

11/03/2022

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

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

1 MS. WHITE: Good afternoon, honorable Board. Mr.  
2 Chair, the time now is 2:59 PM. Good afternoon again, and  
3 welcome to the Detroit Board of Police Commissioner's  
4 meeting. Just a few reminders. If you would like to  
5 submit public comments or submit your name for public  
6 comments, please do so at this time or as soon as  
7 possible. You may also use the Zoom features available.  
8 Additionally, honorable Board, you have received various  
9 correspondences in your emails, so please review your  
10 emails for further updates. Thank you so much, Mr. Chair.

11 CHAIRPERSON FERGUSON: Good afternoon. My name is  
12 Bryan Ferguson, Chairperson of the Board of Police  
13 Commissioners. This meeting will now come to order. At  
14 this time, I would like to have Chaplain Cassandra Ford  
15 to give us our invocation.

16 CHAPLAIN FORD: Amen. Thank you all for allowing me  
17 to be here today. May God continue to bless each and  
18 every one of us. Shall we pray? Gracious God, we come  
19 right now in the name of Jesus. First, we want to say  
20 thank you. Thank you for life, health, and strengths. We  
21 thank you for this day, for we know that this is the day  
22 that you have made, and we shall be glad and rejoice in  
23 it now. Now, oh, God, we come lifting up our Chief, Chief  
24 White, Lord God. We thank you for him. We thank you for  
25 the Chairman here, Ferguson, and the entire Board of

1 Commissioners. Lord God, we come asking just that you  
2 reign down peace and understanding so we can be on one  
3 accord. We pray that everyone who have concerns get  
4 peace, Lord God. We thank you. We lift up your name. We  
5 ask you to continue to bless our officers and everyone in  
6 this room. We thank you and we praise your name in Jesus'  
7 name we pray. Shall we say men?

8 COMMISSIONERS: Amen.

9 CHAIRPERSON FERGUSON: Thank you, Chaplain Ford.  
10 Thank you so much. Madam Secretary, can we give a roll  
11 call, please.

12 MS. WHITE: Through the Chair. Madam Vice-Chair,  
13 Annie Holt - Good afternoon, Vice-Chair, Annie Holt At-  
14 Large.

15 MS. WHITE: Commissioner Linda D. Bernard -

16 MS. WHITE: Commissioner Cedric Banks - Present.

17 MS. WHITE: Commissioner Willie E. Bell - Present,  
18 District 4.

19 MS. WHITE: Commissioner Willie E. Burton -

20 MS. WHITE: Commissioner Lisa Carter -

21 MS. WHITE: Commissioner Ricardo Moore -

22 MS. WHITE: Commissioner Jesus Hernandez -

23 MS. WHITE: Commissioner Reverend Jim Holley -

24 MS. WHITE: Commissioner QuanTez Pressley - Here.

25 MS. WHITE: Commissioner Willie E. Burton -

1 Commissioner Willie E. Burton is present.

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

3 CHAIRPERSON FERGUSON: Thank you. Now I'd like to  
4 have a motion for the approval of the minutes. I'm sorry,  
5 approval of the agenda for November the third, 2022.

6 CHAIRPERSON HOLT: So move.

7 CHAIRPERSON FERGUSON: Is there a second?

8 COMMISSIONER: Support.

9 CHAIRPERSON FERGUSON: Any discussion? All in favor?

10 CHAIRPERSON HOLT: Aye.

11 CHAIRPERSON FERGUSON: All opposed? All right. It's  
12 passed. Now, approval of the minutes for October 27th,  
13 2022.

14 CHAIRPERSON HOLT: So moved.

15 CHAIRPERSON FERGUSON: Second?

16 COMMISSIONER BELL: Second.

17 CHAIRPERSON FERGUSON: Do we have discussion. All in  
18 favor?

19 COMMISSIONERS: Aye.

20 CHAIRPERSON FERGUSON: All opposed? All right, moving  
21 pass. I'm going to have the Chief report. I see Chief  
22 White is not here. Who we have there for Chief White?

