPOs do a lot. They let me know on
8 a need to know basis, but most times that it's the NPOs
9 that that's doing that work through their command team. I
10 can provide you that Commissioner, how many incidents
11 that we've seen.

12 COMMISSIONER MOORE: Well, it's not necessary. It's
13 not necessary. I'm just concerned that our children are
14 imitating their environment. When they see these
15 abandoned homes, they see these overgrown trees and weeds
16 and the alleys, they think this is normal and you and I
17 didn't grow up like that, but they think it's normal. So
18 I'm just wondering if DPW can emphasize or step it up in
19 your ShotSpotter neighborhoods on the Eighth and Ninth
20 Precinct. Of course you don't control them, that's
21 another department, but I just think it needs to be all
22 hands on deck approach.

23 CHIEF WHITE: Yes. You know, through the Chair, we
24 have a good working relationship with DPW and they work
25 very hard to keep the city clean. And, you know, I've

1 actually seen a lot of progress with the homes going down
2 and the neighborhoods being cleaner. But when you talk
3 about emulating behavior, imitating behavior I think
4 social media should be taking a task for some of the
5 things that are being replicated with social media and
6 these kids that are making horrible life ending decisions
7 for clicks. Social media is making millions of dollars
8 off of our children. We're not monitoring what they're
9 doing. They're showing how to steal cars, how to make
10 guns. They're killing each other on social media, having
11 beefs on social media and nothing's been done. And the
12 argument is there's nothing they can do citing, well...

13 COMMISSIONER MOORE: Do you think they're being
14 programmed to act this way over and over this 24-hour
15 cycle?

16 CHIEF WHITE: If every sandwich you eat, you put on
17 social media to see if everyone likes the sandwich that
18 you ate and it makes you feel good because someone likes
19 what you're doing. We didn't grow up like that. And then
20 when you start to tease these other things and start to,
21 you know, I mean, listen, I mean, we can get into this at
22 a very high level, but very simply put, if everything you
23 do causes you to go to a device to see how people feel
24 about it, you can become easily addicted. And then now
25 you sprinkle in some negativity in that device, or you

1 show the ring of fire. Nobody knew what that was. Now
2 everyone knows what it is. Drag racing and drifting and
3 setting a fire around yourself. What could possibly
4 happen?

5 CHIEF WHITE: You could burn up, the car could
6 explode, and someone could die. And what happens when
7 that's on social media, hundreds and hundreds of clicks
8 that says, it's a good thing. And after you get so many,
9 you become an influencer, then you get money for those
10 clicks. What would happen if we took that away? How can I
11 put injuring someone on social media and social media has
12 no culpability, but if I post tickets for sale at a
13 concert immediately, they say, you can't put tickets on
14 social media for sale but they can't oversee violence in
15 social media. There's no way, we don't have the resources
16 for that, but don't sell those tickets. But don't swing
17 too far to the left politically or too far to the right
18 politically, or we'll shut you down. But if you threaten
19 to kill your best friend, because you're having a beef,
20 we won't be able to monitor that. This is bigger than the
21 Police Department.

22 COMMISSIONER MOORE: Absolutely.

23 CHAIRPERSON FERGUSON: Commissioner Bernard.

24 COMMISSIONER BERNARD: Just quickly. First of all
25 Chief, I appreciate your concerns and I understand how

1 difficult it is if you've arrested someone and they're
2 released, and then they re-offend, but that's part of our
3 justice system. There's this thing called the
4 Constitution. And we don't have a debtor's prison in the
5 United States. I can't just put you in jail and keep you
6 there just because you don't have any money. There are
7 two criteria for bond. The first is whether the person is
8 a flight risk. Do I have a passport? Am I going to China
9 tomorrow? The second is whether there's a possibility or
10 a reasonable expectation that I will re-offend. That is a
11 judgment call. That is not done by the Police Department.
12 It is done by a person separate from the arresting body
13 because the arresters obviously have their own
14 perspective. That's why we have a judge, an independent
15 person.

16 COMMISSIONER BERNARD: The Police Department is not
17 judge, jury and executioner. They do not make the rules.
18 They enforce the rules. And then the penalties for
19 violation of those rules goes to the courts. And that's
20 the way our system is set up. I can appreciate your
21 frustration. I have the same frustration. I understand
22 where you're coming from, but this, you know, we are
23 going to lock them up and throw away the key. No one in
24 this room is prepared to pay the monumental costs it
25 would take to keep about 10,000 people who are arrested

1 in jail daily. No one in this room is going to forfeit
2 their property or anything else in order to make that
3 happen. The tether situation as you and I both know works
4 extraordinarily well, it works across this country. It
5 works in urban centers throughout America, and it works
6 in Detroit.

7 COMMISSIONER BERNARD: Now, the fact that a person
8 broke, because they're not just released on tether, they
9 are released subject to certain terms and conditions.
10 Now, if they breach those terms and conditions, then that
11 tether can be revoked, as we both know and then they can
12 be incarcerated, but to suggest that we should just lock
13 them up and just keep them locked up for 2, 3 years. Like
14 even our police officers now, who are suspended from
15 their job, they may not have a hearing on getting their
16 badge back for two years. We're just going to keep them
17 in limbo. And we're going to keep them in limbo in jail
18 doesn't make a lot of sense. And besides the society
19 can't afford it. We have judges their rule. They're the
20 ones who make the judgements about the police and about
21 the police conduct. The police don't simply regulate all
22 conducts. There is a division, obviously, called
23 separation of powers. So I can appreciate your position.
24 I agree. I don't want anybody to be a victim of a crime,
25 whether it's a person who's re-offending or a new

1 offender, like you say, all the time, any loss of life is
2 too much. So if the person was a murderer, got that part.
3 But as you and I both know, and this is a national
4 statistic. Murder is the crime where there is the least
5 recidivism. If you let out every murderer in America, in
6 state and federal penitentiary, you'd have minuscule
7 reoffending, because most murders are crimes of passion.
8 And if I may hate my husband or something, and so the
9 murder goes down but, oh, I'm a murderer. But the bottom
10 line is that in terms of releasing people, the murderer
11 is the person that you can release with the most
12 confidence. In most cases, they're not robbers. The least
13 amount of recidivism exists for murderers. And that is a
14 documented federal fact.

15 CHAIRPERSON FERGUSON: And that's what we're going to
16 try to get to, right, Chief? We're going to try to get to
17 that.

18 CHIEF WHITE: Well, I'd like to leave that there, but
19 if I may respond very briefly. And I know we're having
20 some technical difficulties, so maybe my mic went silent
21 when I was stating earlier, because there's a
22 mischaracterization of what I said. I am the one that
23 advocates for the release of non-violent offenders. We
24 have a CIT program, which diverts the mentally ill from
25 the criminal justice system. We have a returning citizens

1 hiring program in the Police Department in our Tow Unit.
2 And we have people who ran from the police now that work
3 with the police. I certainly understand and support the
4 idea of everyone not going to jail forever.

5 CHIEF WHITE: However, there are some people and I
6 will not apologize for feeling this way that should be
7 taken off of our streets and incarcerated for the crimes
8 that they've committed, period. And if that crime is a
9 crime of violence and we have hurt children, women, or
10 anyone, we should be sensitive to that as a society and a
11 community and not accept it. And to make excuses about
12 what could possibly happen if they're released, should
13 not be our business. And I think that that is why there
14 is so much confusion about the solution because we want
15 to massage the problem and make it fit into an area that
16 it's not supposed to fit in. The solution is to use the
17 laws that are on the books while we work for different
18 laws, not to omit the laws that are on the books. So I
19 just want to be clear. I agree with part of what you
20 said, everyone shouldn't go to jail, some should.

21 CHAIRPERSON FERGUSON: Those are the ones with all
22 due respect that I'm speaking of. And this conflated
23 conversation is truly an example of why we can't move the
24 needle to safety in our community because we're not
25 having the right conversation. We're completely off the

1 rail right now.

2 COMMISSIONER BERNARD: But what I've said is
3 consistent with 21st century policing.

4 CHAIRPERSON FERGUSON: You're right.

5 COMMISSIONER BERNARD: That's what I've said. I don't
6 know what you're talking. 21st century policing talks
7 about tethers and advocates for them and advocates for
8 people to be released until they are "found guilty."

9 CHIEF WHITE: I've read it.

10 CHAIRPERSON FERGUSON: We're going to have another
11 conversation on that. Go ahead.

12 CHIEF WHITE: I've read the 21st century policing,
13 and I just want to be clear and I will stop here out of
14 respect for this Board. And I support the 21st century
15 policing, but also included in the 21st century policing
16 model is what the tethers are and how they're to be used.
17 They didn't say turn them off. They didn't say don't
18 monitor them and they didn't say not to put restrictions
19 on them. It talked about tether restrictions and it
20 certainly talked about non-violent offenders being put
21 back into the community. And I agree. I agree
22 wholeheartedly. So with that, I'll stop. Thank you.

23 CHAIRPERSON FERGUSON: Okay. Vice-Chair, you have the
24 last word.

25 VICE-CHAIR HOLT: Thank you. Commissioner Bernard,

1 pre-COVID, I think it was, the stats showed that it took
2 \$60,000 a year to incarcerate one individual. So there's
3 some validity to us not wanting to incarcerate forever.
4 Quality of life. Commissioner Moore. Yes, over in the
5 Eighth Precinct. I know personally that the NPOs are on
6 top of helping to clean up abandon houses, approaching
7 the city to cut down trees. And they definitely are
8 engaging in illegal dumping. Commissioner Pressley, you
9 were right on it as it relates to, who it is, we could
10 probably have a discussion with, as it relates to our
11 judicial system. Now, what I'd like to highlight is the
12 fact that here in the city, we support the expungement
13 fairs in an attempt to support the employment and housing
14 needs of returning citizens. In fact, I think about three
15 weeks ago, the Wayne County Sheriff Department had a
16 phenomenal expungement fair over at Fellowship Church.

17 VICE-CHAIR HOLT: And it was very well received. And
18 Chief White was at the community relations meeting and we
19 had a returning citizen that was in fear of being evicted
20 from her home. Well, you could clearly see that Chief
21 White was not real happy with the outcome. Apparently the
22 returning citizen discovered too late that her landlord
23 wasn't really very scrupulous in paying his taxes and
24 that's why she was going to be evicted. Chief White made
25 sure that this individual had his contact information and

1 apparently cease fire provides certain opportunities for
2 returning citizens. So our healthy dialogue, but I too
3 would like to get a report as it relates to the comment
4 Commissioner Pressley shared in terms of those judicial
5 individuals who appear, who appear to be somewhat more
6 lenient with offenders, especially returning offenders.

7 CHAIRPERSON FERGUSON: Fantastic. Thank you. Wow.
8 Healthy discussion. That's what I like. We have accounts
9 that, right?

10 COMMISSIONER BERNARD: Excuse me, just one minute,
11 Mr. Chairman. The tether program is administered by Wayne
12 County. It is not administered by the City of Detroit or
13 any of the courts? It is administered by the Wayne County
14 Sheriff's Office. And there's a person that's in charge
15 of that entire program.

16 CHAIRPERSON FERGUSON: Fantastic. We're going to get
17 all that together and see if we can have a conversation.
18 I would like for you to be in on that one too. CompStat,
19 who do you have for that?

20 MS. WHITE: Yes, sir. Through the Chair, just by way
21 of just some introductory remarks. The department's
22 CompStat presentation comes to the Board at the Board's
23 request to receive regular updates regarding the
24 department's efforts to track and monitor crime patterns
25 and trends and their efforts to deploy resources towards

1 preventing and deterring crime. Again, the honorable
2 Board, thanks to department for providing this
3 presentation and the Board continues to monitor and
4 evaluate this area. Thank you.

5 CHAIRPERSON FERGUSON: Thank you. Captain O'Rourke.
6 How you doing, sir?

7 CAPTAIN O'ROURKE: Great. Good afternoon, honorable
8 Board. I'd like to congratulate the Chair and the Vice-
9 Chair on the new positions.

10 CHAIRPERSON FERGUSON: Thank You.

11 VICE-CHAIR HOLT: Thank you.

12 CAPTAIN O'ROURKE: And with that, we can get into
13 CompStat. CompStat, next slide, please. CompStat is
14 computerized statistics. It was developed by New York
15 City Police Department in the 90s during their spiraling
16 violence and crime by Commissioner Bratton. Next slide.
17 I'm not sure who is concerned.

18 COMMISSIONER BERNARD: Excuse me, Mr. Chairman,
19 what's his name?

20 CHAIRPERSON FERGUSON: Keep going.

21 VICE-CHAIR HOLT: Deputy O'Rourke.

22 COMMISSIONER BERNARD: Deputy O'Rourke. Thank you.

23 CAPTAIN O'ROURKE: Captain Anthony O'Rourke.

24 VICE-CHAIR HOLT: Oh, I'm sorry, Captain.

25 COMMISSIONER BERNARD: I'm sorry.

1 CAPTAIN O'ROURKE: Yes. The previous line to this
2 one.

3 CHAIRPERSON FERGUSON: Yes.

4 COMMISSIONER BERNARD: It is O'Rourke.

5 COMMISSIONER Holt: Yes.

6 CAPTAIN O'ROURKE: The Detroit Police Department uses
7 this process as a data driven analysis of crimes that's
8 happening in the city, so we can do a strategic problem
9 solve perspective. Is that better?

10 VICE-CHAIR HOLT: Yes.

11 CAPTAIN O'ROURKE: Okay. All right. The data and the
12 analysis is presented on a biweekly meeting we conduct on
13 Thursdays. We had one today and in regard to crime,
14 specificity and actual command accountability. Command
15 accountability is usually one Precinct and one
16 specialized unit selected for each CompStat meeting. We
17 found this to be an effective way to track crime and to
18 deploy our resources in response to what is happening in
19 the city in a timely manner. Next slide please. This is
20 our chain of command and our staffing. Obviously, we
21 start off with Chief White. We have Assistant Chief
22 Ewing, Deputy Chief Franklin Hayes, and Commander Sloan.
23 At the bottom, there is me, Captain O'Rourke of the Crime
24 Intelligence Unit, which is responsible for CompStat. Our
25 staffing for CompStat includes a project manager, an

1 analytic specialist. He combines all the data sets and
2 pulls everything for us to analyze. We have a sergeant, 5
3 police officers and 1 civilian analyst for that process.
4 Next slide please.

5 CAPTAIN O'ROURKE: So this is the process right here,
6 broken down. We collect and analyze the data regarding to
7 the commands that are being inspected and audited. We
8 brief the leadership on the findings and preparation for
9 the meeting, and then all department commands are present
10 for inspection. It's important for all commands to be
11 present because obviously whatever is being inspected at
12 that time for different commands is going to be probably
13 similar in the future, because the processes are the
14 same, but they are continually changing based on what is
15 happening within the city and in the trends we're seeing.
16 Next slide please.

17 CAPTAIN O'ROURKE: Okay. Once again, we're going to
18 be focused on the overall city crime trends. We do a
19 comparison year-to-date in 28 day periods. We look at raw
20 and percent change amongst the Precincts. We also look at
21 crime patterns that are happening within these Precincts.
22 We also audit and inspect the response times. We have two
23 major categories, the average response times for a
24 period. And then our average response times during shift
25 change. Precinct and Specialized Unit Inspection also

1 looks at the staffing, vehicles and overtime. They do in-
2 depth case reviews for good and bad. Look at the firearms
3 qualification of officers at those commands. We also do
4 risk policy reviews, which includes looking at fault
5 traffic accidents or Peers review, making sure that
6 officers that are under Peers are getting their analysis
7 done and inputted in there so that they can complete the
8 program, hopefully coming out the end, you know changing
9 a couple of things, whatever they're under their Peers
10 review for. And then our specialized commands obviously
11 will look at relevant information based on whatever
12 specialized command we're inspecting. Then we also have
13 project Green Light. We look at recruiting efforts and
14 overall visits to each of our partners in Green Light.
15 Next slide please.

16 CAPTAIN O'ROURKE: Okay. This is an example of our
17 citywide, Part 1 violent offense crime level trends on
18 the far left bar graph. You can see the 2021 light blue
19 year-to-date numbers compared to our 2022 year-to-date
20 numbers. Over 800 incidence loss in 2022, which is great.
21 To the top, right, is a bar graph, the light blue, once
22 again represents 2021 and 2022 is represented in black.
23 Pretty consistently you see the black is lower than the
24 2021 numbers. And then in the lower bar graph, you can
25 see the monthly trends. That's a complete data set for

1 2021 in light blue. And then that is where we are coming
2 to this far into 2022. Obviously, you can see a peak
3 during the summer months. Next slide please

4 MS. WHITE: Through the Chair, the honorable Board
5 they do have hard copies. Just so you know as well. Thank
6 you.

7 CAPTAIN O'ROURKE: Okay. This is an example of our
8 citywide priority 1 response time. This is broken down by
9 month and this gives us an idea as we inspect of exactly
10 what is occurring with our response times. Obviously, we
11 want to provide the best response time to citizens. And
12 this does give us an ability to inspect and try to figure
13 out if there's anything we can do better. Next slide. All
14 right, this last example shows on the far left the
15 accidents that happened by week. And then if you see the
16 light blue graph kind of squiggly line in there that is
17 our traffic stops that are conducted in comparison to our
18 accidents numbers. And then we have it on the right
19 broken down by number of accidents by Precinct. So we
20 take a look at these and other data sets. And obviously
21 based on this information, we get a plan together where
22 we need to send our traffic enforcement units with the
23 Precinct and our citywide traffic enforcement units to
24 try to eliminate traffic accidents that are occurring at
25 specific locations. And Precincts. Next question. Sorry.

1 Any questions from the Board?

2 CHAIRPERSON FERGUSON: Commissioner Hernandez.

3 COMMISSIONER HERNANDEZ: Through the Chair. Excellent
4 report as always, Captain.

5 CAPTAIN O'ROURKE: Thank you.

6 COMMISSIONER HERNANDEZ: Slide 6, example 1, with
7 part 1 violent crimes. Do we, as part of this trend ever
8 capture recurring offenders?

9 CAPTAIN O'ROURKE: Yes. It's not in that report, but
10 we do capture recurring offenders.

11 COMMISSIONER HERNANDEZ: Do you mind if we actually
12 get a copy of that when you get a chance?

13 CAPTAIN O'ROURKE: Yes. Do you want the raw numbers
14 of recurring offenders?

15 COMMISSIONER HERNANDEZ: However you present it.

16 CAPTAIN O'ROURKE: Okay.

17 COMMISSIONER HERNANDEZ: Thank you.

18 CHAIRPERSON FERGUSON: Okay. Yes, that's a good one.
19 Commissioner Banks.

20 COMMISSIONER BANKS: Good report, Captain. Captain,
21 what type of revolvers to Detroit Police Department carry
22 now?