23 ASSISTANT CHIEF LEVALLEY: Good afternoon, sir.

24 Assistant Chief David LeValley sitting in for Chief White  
25 today.

1 CHAIRPERSON FERGUSON: All right, sir. You are up.

2 ASSISTANT CHIEF LEVALLEY: We'll report out. Okay.

3 CHAIRPERSON FERGUSON: Yes, sir.

4 ASSISTANT CHIEF LEVALLEY: All right. I'll start out  
5 with an update on injured officers. We currently have 5  
6 members of the department who are disabled and recovering  
7 at home due to on-duty injuries. One sergeant from the  
8 Second Precinct was involved in a vehicle accident. Two  
9 officers from the Seventh Precinct that were both  
10 involved in a vehicle accident. One officer from the  
11 Ninth Precinct who injured himself during a motor vehicle  
12 accident as well. Covid stats. We currently have 31  
13 members of the department that are either quarantined or  
14 isolated. Last week, that was 37, so down a little bit.  
15 27 of those quarantined or isolated members are currently  
16 positive. Last week it was 32. Crime stats 2022 year to  
17 date, homicides we're at 261. Last year we were at 257.  
18 That's an increase of 2%. Nonfatal shootings we're at  
19 825. Last year we were at 937. That's 12% less. Robberies  
20 we're at 1,192. Last year we were at 1,299. That's 8%  
21 less. Our total part 1 violent crimes 2022, we're at  
22 10,975.

23 ASSISTANT CHIEF LEVALLEY: Last year we were at  
24 12,622. That's 13% less. An update on our drag racing and  
25 drifting enforcement for the period of October 28th

1 through October 30th, last weekend. There were 6 stops  
2 conducted and 1 citation, 1 vehicle was impounded, 1  
3 stolen vehicle was recovered, officers made 4 felony  
4 arrests. For the year for drag racing and drifting  
5 enforcement, we've had 598 traffic stops, 373 citations  
6 issued, 143 vehicles impounded, 12 stolen vehicles  
7 recovered, 58 felony arrests, 11 misdemeanor arrests, and  
8 35 weapons recovered. Some information about mental  
9 health related calls for service. Our year-to-date grand  
10 total for those types of calls is 19,707. Last year we  
11 were at 17,898. Last week, officers responded to 463  
12 mental health calls.

13 ASSISTANT CHIEF LEVALLEY: A few significant  
14 incidents to report on. The first is a fatal shooting,  
15 occurred on October 18th at approximately 2:20 PM.  
16 Officers were called to the 11,500 block of Harper, a  
17 local motel and a project Greenlight business partner.  
18 Clerk at the motel went to a room to check on a male  
19 security guard who resides at the location and did not  
20 show up for his scheduled work shift. The clerk opened  
21 the door, discovered, spent casings, and found a deceased  
22 female on the bed. The clerk immediately left the room  
23 and called 9 1 1. Responding officers investigated the  
24 scene and discovered the female at the location. A  
25 witness stated he heard some fighting in the room and a

1 gunshot earlier in the day. A green light video captured  
2 the security guard leaving the location. The  
3 investigation revealed the security guard as the suspect,  
4 and officers actively pursued him. On November 2nd,  
5 officers responded to the 11,000 block of Longview for a  
6 person shot as a possible suicide.

7 ASSISTANT CHIEF LEVALLEY: Once at the scene,  
8 homicide detectives were able to confirm that the  
9 decedent was the suspect wanted for the murder of the  
10 female victim at the motel. The second incident is a  
11 ShotSpotter success regarding a fatal shooting. Officers  
12 responded to a ShotSpotter alert near Boulder and Manning  
13 on October 27th at 12:30 PM. Upon their arrival, officers  
14 found the suspect suffering from gunshot wounds and  
15 medics pronounced him DOS. The witness returned to the  
16 location once officers arrived, stating he was the  
17 deceased's brother. He stated they were driving together  
18 when the occupant of an orange vehicle began firing shots  
19 at them and strike the victim. Officers were able to  
20 obtain the offender's nickname and information indicating  
21 an ongoing issue between the offender and the victim.  
22 Officers located the offender's vehicle in the driveway  
23 of the offender's home and took him into custody without  
24 incident.