23 CAPTAIN O'ROURKE: I don't believe we have any
24 revolvers, maybe...

25 COMMISSIONER BANKS: Weapons or...?

1 CAPTAIN O'ROURKE: Currently we're issued a Smith and
2 listen my sorry, Smith and Wesson MP9 that's our current
3 standard issue.

4 COMMISSIONER BANKS: Okay, great. We've come a long
5 way from back in the 70s, when they used to carry the 38
6 specials, come a real long way.

7 CAPTAIN O'ROURKE: Yes, sir.

8 VICE-CHAIR HOLT: Thank you.

9 CHAIRPERSON FERGUSON: You're done? That's It? No,
10 we're waiting.

11 COMMISSIONER BANKS: No, go ahead. Go. I'm all set.

12 CHAIRPERSON FERGUSON: You're okay.

13 COMMISSIONER BANKS: I'm positive.

14 CHAIRPERSON FERGUSON: All right. Commissioner
15 Pressley.

16 COMMISSIONER PRESSLEY: Thank you, Chair. No
17 questions, re report.

18 CHAIRPERSON FERGUSON: Commissioner Moore.

19 COMMISSIONER MOORE: No questions.

20 CHAIRPERSON FERGUSON: Commissioner Carter.

21 COMMISSIONER CARTER: No questions. Thank you.

22 CHAIRPERSON FERGUSON: All right. Commissioner
23 Bernard.

24 COMMISSIONER BERNARD: I just want to comment on the
25 excellent work that I hear about in District 2 from

1 residents of the various community associations about
2 CompStat. Anybody can log in and listen to your reports.
3 All the people that are retired love this report. I mean,
4 it's open to the public. You guys are very free flowing
5 with information and they really keep, my community
6 really keeps up with it a lot. So I just want to tell you
7 that you're doing a great job. It's really impressive.
8 And thank you for this written report which helps me a
9 lot.

10 CAPTAIN O'ROURKE: Thank you, ma'am.

11 CHAIRPERSON FERGUSON: Vice-Chair.

12 VICE-CHAIR HOLT: Thank you. Thank you, Captain
13 O'Rourke. How does your report compare or contrast with
14 the various Precincts CompStat reports.

15 COMMISSIONER BERNARD: It's the same.

16 CAPTAIN O'ROURKE: So obviously this is a, just a
17 quick overview of CompStat. We do an in depth dive for
18 the Precinct. And where we would take consideration
19 possible crime trends within scout car areas, within that
20 Precinct and deep dive into individual crimes that may be
21 trending up or trending down. So if they're trending
22 down, what are they doing and how can we duplicate it
23 somewhere in the city where they're having the same
24 issue? If it's trending up, what, what resources or how
25 do we allocate our deployment in a better way to help

1 assist with that particular problem?

2 VICE-CHAIR HOLT: So the Precincts, I'm sorry.
3 Through the Chair. The Precincts are unique to that.

4 MS. WHITE: Through the Chair.

5 COMMISSIONER PRESSLEY: The report is unique to that
6 Precinct.

7 VICE-CHAIR HOLT: One person at a time

8 MS. WHITE: Microphone, please.

9 VICE-CHAIR HOLT: So the Precinct CompStat reports
10 are unique to that Precinct, in other words?

11 CAPTAIN O'ROURKE: That is correct.

12 VICE-CHAIR HOLT: Thank you. Thank you a lot.

13 CHAIRPERSON FERGUSON: All right. Thank you, sir.
14 Awesome, as always.

15 CAPTAIN O'ROURKE: Thank you very much.

16 CHAIRPERSON FERGUSON: All right. Madam Secretary,
17 who is our next guest?

18 MS. WHITE: Yes, sir. Through the Chair, the Office
19 of the Chief Investigator, Interim Chief Investigator
20 Lawrence Akbar will be presenting today. And again, this
21 comes as the Board's request to receive monthly updates
22 from the Office of the Chief Investigator. Of course, the
23 honorable Board receive updates much more often than
24 that. But again, this is a monthly presentation to the
25 honorable Board and to the community. And also as a

1 reminder, the Office of the Chief Investigator, Interim
2 Chief Investigator Akbar recently held the monthly OCI
3 forum this past Monday as indicated by Chairperson
4 Ferguson. And of course we continue to share updates with
5 the community for their awareness. Thank you so much.

6 CHAIRPERSON FERGUSON: Thank you. Good afternoon,
7 Interim Chief Investigator Lawrence Akbar. You have 10
8 minutes, sir.

9 INTERIM CHIEF AKBAR: I'm going to try to make this
10 quick, smooth and easy.

11 CHAIRPERSON FERGUSON: Thank you. Use the mic,
12 please. Thank you.

13 INTERIM CHIEF AKBAR: Okay. Good afternoon. Honorable
14 Board. I'm Interim Chief Investigator Lawrence Akbar from
15 the Office of the Chief Investigator. The mission of the
16 Office of the Chief Investigator is to fairly,
17 effectively and objectively receive, investigate and make
18 recommendations regarding complaints concerning the
19 Detroit Police Department and its personnel. It is the
20 goal of OCI to assist in improving the quality of law
21 enforcement services by instilling citizens' confidence
22 in the integrity of the Detroit Police Department. This
23 chart shows the status of OCI cases received and closed
24 since the backlog project was launched in February of
25 2022. I'm not going to go through the entire chart, but

1 what I am going to highlight is last month, July. OCI
2 received 93 citizens' complaints. We closed 217 of them.
3 As of the date of August 17th, 2022, which was yesterday,
4 OCIs received 63 complaints and we closed 151 complaints.
5 That's a lot. The month is not even over yet. The next
6 chart shows where and how complaints were filed in July.
7 OCI received 47 of the 93 complaints filed in July. 35 of
8 the 52 telephone complaints were received by OCI. This
9 chart shows the alleged commands involved in the 93
10 complaints filed in July. Leading was the Seventh
11 Precinct, followed by the Eighth, Ninth and Twelfth
12 Precincts.

13 INTERIM CHIEF AKBAR: OCI has received 721 complaints
14 as of July 31st, 2022, compared with last year 782 at the
15 same time in 2021, an 8% decrease. We believe at OCI that
16 the education provided to the citizens via the community
17 forum and the citizen complaint subcommittee meetings
18 launched in March of 2022 regarding what is police
19 misconduct has contributed to the decline in our numbers.
20 Citizens are requesting resolutions to their issues and
21 being informed of what constitutes police misconduct. We
22 provide them with other avenues to address their
23 concerns. OCI closed 217 cases in July involving 259
24 allegations, 6 allegations were exonerated, 22 were found
25 to be inconclusive, 26 were sustained, and 72 of them

1 were found to be unfounded. 133 allegations were closed
2 administrative as follows: 13 administrative closures,
3 examples, duplicate complaints and members no longer
4 employed by the Detroit Police Department. 14, no
5 participation and lacks merit. Keep in mind now, no
6 participation. We're talking about the complainants, not
7 cooperating with us, but we still investigate the
8 complaint regardless if they do or not. And hopefully,
9 they provide us with enough information so we can move
10 forward.

11 INTERIM CHIEF AKBAR: 18, we found no violation of
12 police misconduct. 12 were transfers. Examples include
13 Internal Affairs, if it's a use of force category 1
14 situation, or it's a serious, let's say domestic violence
15 situation. We'll transfer that to IA. And we also have
16 transfers externally. And the reason why we have them
17 externally is because there are several agencies around
18 Detroit that have similar uniforms. (GPS), Detroit Public
19 Safety, Wayne State University, and the Transit Police,
20 69 inadequate service, and how we're working with that?
21 We're following up with DPD to help satisfy and give
22 proper service, immediate service to complainants who are
23 coming into our office and filing complaints. And we have
24 also closed some 7n innocent of a charge, which means,
25 generally that's traffic tickets. We don't investigate

1 traffic tickets. That has to be adjudicated in the
2 courts.

3 INTERIM CHIEF AKBAR: Trends and patterns, refer to
4 traffic stop citations involving harassment, unjustified
5 stops. Sometimes citizens may feel that they have been
6 stopped unjustifiably. We take a look at that and you'll
7 be surprised a lot of people complain about that and
8 continual contact. I'm going to give you examples of that
9 unjustified stops. Most of the stops to be honest with
10 you are not unjustified. Generally, its traffic related
11 in terms of traffic violations, stop signs, whatever.
12 Sometimes, citizens can be stopped by the police because
13 an incident happened and they put out a description, a
14 color of a vehicle type of clothing, a driver may be
15 wearing and the police will stop them and will
16 investigate them. And then soon as they determine that
17 that particular person is not the focus of that
18 particular crime, they will advise them, they should,
19 they will advise them the reason why they will stop and
20 explain that to them and they will be released. Now,
21 examples of misconduct with respect to unjustified stops,
22 LGBTQ community complaints. Now, how we find out about
23 those, of course, you know, we have body-worn cameras,
24 right? Also the cameras record inside of the vehicle and
25 interior the vehicle. We can hear the conversations. If

1 we hear conversations such as, when we look at that in
2 the interior cameras inside there, and we hear
3 conversations such as well. I know he ain't did nothing,
4 but I want to stop. I want to stop him because of XYZ. We
5 hear that. And that's police misconduct. Our office, we
6 investigate that. Impounding of vehicles. Now, the first
7 three, whether you realize or not are arrestable
8 offenses, no driver's license, no valid driver's license,
9 suspended license,

10 INTERIM CHIEF AKBAR: No proof of insurance. But if
11 you're in violation of those and you are arrested, the
12 City Detroit, the Police Department is obligated to, if
13 you're driving in a vehicle, we can, and they will
14 impound the vehicle because we're responsible for it. You
15 can't arrest a person and then just leave his car sitting
16 on the street. We're liable for any damages, but here's
17 the thing that's very important. The officer will do will
18 do an inventory search. They will fill out an impound
19 card which they will go over the vehicle and check off
20 whether items are damaged or missing in a vehicle.

21 INTERIM CHIEF AKBAR: The officer signs off on that
22 after he makes that check because they make out 2
23 impounded cars. That tow truck driver, when he shows up,
24 he signs off on it, he gets a copy, and we get a copy.
25 Now what's important about that is that when the

1 complainant finally shows up, let's say 3 or 4 weeks,
2 he's complaining that his glove box is busted and tore
3 up. Well, if it's checked off that the glove box was
4 okay, then it had to get damaged by the tow company. And
5 at that time we refer them to the tow company to handle
6 that process. It's not a situation where the Detroit
7 Police Department has damaged your equipment.

8 INTERIM CHIEF AKBAR: Closing remarks. Now, since I
9 became Interim Chief Investigator, February 28th, I
10 believe in 2020 and Ms. White, I believe she was
11 appointed in 2019, sometime in December. Most people,
12 when they think of interim, the person that is sitting in
13 that seat and keeping it warm for the next person. We
14 didn't do that. We came on Board at a time when the
15 beginning of that pandemic and we made major changes to
16 be able to keep us open and be able to serve the
17 citizens. And that's very important because a lot of
18 businesses closed, shut down. I believe the court shut
19 down throughout the State, but we continue to be focused
20 and remain open. During my tenure as Interim Chief
21 Investigator, while working with the assistance of Ms.
22 Theresa Blossom, the Community Relations Coordinator and
23 the Interim Secretary to the Board, Ms. White, we decided
24 to have a creation of a community education and
25 awareness, as it relates to the Detroit Police

1 Department's authority and its BOPC police oversight
2 responsibilities. Out of that, we have developed and
3 implemented a monthly community zoom forum, which is very
4 important.

5 INTERIM CHIEF AKBAR: We can give out good
6 information and it helps educate the public. The Board
7 has also restored citizen complaints, subcommittees
8 meetings. Those are very important. Those meetings are
9 held on zoom where the public can listen and respond to
10 the educational presentation with questions. Forums like
11 this assist with the public, having a better
12 understanding of the role of the BOPC, the Office of the
13 Chief Investigator and the department. The monthly
14 BOPC/OCI presentations, which I'm given right now, which
15 is showing patterns and trends which helps us identify
16 groups of police personnel that are receiving complaints.
17 Also, presenting patterns and trends of complaints of our
18 office that we discover through investigations, i.e.,
19 body-worn camera recording. My office also provides the
20 department with a spreadsheet, listing all the members
21 who have received citizens' complaints during the month.
22 BOPC and OCI role and responsibility to educate
23 department oversight commitment. Very important oversight
24 commitment. Commissioner Bell, and I have presented a 2-
25 hour presentation to the new recruits concerning their

1 role as police officers working in the community. And we
2 generally do that at the academy. We also prepared a
3 PowerPoint presentation to the newly promoted lieutenants
4 and sergeants concerning their roles as leaders
5 monitoring their officers and discovering trends and
6 patterns at the earliest stages, which will help them
7 correct that negative behavior before it arise in police
8 misconduct. That is key. And that is very important.

9 INTERIM CHIEF AKBAR: I will continue to share the
10 data regarding police misconduct contained in our CCRs
11 submitted by our constituents with our department
12 partners, such as risk management to ensure a better
13 community based relations for a better trained force and
14 professional department. That to me, is the key. That's a
15 mission for both sides of the street. And the public
16 needs to know that in order to have good policing and
17 good oversight, you have to have that cooperation. You
18 have to have it. There are by attending the NACOLE
19 conference, they are police agencies that don't even
20 allow their oversight people to even interview their
21 officers. How are you going to conduct investigation if
22 you can't interview their How are you going to conduct a
23 thorough investigation if you can't get body-worn camera
24 footage. How are you going conduct an investigation and
25 you can't get police reports and documents? That is the

1 current right now, today. But here in Detroit, since
2 we've been around since 1974, thankful to Coleman Young
3 for coming up with that concept. You know, I worked
4 during the time when, okay, I know you're looking at your
5 watch. I'm over 10. Anyway, I remember a time when it was
6 certain neighborhoods, the police couldn't just drive in
7 just to take a simple stolen car report. You had to have
8 3 or 4 cars come in there. And that's when the community
9 felt the police was an occupied army. It's not like that
10 now, it is not like that. And I think Detroit is one of
11 the top models in the country with respect to civilian
12 oversight and how we interact with community and the
13 Police Department.

14 INTERIM CHIEF AKBAR: Because I don't care what
15 nobody say. And I hear people talk nonsense all over the
16 place over the way away. You got to have that cooperation
17 in order for you to work together. My goal is Chief's
18 White's goal. His goals are my goals and that's to have a
19 better community. And that's what it's all about. At this
20 time just to let the community know how they can file a
21 police misconduct report. And it's a big difference
22 between police misconduct and just you being upset, but
23 we're going to help you out with that. You can show up in
24 person at 900 Merrill Plaisance. That's also the Chief
25 Investigator. We're located in Palmer Park. You can call

1 us during the hours of 8:00 AM and 4:00 PM at the Office
2 of the Chief Investigator. That number is (313) 596 2499,
3 (313) 596 2499. If you call after 4 o'clock, not a
4 problem. Leave your first and last name and your
5 telephone number and the next business day, my staff will
6 get back with you. You can also fax us at (313) 596 2482
7 (313) 596 2482. You can also make a complaint online,
8 detroitmi.gov/bopc, detroitmi.gov/bopc. Or you can file a
9 complaint at any Precinct at any Precinct. Now, going
10 back to one thing I want to emphasize with respect to
11 calling us at OCI, if you're not sure what police
12 misconduct is, feel free to call, speak to either a
13 supervisor or somebody at our front desk, and we'll
14 gladly inform you and let you let you know whether it's a
15 service situation where we can make phone calls for you
16 or refer you to the right person so you can get immediate
17 service. And that's what being part of the BOPC and also
18 chief investigator about providing service to the
19 community. And at this time that's the end of my
20 presentation. I want to thank you for...

21 CHAIRPERSON FERGUSON: We have some questions.

22 INTERIM CHIEF AKBAR: No problem. I'll be quiet.

23 CHAIRPERSON FERGUSON: Let me go to Commissioner
24 Burton first. Commissioner.

25 COMMISSIONER BURTON: You can go around the room. I

1 can come back to you later.

2 CHAIRPERSON FERGUSON: We are going to try to speed
3 this up because somebody else has to use this room.

4 COMMISSIONER BURTON: I can come back later. Mr.
5 Chair.

6 CHAIRPERSON FERGUSON: I'm not going to come back to
7 you later. So I'm trying to tell you, I'm giving respect
8 right now and let you be first.

9 COMMISSIONER BURTON: I'm formulating my questions
10 right now. And you can...

11 COMMISSIONER BANKS: I'm ready to go right here. Mr.
12 Chair, you got one ready to go.

13 CHAIRPERSON FERGUSON: I'll grab Commissioner
14 Hernandez.

15 COMMISSIONER BANKS: Okay.

16 COMMISSIONER HERNANDEZ: Thank you. Through the
17 Chair. As always good report. I just want to simply
18 resurface a prior request that I made to include what I'm
19 calling or dubbing, the commissioner capture.

20 Distribution of these reports, receipt of these reports

21 and ultimately completion of these reports. When will

22 that be included in this, this PowerPoint? This is the

23 second request that I make of it and I'll make a third

24 and a fourth if I need to, but I want to see that on here

25 MS. WHITE: Through the Chair. We will make sure that

1 that is included in the PowerPoint presentation, but you
2 have been receiving the weekly electronic report with
3 that specific information.

4 COMMISSIONER HERNANDEZ: Yes. I want it in this
5 PowerPoint.

6 MS. WHITE: In the PowerPoint. Yes, sir.

7 COMMISSIONER HERNANDEZ: Thank you so much.

8 INTERIM CHIEF AKBAR: No problem. Next time I have
9 that for you.

10 CHAIRPERSON FERGUSON: Commissioner Banks.

11 COMMISSIONER BANKS: Through the Chair. Peace and
12 blessing to you Interim Chief Akbar. I just want to say
13 that's 497 cases closed in less than 2 months. And we
14 still got about a week and a half to go in August. You're
15 making major progress under major pressure. And my church
16 congregation, they're praying that the backlog is at zero
17 when December get here. So keep moving forward. You're
18 making major progress. You're on the right track. I mean,
19 OCI is on the right track.

20 INTERIM CHIEF AKBAR: Thank you.

21 VICE-CHAIR HOLT: Thank you, Chair. Okay. If citizens
22 were to realize the power available to them to attend the
23 OCI monthly meetings I believe folks would better attend.
24 I don't know why it is folks have not made it a point,
25 citizens have not made it a point to attend those

1 meetings because the meeting, when was it? Monday,
2 Tuesday. It was highly attended by media, which to me
3 would've almost been a perfect time for citizens to come
4 to share whatever concerns they had at that media, to
5 offer some balance as to how this whole process is to
6 work. Okay. I had a report the other day and the officer
7 did not have his body-worn camera. So it was determined
8 that in that example, the outcome was inconclusive. So
9 what is the citizen's resolve when we issue an
10 inconclusive, as it relates to an officer not having on
11 his body-worn camera.