25 ASSISTANT CHIEF LEVALLEY: Homicide executed a search

1 warrant at the residence, recovering evidence of the  
2 offender's involvement in the crime. The offender  
3 confessed to the murder and was charged with second  
4 degree murder, assault with intent to do great bodily  
5 harm and felony firearm three times. He was arraigned and  
6 his bond was set at \$500,000. The third incident to  
7 report on is an extortion arrest involving cybercrimes.  
8 On October 7th, a juvenile victim who attends an area  
9 high school outside of Detroit, reported that an unknown  
10 male was extorting him. He reported that he had been  
11 coaxed into sending nude photos to a female who then  
12 posted them on social media. He was later contacted by an  
13 unknown male, claiming he was friends with the female and  
14 offered to have her take down the photos for a sum of  
15 cash. Through the investigation, Cyber Crimes detectives  
16 were able to identify the male suspect, also a juvenile,  
17 and discovered he was using a computer in Detroit to  
18 catfish students by posing as a female.

19 ASSISTANT CHIEF LEVALLEY: He would contact males,  
20 develop a relationship with them, convince them to send  
21 nude photos of themselves. Evidence was obtained,  
22 supporting the victim's claim, and finding up to 40 other  
23 victims. The suspect was detained and charged with  
24 soliciting child sexually abusive material, possession of  
25 child, sexually abusive material, extortion toward



1 multiple victims, malicious use of a telecommunications  
2 device, and tampering with evidence. Cyber Crimes  
3 detectives are currently working to identify any other  
4 victims. Some events to mention. We did host Trunk or  
5 Treat Halloween, Halloween in the D that was hosted on  
6 October 31st at all 11 of our police precincts. We had an  
7 overwhelming turnout. Some of the precincts actually  
8 ended up running out of candy.

9 ASSISTANT CHIEF LEVALLEY: We tried to avoid that  
10 initially by purchasing large amounts of candy. But we  
11 had a lot of people show up at all the precincts, which  
12 is great. The plan next year is in the budget for  
13 Halloween in the D. The Detroit PAL Championship football  
14 game that took place on Tuesday, November 1st. I'm sorry,  
15 they posted November 1st on their Facebook page about the  
16 games that took place Saturday at Ford Field. We're happy  
17 to report that there were no issues at those games. I  
18 think that will conclude my report. Thank you.

19 CHAIRPERSON FERGUSON: Any commissioners have any  
20 questions?

21 CHAIRPERSON HOLT: I do.

22 CHAIRPERSON FERGUSON: Yes Ma'am.

23 CHAIRPERSON HOLT: Thank you, Assistant Chief  
24 LeValley. My concern has to do with the comments that  
25 have been made by citizens at the previous two meetings

1 about the lack of safety regarding citizens running  
2 through red lights. I did some research and there's a  
3 Senate Bill 857 that's in the Senate. The objective of  
4 that bill is to ensure that cameras cannot be attached to  
5 traffic lights. Then consequently, the person committing  
6 the violation could receive a ticket. When we were in  
7 discussion, you were part of the discussion with the  
8 cameras being attached to the traffic lights here in the  
9 city. Based on one of the comments that were made by the  
10 director of the Department of Traffic and Safety, the  
11 technology that's being placed on those traffic signals  
12 are intended to collect data for the purpose of making  
13 intersections safer. Can you dig into how it's safer  
14 today?

15 ASSISTANT CHIEF LEVALLEY: Right. I can a little bit.  
16 I don't have all the information, but I can tell you that  
17 the way it stands currently I'm not sure why that senate  
18 bill is necessary, because currently it's against the law  
19 in the state of Michigan to use cameras to send tickets.

20 CHAIRPERSON HOLT: Right. That's in essence of I know  
21 they want to ensure.

22 ASSISTANT CHIEF LEVALLEY: Right. So we don't have  
23 that now. We can't do that now. What we do have now are  
24 vehicle recognition cameras at locations throughout the  
25 city that capture license plates that are then used for

1 investigative purposes later on. If an individual's  
2 involved in a crime and they're leaving the scene or  
3 leaving the area, license plate cameras will pick up the  
4 license plates and then tell us that the vehicle was at a  
5 particular location or going through an intersection at a  
6 particular time. We do not use those at all for issuing  
7 tickets for any type of civil infraction enforcement. The  
8 only type of civil infraction enforcement that we do is  
9 officer observations. So we have recently increased our  
10 traffic enforcement operations. I know Assistant Chief  
11 Sheryl has operations that are running on the east and  
12 west side of the city, and they're moving different areas  
13 throughout the city.