12 COMMISSIONER BERNARD: Question.

13 INTERIM CHIEF AKBAR: Inconclusive, we don't have
14 enough evidence to support or refute it. Now, with
15 respect to the body-worn camera, my understanding is that
16 all police officers are issued body-worn cameras, but I
17 have been finding out with the increase in details
18 downtown, and they're sending a lot of officers'
19 downtown. And I guess in some situations they don't have
20 enough active cameras to go around. But how I found that
21 out is through investigation. I can't hold someone
22 accountable for something that they wasn't given because
23 they're short of equipment and that that's because of all
24 the activity... it takes a lot and I'm not making excuses
25 for the Police Department, it's just a fact. When you

1 have all these different drag racing details, you have
2 all the activity that you have going on downtown and
3 throughout the city. And sometimes these cameras are not
4 working. I don't know what the inventory is. Chief
5 probably can answer that. The only thing I can say is
6 that, you know, I guess they're doing the best that they
7 can. I'm concerned that if we don't have them in our
8 neighborhoods, I'm concerned about that.

9 CHAIRPERSON FERGUSON: I know.

10 COMMISSIONER BERNARD: May be we should ask the Chief
11 for a report on that.

12 CHAIRPERSON FERGUSON: Commissioner Moore.

13 COMMISSIONER MOORE: Thank you for your presentation,
14 Chief Investigator. Just a very quick question. I know
15 that Chief White has his investigators training,
16 kinesiology: the study of body movements. Are your
17 investigators trained as such? Like eye rolling, you
18 know, somebody rolling their eyes?

19 INTERIM CHIEF AKBAR: We've had, I cannot recall the
20 type of training, but we have had training with respect
21 to talking to individuals and how you can tell through
22 body language, whether they're truthful or not, where
23 people are responding to you and kind of like going to
24 the left, which is letting you know that at that point,
25 they're making stuff up while they're talking to you, the

1 type of positions that they take when they're being
2 interviewed in a room. We have had that training, but I
3 cannot recall the name of it. That's something that Ms.
4 White was able to get us and we paid for that out our
5 budget. It was good training.

6 COMMISSIONER MOORE: Do you think it's needed again
7 or any updates, any additional training?

8 MS. WHITE: Through the Chair, if I may just briefly
9 answer that question, OCI engages in ongoing training.
10 And so some of the training that we received is through
11 NACOLE the National Association Civilian Oversight of Law
12 Enforcement, and also the John Reed program that also
13 gives that kind of deceptive indicator training. So we do
14 engage in ongoing trainings with various programs that we
15 see a need for.

16 COMMISSIONER MOORE: So the new investigators that we
17 just hired are they trained?

18 MS. WHITE: They have received training and they're
19 continuing in a training curriculum. Everything cannot be
20 done within the first couple of months, but we are in the
21 process of scheduling more trainings for the new
22 investigators.

23 COMMISSIONER MOORE: Thank you.

24 CHAIRPERSON FERGUSON: Commissioner Bernard.

25 COMMISSIONER BERNARD: Thank you for excellent

1 report, Akbar. I have a request I'm not going to tie up
2 the meeting. I've written it out. I just need some
3 information and I'd appreciate if you would respond. The
4 only recommendation I would make and it would be in
5 response to my colleagues' question regarding body-worn
6 cameras. Perhaps you can request from the department,
7 obviously, Chief, you may not know at this point exactly
8 what's going on with body-worn cameras since we don't
9 have enough or they're broken or what's going on. Because
10 that is the key to transparency in our ability to
11 communicate with the community. Thank you. Thank you,
12 Akbar. Thank you, madam Vice-Chair.

13 CHAIRPERSON FERGUSON: Commissioner.

14 COMMISSIONER CARTER: No questions.

15 CHAIRPERSON FERGUSON: No questions.

16 COMMISSIONER BURTON: To the Chair.

17 CHAIRPERSON FERGUSON: Okay. We're going to move on.
18 You had your shot.

19 COMMISSIONER BURTON: No. Through the Chair. I want
20 to...

21 CHAIRPERSON FERGUSON: I'm sorry. We have to move on.
22 Somebody else is coming in this room right now.

23 COMMISSIONER BURTON: I'd like to raise a question
24 because you...

25 CHAIRPERSON FERGUSON: You get one question.

1 COMMISSIONER BURTON: You have one hundred thousand
2 people that live in the Fifth District.

3 CHAIRPERSON FERGUSON: Sir, please get to your point
4 right now. Get to your point your question, go ahead.

5 COMMISSIONER BURTON: The point of order Mr.
6 Chairman, but I will get to my statement on the behalf of
7 the citizens. First of all, to the Interim Chief
8 Investigator, citizens would like to know is the Office
9 for OCI on Merrill Plaisance Street, is it open to the
10 public to come down there to make a complaint or talk to
11 an investigator? In addition to that, this report,
12 PowerPoint or whatever who prepared this, who put this
13 PowerPoint together and looking at the closure of these
14 cases, 492, I think I've heard reported here today, is
15 OCI or the Board, are they rubber stamping these, this
16 closure process? Because that's something that citizens
17 want to know because they feel like their voices are not
18 being heard anytime you have this outrageous backlog.

19 CHAIRPERSON FERGUSON: Go ahead, sir.

20 INTERIM CHIEF AKBAR: For the record, let me
21 straighten this out. I heard something on the radio the
22 other day that was absolutely ridiculous when you say
23 outrageous backlog. I can't recall the radio station, but
24 anyway, the person claimed they were the deputy mayor. Do
25 you realize at the time when he was deputy mayor, OCI was

1 2000 backlog. I've never heard one, one person say
2 anything about that.

3 COMMISSIONER BURTON: Have this backlog cases, have
4 there been an audit on the backlog?

5 INTERIM CHIEF AKBAR: Audit? I audit everything that
6 comes out of that place to make sure that it's right. So
7 when I...

8 COMMISSIONER BURTON: Who conducted the audit?

9 INTERIM CHIEF AKBAR: So when I received your case,
10 which have you given us any cases?

11 COMMISSIONER BURTON: Who conducted the audit?

12 CHAIRPERSON FERGUSON: Hang on, we're going to get to
13 that. That's okay. We got it. We understand. So he gave
14 out the address where it is, and you can go down there
15 anytime it's open. All you have to do is press the
16 button, they'll let you right in. So that's no problem.
17 Every commissioner in here, they get cases, correct?
18 Every commissioner get cases. So we are responsible for
19 those cases.

20 COMMISSIONER BERNARD: Mr. Chairman, I think you
21 should be aware of the fact that this week at 9:10 AM, I
22 got a call from a city council person about a
23 presentation about our backlog of cases. The person that
24 was being interviewed was actually a former commissioner,
25 Reggie Crawford. And there was an hour-long discussion. I

1 mean, she got - I only got in that last 30 minutes about
2 this Office and so forth. So maybe you can follow up and
3 find out. That's important because he was a commissioner
4 and he spoke with authority on this issue.

5 CHAIRPERSON FERGUSON: But he was past. We're talking
6 about present right now. We're talking about what's going
7 on right now. I'm not too much concerned about what the
8 past was. We talking about how to fix this now.

9 COMMISSIONER BURTON: Mr. Chairman, you are new to
10 your role, and you don't understand oversight and you
11 don't understand the moral fibers of our community.

12 CHAIRPERSON FERGUSON: But I do understand you
13 speaking out. Please, I do understand that.

14 COMMISSIONER BURTON: Point of order.

15 CHAIRPERSON FERGUSON: So, we're going to, Mr. Brown.

16 VICE-CHAIR HOLT: Through the Chair. I was over at
17 the OCI Office one day this week and because citizens do
18 have the right to go to the location to submit a
19 complaint. However, because there is a family of geese
20 that like to hang out there, I suggest the city should
21 come by and clean up the sidewalk.

22 CHAIRPERSON FERGUSON: And once again, I want to make
23 sure every commissioner in here gets the cases and return
24 them on Thursday, right. Everyone get some and return
25 them on Thursday. And if you have a problem, please...

1 COMMISSIONER MOORE: Mr. Chairman.

2 CHAIRPERSON FERGUSON: Yes.

3 COMMISSIONER MOORE: Just a quick overview, just so
4 that citizens can understand the backlog was not created
5 by the commissioners holding on the cases where we have
6 too few cases to read. I just want to...

7 CHAIRPERSON FERGUSON: Absolutely.

8 COMMISSIONER MOORE: We're doing this for like more
9 education...

10 CHAIRPERSON FERGUSON: Absolutely. We're doing this
11 for more education for ourselves, right? Okay.

12 MS. WHITE: Mr. Chair.

13 CHAIRPERSON FERGUSON: Yes.

14 MS. WHITE: The next item is the report from Interim
15 Board Secretary incoming correspondence. And if I can
16 just note, honorable Board, the agenda items or the
17 incoming correspondence is noted on the agenda and the
18 public can see the agenda that will be posted via zoom
19 and they are as follows. The Board received the statement
20 from City Labor Relations, discussing the status of any
21 grievances or complaints filed with the City's Labor
22 Relations Department through the OCIs UAW 212 CBA
23 collective bargaining agreement process. So the honorable
24 Board received that correspondence from City Labor
25 Relations. Additionally, the Board received a copy of the

1 WXYZ news article discussing or entitled Detroit redacts
2 police misconduct records it once fully disclosed. And
3 that report was included in your packets. Also, the
4 honorable Board received various NACOLE conference
5 material, including, but not limited to election material
6 in preparation for this year's upcoming election at
7 NACOLE. Again, the conference will take place September
8 11th through the 15th.

9 MS. WHITE: The conference theme is Co-creating
10 Public Safety through Civilian Oversight, Law Enforcement
11 and Community Partnerships. And again, please pay close
12 attention to all of those conference materials. And
13 please also sign your proxy form so that in case anything
14 happens, your vote will be accounted in that particular
15 election. And also please submit that form by the end of
16 today's Board meeting. Additionally, the honorable Board
17 received various important registration hotel and
18 scheduling information. And at this time I would ask Mr.
19 Brown to share any further updates in terms of the
20 logistics for the NACOLE upcoming conference.

21 MR. BROWN: Good afternoon commissioners. The
22 majority of the paperwork that had to be submitted,
23 airfare, hotel accommodation, they have all been paid
24 for. The only thing that we're working on now is your per
25 diem. I received a form late yesterday and I believe I

1 got several of the commissioners to sign. That form is
2 for your per diem so that they can give you a direct
3 deposit check as opposed to doing a physical check.
4 Hopefully by Tuesday, this process will be completed. I
5 have several commissioners that don't have what we call
6 Oracle Access. And I'm currently in the process of
7 creating those things along with DOIT. We've have a
8 deadline of Tuesday. If we can get that done by Tuesday,
9 then they can release funds hopefully by Thursday. So
10 that's the update for the NACOLE.

11 MS. WHITE: Okay. Thank you so much, Mr. Brown. And
12 continuing on with the incoming correspondence, the
13 honorable Board received a letter from law offices of
14 Gregory Moore, Brooks and Clark regarding the Open
15 Meetings Act and an additional letter was provided from
16 the law offices of Gregory Moore, Brooke and Clark. Also
17 the Board received a letter from the City of Detroit Law
18 Department regarding the Open Meetings Act, responding to
19 the letter from law offices of Gregory Moore, Brooke and
20 Clark. So again, you received the correspondence from the
21 city's Law Department, responding to the DPOA's letter.
22 Also, the honorable Board received various event flyers
23 provided by DPD are as follows: The stop killing our
24 baby's rally starts at 2:00 PM this Saturday. And that
25 event flyer is included in your packet and you also have

1 another event flyer provided by DPD. And so again, please
2 refer to your packets for further details regarding the
3 date, time, and location for those events. The Board also
4 received various technology reports, the weekly
5 technology reports that are provided in every week's
6 packet, the facial recognition technology report
7 ShotSpotter, and Green Light. And all of these reports
8 are posted on the Board's website for the public's
9 viewing. And also please feel free to, at any time
10 contact the Board's administrative office at (313) 3590
11 61830. And we will make sure that you get any documents
12 or any information that you are seeking or any assistance
13 that you may need. And then just very lastly, as far as
14 staff reports, the honorable Board received various staff
15 reports, including, but not limited to the Office of the
16 Chief Investigator's weekly DPD distribution report. And
17 please refer to your emails for the various reports. And
18 if I can just go through very briefly, what that report
19 consists of.

20 MS. WHITE: This report contains information
21 regarding the CCRs received for the week of August 11th
22 through August 17th. It also includes the CCRS
23 distributed to each Board of Police Commissioner, along
24 with the date that it was assigned and the date that it
25 was distributed to the Commissioners. Also, this report

1 contains information in terms of reports not returned
2 from Commissioners. So again, if you have any reports,
3 any outstanding CCR reports, please return those to us so
4 that we can properly track and account for it and make
5 sure that it is approved appropriately so that we can
6 bring our backlog numbers down. Also, this report
7 includes CCRs assigned and the approved deadline. And
8 again, the open pending CCRs are contained in this
9 report. And as reported earlier, the total caseload at
10 this time is 862. And the total cases over 90 are 688 of
11 the 862. And again the opposite, the chief investigator
12 staff and interim chief investigator, they are doing a
13 phenomenal job submitting and turning in cases and still
14 maintaining the quality and integrity of all of those
15 complaint investigations while providing service to the
16 citizens of the City of Detroit. And of course, working
17 with the Detroit Police Department to appropriately issue
18 counseling training for discipline to those complaints
19 involving police misconduct. So thank you so much.

20 CHAIRPERSON FERGUSON: Thank you. Unfinished
21 business. Well, I have some unfinished business. A while
22 ago, I said I would like to move into the 21st century
23 and start using our official laptops here so we can get
24 rid of all this paper. All right. So, if you guys want to
25 use paper, it is fine with me, but I'd rather for you to

1 go through the laptops, right. That why we got them,
2 let's use them. And if you don't want to use them, it's
3 okay. But I'd rather for you to do it that way we can get
4 up to real time with anything that's going on. I mean, I
5 can scroll through there and pick out what she just read,
6 just like that, that quick. I didn't have to fumble
7 through some stuff, right. So I would hope we would try
8 to get into that. That's all the unfinished business I
9 have. New business.

10 COMMISSIONER BURTON: New business, Mr. Chairman.

11 CHAIRPERSON FERGUSON: New business.

12 COMMISSIONER BURTON: Under new business last week, I
13 believe one of the Commissioners at the table made a
14 statement about the National Action Network. And so for
15 clarification, I just want our community, you know, I
16 want those in this meeting to know as well as our
17 audience to know that the National Action Network is very
18 well respected in the Black community. It's one of the
19 largest civil rights organizations around. It was founded
20 by Reverend Al Sharpton. And so you know, even on the
21 presidential stage you know, in a presidential election
22 in 2020 the opinions and the views by the National Action
23 Network and the forum was something that you know that
24 was well received. I mean, this organization does so much
25 in the Black community nationally, but also the National

1 Action Network (NAN) members in the Dallas and Fort Worth
2 area of Texas has concerns about some of the statements
3 that was made about NAN, as well as the Detroit chapter.
4 And so I just want this body to know that it's one of
5 your well respected organization, civil rights
6 organizations in the Black community and their opinions
7 and views are very well respected and...

8 CHAIRPERSON FERGUSON: Duly noted, sir, duly noted.

9 COMMISSIONER BURTON: And so I just wanted to put
10 that on the record.

11 CHAIRPERSON FERGUSON: Fantastic. Mr. Brown,
12 announcements.

13 MR. BROWN: Good afternoon, Mr. Chair. The next BOPC
14 meeting, August 25 at 3:00 PM here at Detroit Public
15 Safety Headquarters in the Skylar room. Your next
16 community meeting is September 8th, 2022 at 6:30 with the
17 Fourth Precinct hosting at Kemeny Recreation Center
18 located at 2260 South Fort Street. And Mr. Chair from
19 there, I go into the subcommittees, keep in mind, there
20 would be no subcommittee meetings for the month of
21 September. So the next meetings for the subcommittees are
22 scheduled for October, 2022, every second Thursday.
23 Budget committee meeting meets Wednesday, October 12th at
24 2:00 PM. Policy committee meeting meet Wednesday, October
25 12th at 3:00 PM. Personnel and training meets October

1 12th at 4:00 PM. And citizen complaint committee meeting
2 meets Wednesday, October 12th at 5:00 PM. And all those
3 meeting are held here at Detroit Public Safety
4 Headquarters, and also viewed on zoom.

5 CHAIRPERSON FERGUSON: Thank you. Quickly, I just
6 wanted to make sure I set the record straight. The Board
7 of Police Commissioners receives and reviews all
8 disciplinary records for any DPD member. We do. Just
9 letting you guys know that, and you can get it from any
10 Commissioner. So whatever District you live in, if you
11 want that information, please reach out to your
12 respective Commissioners and demand that if that's what
13 you should want. Second, we have an update from the OCI
14 Office. They've been putting in a lot of hard work, and I
15 want to personally say thank you to them. Thank you guys.
16 I know it's a difficult tasks that we put you under, but
17 hey, you guys are going through the challenges with the
18 least amount of people. Help is on the way. Like I said,
19 we got some more investigators we're going to try to
20 hire, and I'm going to try to push that envelope to try
21 to get 9, right. I'm going to aim high.

22 COMMISSIONER?: 8, 9. We need...

23 CHAIRPERSON FERGUSON: Yes. I want to thank, Captain
24 O'Rourke for the ComStat. That was awesome. I always
25 wanted to attend one, but I got it straight from you. So

1 I want to say thank you. Now, I would like to entertain a
2 motion for...

3 VICE-CHAIR HOLT: Excuse me, through the Chair.

4 CHAIRPERSON FERGUSON: Yes.

5 VICE-CHAIR HOLT: I have an announcement.

6 CHAIRPERSON FERGUSON: Okay.

7 VICE-CHAIR HOLT: Okay. Grandmont Rosedale Park
8 Development Corporation, in conjunction with Crime
9 Prevention Task Force, which is managed by leaders in
10 that community. We're talking Southfield. Well, anyway,
11 on the West Side of Detroit. In any event, there will be
12 a zoom access to a human trafficking discussion that will
13 be led by speakers from the Detroit Police Department
14 facilitated by Ms. White. When we sent out the request
15 and there has been mention of how the increase in human
16 trafficking incidents escalate during the time of the
17 auto show. So we believe that those in attendance at this
18 meeting will, with the assistance of the Detroit Police
19 Department will be given some strategies, whereby
20 citizens will, hopefully if they recognize or suspect an
21 incident of human trafficking, they will know how to
22 respond to that incident. The presentation will be next
23 Thursday after the Board meeting from 6:30 to 7:30, and
24 the speakers from the Police Department, are Officers
25 Brittany Moss, and Michael Strunk, S T U R N K. So, Ms.

1 White, I sent you this flyer, and hopefully you will be
2 able to share with the Commissioners as well as maybe get
3 it on the city's website, maybe. And this is a zoom
4 access. So thank you Chair Ferguson for that opportunity.

5 CHAIRPERSON FERGUSON: Thank you.

6 MS. WHITE: Through the Chair. Just one last item
7 very quickly that we just received from Director Katrina
8 Patillo. This is in regard to the returning citizens' job
9 fair. On behalf of Miss Valerie Pilot, the project
10 manager for the City of Detroit. And again, I will
11 distribute this flyer to the honorable Board so that you
12 have the details regarding this returning citizens job
13 fair that will take place on Wednesday, August 31st from
14 10:00 AM until 3:00 PM at the Butzel Family Center
15 located at 7737, Kercheval Detroit, Michigan, 48214. And
16 we'll make sure to also post this to your weekly
17 correspondence on the Board's web page. Thank you.

18 CHAIRPERSON FERGUSON: Thank you. Now, I'd like to
19 entertain a motion to adjourn.

20 COMMISSIONERS: So moved.

21 COMMISSIONER BERNARD: Second.

22 CHAIRPERSON FERGUSON: All in favor.

23 COMMISSIONERS: Aye.

24 CHAIRPERSON FERGUSON: Adjourned.

25

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

(Meeting Adjourned at 5:25pm)

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

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

RECORDER'S CERTIFICATE AND NOTARIZATION

I, Donald Handyside, Court Recorder, do hereby certify that on August 18, 2022, at 3:00 p.m., I did record the Detroit BOPC meeting, the same being later reduced to typewriting and that the foregoing is a true and accurate transcription of said electronic recording taken at such time and place.

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



DONALD HANDYSIDE (CER 1464)

Notary Public

My Commission Expires: 5/6/2027

DBOPC
08/18/2022

\$

\$60,000 62:2

(

(313) 22:21,22 82:2,3,6,7
95:10

1

1 17:25 22:24 32:6,7 36:8 66:3
67:17 68:8 69:6,7 75:13

10 18:8 22:18 26:5 41:15 73:7
81:5

10,000 57:25

100 22:23

100% 47:16

109 33:14

10:00 101:14

11:15 36:15

11th 5:4 35:23 93:8 95:21

12 75:12

12-year-old 37:4 47:10

12th 98:23,25 99:1,2

13 75:2

13% 32:17

133 75:1

13th 36:2

14 75:4

14% 32:17,18

14,000 36:2

14th 36:13,15

151 74:4

15th 93:8

16 32:13

16th 33:19 37:4

17th 37:16 74:3 95:22

18 35:12,13,14 75:11

18th 4:16

19 37:13

1974 81:2

1:50 36:2

2

2 3:25 22:18,24 27:20 32:8
35:19 36:7 58:13 70:25 77:22
84:13

2- 79:24

20 32:11,12

2000 90:1

2019 78:11

2020 23:8 78:10 97:22

2021 23:8 67:18,22,24 68:1
74:15

2022 4:17 5:4 8:12 23:9 36:15
67:19,20,22 68:2 73:25 74:3,
14,18 98:16,22

212 92:22

217 74:2,23

21st 61:3,6,12,14,15 96:22

21st-century 25:1

22 32:9,12 74:24

2260 98:18

23rd 25:10

24-hour 55:14

2482 82:6,7

2499 82:2,3

25 33:16 98:14

255 33:14

259 74:23

26 74:25

28 66:19

28th 11:10 78:9

2:00 94:24 98:24

3

3 17:25 23:20 36:14 58:13
78:1 81:8

30 35:6,14 91:1

31st 74:14 101:13

35 74:7

3538 22:21,22

358 33:13

3590 95:10

38 33:15 70:5

3:00 2:1 98:14,25 101:14

3:30 33:19

4

4 17:25 30:4 33:15 36:4 78:1
81:8 82:3

43% 32:19

47 74:7

48 12:3

48214 101:15

492 89:14

497 84:13

4:00 82:1 99:1

5

5 22:25 32:4 66:2

5% 32:16

52 74:8

596 82:2,3,6,7

5:00 99:2

5:25pm 102:3

5:40 37:16,17

5th 16:10

6

6 22:18,25 69:6 74:24

600 26:13

61830 95:11

63 74:4

688 96:10

69 75:20

6:30 98:16

7

7 17:11 22:2,17,25

70s 70:5

72 74:25

721 74:13

7737 101:15

782 74:14

7:30 100:23

7n 75:24

8

8 17:12,24 99:22

8% 74:15

800 9:21 67:20

862 96:10,11

8:00 82:1

8th 98:16

9

9 17:12 33:15 99:21,22

90 96:10

900 81:24

90s 64:15

93 74:2,7,9

989 22:21,22

9:10 90:21

9:45 37:4

A

abandon 62:6

abandoned 54:4,15

abide 14:23

abiding 26:1

ability 7:17 14:10 68:12 88:10

abruptness 22:6

absconded 50:16

absence 4:3,10

absolute 47:8

absolutely 15:12 31:19 39:7
43:16 47:4 56:22 89:22 92:7,
10

abuse 26:4

academy 80:2

accept 4:16 26:3 60:11

access 2:21 14:3,12,20 18:10
40:12 94:6 100:12 101:4

accidents 67:5 68:15,18,19,24

accommodate 31:11

accommodation 93:23

accomplishment 12:4

account 2:11 96:4

accountability 12:21 25:2
65:14,15

accountable 47:25 85:22

accounted 93:14

accounts 63:8

accuracy 9:22

accurate 7:25 8:1 9:6

accused 20:8

acknowledge 18:21

acquaintance 34:1

act 18:5,9,11 30:13 55:14
94:15,18

Acting 5:22

Action 97:14,17,22 98:1

active 85:20

activists 16:1

activity 85:24 86:2

actual 65:14

ad 46:24

addicted 55:24

addition 89:11

additional 43:8 87:7 94:15

Additionally 92:25 93:16

address 19:23 42:9 49:17
74:22 90:14

adhere 12:13

adjourn 101:19

Adjourned 101:24 102:3

adjudicated 76:1

adjust 24:20

adjustment 24:4

adjustments 11:4

administered 63:11,12,13

administration 41:3

administrative 5:16,17 15:6
75:2 95:10

admitted 25:11

advise 76:18,19

advocates 59:23 61:7

affair 7:18 19:13

Affairs 75:13

afford 58:19

afternoon 2:2,12 3:4,5,22 4:6
17:23 18:24,25 20:4,5 32:1,2
64:7 73:6,13 93:21 98:13

agencies 11:11,12,15,18 12:6
75:17 80:19

agency 11:9 12:1,5

agenda 4:16 92:16,17,18

aggravated 32:17

agree 27:19 58:24 60:19 61:21

agreement 92:23

ahead 15:20 21:16,20,23,24
24:7 28:17 29:20 44:12 61:11
70:11 89:4,19

aim 99:21

Ainsley 5:21

airfare 93:23

Akbar 5:20 8:9,13 9:17 20:18
72:20 73:2,7,9,13,14 74:13
75:11 76:3 77:10,21 78:8 79:5
80:9 81:14 82:22 84:8,12,20
85:13 86:19 88:1,12 89:20
90:5,9

Akbar's 21:9

alert 33:21 34:6

alerts 42:6

Alexander 16:7

allegations 74:24 75:1

alleged 74:9

alleys 54:16

allocate 71:25

allowing 45:7 46:9

amazing 49:23

Amen 3:17,18

America 53:8,21 58:5 59:5

America's 26:20

American 5:23

amount 59:13 99:18

analysis 65:7,12 67:6

analyst 66:3

analytic 66:1

analyze 66:2,6

analyzing 10:9

anecdotally 50:23

Annie 3:22

announcement 100:5

announcements 98:12

announcing 33:5,10

answering 3:16 42:18

answers 50:9 53:22

Anthony 64:23

anticipate 27:5

anytime 15:17 16:18 89:18
90:15

apologize 28:3 31:21 35:10
60:6

apparently 62:21 63:1

appears 36:23 50:24 51:3

applicant's 17:7

applies 7:9,10

apply 7:10

appointed 78:11

appointment 18:12

approach 54:22

approaching 62:6

appropriately 96:5,17

approval 31:16

approved 5:6 96:5,7

approximately 35:14

April 33:12

area 34:10,14 35:8 36:16 37:5
41:12 45:20 60:15 64:4 98:2

areas 71:19

argument 37:7 55:12

arise 80:7

arm 37:15,18

army 81:9

arrest 38:16 43:2 45:3,23,25
46:6 51:14 77:15

arrestable 77:7

arrested 38:14 57:1,25 77:11

arresters 57:13

arresting 57:12

arrests 33:15,16 42:5

arrived 5:9 18:21

arrives 34:3

arriving 34:9

artesian 36:16

article 15:25 16:2 24:23 25:5,8
93:1

assault 35:6

assaults 32:16,17

assess 10:24 30:2

assigned 95:24 96:7

assist 22:11 27:2 72:1 73:20
79:11

assistance 78:21 95:12
100:18

Assistant 5:14,18 6:2,7,8,9,
11,15 25:10,18 65:21

Association 87:11

associations 71:1

assuming 34:24

assure 7:6 51:19

assured 9:24

At- 3:22

ate 55:18

attempt 34:23 62:13

attend 11:9,16 84:22,23,25

99:25
attendance 5:14 25:4 100:17
attended 20:9 85:2
attending 7:1 80:18
attention 10:15 22:8 50:11
93:12
attorney 3:24 27:19
attract 11:24
audience 24:11,21 97:17
audio 27:22
audiovisual 27:1
audit 23:3,4 66:22 90:4,5,8,11
audited 66:7
August 4:16 5:4 33:19 36:2,
13,15 37:4,16 74:3 84:14
95:21,22 98:14 101:13
authority 12:7 79:1 91:4
auto 32:8,24,25 100:17
avenues 74:22
average 66:23,24
awaiting 49:4
award 19:11,14
awards 29:5
aware 7:11 19:9 90:21
awareness 22:9 73:5 78:25
awesome 9:4 72:14 99:24
Aye 5:1 101:23

B

baby's 94:24
back 16:14 26:6 30:4,11 35:3,
6 38:20 39:7 45:7 46:4,6
49:11,25 52:5 58:16 61:21
70:5 82:6,10 83:1,4,6
background 47:1
backing 49:24

backlog 9:21,23 10:1 20:21,23
73:24 84:16 89:18,23 90:1,3,
4,23 92:4 96:6
bad 8:5 30:3 45:22 47:8 67:2
badge 58:16
baffled 52:17
balance 85:5
Banks 4:1 28:10 39:19,20
41:8,21 69:19,20,25 70:4,11,
13 83:11,15 84:10,11
bar 67:18,21,24
barely 24:14
bargaining 92:23
based 7:14,21 66:14 67:11
68:21 80:13
basis 54:8
bear 38:3
Beattie 5:24
beef 56:19
beefs 55:11
beginning 13:5 46:25 78:15
begs 51:10
behalf 12:16 89:6 101:9
behavior 8:6 47:8 55:3 80:7
behoove 17:8
believing 26:1
Bell 4:2 25:4 79:24
benefit 48:14
Bernard 2:14 3:24,25 6:4,6,10,
12 13:3,5,16,20,22 14:15
15:2,7,11,13,16,19 21:21
26:8,11 27:6,19 28:1 31:6
53:1,3 56:23,24 57:16 58:7
61:2,5,25 63:10 64:18,22,25
65:4 70:23,24 71:15 85:12
86:10 87:24,25 90:20 101:21
Bernice 18:17
best-qualified 11:24 17:10

Bettison 19:12
big 43:10 81:21
bigger 56:20
bike 40:23
Bishop 26:1
bit 42:21 51:19
biweekly 65:12
black 29:8 35:1 67:22,23
97:18,25 98:6
blackest 26:20
blessing 84:12
blessings 39:21
Block 36:2
Blossom 5:15 24:3 78:22
Blount 23:21,23 24:1,2,6,7,9,
13,15,19,22 25:18 26:10
27:12
blue 67:18,21 68:1,16
board 2:2,3 3:6 5:13 7:1,6,10,
11,14,22 8:3,8,10,14 9:9,13,
16,18 10:22 11:1 12:19,22
14:12,19 16:5,6 17:5,11,18,24
20:16 21:1,12,25 22:3,4,22
23:12,23,24,25 24:2,6,10,13,
15,16 25:7,8,24 26:15 27:17
28:22,23 29:16,22,23 30:1,6,
13,16,25 31:2 32:1 35:11
42:9,12,22 43:8 44:3 48:13
51:20 53:13 61:14 63:22 64:2,
3,8 68:4 69:1 72:23,25 73:14
78:14,23 79:6 89:15 92:15,16,
19,24,25 93:4,16 94:13,17,22
95:3,14,23 99:6 100:23
101:11
Board's 2:17,20,21 5:12 7:17,
21 10:5 14:10 22:7 63:22
72:21 95:8,10 101:17
bodies 53:1
body 11:21 12:16 28:23 57:12
86:16,22 98:4
body-worn 76:23 79:19 80:23

85:7,11,15,16 88:5,8
BOLO 34:13,19
bond 38:12,19 46:1,2,16 48:6
50:13 57:7
bonds 53:6
books 60:17,18
BOPC 17:4 22:10 25:15,20
79:1,12,22 82:17 98:13
BOPC's 25:10
BOPC/OCI 79:14
bottom 59:9 65:23
box 27:6 35:1 52:6,8 78:2,3
Bratton 64:16
breach 58:10
breadth 25:15
break 33:24
Brenda 23:21 28:14
briefly 59:19 87:8 95:18
bring 10:14 22:7 96:6
bringing 48:17
Brittany 100:25
brochures 22:24
broke 58:8
broken 27:7 66:6 68:8,19 88:9
Brooke 94:16,19
Brooks 94:14
Brown 2:7,9 5:16 17:23 18:16
20:3 23:20 28:13,14 29:18
91:15 93:19,21 94:11 98:11,
13
Bryan 3:5
buck 16:17,18
budget 20:12,15 21:6 87:5
98:23
Bullard-plawecki 18:5
bullet 36:25

burn 56:5
Burton 4:4 5:9 15:22,24 23:18
26:9,17,19 27:17 41:22,23
42:14 43:1 82:24,25 83:4,9
88:16,19,23 89:1,5 90:3,8,11
91:9,14 97:10,12 98:9
business 36:4 60:13 82:5
96:21 97:8,9,10,11,12
businesses 78:18
busted 78:2
Butler 6:21 18:17 20:3,4,6,25
button 90:16
Butzel 101:14
buy 52:13
buying 52:12

C

call 3:20 22:21 29:19 48:15
57:11 81:25 82:3,12 90:22
94:5
called 34:4 45:23 57:3 58:22
calling 82:11 83:19
calls 27:13 34:2 82:15
camera 79:19 80:23 85:7,11,
15
cameras 38:15 76:23,24 77:2
85:16,20 86:3 88:6,8
candidates 17:13
capabilities 25:21
Captain 6:16 64:5,7,12,23,24
65:1,6,11,23 66:5,17 67:16
68:7 69:4,5,9,13,16,20,23
70:1,7 71:10,12,16 72:11,15
99:23
capture 69:8,10 83:19
car 34:4,7 35:1,21 39:2 49:14
52:12,13,14 56:5 71:19 77:15
81:7
card 2:7 77:19

cards 2:8
care 27:15 28:5 30:1 38:5
81:14
carjackings 32:19,20,25 33:2
carries 5:3
carry 69:21 70:5
cars 32:23 55:9 77:23 81:8
Carter 4:5 50:6,7 51:25 70:20,
21 88:14
Carter's 6:23
case 8:11 9:11,25 15:5 18:20
67:2 90:9 93:13
caseload 96:9
cases 9:23 51:7 59:12 73:23
74:23 84:13 89:14 90:3,10,17,
18,19,23 91:23 92:5,6 96:10,
13
casing 37:1
casino 37:16,18,23,24,25
38:11,15,21 39:2 47:20 51:17
catch 22:13
categories 66:23
category 75:13
Catholic 26:3
Catholics 26:1
CATS 32:8
CBA 92:22
CCR 96:3
CCRS 80:10 95:21,22 96:7,8
cease 63:1
Cedric 4:1
celebrating 12:3
cell 3:3
center 12:18 98:17 101:14
centers 58:5
century 61:3,6,12,14,15 96:22

chain 65:20
Chair 2:1 3:21,22 4:12 6:20
13:25 14:5,8,22 15:7,22 16:23
17:23 18:16,19 23:20 24:3,17
26:17,22 28:3,10 31:10 39:20,
22 40:1 42:12 44:1,14,15
45:14 50:7,20 54:23 63:20
64:8,9 68:4 69:3 70:16 72:3,4,
18 83:5,12,17,25 84:11,21
87:8 88:16,19 91:16 92:12
98:13,18 100:3 101:4,6
Chairman 13:3 26:8,9 27:17
52:19 63:11 64:18 89:6 90:20
91:9 92:1 97:10
Chairperson 3:4,5,6,19 4:13,
15,19,21,24 5:2 6:1,5,8,13,18,
25 8:19 9:15,16 10:16,23
11:16 12:10 13:4,12,18,21
14:6 15:8,12,14,17,21,23
16:8,24 17:3 18:23,25 20:2
21:14,16,19,23 23:17 24:1,5,
7,11,14 26:18,23 27:21 28:13,
16,21,22 29:20 31:8,19,25
39:18 41:22 42:15 43:16 44:8,
10,12 50:4,6 52:1 53:5 56:23
59:15 60:21 61:4,10,23 63:7,
16 64:5,10,20 65:3 69:2,18
70:9,12,14,18,20,22 71:11
72:13,16 73:3,6,11 82:21,23
83:2,6,13 84:10 86:9,12 87:24
88:13,15,17,21,25 89:3,19
90:12 91:5,12,15,22 92:2,7,
10,13 96:20 97:11 98:8,11
99:5,23 100:4,6 101:5,18,22,
24
challenges 99:17
chance 69:12
change 24:24 28:8 66:20,25
changing 66:14 67:8
Chaplain 3:8,10
chapter 98:3
charge 46:13 63:14 75:24
chart 73:23,25 74:6,9
charter 8:15 12:6,13,15 20:25

chase 35:3 49:12,24
check 31:3 77:19,22 94:3
checked 78:3
chief 2:2 5:20 6:1,3,7,8,9,11,
15,16 8:9,13,19 9:8,17 12:8
17:1,11 19:7 20:18 21:8
25:10,18 30:3,15,18 31:23,24
32:1,3,15 33:11 34:1,15 35:5
36:1,12 37:3,14 38:8,24
39:18,20,21 40:1,3,5,7,22
41:8,11,12,23 42:8,16 43:1,8
44:15 45:14 46:5,24 47:17
48:9,12 49:7 50:3,9,19 51:25
52:2,25 53:11 54:7,23 55:16
56:5,25 59:16,18 60:5 61:9,12
62:18,20,24 65:21,22 72:19,
22 73:1,2,7,9,13,14,15,16
74:13 75:11 76:3 77:10,21
78:8,9,20 79:5,13 80:9 81:14,
24 82:2,18,22 84:8,12,20
85:13 86:4,10,14,15,19 88:7
89:7,20 90:5,9 95:16 96:11,12
Chief's 6:17 81:17
children 47:19 49:5 54:3,13
55:8 60:9
China 57:8
Christopher 5:15
church 62:16 84:15
Church's 26:3
CIT 59:24
citations 13:15 33:14 76:4
cited 14:22 18:5
citing 55:12
citizen 8:17 16:14 62:19,22
74:17 79:7 99:1
citizen's 85:9
citizens 15:9 43:2 59:25 62:14
63:2 68:11 73:21 74:2,16,20
76:5,12 78:17 79:21 84:21,25
85:3 89:7,8,16 91:17 92:4
96:16 100:20 101:8,12
city 2:18 7:4 12:17 16:3 18:3,