14 ASSISTANT CHIEF LEVALLEY: We use information on  
15 traffic crashes that tells us which intersections to go  
16 to do traffic enforcement based on accidents that are  
17 occurring at the intersections. So we have the ability to  
18 access a database that tells us - I could tell it to give  
19 me the top 100 intersections in the city for accidents  
20 with injuries, without injuries. It tells our traffic  
21 enforcement officers where to go. The cameras that are  
22 used in intersections for traffic management they're  
23 called Miovision cameras. So they have a camera that  
24 captures a 360 degree around the intersections. Those  
25 cameras, the resolution on them is not something that we

1 would be able to capture license plates or faces, but you  
2 can see that a red car's going through.

3 ASSISTANT CHIEF LEVALLEY: They use those to make  
4 assessments on changing light patterns for red, green,  
5 yellow, how the lights are timed. When there's accidents,  
6 our fatal squad team is able to access those cameras. So  
7 for a critical or fatal traffic crash, they're able to  
8 look at those cameras and you can make a determination as  
9 to who's at fault a lot of times by viewing that footage  
10 on the cameras. So that's how those cameras are used to  
11 increase the safety at intersections.

12 CHAIRPERSON HOLT: Oh, okay.

13 ASSISTANT CHIEF LEVALLEY: It's not to issue tickets.  
14 Certainly, we don't do that. All of our tickets that are  
15 issued, an officer makes the observation themselves.

16 CHAIRPERSON HOLT: Right. I didn't mean to pose my  
17 question as if I were suggesting the cameras were  
18 attached to ticket issuing. But still, we have the  
19 concern that citizens are blatantly running through red  
20 traffic lights. What is our resolve as citizens who are  
21 becoming increasingly afraid that we're going to be faced  
22 with, unfortunately, a very, very serious accident if  
23 something doesn't happen.

24 ASSISTANT CHIEF LEVALLEY: Yes. It boils down to us  
25 increasing our level of traffic enforcement in our

1 presence. I mean, if you see a police officer, if you see  
2 red and blue lights, it tends to make you slow down.  
3 Eventually we do traffic stops for education purposes.

4 CHAIRPERSON HOLT: Okay.

5 ASSISTANT CHIEF LEVALLEY: Maybe there's some people  
6 that think we do it for the revenue, but it's not a  
7 revenue generating business for us. It's all about  
8 education and causing people to make decisions on the  
9 road that makes everybody safer. So our presence,  
10 increasing the amount of traffic enforcement that we do  
11 is how we get that message out.

12 CHAIRPERSON HOLT: I did speak to a state rep, a  
13 commissioner, as well as someone with city council, and  
14 they did. They flipped the responsibility back to DPD.  
15 Your explanation is helping us, I guess, to expect more  
16 surveillances at those various traffic locations that  
17 apparently the data that you're collecting indicates  
18 that's where we need to be in terms of folks violating  
19 the law.

20 ASSISTANT CHIEF LEVALLEY: Definitely, based on the  
21 staffing that we have available, we have to use that-

22 CHAIRPERSON HOLT: Right. Yeah. Right.

23 ASSISTANT CHIEF LEVALLEY: We're able to fill all of  
24 our vacancies, we can be in more spots.

25 CHAIRPERSON HOLT: Okay. Thank you, assistant. Thank

1 you, Assistant Chief David LeValley, and for having that  
2 car removed as well.

3 CHAIRPERSON FERGUSON: Commissioner Pressley.

4 COMMISSIONER PRESSLEY: Thank you, through the Chair.  
5 My question and follow up to that. What's the regularity  
6 of the reports that you all receive about what  
7 intersections are problematic? How frequently are you all  
8 updated on particular accidents or people running lights?