4,13 21:6 25:16 26:20 29:17
30:4 39:1,8 44:25 54:25 62:7,
12 63:12 64:15 65:8,19 66:15,
18 71:23 77:12 86:3 90:22
91:20 92:20,24 94:17 96:16
101:10
city's 14:4,9,23 18:6 92:21
94:21 101:3
citywide 67:17 68:8,23
civil 97:19 98:5
civilian 11:8,10,18 12:3 30:8
66:3 81:11 87:11 93:10
claimed 89:24
clarification 97:15
Clark 94:14,16,20
clean 54:25 62:6 91:21
cleaner 55:2
clear 7:8 8:3 20:22 60:19
61:13
Cleary 19:11
clicks 55:7 56:7,10
close 36:11 41:13 93:11
closed 73:23 74:2,4,23 75:1,
24 78:18 84:13
Closing 78:8
closure 89:13,16
closures 75:2
clothing 76:14
club 51:17
co- 52:13
Co-creating 93:9
co-signed 52:17
Coleman 16:7 81:2
collaborate 11:22
colleague 27:19
colleagues' 88:5
collect 66:6

collective 11:20 12:16 92:23
collectively 11:5
College 19:11
collided 35:12
color 76:14
combines 66:1
command 54:9 65:14,20
67:12
Commander 65:22
commands 66:7,9,10,12 67:3,
10 74:9
commend 49:20
commended 50:1
comment 18:2 28:17 31:15
53:24 63:3 70:24
commenter 31:10,12
commenters 27:3 31:14
comments 2:5,6 17:25 22:5,7
25:4 27:4 31:17
Commercial 32:8
COMMISSIONER 57:16
commissioner 2:14 3:24 4:1,
2,4,5,7,8,9,11,22,23 5:9 6:4,6,
10,12,24 13:3,5,16,20,22,23
14:15 15:2,7,11,13,16,19,22,
24 16:12 18:21 20:16,17 21:2,
21 22:19 23:18,22 25:3,20
26:8,9,11,17,19 27:6,17,20
28:1,10 29:18 31:6 32:2
39:19,20 41:8,21,22,23 42:14
43:1,25 44:12,14 48:1,10
49:15 50:4,5,6,7,8 51:25
52:18,19,20 53:1,2,3,5,6,24
54:10,12 55:13 56:22,23,24
58:7 61:2,5,25 62:4,8 63:4,10
64:16,18,22,25 65:4,5 69:2,3,
6,11,15,17,19,20,25 70:4,11,
13,14,16,18,19,20,21,22,24
71:15 72:5 79:24 82:23,24,25
83:4,9,11,13,15,16,19 84:4,7,
10,11 85:12 86:10,12,13 87:6,
16,23,24,25 88:13,14,16,19,

23 89:1,5 90:3,8,11,17,18,20,
24 91:3,9,14,23 92:1,3,8
95:23 97:10,12 98:9 99:10,22
101:21
commissioners 2:4 3:7,18 5:1
7:11 8:15 11:6 14:19 18:24
20:5,6 21:4,12 22:11 25:22
43:5,17 92:5 93:21 94:1,5
95:25 96:2 97:13 99:7,12
101:2,20,23
commitment 79:23,24
committed 10:9 39:13 60:8
committee 9:14 10:25 98:23,
24 99:1
communicate 88:11
communications 17:22 45:12
48:3
communities 21:13 45:7
community 2:3 5:15 6:21 7:7,
8,20,22 8:12,14,25 9:10 10:21
11:22 12:2,10,23 14:20 40:9,
18,23 41:16 42:4 43:18 44:20,
21 45:6 51:7 60:11,24 61:21
62:18 71:1,5 72:25 73:5 74:16
76:22 78:22,24 79:3 80:1,13
81:8,12,19,20 82:19 88:11
91:11 93:11 97:15,18,25 98:6,
16 100:10
community- 12:20
company 78:4,5
compare 71:13
compared 67:19 74:14
comparison 66:19 68:17
competency 48:5
complain 76:7
complainant 78:1
complainants 75:6,22
complaining 20:17 46:13 78:2
complaint 9:11 74:17 75:8
82:7,9 89:10 91:19 96:15 99:1

complaints 7:14,15,19 8:16,
17,21,23 10:2,10,18 13:16,17,
19,23 20:24 73:18 74:2,4,6,7,
8,10,13 75:3,23 76:22 79:7,
16,17,21 92:21 96:18
complete 8:22 67:7,25
completed 94:4
completely 26:12 60:25
completion 83:21
complicated 33:24
comprehensive 21:9
Compstat 63:18,22 64:13
65:16,24,25 71:2,14,17 72:9
computer 10:7
computerized 64:14
Comstat 99:24
concept 81:3
concern 32:19 50:8
concerned 19:3 46:16 53:12
54:13 64:17 86:7,8 91:7
concerns 8:6 18:2 20:19
21:12 50:23 56:25 74:23 85:4
98:2
concert 56:13
condescending 29:7
condition 36:8 37:10
conditions 58:9,10
conduct 58:21 65:12 80:21,
22,24
conducted 8:13 68:17 90:8,11
conducts 58:22
conference 11:10,17 80:19
93:4,7,9,12,20
confidence 59:12 73:21
confident 39:9 43:13
confirmed 7:16
conflated 60:22

conflict 33:23 34:3
confusion 21:2 46:10 60:14
congratulate 64:8
congregation 84:16
conjunction 100:8
connect 12:14
Conrad 14:9 18:12 29:24
consideration 2:10 71:18
consistent 36:24 61:3
consistently 67:23
consists 95:19
constituents 16:9,19 80:11
constitutes 74:21
Constitution 57:4
constructive 12:24
contact 31:15 62:25 76:8
95:10
contained 42:16 80:10 96:8
content 23:7,9
continual 76:8
continually 66:14
continue 2:20 8:5 10:12 11:25
17:19 27:2 29:22 32:19 33:3
34:14 35:4,25 36:25 40:14,21
41:1,20 73:4 78:19 80:9
continues 7:24 20:23 64:3
continuing 17:13 37:2 87:19
94:12
contractor 15:3
contrast 71:13
contributed 74:19
contributions 21:5
control 25:6 54:20
conversation 25:12 47:22
48:2 51:23 52:18,21,23 53:15
60:23,25 61:11 63:17

conversations 39:11 46:20,21
47:11,13,14 76:25 77:1,3
conveyed 37:11
cooperating 75:7
cooperation 11:8 17:20 80:17
81:16
Coordinator 5:16 78:22
copies 68:5
copy 69:12 77:24 92:25
Corporation 5:14 14:9,23
15:4,6 18:12 100:8
correct 10:20 46:10 72:11
80:7 90:17
corrections 5:4,6
correspondence 92:15,17,24
94:12,20 101:17
corrupt 24:24
cost 26:4
costs 57:24
council 6:22 90:22
Counsel 5:14 14:9,24 15:4
18:12
Counsel's 15:6
counseling 96:18
country 11:19 12:6 53:20 58:4
81:11
County 45:9 62:15 63:12,13
couple 17:3,4 30:11 33:5,17
34:20 41:24 42:3 49:23 51:6
67:9 87:20
court 5:12 30:25 46:3 48:10
53:3,10 78:18
courts 48:9 49:6,8 50:16
52:23 53:1,16 57:19 63:13
76:2
cover 25:15
cover-up 25:9
COVID 32:10,12 46:18 51:5

Crawford 90:25
create 44:25
created 16:6 22:24 92:4
creating 21:2 94:7
creation 78:24
crime 39:11 41:4 43:9 47:3,4
58:24 59:4 60:8,9 63:24 64:1,
16 65:13,17,23 66:18,21
67:17 71:19 76:18 100:8
crimes 59:7 60:7 65:7 69:7
71:20
criminal 32:16 59:25
criminals 47:25
criteria 57:7
critical 8:1 11:2 36:8
criticism 40:15
criticize 30:22
Cromwell 5:21
crucial 9:10
culpability 39:7 56:12
current 9:21 70:2 81:1
curriculum 87:19
cursory 51:2
custody 37:13
cut 62:7
cutting 54:2
cycle 55:15

D

dad 52:16
daily 43:18 58:1
Dallas 98:1
damage 36:22,24
damaged 77:20 78:4,7
damages 77:16

dancing 27:18
data 9:23 10:3 51:23 53:12
65:7,11 66:1,6 67:25 68:20
80:10
date 74:3 95:3,24
Davis 6:24 23:22 29:18,19,21
30:13
day 10:13 12:11 39:5 41:14
43:12 53:7 66:19 82:5 85:6
89:22 91:17
days 11:6 33:5 38:14
dead 16:4 21:20 49:5
deadline 94:8 96:7
deal 44:17
dealing 32:24
debtor's 57:4
deceased 19:20 35:15,22
December 78:11 84:17
deceptive 87:13
decided 30:24 78:23
decision 35:3
decisions 3:12 12:14,18 31:1
33:3 46:2 55:6
deck 54:22
decline 74:19
decrease 74:15
dedicated 10:1,9
deem 33:12
deep 71:20
defended 53:8
definitively 51:1
delivery 2:23 44:4
demand 99:12
demands 25:1
demonstrating 32:23
demonstration 25:14

Denby 37:5,6
denies 18:3
department 7:5 8:5 10:13,21
11:23 12:2,9,25 14:4,14 17:5
18:4,14 20:16,23 26:13 28:24
29:3 30:1 32:5 40:11,12 43:4
45:11,22 48:19 49:13,21 50:1
54:21 56:21 57:11,16 60:1
62:15 64:2,15 65:6 66:9 69:21
73:19,22 75:4 77:12 78:7
79:13,20,23 80:11,14 81:13
85:25 88:6 92:22 94:18,21
96:17 100:13,19,24
department's 63:21,24 79:1
depends 41:12
deploy 63:25 65:18
deployment 71:25
deposit 94:3
depth 25:15 67:2 71:17
deputy 2:2 6:16 19:12 64:21,
22 65:22 89:24,25
description 76:13
desires 45:1
desk 82:13
detailing 24:23
details 25:18 85:17 86:1 95:2
101:12
detectives 36:10 37:11
determine 76:16
determined 85:7
detering 64:1
Detroit 2:3 7:4 12:2,17,22,25
14:13 16:1,3 23:13 26:21 30:4
53:18 58:6 63:12 65:6 69:21
73:19,22 75:4,18 77:12 78:6,
25 81:1,10 93:1 94:17 96:16,
17 98:3,14 99:3 100:11,13,18
101:10,15
detroitmi.gov/bopc 82:8
detroitmi.gov/bopc. 82:8

developed 64:14 79:2
Development 100:8
device 55:23,25
diabolically 25:2
dialogue 63:2
didn't 97:6
die 56:6
diem 93:25 94:2
difference 81:21
differently 44:21
difficult 25:23 57:1 99:16
difficulties 24:18 26:25 27:5
59:20
dignitary 19:23
diminish 18:10
diminishing 30:8
direct 94:2
directed 45:5,13
direction 3:13 9:25 32:21 36:6
37:9 45:20
Director 5:19 101:7
directors 12:20
disabilities 27:9
disabled 32:5
disappointed 29:22
discernment 49:25
disciplinary 7:13,19 8:4 13:7
99:8
discipline 10:11 13:24 18:4,6,
7 29:2 96:18
disciplined 29:2
disclosed 18:13 93:2
discontinued 42:11
discourage 39:24
discover 79:18

discovered 62:22
discovering 80:5
discuss 23:15
discussed 16:9
discussing 92:20 93:1
discussion 4:19,24 12:18
62:10 63:8 90:25 100:12
dispute 27:22
distribute 22:20 101:11
distributed 23:1 44:4 95:23,25
distribution 83:20 95:16
District 3:25 16:10,18 22:2,17,
24 27:20 42:5 43:20 70:25
89:2 99:10
disturbing 16:2
dive 71:17,20
diverts 59:24
division 58:22
doctor 51:15
documented 25:5 59:14
documents 44:6 80:25 95:11
DOIT 94:7
dollars 55:7
domestic 49:2 75:14
Don 5:13
door 36:4
downtown 85:18,19 86:2
DPD 7:12,17 8:24 9:1 14:11
22:3 25:17 44:2 46:4 75:21
94:23 95:1,16 99:8
DPOA's 94:21
DPW 54:1,18,24
drafted 23:13
drag 33:11,12 56:2 86:1
drifting 33:12,13 56:2
drive 81:6

driven 12:21 65:7
driver 35:15,16 36:19 76:14
77:23
driver's 77:8
driving 35:23 77:13
drove 36:4,20
dubbing 83:19
due 32:6,10 60:22
duly 98:8
dumping 62:8
duplicate 71:22 75:3
duties 10:12

E

earlier 8:8 26:24 27:23 38:18
59:21 96:9
earliest 80:6
early 50:23
ears 8:4
easily 24:25 30:2 55:24
easy 25:12 73:10
eat 55:16
educate 10:21 79:6,22
education 8:14 22:9 49:16
74:16 78:24 92:9,11
educational 8:25 79:10
effective 12:7,15 65:17
effectively 73:17
effectiveness 10:24 11:15
effort 25:15
efforts 11:2 63:24,25 67:13
Eighth 36:17 54:1,19 62:5
74:11
elected 30:7
election 93:5,6,15 97:21

electronic 84:2
eliminate 68:24
Elwood 31:8
Elworth 31:9
email 43:19
emails 95:17
emerging 48:6
emphasize 54:18 82:10
employed 75:4
Employee 18:5
employees 8:24
employment 62:13
emulating 55:3
encounters 37:22 38:1
encourage 43:17
end 2:8 7:20 39:5,7 46:4,5,6
67:8 82:19 93:15
ending 55:6
energy 11:2 12:23
enforce 57:18
enforcement 11:12 14:1,13
22:16 33:12 45:21 54:6 68:22,
23 73:21 87:12 93:10
engage 87:14
engagement 23:10
engages 87:9
engaging 49:24 62:8
enroute 34:6
ensure 2:18,21 9:5 12:17
17:20 44:22 80:12
ensuring 46:12
entertain 4:16 100:1 101:19
entire 7:12,17 51:4 63:15
73:25
entities 48:4 54:5
entitled 93:1

entity 45:6
envelope 99:20
environment 44:25 54:14
equipment 78:7 85:23
Eric 23:21 26:10
escalate 100:16
escalated 37:7
escapes 34:10
essential 8:11
evaluate 17:13 64:4
evaluated 8:7
evening 21:25
event 37:15 94:22,25 95:1
100:11
events 95:3
everyone's 53:12
evicted 62:19,24
evidence 85:14
Ewing 6:8,9,10,11,15 65:22
examples 75:3,12 76:8,21
excellent 69:3 70:25 87:25
exchange 11:13
excuse 4:10 63:10 64:18
100:3
excused 4:3
excuses 25:13 60:11 85:24
executioner 57:17
executives 2:2
exercise 19:8
exists 59:13
exited 36:18
exonerated 74:24
expand 22:19
expect 12:2
expectation 16:5 57:10

experience 11:19 22:16
experiencing 9:2 24:17 26:25
27:5
expertise 11:20
explain 13:8 18:9 76:20
explaining 13:10
explicitly 18:9
explode 56:6
expressing 43:7
expungement 62:12,16
externally 75:16,17
extraordinarily 58:4
eye 18:8 86:17
eyes 8:3 86:18

F

facial 95:6
facilitated 100:14
fact 19:5,14,23 30:2 34:17
58:7 59:14 62:12,14 85:25
90:21
facts 33:25
failures 48:18
fair 31:19 62:16 101:9,13
fairly 73:16
fairs 62:13
faith 26:2
false 25:14
familiar 22:23
family 91:19 101:14
Fantastic 6:18 63:7,16 98:11
Fast 34:19
fatal 36:2 38:25
fault 67:4
favor 4:25 101:22

fax 82:6
fear 47:9 62:19
features 2:9
February 73:24 78:9
federal 59:6,14
feel 16:3,5 26:18 55:18,23
76:5 82:12 89:17 95:9
feeling 60:6
Fellowship 62:16
felons 47:18,25
felony 33:15
felt 29:9 81:9
female 34:1
Ferguson 3:4,5,6,19 4:13,15,
19,21,24 5:2 6:1,5,8,13,18,25
8:19 9:15 10:16 11:16 12:10
13:4,12,18,21 14:6 15:8,12,
14,17,21,23 16:8,24 17:3
18:23,25 20:2 21:14,16,19,23
23:17 24:1,5,7,11,14 26:18,23
27:21 28:13,16,19 29:7,20
31:8,19,25 39:18,22 41:22
42:15 43:16 44:8,10,12 50:4,6
52:1 53:5 56:23 59:15 60:21
61:4,10,23 63:7,16 64:5,10,20
65:3 69:2,18 70:9,12,14,18,
20,22 71:11 72:13,16 73:4,6,
11 82:21,23 83:2,6,13 84:10
86:9,12 87:24 88:13,15,17,21,
25 89:3,19 90:12 91:5,12,15,
22 92:2,7,10,13 96:20 97:11
98:8,11 99:5,23 100:4,6
101:4,5,18,22,24
fibers 91:11
fighths 38:2
figure 68:12
file 7:12,18 8:22 10:2 81:20
82:8
filed 8:20 74:6,7,10 92:21
files 14:1,3,11,13
filing 75:23

fill 17:19 77:18
final 34:25 42:7
finally 37:14 78:1
find 9:19 16:2,12 27:23 34:13,
16 50:14 53:22 76:22 91:3
finding 85:17
findings 51:20,21 53:14 66:8
fine 49:14 96:25
fire 49:23 56:1,3 63:1
firearms 67:2
fired 36:5,12 37:8 44:17,23
fit 60:15,16
Fitzgerald 25:11,19
fix 27:22 31:7 91:8
flees 34:23
flight 57:8
flowing 71:4
flyer 94:25 95:1 101:1,11
flyers 94:22
focus 12:23 47:12 76:17
focused 33:4 41:7 66:18 78:19
folks 84:23,24
follow 31:15 91:2
footage 80:24
force 7:18 19:19 75:13 80:13
100:9
forever 60:4 62:3
forfeit 58:1
forgive 22:6
form 25:22 34:2 93:13,15,25
94:1
forms 8:18 9:5,13
formulating 83:9
Fort 98:1,18
forum 4:12 8:9 73:3 74:17