9 ASSISTANT CHIEF LEVALLEY: That's something our  
10 Traffic Enforcement Unit uses every day.

11 COMMISSIONER PRESSLEY: Okay. Thank you.

12 CHAIRPERSON FERGUSON: Commissioner Banks.

13 COMMISSIONER BANKS: I'm all set.

14 CHAIRPERSON FERGUSON: Commissioner Bell.

15 COMMISSIONER BELL: Thank you, Mr. Chairman. I just  
16 want to follow up on conversation about traffic safety.  
17 We made a request to DC Bliss last week. I hope that we  
18 receive a little bit more detailed report in reference to  
19 patrolling traffic enforcement. I also want to mention  
20 that just last night the captain talked about one of the  
21 precincts talking about beat patrol, Walk the Beat. I  
22 don't think we interested in walking beats for police  
23 officer. What we are interested in is more patrol  
24 officers, especially in traffic enforcement visibility.  
25 Walking beat is great PR, but it served no purpose, with

1 all due respect. We need officers in patrol cars  
2 responding to the needs of the community versus the PR,  
3 in my opinion, in reference to walking the beat. It's  
4 nice to see them walking the beat. I walked the beat, but  
5 that was a different day. We just shook hands and that  
6 was it far as for crime fighting very little.

7 COMMISSIONER BELL: So I would hope that you would  
8 put it on the Chief's heart and we would perhaps have  
9 that type of conversation. We need more traffic  
10 enforcement versus the holiday visibility of office  
11 walking the beat. That is my request in terms of this  
12 issue that traffic form, is dear and seriously, it's just  
13 not traffic lights if people just driving a reckless  
14 throughout the city of Detroit. They have a understanding  
15 that there's no enforcement only on eight mile and macro  
16 on the suburb. But in the City of Detroit, we all in  
17 danger each and every morning, each and every afternoon,  
18 each and every evening in reference to folks just driving  
19 recklessly. So I would hope that you take the strong  
20 consideration in terms of getting more traffic  
21 enforcement. Thank you, Mr. Chair.

22 CHAIRPERSON FERGUSON: Commissioner Burton.

23 COMMISSIONER BURTON: Yes, I have a couple questions  
24 really quick. I'll be brief. Where is Detroit Police  
25 Department right now when it comes to culture awareness

1 with new officers that's on the force or will soon be  
2 joining the force and where we are year to date when it  
3 comes to racial complaints pertaining officers? As well  
4 as I've been asking for a few years now about obtaining a  
5 copy of the core report that was conducted several years  
6 ago. I called for it again last week, and I'm calling for  
7 it again this week. I believe it's a document that each  
8 commissioner should have access to and should read  
9 through. That concludes my questions at this time. But I  
10 may have more later.

11 CHIEF WHITE: Good afternoon, honorable Board.

12 CHAIRPERSON HOLT: Good afternoon.

13 CHIEF WHITE: Through the Chair. With regards to the  
14 core report. This is my first time hearing you ask for  
15 that report, but I will see if we can identify a copy for  
16 you. That report was not, I mean, it's not something that  
17 I have as part of my records in my office. I don't know  
18 what actually informed the report. I know what's in the  
19 report and I have reviewed the report, but if you would  
20 like a copy, I'll do everything I can to get you a copy.

21 COMMISSIONER BURTON: I'd like a full copy. Each  
22 commissioner should have a full copy, an undecked copy,  
23 something that's not decked or anything of that nature.  
24 We need to know what's in the report and what is Detroit  
25 Police Department doing to make some changes within the



1 department.

2 CHIEF WHITE: Changes with regards to what's in the  
3 core report if that's what you're asking. Our policies  
4 that we have in place regarding bias-based policing being  
5 prohibited are routinely inspected, enforce anyone who is  
6 engaged in any conduct that is contrary to our policy, as  
7 this Board knows is taken very seriously. When I returned  
8 as Chief in June of 21, I brought with me my second in  
9 command at the Michigan Department of Civil Rights, a  
10 lady by the name of Mary Engelman. I asked her to take a  
11 position of diversity, equity, and inclusion for the  
12 Detroit Police Department, which she did. She has been in  
13 place now about two months after I got here. Her job is  
14 to go, actually, she's sitting in the same building with  
15 the Office of Chief Investigator.

16 CHIEF WHITE: That was done intentionally as well to  
17 cause her to have those natural interactions and to  
18 establish a rapport with the Office of Chief  
19 Investigators, and also to be mindful of the complaints  
20 that were being generated with the Office of the Chief  
21 investigator as it relates to race and bias and to make  
22 sure that we were proactively monitoring, managing those  
23 issues. Also, she's required to train new officers. I  
24 think you had a question about culture and new officers  
25 and that's part of her responsibility as a direct report

1 to the office professional standards and training. So we  
2 are proactively looking at those issues. We continue to  
3 and we investigate any complaints that's contrary to our  
4 policy.

5 CHAIRPERSON FERGUSON: Fantastic. For the record,  
6 Chief White has entered the building. Madame Interim  
7 Secretary, Ms. White, let me introduce the staff, please.

8 MS. WHITE: Yes, sir. Through the Chair Sergeant  
9 Quinn and DPD team and also Media Services, they are  
10 handling the Board's audio and visual needs at this time.  
11 Our court reporter is Mr. Don Handyside, and the  
12 following Board staff members are in attendance. BOPC  
13 Administrative Staff, Assistant Corporation Counsel,  
14 Christopher - excuse me, Adam Saxby, Ms. Theresa Blossom,  
15 Community Relations Coordinator, Board parliamentarian,  
16 Dr. Francis Jackson, 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 is attending via Zoom. Additionally, interim Chief  
21 Investigator Lawrence Akbar, Supervising Investigator,  
22 Ainsley Cromwell, Acting Supervising Investigator,  
23 LiSonya Sloan, and Supervising Investigator Rosalia  
24 Madrigal are in attendance. Additionally, our American  
25 Sign Language interpreters are Ms. Yakata and Dr.

1 Stephanie Beatty. Thank you, sir.

2 CHAIRPERSON FERGUSON: Fantastic. Chief, who do you  
3 have with you?

4 CHIEF WHITE: Assistant Chief, LeValley and everyone  
5 else can introduce themselves. I see Second DC Kira Hope  
6 and Captain Lever. Anyone I miss, I apologize. I do see  
7 DPOA Vice President Ronald Thomas in the back. Is that  
8 Raven? Raven, of course, I'm on camera and on the mic.  
9 Can't remember your last name. But she works at Planning  
10 and Professional Development.

11 CHAIRPERSON FERGUSON: Thank you.

12 CHIEF WHITE: Anyone else?

13 CHAIRPERSON FERGUSON: Madam Secretary, do we have  
14 any special guests?

15 MS. WHITE: Yes, sir. Through the Chair, Ms. Fredia  
16 Butler of Second Precinct Police Community Relations  
17 Council, former police Commissioner Darrell Brown, and  
18 former police Commissioner William Davis. In Zoom, Ms.  
19 Marie Overall of State Representative Tyrone Carter's  
20 Office, and also Dez Squire of the Michigan Round Table  
21 for Diversity and Inclusion. Thank you, sir.

22 CHAIRPERSON FERGUSON: Thank you. Again, thank you  
23 for attending the board meeting today. Last week the  
24 Board received correspondence from Deputy Corporation  
25 Council, Charles Ramey regarding BOPC Board, Secretary

1 and Chief Investigative positions. As I previously stated  
2 to Detroit News regarding their recent news article about  
3 the reference letter, the letter is inaccurate and  
4 misguided. The Board does not have a Board Secretary or  
5 Chief Investigator. As anyone can see from our public  
6 meetings, the Board has been working with City HR since  
7 2020 to fill both positions, both faces. Until then, the  
8 Boards had to have current staff members working on an  
9 interim basis to do their jobs and additional duties, the  
10 Board Secretary and Chief Investigator. Board meetings  
11 are public. So the record is clear that the Board first  
12 began working with HR to fill both vacancies in 2020.  
13 Even with the pandemic, police commissioners started with  
14 the Board Secretary who serves as Executive Director and  
15 supervises all Board staff, including the Chief  
16 Investigator. A posting error confused the Executive  
17 Management duties with the Administrative Assistant  
18 duties and forced a restart.