79:3 97:23
forums 8:14 9:14 79:10
forward 9:4 10:16 11:7,8,9
28:11,12 34:19 75:10 84:17
found 12:25 37:1 61:8 65:17
74:24 75:1,11 85:20
founded 97:19
fourth 37:3 83:24 98:17
Franklin 65:22
Freda 6:20 18:17
free 46:22 71:4 82:12 95:9
freedom 7:23 18:11
friend 56:19
friends 37:6
front 31:13 36:23 46:5 82:13
frustration 57:21
full 14:11 17:20 18:13 31:2
fully 93:2
fumble 97:6
funded 20:16
funds 94:9
future 66:13

G

garage 38:1
gather 3:12 11:12
gave 44:18 90:13
geese 91:19
General 54:1
generally 23:6 75:25 76:10
80:2
generated 15:4 25:6,19
get all 2:25
girlfriend 49:11
give 19:9,16 29:11 37:21

43:23 68:12 75:21 76:8 79:5
94:2
giving 29:5 83:7
glad 19:18
gladly 82:14
glass 54:4
glasses 19:6
glossed 44:16 45:1
glove 78:2,3
goal 73:20 81:17,18
goals 81:18
God 3:11,12,14,16
good 2:1 3:5,22 4:5 15:19
17:23 18:24,25 19:2,13,23
20:4,5 21:25 32:1,2 39:23,25
46:14 48:22 52:9 54:24 55:18
56:8 64:7 67:2 69:18,20 73:6,
13 79:5 80:16,17 83:17 87:5
93:21 98:13
gov 2:23 44:4
governor 52:22
GPS 38:12 75:18
grab 83:13
graduates 19:17
graduation 19:4,18
Grand 36:16
Grandmont 100:7
graph 67:18,21,24 68:16
grateful 24:22
great 23:18 64:7 67:20 70:4
71:7
Greektown 37:16,18
Green 34:16,18 67:13,14 95:7
Greenville 36:3
Gregory 94:14,16,19
grievances 92:21

groups 79:16
grow 54:17 55:19
guess 52:14,19 53:25 85:19
86:6
guest 72:17
guests 6:19
guidance 3:13
guilty 61:8
Gumbleton 26:2
gun 39:4 47:21
guns 55:10
gunshot 36:23
gunshots 37:8
guy 52:9
guys 17:7,14 71:4 96:24 99:9,
15,17

H

half 84:14
handle 10:25 78:5
handled 48:7
handling 8:16
handouts 21:17 23:3
hands 23:5 54:22
Handyside 5:13
hang 90:12 91:20
happen 28:19 31:22 45:18
46:2 56:4,10 58:3 60:12
happened 13:10 33:18,21
68:15 76:13
happening 26:14 27:13 65:8,
18 66:15,21
happy 42:24 43:14 51:20
62:21
harassment 76:4
hard 45:17 54:25 68:5 99:14

harmful 25:16
hate 59:8
Hayes 65:22
headed 25:24
Headquarters 98:15 99:4
health 46:25 47:1,2,3
healthy 47:9 63:2,8
hear 10:5 16:18 17:17 23:23,
24 24:2,6,8,9,10,11,13,14,15,
16,19,21 26:11,14 27:4,10,13
28:15,16 31:14,18 43:4,6
70:25 76:25 77:1,2,5 81:15
heard 27:3 36:21 89:14,18,21
90:1
hearing 5:5 27:10 38:13 46:1
58:15
heck 29:25
held 8:8 73:2 79:9 99:3
helping 22:20 62:6
helps 71:8 79:6,15
Hernandez 4:8,23 50:4,5 69:2,
3,6,11,15,17 83:14,16 84:4,7
hey 16:11 43:21 52:7 99:17
high 11:17 26:4 55:22 99:21
highest 22:15
highlight 62:11 74:1
highlights 28:25
highly 85:2
Hill 23:21 28:14,15,18
hip 37:10
hire 21:7 99:20
hired 20:11,22 87:17
hiring 17:4 20:25 60:1
historically 14:2
hit 34:7,11
hold 26:1 47:25 49:6 51:1
85:21

holding 92:5
Holley 4:9 44:18
Holt 3:22 4:18 32:2 61:25
62:17 64:11,21,24 65:5,10
70:8 71:12 72:2,7,9,12 84:21
91:16 100:3,5,7
home 32:6 34:8 51:16 62:20
homes 54:4,15 55:1
homicides 32:16
Homin 6:17
honest 76:9
honorable 2:2 14:11 16:7
17:24 21:25 42:12 64:1,7 68:4
72:23,25 73:13 92:16,23 93:4,
16 94:13,22 95:14 101:11
hope 19:1,12 97:7
hopeful 28:18
hoping 29:17
horrible 55:6
hospital 37:11
hosting 98:17
hotel 93:17,23
hour 35:2 79:25
hour-long 90:25
hours 34:13,20 82:1
house 35:21 43:13 51:14 52:4,
6
houses 62:6
housing 62:13
How's 40:4,6
HR 17:5
huge 46:21,22
human 100:12,15,21
hundred 9:23 29:1 35:2 41:13
89:1
hundreds 56:7

hurt 29:15 60:9
hurting 47:18
husband 59:8

I

i.e. 79:18
IA 75:15
idea 60:4 68:9
ideas 11:13
identified 37:12,20
identify 38:15 50:20,22 79:15
ill 59:24
illegal 62:8
imagine 35:18 40:16
imitating 54:14 55:3
immediately 56:13
impact 7:7,16 14:10 35:15
41:4,7 45:21 46:18
impacted 7:21 46:18
impassioned 44:18
implemented 40:8 79:3
important 7:24 12:12 46:7
47:13 66:10 77:17,25 78:17
79:4,8,23 80:8 91:3 93:17
impound 77:14,18
impounded 33:15 77:23
Impounding 77:6
impressed 19:4
impressive 71:7
improve 10:20
improving 11:12 73:20
impulsively 33:3
in- 67:1
inadequate 75:20
incarcerate 62:2,3

incarcerated 47:4,7 58:12
60:7
incarceration 51:13
incidence 67:20
incident 36:1,12 37:3 49:9
76:13 100:21,22
incidents 33:17 41:25 42:2,20
54:10 100:16
include 75:12 83:18
included 61:15 83:22 84:1
93:3 94:25
includes 7:18 65:25 67:4
95:22 96:7
including 17:10 93:5 95:15
incoming 92:15,17 94:12
inconclusive 74:25 85:8,10,13
increase 22:9 44:16 85:17
100:15
increasing 33:6
independent 53:1 57:14
indicator 87:13
individual 62:2,25 71:20
individually 11:4
individuals 22:12 45:7 63:5
86:21
individuals' 10:19
influence 22:15 45:5
influencer 56:9
inform 82:14
information 7:25 8:4,12,18,21,
25 9:6,9,12,18,20,24 10:3,4
11:13 16:15 18:11 23:1,5,8
46:12 50:24 51:19 62:25
67:11 68:21 71:5 75:9 79:6
84:3 88:3 93:18 95:12,20 96:1
99:11
informed 51:23 74:21
initiated 36:17 37:6

injured 32:4
injuring 56:11
injury 32:6
injustice 26:6
innocent 39:2 75:24
inputted 67:7
inside 34:21 37:23,24,25
38:10 76:24 77:2
inspect 66:22 68:9,12
inspected 66:7,11
inspecting 67:12
inspection 66:10,25
instances 36:14 48:20
instilling 73:21
insurance 77:10
integrity 25:7 73:22 96:14
Intelligence 65:24
intent 35:6
intentional 51:22
interact 53:25 54:1,5 81:12
interaction 47:2
interest 2:7,8 22:15 44:25
interested 2:12 11:11 21:2
interesting 38:11
interim 5:20 8:9,13 9:8,16,17
20:18 21:10 30:14,18 40:8
72:19 73:1,7,9,13,14 74:13
75:11 76:3 77:10,21 78:8,9,
12,20,23 79:5 80:9 81:14
82:22 84:8,12,20 85:13 86:19
89:7,20 90:5,9 92:14 96:12
interims 21:3
interior 76:25 77:2
internal 7:18 15:4 75:13
interpreters 5:23
interrupt 14:5

interrupting 3:3
intersection 47:2
interval 2:25
interview 80:20,22
interviewed 87:2 90:24
introduce 5:7
introductions 5:11
introductory 63:21
inventory 77:18 86:4
investigate 20:13 35:25 37:1
73:17 75:7,25 76:16 77:6
investigated 20:8,19
investigation 8:18 36:22
80:21,23,24 85:21
investigations 7:19 79:18
96:15
investigator 5:18,20,21,22
8:20 9:8 17:11 20:9,13,18
21:8 72:19,22 73:1,2,7,14,15,
16 78:9,21 79:13 81:25 82:2,
18 86:14 89:8,11 96:11,12
Investigator's 95:16
investigators 17:11 20:10,11,
20,22 86:15,17 87:16,22
99:19
involved 42:21 74:9
involving 74:23 76:4 96:19
isolated 32:11
issue 13:6 48:6,17 49:17
50:10 70:3 71:24 85:9 91:4
96:17
issued 70:1 85:16
issues 9:2 11:2 12:24 21:5,13
47:4,12 74:20
item 23:2 28:4 92:14 101:6
items 14:25 77:20 92:16
iteration 28:22
iterations 28:23

it's 85:25 98:4 99:16

J

jail 45:25 57:5 58:1,17 60:4,20
Jesus 4:8
Jesus' 3:17
Jim 4:9
job 19:15,19 21:11 28:24
29:13 39:6,23,25 40:25 58:15
71:7 96:13 101:8,12
John 87:12
joining 9:3
Jones 24:23 25:5,8 28:25
Jones' 25:8
Jonya 5:17
judge 46:3 57:14,17
judgements 58:20
judges 46:7 53:16 58:19
judgment 57:11
judicial 39:8 47:17 48:7 62:11
63:4
July 10:23 35:23 74:1,6,7,10,
14,23
June 25:10
jury 57:17
justice 57:3 59:25
juvenile 49:10

K

Katrina 5:19 101:7
keeping 78:13
Kemeny 98:17
Kercheval 101:15
key 9:9 51:22 57:23 80:8,14
88:10
kids 55:6

kill 56:19
killed 39:3
killing 55:10 94:23
kind 40:4 52:20 68:16 86:23
87:13
kinesiology 86:16
knew 56:1
knowing 22:15
Kudos 19:6

L

Labor 92:20,21,24
lack 20:10 48:5
lackies 30:20
lacks 75:5
laid 28:19
landlord 62:22
Lane 49:3
language 5:23 86:22
laptop 10:7
laptops 96:23 97:1
large 3:23 45:16,21
largest 97:19
lastly 49:20 95:13
late 62:22 93:25
latest 9:23
launched 73:24 74:18
Lauren 9:8
law 7:4 11:12 14:1,4,13 15:5
18:4,7 22:16 54:6 73:20 87:11
93:10 94:13,16,17,19,21
law- 25:25
Lawrence 5:20 8:9,13 9:17
20:17 21:8 72:20 73:7,14
laws 60:17,18

lead 12:24
leader 12:20 26:2
leaders 80:4 100:9
leadership 30:24 31:1,3 66:8
Leading 74:10
learn 11:13,21
learned 11:14
leave 59:18 77:15 82:4
leaves 34:10
leaving 39:2 47:20
led 100:13
Leenovia 3:8
left 56:17 67:18 68:14 86:24
Legally 25:24
legitimacy 47:15,24
leniency 48:11
lenient 63:6
lessons 11:14
letter 94:13,15,17,19,21
letting 86:24 99:9
level 46:3,22 47:4 49:25 55:22 67:17
levels 45:15
levers 45:4
LGBTQ 76:22
liable 31:3 77:16
license 77:8,9
lied 25:21
lieu 51:13
lieutenants 80:3
life 9:2 49:12 55:6 59:1 62:4
light 6:6 34:16,18 67:13,14,18, 21 68:1,16 95:7
likelihood 45:8
likes 41:1 42:4,5 55:17,18

limbo 58:17
limitation 26:3
limitations 25:25
limited 93:5 95:15
Linda 3:24,25 27:19
link 2:23
Lisa 4:5
Lisonya 5:23
list 43:19
listed 36:7,8 37:10
listen 21:12 29:12 55:21 70:2 71:2 79:9
listing 26:7 79:20
live 89:2 99:10
living 16:5 50:12
local 36:3
located 81:25 98:18 101:15
location 33:22 34:18 91:18 95:3
locations 34:16 68:25
lock 57:23 58:12
locked 39:16 58:13
locking 39:15
log 71:2
logistics 93:20
long 33:23 41:3 53:7 70:4,6
longer 14:15 75:3
looked 34:24
Lord 3:12
loss 27:10 59:1 67:20
lost 47:11 53:20
lot 22:5 33:2 36:3 50:25 53:18, 19 54:7 55:1 58:18 71:6,9 72:12 74:5 76:7 78:17 85:18, 24 99:14
love 52:17 71:3

low 38:19 41:14 46:22 47:4 53:6
lower 67:23,24

M

madam 3:19,21 5:6 6:18 72:16 88:12
made 12:5 31:2 42:6 43:3 62:24 78:15 83:18 84:24,25 97:13 98:3
Madrigal 5:22
maintain 11:17
maintaining 96:14
major 66:23 78:15 84:15,18
majority 93:22
make 2:11 3:12 7:8 8:3 11:3, 14 12:14 18:15 21:17 24:3,20, 24 27:2 28:11 29:16 31:12,14, 17,21 35:3 38:15 41:7 45:25 46:5 47:22 55:9 57:17 58:2, 18,20 60:11,15 73:9,17 77:22 82:7,15 83:23,25 88:4 89:10 90:6 91:22 95:11 96:4 99:6 101:16
makes 55:18 77:22
making 18:19 22:6 25:22 31:1 33:3 40:1 49:19 55:6,7 67:5 84:15,18 85:24 86:25
male 33:23 34:3 37:13,20
Mallett 14:10 18:12,14 29:24
man 27:7 29:8
managed 100:9
management 7:20 80:12
manager 65:25 101:10
mandate 12:7
mandated 8:15
mandates 12:14,15
manner 65:19

March 8:12 74:18
Marie 6:22
Mark 19:10,18
massage 44:20 60:15
material 25:16 93:5
materials 93:12
Matt 18:1
matter 19:24
matters 7:13
mature 12:7
mayor 16:7 19:12 52:22,25
89:24,25
meaningful 12:15
means 17:14 52:4 75:24
measure 45:17
measurements 34:25
measures 2:23
media 5:11 7:9,23 8:2 12:5
13:9 14:3,21,23 15:13,25 22:1
42:20 55:4,5,7,10,11,17 56:7,
11,14,15 85:2,4
mediums 44:5
meet 10:12 11:5 40:9,18 98:24
meeting 2:4,17,19,22,24 3:1,4,
7,14 4:12 5:3,12 7:1,3 12:13
25:4,10,14 26:14 38:5,16 43:6
45:3 51:22 62:18 65:12,16
66:9 85:1 88:2 93:16 97:16
98:14,16,23,24 99:1,3 100:18,
23 102:3
meetings 9:13,14 20:9 28:6
74:17 79:8 84:23 85:1 94:15,
18 98:20,21
meets 98:23,25 99:2
Melanie 2:14 8:10 21:10 27:6
member 21:1 27:1 51:7 99:8
member's 7:12,17 8:7 15:1
members 5:13 7:11 14:11,13

32:10,12 33:20 43:4 75:3
79:20 98:1
memory 38:4
mental 46:25 47:1,2,3
mentally 37:22 59:24
mention 37:19 39:22,25 44:1
100:15
merit 75:5
Merrill 81:24 89:9
mic 59:20 73:11
mic's 2:14
Michael 100:25
Michaels 5:15
Michigan 26:21 101:15
microphone 28:1 72:8
mile 40:3,7,11,18 41:10
miles 35:2
million 26:13
millions 55:7
mind 13:9 47:12 69:11 75:5
98:19
Minister 23:21,23 24:2,6,9,13,
15,19,22 25:18 26:10
minuscule 59:6
minute 28:8 63:10
minutes 5:3,5,6 22:4 29:13
73:8 91:1
mis-wrongdoing 10:20
mischaracterization 59:22
misconduct 7:3,5,15 8:6,17,
23 10:11,19 18:13 24:25
74:19,21 75:12 76:21 77:5
80:8,10 81:21,22 82:12 93:2
96:19
misdemeanor 33:16
missing 77:20
mission 73:15 80:15

model 11:18 12:1,3 61:16
models 81:11
mom 52:16
moment 24:4 37:21
Monday 9:3,4 73:3 85:1
money 56:9 57:6
monitor 2:20 56:20 61:18
63:24 64:3
monitoring 55:8 80:5
month 10:3 68:9 74:1,5 79:21
98:20
monthly 8:9,13,17 9:5,7,13,14
67:25 72:21,24 73:2 79:3,13
84:23
months 27:7 68:3 84:13 87:20
monumental 57:24
Moore 4:7,22 13:23 52:18,19
53:2,6,24 54:12 55:13 56:22
62:4 70:18,19 86:12,13 87:6,
16,23 92:1,3,8 94:14,16,19
moral 91:11
Morang 37:5
morning 19:24
Moss 100:25
mother 19:20
motherless 49:5
motion 4:16,20,21 5:2 100:2
101:19
motive 36:9
motorist 36:17,20
move 11:8 28:11 31:20 32:15
40:23 60:23 75:9 88:17,21
96:22
moved 4:22 101:20
movements 86:16
moving 11:9 33:11 40:25
45:19 84:17

MP9 70:2
multiple 30:11 36:5 45:15
48:24
murder 35:6 59:4,9
murdered 43:12 49:2,8 51:8
murderer 59:2,5,9,10
murderers 59:13
murdering 47:10
murders 59:7

N

NACOLE 80:18 87:11 93:4,7,
20 94:10
NACOLES 11:10 12:19,20,21
30:7
NAN 98:1,3
narrative 23:13,14
narrow 17:15
national 12:18 59:3 87:11
97:14,17,22,25
nationally 97:25
nauseam 46:24
naysayers 40:20
needed 31:17 87:6
needle 60:24
negative 80:7
negativity 55:25
neglected 19:17
neighborhood 33:6 41:18
neighborhoods 34:21 40:10
41:17 54:3,19 55:2 81:6 86:8
nervous 19:24
Network 97:14,17,23 98:1
networking 40:5
newly 80:3
news 7:2,4,9,23 19:2 24:23

25:5 45:8 93:1
newspapers 20:7
niceties 22:5
night 34:17
Ninth 33:20,21 35:9 54:2,19
74:11
noise 36:21
non- 36:1
non-criminal 8:16,22
non-fatal 37:3 39:1
non-violent 59:23 61:20
nonfatal 32:17
nonsense 81:15
normal 54:16,17
note 2:4,13,16 5:10 16:25 17:2
18:22 92:16
noted 92:17 98:8
notes 29:12 33:25 38:4
nothing's 55:11
notification 4:3,10
notify 44:6
NPOS 54:7,8 62:5
number 32:20,23 46:15 50:20
51:5 68:19 82:2,5
numbers 9:12,21 41:9 67:19,
20,24 68:18 69:13 74:19 96:6

O

O'ROURKE 6:16 64:5,7,12,21,
22,23 65:1,4,6,11,23 66:5,17
67:16 68:7 69:5,9,13,16,23
70:1,7 71:10,13,16 72:11,15
99:24
objectively 73:17
obligated 77:12
obligation 27:8 44:22

obligations 11:5
observation 21:10
observe 11:1
occupant 36:4
occupied 81:9
occurred 37:15,18 42:2
occurring 68:10,24
OCI 7:19 8:9,12,24 9:7,11,12,
14,18,24 10:4 30:15 73:2,20,
23 74:1,7,8,13,15,23 79:22
82:11 84:19,23 87:9 89:9,15,
25 91:17 99:13
OCI's 8:17
OCI-RELATED 7:13
OCIS 74:4 92:22
October 98:22,23,24,25 99:2
offended 29:6
offender 59:1
offenders 45:3 46:22 47:6
59:23 61:20 63:6 69:8,10,14
offense 67:17
offenses 30:11 77:8
offer 85:5
office 6:17,23 8:19 10:22
40:17 42:9 45:10 46:15 63:14
72:18,22 73:1,15,16 75:23
77:5 79:12,18,19 82:1 89:8
91:2,17 95:10,15 99:14
officer 13:17,18,20 15:10
16:11 24:24 32:7,8 49:8
77:17,21 85:6,10
officer's 18:4 36:13
officer- 42:20
officers 8:23 13:17 14:2 20:7
29:2 30:2,10 32:4,5,9 34:6,9,
11,20 35:3,25 36:15,16,18,19,
21 38:14 39:6,13 44:16,22
49:22 58:14 66:3 67:3,6 80:1,
5,21 85:16,18 100:24

officer's 36:22
offices 94:13,16,19
official 9:13 10:17 96:23
officials 11:11
oftentimes 46:8 51:9
older 7:6
omit 60:18
on-duty 32:6
ongoing 87:9,14
online 82:7
open 71:4 78:16,20 89:9 90:15
94:14,18 96:8
opening 14:22
openly 25:11
operation 33:9
operations 9:1
opinions 97:22 98:6
opportunities 63:1
opportunity 3:11 10:23 12:22
40:9,23 101:4
opposed 5:2 25:3 43:10 94:3
opposite 96:11
Oracle 94:6
oral 17:21
ordained 3:15
order 3:7 58:2 80:16 81:17
89:5 91:14
organization 12:24 97:24 98:5
organizations 97:19 98:6
outcome 62:21 85:8
outdated 23:6
outrage 25:19
outrageous 89:18,23
outstanding 50:9 96:3
overgrown 54:15

oversee 56:14
overshadow 40:20
oversight 11:3,8,10,18 12:3,5,
11 16:3 28:25 29:25 30:9
44:19 47:24 50:25 51:3 79:1,
23 80:17,20 81:12 87:11
91:10 93:10
overtime 67:1
overview 71:17 92:3
overwhelmingly 40:19 48:22
owe 12:10

P

package 22:9
packet 17:7,8,14,15 43:5,22
94:25 95:6
packets 7:13 17:9 22:12,21,25
93:3 95:2
pages 23:7
paid 87:4 93:23
pain 26:18
Palmer 81:25
pandemic 78:15
paper 96:24,25
paperwork 93:22
paralyzed 49:11
parameter 42:24
paraphrasing 29:12
Park 37:5,6 81:25 100:7
parking 36:3 37:18 38:1
part 7:12 8:15 34:19 41:2
45:16,22 46:2,8,11 57:2 59:2
60:19 67:17 69:7 82:17
participant 22:20
participants 22:1
participate 2:6

participation 22:10 75:5,6
partners 67:14 80:12
Partnerships 93:11
party 9:21
passing 22:11 23:1
passion 59:7
passport 57:8
past 9:3 28:6 30:15,17 33:18
42:3 45:19 73:3 91:5,8
patience 2:18 3:2 24:19 27:16
28:9
Patillo 5:19 101:8
patrol 34:20
patrols 33:6
patterns 7:14 10:10,14,18
63:24 66:21 76:3 79:15,17
80:6
pay 52:14,16 57:24 93:11
paying 50:11 62:23
peace 39:21 84:11
peak 68:2
Peers 67:5,6,9
penalties 57:18
penalty 47:8
pencil 29:11
pending 96:8
penitentiary 59:6
people 12:5,16 17:10,16,21
21:7 22:13 23:10 27:9,13
30:2,5,13 33:2 39:14 40:10,16
41:10,18 46:8 47:8,18,19
48:15 50:12,16 55:23 57:25
59:10 60:2,5 61:8 71:3 76:7
78:11 80:20 81:15 86:23 89:2
99:18
people's 8:3 26:20
percent 66:20

perception 10:19
perfect 48:20 85:3
perform 10:13 12:11
performs 21:11
period 60:8 66:24
periods 66:19
permission 30:17,19
perpetrator 33:22 34:2,22
35:15 37:23 38:6,17 39:4
perpetrator's 38:3
person 17:25 34:3,4 35:5
52:3,10,21 53:9 57:7,12,15
58:7,25 59:2,11 63:14 72:7
76:17 77:15 78:12,13 81:24
82:16 89:24 90:1,22,23
personally 27:8 62:5 99:15
personnel 5:19 7:12,18 13:25
14:3,11,21 15:1 17:4 73:19
79:16 98:25
perspective 57:14 65:9
phenomenal 62:16 96:13
phone 43:22 82:15
phones 3:3
physical 94:3
pick 17:10 51:15 97:5
piggybacks 52:20
Pilot 101:9
pitfalls 50:22
pivotal 12:19
placating 29:5
place 14:9,25 16:6 50:21
81:16 90:6 93:7 101:13
Plaisance 81:24 89:9
plan 11:9,16 28:7 33:4 39:12
68:21
plate 34:19
platform 47:16

pleases 42:22
pleasure 31:16
PM 2:1 36:16 37:4 82:1 94:24
98:14,24,25 99:1,2 101:14
pocket 28:24
podium 18:20 28:2
poignant 49:16
point 13:14 14:16 23:10 34:9,
17,24 37:25 38:10 45:2,11
51:11 52:1 53:14 84:24,25
86:24 88:7 89:3,4,5 91:14
police 2:3 3:6 5:19 6:21,24
7:2,5,10,15 8:6,15,16,23
10:10,18,19 11:5 12:2,9,21,25
13:8,15,25 14:14,19 15:1 19:3
20:7 22:13 24:24 28:24 29:3
30:1 32:7,8,9 40:11,12 41:24
42:1 45:15,22,23 46:9 48:19
49:3,12,14,25 52:6 56:21
57:11,16 58:14,20,21 60:1,2,3
64:15 65:6 66:3 69:21 73:19,
22 74:18,21 75:4,12,19 76:12,
15 77:5,12 78:7,25 79:1,16
80:1,7,10,19,25 81:6,9,13,21,
22 82:11 85:16,25 93:2 95:23
96:17,19 99:7 100:13,18,24
policies 10:11,21 15:15
policing 23:13 25:1 45:17
47:15 61:3,6,12,15 80:16
policy 7:5,7,9,16,21 14:8,24,
25 15:4,6 18:14 24:24 25:2
67:4 98:24
politically 56:17,18
poor 33:3
poorest 26:20
position 17:19 20:19 30:7
49:20 58:23
positioned 36:19
positions 64:9 87:1
positive 21:5 32:12 40:19,20
41:3 70:13

possibility 57:9
possibly 56:3 60:12
post 10:4 56:12 101:16
postal 35:12,17
posted 2:19 3:1 44:3,4 92:18
95:8
power 84:22
Powerpoint 80:3 83:22 84:1,5,
6 89:12,13
powers 25:6 58:23
practices 11:14 21:1
practitioners 11:11
praise 40:2
pray 3:17
prayer 3:16
prayers 32:14
praying 84:16
pre-covid 62:1
Precinct 6:21 32:7,9 33:20,21
35:10 36:17 54:2,20 62:5
65:15 66:25 68:19,23 71:18,
20 72:6,9,10 74:11 82:9 98:17
Precincts 22:13,18,19 66:20,
21 68:25 71:14 72:2,3 74:12
precious 28:4
preparation 66:8 93:6
prepared 57:24 80:2 89:12
prescreen 17:7
prescription 51:16
presence 6:2
present 4:1,6,7,8 17:1 33:13
51:20 66:9,11 69:15 91:6
presentation 9:8 10:17 21:22
63:22 64:3 72:24 79:10,25
80:3 82:20 84:1 86:13 90:23
100:22
presentations 10:4 79:14

presented 65:12 79:24
presenting 72:20 79:17
president 6:22 28:21
presidential 97:21
press 7:23 24:25 90:15
Pressley 4:11 18:21 43:25
44:13,14 48:1,10 49:15 50:8
62:8 63:4 70:15,16 72:5
Pressley's 52:20
pressure 45:6,13 84:15
Pretty 67:23
prevent 3:3
preventing 64:1
Prevention 100:9
previous 5:3 65:1
previously 53:10
priests 26:4
printout 23:11
prior 83:18
priority 68:8
prison 57:4
private 29:9
proactive 45:17
problem 16:11,22 20:11 21:6
22:14 42:11 60:15 65:8 72:1
82:4,22 84:8 90:16 91:25
problems 34:5 42:18
procedures 10:12,22
proceed 34:12
process 8:22 45:15,16 46:4,8,
16,17 48:6,7,13,18 50:22
51:4,23 65:7 66:3,5 78:6 85:5
87:21 89:16 92:23 94:4,6
processes 53:17 66:13
produced 36:5 37:8
produces 38:1

productive 3:14
professional 21:11 80:14
professionals 11:25 21:4
profile 8:7
program 47:6 59:24 60:1
63:11,15 67:8 87:12
programmed 55:14
programs 87:14
progress 8:10 9:11 28:12 40:1
55:1 84:15,18
project 65:25 67:13 73:24
101:9
promote 22:9 23:9
promoted 80:3
promoting 12:20
promotional 7:13
proof 77:10
proper 75:22
properly 96:4
property 58:2
proponent 46:22,23
prosecutor 45:24 46:11 48:23
prosecutor's 45:10 46:14,15
proud 19:22
provide 35:10 42:23,24 48:13
53:13 54:10 68:11 74:22 75:9
provided 8:10 74:16 94:15,23
95:1,5
providing 8:14 10:1 64:2
82:18 96:15
provisions 18:10
proxy 93:13
public 2:5,6 7:25 8:21 14:2,16,
18 17:24 18:8,10,15 22:1,3,8,
10,11,20 23:2,9 25:1,7,20,22
26:14 27:3 28:20 29:9,23,25
30:9,10,21 31:10,13 44:6
46:19 53:7,11 71:4 75:18

79:6,9,11 80:15 89:10 92:18
93:10 98:14 99:3
public's 95:8
pull 10:7 15:11 34:23 43:22
pulled 43:13
pulling 35:1 51:24
pulls 66:2
punished 26:5
pursuant 15:3,5
push 99:20
pushed 35:13
pushes 35:14
pushing 17:12
put 16:4 22:8 34:13,19 38:20
43:19 49:19 55:16,22 56:11,
13 57:5 61:18,20 76:13 89:12
98:9 99:16
putting 99:14

Q

qualification 20:12 67:3
qualifications 20:12
qualified 20:20,22 21:3,7
quality 9:2 10:1 62:4 73:20
96:14
Quantez 4:11 18:21
quarantine 32:11
quarantined 32:10,11
question 15:2 21:8 34:12
41:23 42:7,8,17,19 50:14,19
51:10 52:20 53:25 68:25
85:12 86:14 87:9 88:5,23,25
89:4
questions 9:1 39:17 50:5,9
51:17 69:1 70:17,19,21 79:10
82:21 83:9 88:14,15
quick 23:4 71:17 73:10 86:14
92:3 97:6

quickly 13:5 37:12 53:13
56:24 99:5 101:7

quiet 82:22

Quorum 4:13

R

racing 33:11,13 56:2 86:1

radio 89:21,23

rail 61:1

rainy 41:14

raise 88:23

rally 94:24

ran 60:2

raw 66:19 69:13

re- 45:2

re-offend 57:2,10

re-offending 45:8 58:25

reach 9:15 99:11

react 45:22

reactive 45:16

read 17:25 18:1 61:9,12 92:6
97:5

reading 10:8

ready 15:18 31:24 83:11,12

real 39:10 46:20 47:12 62:21
70:6 97:4

realize 29:15 77:7 84:22 89:25

reason 18:6 29:4 75:16 76:19

reasonable 57:10

reasons 25:7 32:20

recall 86:19 87:3 89:23

receipt 83:20

receive 7:17 9:6,7,10,23 11:6
14:10 20:23 49:22 63:23
72:21,23 73:17

received 7:15 9:5 10:3 17:5

44:2,7 62:17 73:23 74:2,4,7,8,
13 79:21 87:10,18 90:9 92:19,
24,25 93:4,17,25 94:13,17,20,
22 95:4,14,21 97:24 101:7

receives 7:12 42:13 99:7

receiving 10:17 79:16 84:2

recently 73:2

recess 31:6

recidivism 59:5,13

recognition 95:6

recognize 48:1 100:20

recommendation 88:4

recommendations 73:18

recommending 23:2

record 5:10 15:1 16:4,25 17:2
18:22 25:12 76:24 89:20
98:10 99:6

recording 5:11 79:19

recordings 2:19 25:9

records 7:3,5 13:7 14:1,21
18:4,6,7,11,13,15 24:25 25:23
30:3 31:4 93:2 99:8

recovered 33:16 35:19

recoveries 33:15

recovering 32:6

Recreation 98:17

recruiting 67:13

recruits 79:25

recurring 69:8,10,14

redact 7:5 37:22

redacted 14:25

redacting 13:7

redacts 18:3 93:1

redone 49:18

reduction 41:4

Reed 87:12

reevaluate 10:24

refer 46:4 76:3 78:5 82:16
95:2,17

referenced 23:8

reflects 10:17

refocus 11:1

refreshing 40:4

refusal 26:2

refute 85:14

regard 2:18 3:2 11:7 42:17
65:13 101:8

Reggie 90:25

registration 93:17

regroup 28:11

regular 9:13 63:23

regulate 58:21

related 8:6 51:5 76:10

relates 21:21 37:14 47:18
62:9,10 63:3 78:25 85:10

relating 9:12 14:1

relations 5:16 6:21 62:18
78:22 80:13 92:20,22,25

relationship 12:8 54:24

relative 14:13

release 46:17 59:11,23 94:9

released 50:13 57:2 58:8,9
60:12 61:8 76:20

releasing 25:13 59:10

relevant 67:11

reliable 7:24,25

remain 10:1,9 25:22 78:20

remains 12:17

remark 44:18

remarks 13:6 14:22 63:21
78:8

remember 81:5

reminder 9:10 17:4,18 25:9
73:1
reminders 2:5
removal 21:3
reoffending 59:7
replicated 55:5
report 7:4,8 18:2 23:18 31:24
32:3 34:25 42:10,13,16 43:3,
9,14 45:9 48:13 49:16 50:15
63:3 69:4,9,20 70:17 71:3,8,
13 72:5 81:7,21 83:17 84:2
85:6 86:11 88:1 89:11 92:14
93:3 95:6,16,18,20,25 96:6,9
reported 9:20 14:5,8 20:10
41:25 42:20 89:14 96:9
reporter 5:12 24:23
reporting 8:1 20:6
reports 7:2 8:11 20:14,15 21:9
40:2 44:2 49:22,24 71:2,14
72:9 80:25 83:20,21 95:4,5,7,
14,15,17 96:1,2,3
represent 7:22
representative 6:23 14:20
represented 30:5 67:22
represents 46:11 67:22
request 22:23 42:22,23 63:23
72:21 83:18,23 88:1,6 100:14
requested 41:24
requesting 74:20
requests 7:14 18:3
residents 10:2 12:16 71:1
resolution 29:24
resolutions 74:20
resolve 21:5,13 85:9
resolved 13:11,12
resources 11:24 56:15 63:25
65:18 71:24
respect 11:21 48:12 60:22
61:14 76:21 81:11 82:10 83:7