19 CHAIRPERSON FERGUSON: The Board went through the  
20 entire process again in 2021. Police commissioners  
21 reviewed resumes and interviewed candidates but did not  
22 hire anyone. They did not hire anyone. The current Board  
23 is now trying again, which makes the third time. No one  
24 expected the process to take as long as it has but we are  
25 optimistic. I am optimistic about hiring a Board

1 Secretary, then a Chief Investigator. Like I've been  
2 saying for weeks, my goal, my personal goal is to have  
3 those positions filled before or by Thanksgiving, or at  
4 least a letter of intent. That's just my goal. The Board  
5 has appreciated and continues to appreciate the quality  
6 and tireless work by Interim Board Secretary, Melanie  
7 White, and Interim Chief Investigator Lawrence Akbar, and  
8 putting them in a tough spot. They were high performers  
9 as a Board Senior Policy Manager and Supervisor  
10 Investigator and have been doing an amazing job in  
11 performing a very hard additional duties on an interim  
12 basis.

13 COMMISSIONER BURTON: Point of order, Mr. Chairman.  
14 It appears that you're reading from a script that's been  
15 prepared for you by the Interim Secretary. That's really  
16 biased for you to read that statement because it's not a  
17 statement that's heartfelt or a statement that is  
18 actually true.

19 PARLIAMENTARIAN DR. FRANCIS JACKSON: Chairman.

20 CHAIRPERSON FERGUSON: Your point. Yes.

21 PARLIAMENTARIAN DR. FRANCIS JACKSON: That is not an  
22 appropriate point of order. Point of order has to be  
23 about violation of the rules.

24 CHAIRPERSON FERGUSON: Commissioner, that's your one  
25 warning.

1 COMMISSIONER BURTON: Point of order, because-

2 CHAIRPERSON FERGUSON: That's your one warning.

3 COMMISSIONER BURTON: You are reading something  
4 that's not been prepared by yourself. It's something  
5 that's been prepared for by a staff member.

6 CHAIRPERSON FERGUSON: Commissioner, your point is  
7 well taken, but I'm not accepting it. So please-

8 COMMISSIONER BURTON: Point of order.

9 CHAIRPERSON FERGUSON: That's your one warning.

10 COMMISSIONER BURTON: Point of order.

11 CHAIRPERSON FERGUSON: Sorry for the interruptions.

12 Please don't interrupt the Chair again. Please don't. I'm  
13 trying to get through this. Thank you. We're also in  
14 process of confirming with Interim Board Secretary,  
15 Melanie White and Interim Chief, Lawrence Akbar may  
16 return to their duties when they were appointed or when  
17 they took over for Interim Secretary and Interim Chief  
18 Investigator, so they could be held in their positions  
19 when they came on. So until we get those positions filled  
20 so they can go back to where they previously were doing,  
21 which is fair, right? I'm also sharing updates regarding  
22 OCI process. I received these updates from Interim Chief  
23 Investigator, Lawrence Akbar and Interim Board Secretary,  
24 Melanie White, who are in process of completing another  
25 process report regarding OCI backlog and caseload

1 progress. Earlier this year, we received a plan of action  
2 from Interim Chief Investigator, Akbar and Interim Board  
3 Secretary, Ms. White, regarding OCI strategies to address  
4 the backlog.

5 CHAIRPERSON FERGUSON: As an update regarding one of  
6 the most important components of the OCI complaints  
7 process, the Complaint Triage Method. Inquiry of the OCI  
8 complaints received and assigned to the investigative  
9 staff since the enhanced OCI CCR database was launched in  
10 mid-October, shows that 54 CCRs - citizen complaint  
11 reports, that's what it stands for - is 44% of the 123  
12 CCRs received in October were closed via the Triage  
13 Method. This shows that 54 complaints would have been  
14 distributed between 10 investigators. That's 5.4 more  
15 each investigator would have gotten. However, due to the  
16 new Complaint Triage Method implemented by our Interim  
17 Board Secretary and Interim Chief Investigator and staff,  
18 we are now able to immediately identify those complaints  
19 that do not allege police misconduct and immediately  
20 refer to DPD and or other appropriate views for further  
21 resolution service and action. Additionally, in the  
22 following months, staff completed this Triage Method  
23 themselves prior to finalizing the electronic Triage  
24 Method. May, 36 complaints of 114 received, that's 36%.