85:15 86:20
respected 97:18 98:5,7
respectful 12:8
respective 99:12
respond 27:9 59:19 79:9 88:3
100:22
responded 33:20 42:19
responding 86:23 94:18,21
responds 21:11
response 9:1 30:24 41:24
42:2,4,19,25 65:18 66:22,23,
24 68:8,10,11 88:5
responses 13:14
responsibilities 10:25 11:3,21
12:12 79:2
responsibility 7:22 79:22
responsible 52:8 65:24 77:14
90:18
rest 47:14 49:11
restored 79:7
restriction 38:22
restrictions 38:21 51:9 61:18,
19
resume 17:7
resurface 83:18
retired 71:3
retrieve 14:12 25:23 36:10
return 49:23 91:23,24 96:3
returned 96:1
returning 59:25 62:14,19,22
63:2,6 101:8,12
revealed 25:19
Reverend 4:9 27:12 44:18
97:20
reverse 18:14
review 17:13 23:4,15 46:2,11
67:5,10

reviewed 8:7
reviews 67:2,4 99:7
revoked 58:11
revolvers 69:21,24
Ricardo 4:7
rid 96:24
rides 40:23
ridiculous 89:22
rights 97:19 98:5
ring 56:1
risk 7:19 57:8 67:4 80:12
River 36:16
Robberies 32:18
robbers 59:12
robbery 37:15,18 38:9,19,23
Robert 2:7 5:16
Robinson 3:8,10
robs 38:2
role 11:25 12:2 30:8 79:12,22
80:1 91:10
roles 11:21 80:4
roll 3:20
rolling 86:17,18
Romulus 35:23
roof 37:23
room 57:24 58:1 82:25 83:3
87:2 88:22 98:15
root 8:5
Rosalia 5:22
Rosedale 100:7
Ross 24:23 25:5 28:25
rounds 17:19
rubber 89:15
rule 58:19
rules 57:17,18,19

run 40:17
running 26:6 34:25
runs 34:7 38:7

S

s6:30 100:23
sacrifice 49:19
safety 46:19 53:7,11 60:24
75:19 93:10 98:15 99:3
sale 56:12,14
sandwich 51:16 55:16,17
satisfy 75:21
Saturday 94:24
scene 33:25 35:16
scheduled 38:13 98:22
scheduling 87:21 93:18
SCHULER 18:2
Schulner 18:1
scout 71:19
scroll 97:5
scrupulous 62:23
search 77:18
season 33:13
seat 12:19 48:15 78:13
seated 2:7
Sebar 9:9
Secondarily 45:2
seconds 16:9,13 35:7
Secretary 3:19 5:7 6:18 8:10
9:17 17:11 21:10 30:14,16
72:16 78:23 92:15
Section 18:8
sedan 36:4
seeking 12:19 16:15 95:12
seemingly 44:16

selected 65:16
sell 56:16
send 68:22
sending 85:18
Senior 5:18
sense 45:4 58:18
sensitive 48:2 60:10
separate 57:12
separation 58:23
September 11:9 93:7 98:16,21
sergeant 6:17 32:6 49:2,3
66:2
sergeants 80:4
serve 12:15 48:14 78:16
serves 25:8
service 9:7 10:2 35:12,17
75:20,22 82:15,17,18 96:15
services 5:11 54:1 73:21
Serving 12:21
set 50:13 57:20 67:25 70:11
99:6
sets 66:1 68:20
setting 56:3
settings 48:4
settlements 30:25
setup 28:5
Seventh 32:9 74:10
sexual 26:4 32:16
shaken 35:18
shaping 23:12,14
share 2:22,23 7:2 9:9 11:14
43:18,19 46:7 73:4 80:9 85:4
93:19 101:2
shared 17:6 63:4
shares 8:21
Sharpton 97:20

Shaw 18:18 21:15,16,17,24,25
22:2,17 23:19
Sheriff 62:15
Sheriff's 63:14
shift 66:24
shoot 35:21 38:6
shooting 36:2,9 37:4 38:25
39:1 41:25 42:2 43:12 47:10
shootings 32:18 42:21
shoots 34:4,8
short 85:23
shortly 38:16
shot 36:15 39:3,4 49:10,14
88:18
shots 36:5,12 44:17,23 49:22
Shotspotter 25:11,21 33:20
34:5 42:6,10 43:2,11,21 44:8
54:19 95:7
Shotspotter's 44:10
show 52:6 56:1 81:23 100:17
showed 19:23 62:1
showing 33:1 41:10 55:9
79:15
shows 35:7 68:14 73:23 74:6,
9 77:23 78:1
shut 56:18 78:18
Side 100:11
sides 80:15
sidewalk 91:21
sign 5:23 52:3,7 93:13 94:1
signed 46:15
signer 52:14
significant 12:4 33:17,18
37:15 51:3,10
significantly 35:13
signs 45:25 76:11 77:21,24

silence 3:3 21:20
silent 25:22 59:20
silver 36:4
similar 66:13 75:18
similarities 53:19
simple 81:7
simply 55:22 58:21 83:17
sir 3:21 4:14 5:8 6:12,14,20
24:21 31:24,25 39:23 44:9,11
48:16 63:20 64:6 70:7 72:13,
18 73:8 84:6 89:3,19 98:8
sit 48:14
sitting 77:15 78:12
situation 35:24 38:25 39:1,5
49:3 58:3 75:14,15 78:6 82:15
situations 39:14 85:19
skills 20:14
Skylar 98:15
slide 64:13,16 65:19 66:4,16
67:15 68:3,13 69:6
slight 32:13
Sloan 5:23 65:22
smartphone 10:6
Smith 18:17,19,24 19:1 70:1,2
smooth 73:10
so-called 31:2
social 55:4,5,7,10,11,17 56:7,
11,14,15
society 58:18 60:10
soliciting 22:10
solution 60:14,16
solve 65:9
son 19:21
source 7:24
sources 8:25
South 98:18

Southfield 100:10
speak 2:15 24:20 30:17,18,19
36:18 82:12
speakers 17:24 23:20 100:13,
24
speaking 2:12 26:10 30:16
48:16 60:22 91:13
special 6:19
specialist 5:17 66:1
specialized 65:16 66:25
67:10,12
specials 70:6
specific 42:22,23 68:25 84:3
specifically 14:22
specificity 65:14
speed 83:2
spend 17:9
spiraling 64:15
spoke 23:12 91:4
spreadsheet 79:20
sprinkle 55:25
squiggly 68:16
stable 36:7 37:10
staff 5:7,10,13 41:1 82:5 95:14
96:12
staffing 65:20,25 67:1
stage 97:21
stages 80:6
stakeholders 51:22
stamping 89:15
stand 29:23
standard 70:3
standards 50:13
start 29:21 32:3 53:15 55:20
65:21 96:23
started 38:16

starting 22:18
starts 94:24
state 6:23 20:25 39:8 59:6
75:19 78:19
stated 13:2
statement 18:1 89:6 92:19
97:14
statements 98:2
States 35:17 57:5
stating 59:21
station 89:23
statistic 59:4
statistics 29:10 45:18 64:14
stats 32:15 43:9 62:1
status 8:11 9:11 11:17 26:3
73:23 92:20
statute 25:25
steal 33:1 55:9
step 54:18
Stephanie 5:24
steps 34:15
steward 30:3
Stewart 5:18 6:16
stolen 33:15 35:20,23 81:7
stop 18:8 36:17 43:12 44:22
61:13,22 76:4,11,15,19 77:4
94:23
stopped 76:6,12
stops 16:18 33:14 43:11 68:17
76:5,9,21
story 28:25 33:23
straight 52:24 53:4,10 99:6,25
straighten 89:21
strategic 65:8
strategies 100:19
street 35:9,11 38:20 49:2,5

54:4 77:16 80:15 89:9 98:18
streets 38:17,19 47:7 60:7
strengthen 11:23
stress 40:24
strike 36:25
striking 36:6
strong 39:12
struck 37:9
structure 11:1 37:19
Strunk 100:25
study 86:16
stuff 31:3 86:25 97:7
subcommittee 74:17 98:20
subcommittees 79:7 98:19,21
subject 14:4 58:9
submit 2:6,8 43:14 46:6,12
48:22 91:18 93:15
submitted 4:2,10 43:9 45:24
48:21 80:11 93:22
submitting 96:13
subscribers 44:5
subsequently 37:8
succinct 50:24
sued 30:25 31:4
suggest 58:12 91:20
summer 68:3
summers 49:4
Supervising 5:20,21,22
Supervision 50:18
supervisor 82:13
support 48:24 60:3 61:14
62:12,13 85:14
supporter 43:10
supports 7:23
supposed 29:10,11 31:2

50:11 60:16
Supposedly 50:10
suppressing 26:19
surely 25:5
surfaced 15:25
surprised 25:3 76:7
suspect 33:22 34:6,8,9,12,17
37:6,8,12,19,20,22,25 38:9,
10,12 49:1,8 51:8 100:20
suspended 58:14 77:9
sustained 36:22 74:25
swing 56:16
synergy 46:14
system 39:8 47:14,17 48:7
49:1 57:3,20 59:25 62:11

T

T-BONE 35:14
table 2:8 97:13
tails 39:13
takes 38:5 85:24
taking 10:22 32:23 44:23 55:4
talk 22:4 40:11,12,13 46:19
47:17 53:16 54:2 55:2 81:15
89:10
talked 46:24 61:19,20
talking 13:17 25:6 29:8 49:24
53:6,7 61:6 75:6 86:21,25
91:5,6,8 100:10
talks 61:6
tap 27:17
task 55:4 100:9
tasks 99:16
taxes 62:23
team 27:1 28:7 50:21 51:19
54:9

tease 55:20
technical 24:17 26:25 27:5
59:20
technically 52:9,11
technology 31:22 95:4,5,6
teenager 49:9
telephone 74:8 82:5
television 20:7
telling 19:21
tenure 78:20
term 46:25
terms 58:9,10 59:10 63:4
76:11 93:19 96:1
testimonies 40:2,5
tether 38:12,18,19,20 46:17
50:10,14,17,18 51:8,11,12
52:3,5 58:3,8,11 61:19 63:11
tethers 45:3 50:12 61:7,16
Texas 98:2
text 22:21
thankful 81:2
theft 32:8,24
thefts 32:25
theme 93:9
therapist 47:1
Theresa 5:15 78:22
thing 15:19 27:12 28:11 38:11
39:16 41:4 56:8 57:3 77:17
82:10 86:5 93:24
things 22:7 28:19 29:6 32:24
47:23 48:21 50:20 51:5,6
55:5,20 67:9 94:7
thinking 52:4,11
thought 42:19
thousand 89:1
threaten 56:18

thrive 12:6
throw 57:23
Thursday 7:3 12:13 91:24,25
94:9 98:22 100:23
Thursdays 65:13
tickets 56:12,13,16 75:25 76:1
tie 88:1
Tiffany 5:18 6:16
Tiktok 32:22,25
time 2:1 3:2,8 12:19 17:9 19:2
28:4 31:17 33:7 35:11 36:9
39:10 42:4,7,20,24 59:1 66:12
68:8,11 72:7 74:15 78:5,14
81:4,5,20 82:19 84:8 85:3
89:25 93:18 95:3,9 96:10 97:4
100:16
timely 65:19
times 30:23 41:24 42:2,25
54:8 66:22,23,24 68:10
Tipton 17:6
today 3:11 5:12 6:14,15 7:1
9:7,23 17:1 19:10 22:8 37:17
65:13 72:20 81:1 89:14
today's 93:16
tomorrow 33:8 57:9
Tony 6:16
top 62:6 67:21 81:11
tore 78:2
total 9:21 96:9,10
totally 26:12,15 27:11
tow 60:1 77:23 78:4,5
trace 34:15
track 63:24 65:17 84:18,19
96:4
traditional 7:23
traffic 33:14 36:17 67:5 68:17,
22,23,24 75:25 76:1,4,10,11
trafficking 100:12,16,21

tragic 35:24
trained 80:13 86:17 87:17
training 86:15,20 87:2,5,7,9,
10,13,18,19 96:18 98:25
trainings 87:14,21
transcripts 25:13
transfer 75:15
transfers 75:12,16
Transit 75:19
transparency 25:1 47:15
88:10
transparently 43:14
treatment 37:11 47:6
trees 54:2,15 62:7
tremendous 12:22
trend 69:7
trending 9:25 32:21 53:19
71:21,24
trends 7:15 10:10,14,18 63:25
66:15,18 67:17,25 71:19 76:3
79:15,17 80:5
trial 49:4,6
triggers 34:5
triple 36:1
troubling 33:19 41:5
truck 35:16,17,18 77:23
true 9:22 25:21,25 26:2
trust 25:7
truthful 86:22
TSS 32:7
Tuesday 85:2 94:4,8
turn 26:9 61:17
turning 96:13
TV 19:4
Twelfth 74:11
type 33:22 41:9,10 47:5 69:21

76:14 86:20 87:1
typically 14:2
Tyrone 6:23

U

UAW 30:3 92:22
ultimately 83:21
unacceptable 26:12,15,21
27:11,18,22 30:6
uncomfortable 46:21
undergone 17:18
understand 13:9 15:16 27:25
52:2 53:8 56:25 57:21 60:3
90:13 91:10,11,12,13 92:4
understanding 13:13 79:12
85:15
Underwood 5:17
unfinished 96:20,21 97:8
unfounded 75:1
uniforms 75:18
uninjured 35:18
union 15:3
unique 72:3,5,10
unit 60:1 65:16,24 66:25
United 35:16 57:5
units 50:18 68:22,23
University 75:19
unjustifiably 76:6
unjustified 76:4,9,10,21
unknown 36:9
unlike 22:3
unmute 31:8
unmuting 31:11
unnecessary 35:24
unprofessional 29:8

unredacted 13:14,15
unsuspecting 47:20
up-to-date 9:6,18,19
upcoming 93:6,20
update 17:6 32:4 37:15 94:10
99:13
updated 10:3
updates 7:2 8:11,20 11:6 17:3,
6 43:18 63:23 72:21,23 73:4
87:7 93:19
UPS 35:16,17
upset 81:22
uptick 32:13 33:7 36:14
upticks 41:6
upwards 35:2 41:13
urban 53:21 58:5
usable 23:6
usual 32:3
utilize 2:9 44:5

V

Valerie 101:9
valid 77:8
validity 62:3
valuable 8:24
vantage 45:11
vehicle 34:10 35:12,19,22
36:5,18,19,20,22,24 76:14,24,
25 77:13,14,19,20
vehicles 33:2,14 67:1 77:6
verbally 43:9
Vice- 3:21 64:8
Vice-chair 3:22 4:18 61:23,25
62:17 64:11,21,24 65:10 70:8
71:11,12 72:2,7,9,12 84:21
88:12 91:16 100:3,5,7

Vicky 22:2
victim 34:7,11 37:5,7,9,22,24
38:8,10 39:2 58:24
victimizing 47:19
victims 36:3,6,7,8
Victoria 18:18
video 2:19 25:13 32:22 33:1
35:7 36:11 48:24
videos 2:17,22,24 3:1
view 2:25
viewed 99:4
viewing 95:9
views 97:22 98:7
violation 38:13 57:19 75:11
77:11
violations 76:11
violence 56:14 60:9 64:16
75:14
violent 47:6 67:17 69:7
VIP 6:19
visibility 45:21
visits 67:14
voices 26:20 89:17
volume 24:21 26:10 53:21
vote 93:14

W

waiting 17:17 21:17 42:1 49:6
70:10
walk 22:12 40:2,7,10 41:10,15
52:12
walking 40:18 41:16,17 49:1
54:4
wanted 5:9 17:1 18:22 30:16,
18 35:5 39:24 42:21 98:9
99:6,25
wanting 62:3

warm 78:13
warrant 45:24,25 46:6,11
warrants 46:15 48:21,22
watch 81:5
watched 19:3
watching 50:11
Wayne 45:9 62:15 63:11,13
75:19
ways 9:19 32:23
weapon 35:20 36:5 37:8 38:1,
2,3,6,9
weapons 33:16 35:19 69:25
wearing 76:15
web 101:17
website 2:20,21 10:5 23:4,6,
10 44:3 95:8 101:3
Wednesday 40:3,21 41:9,14
98:23,24 99:2 101:13
Wednesdays 40:7
weeds 54:3,15
week 8:8 19:3,5 22:4 23:12
26:16 27:18,24,25 28:20 29:5
31:12 32:13 33:18 42:13,14
44:18 49:13 68:15 84:14
90:21 91:17 95:21 97:12
week's 95:5
weekend 33:9
weekly 44:2 84:2 95:4,16
101:16
weeks 41:24 42:3 62:15 78:1
welcomed 50:1
Wesson 70:2
West 100:11
Wheeler 35:12,13,14
white 2:1,16 3:19,21,24 4:1,2,
4,5,7,8,9,11,12,14,20 5:7,8
6:20 8:10 9:17 13:25 14:8,18
15:5 16:23,25 17:1 18:19 19:7

21:10,15 24:17 26:22,24
27:15 28:3 31:10,24 32:1,3,15
33:11 34:1,15 35:5 36:1,12,20
37:3,14 38:8,24 39:20,21
40:2,5,7,22 41:12 42:8,12,16
43:8 44:1,9,11,15 45:14 46:5,
24 48:9,12 49:7 50:3,19 52:25
53:11 54:7,23 55:16 56:5
59:18 60:5 61:9,12 62:18,21,
24 63:20 65:21 68:4 72:4,8,18
78:10,23 83:25 84:6 86:15
87:4,8,18 92:12,14 93:9 94:11
95:20 100:14 101:1,6

White's 6:2 81:18

wholeheartedly 61:22

William 6:24 23:22

Williams 49:3

Willie 4:2,4 5:9

windshield 36:13,23

wisdom 3:13

withholding 18:6

witnesses 48:25

woman 29:9

women 47:19 60:9

wonderful 19:7,15,18,19 41:8

wondering 54:18

word 61:24

words 15:8 19:11 27:18 44:20
72:10

work 7:7 8:5 10:13 11:20,23
12:23 20:21 21:13 27:2,24
28:2 30:14 34:14 44:24 46:14
47:23 48:18 49:17,21 51:15
54:9,24 60:2,17 70:25 81:17
85:6 99:14

worked 81:3

working 2:18 28:8 39:13
50:20,21 54:24 75:20 78:21
80:1 86:4 93:24 96:16

works 39:12 52:11 58:3,4,5

Worth 98:1

would've 85:3

Wow 39:18 63:7

wrestle 47:20

write 20:13,14

written 71:8 88:2

wrong 29:9 32:21

wrongdoing 10:20

wrongdoings 20:8

wrongful 18:7

WXYZ 18:2 93:1

X

XYZ 77:4

Y

Yakata 5:24

yards 35:14

year 11:13 28:20,21 32:18
37:13 45:19 62:2 74:14

year's 93:6

year-to-date 42:6 66:19 67:19

years 7:6 12:3 14:24 25:25
26:5 27:11 30:4,12 49:4
58:13,16

yesterday 9:20 37:17 74:3
93:25

York 64:14

young 16:7 19:10,18 33:2 81:2

Z

zoom 2:9,10,24 3:9 6:22 17:25
24:11,21 79:3,9 92:18 99:4
100:12 101:3