25 CHAIRPERSON FERGUSON: At 3.5, each investigator got

1 more. In June, 28 complaints of 112 received, that's 28%.  
2 2.8 investigators got more. 22 complaints of 93 received  
3 in July. That's 24%. That's 2.2 more complaints each  
4 investigator has had to do. August, 40 complaints of 119  
5 received. That's 34%. That's four more for each  
6 investigator. In September, 25 of 112. That's 22%. That's  
7 2.5 each investigator had to have. In October, just last  
8 month, 54 of 123. That's 44%. That's 5.4 that each  
9 investigator had to take on. That's a total of 205 cases.  
10 That means that's 20 and a half cases for each  
11 investigator. That's a lot. But they're doing a good job.  
12 Fantastic job for what we have. Lastly, during the  
13 earlier part of the year, we closed in January 23, in  
14 February 32. In March 27, in April 19. That's a total of  
15 101 cases.

16 CHAIRPERSON FERGUSON: So as of October, the 22nd,  
17 I'm sorry, October, 2022, each investigator may have had  
18 an additional 30 cases on their already loaded of cases.  
19 That means they had 30 additional ones on the ones that's  
20 already still coming in. Fathom that. Again, I want to  
21 say personally, along with our Board, we thank the staff  
22 for the continued hard and diligent work to solve not  
23 only our backlog cases but ensure immediate service to  
24 our community and investigate those complaints that truly  
25 rise to police misconduct for further appropriate



1 corrective or disciplinary action. So we're working hard.  
2 We're working really hard. I put a lot on the staff.  
3 Trust me, I have. I put a lot on him. I want to say  
4 personally, thank you Ms. White and thank you Mr. Akbar  
5 for all your hard work and all the communications I've  
6 been having with you guys - the back-and-forth emails and  
7 back and forth communications. That's something.

8 COMMISSIONER BELL: Mr. Chairman, I'd like to speak  
9 to your report.

10 CHAIRPERSON FERGUSON: Yes, sir.

11 MS. WHITE: Excuse me, through the Chair.

12 Commissioner Bell if you could please speak into the  
13 microphone.

14 COMMISSIONER BELL: I'm sorry. I just want to say  
15 that in reference to the interim terminology that this  
16 Board approved, it's a long history or interim folks have  
17 served for a length of the period of time. I do not have  
18 a PhD in English. I do not have a law degree, but I think  
19 the definitional interim is quite common in the business  
20 world, even in the community world. So I feel as though  
21 the Deputy Cooperation Council report was up front to  
22 this Board in reference to this particular matter and to  
23 implicate and imply that they held the authority to  
24 terminate our employees. That is upfront to this Board. I  
25 think we must challenge that. I would ask our attorney to

1 look in the legal definition of interim if there's such a  
2 hang-up with the deputy corporation that we have been  
3 using that term. I just heard that Michigan State has an  
4 interim.

5 COMMISSIONER BELL: It's quite common in the real  
6 world. So why are we so unique in terms of being the  
7 focal point of that type of harassment - that type of  
8 retaliation in reference to an employee that had nothing  
9 to do with... They volunteered and we pretty much  
10 designate them in interim's terms. So I think we need to  
11 clear this matter up. The public has been confused. The  
12 media's been confused in reference to the interim term.  
13 That's my statement I feel as though. I appreciate you  
14 remarks, but we must fight for our staff. Thank you.

15 COMMISSIONER BURTON: I'd like to speak to your  
16 report as well.

17 CHAIRPERSON FERGUSON: Go ahead, sir.

18 COMMISSIONER BURTON: I just like to say that  
19 previously Commissioner Ricardo Moore and myself, he was  
20 actually the Chair of the Citizen's Complaint Committee.  
21 Both of us have been removed from the Citizen's Complaint  
22 Committee.

23 CHAIRPERSON FERGUSON: Wait, I'm going to have to  
24 stop you. That's untrue. I didn't remove you, sir.

25 COMMISSIONER BURTON: Yes, I'm-

1 CHAIRPERSON FERGUSON: For the record. Commissioner  
2 Burton is not removed from the Citizen Complaint.

3 COMMISSIONER BURTON: I have been removed from the  
4 Citizen's Complaint Committee along with Commissioner  
5 Moore. We had received complaints in voters and now we no  
6 longer receive any complaints. I have written notations  
7 on each complaint that I sent back because I felt like  
8 there was more information that was needed. Those cases  
9 have been reassigned to other commissioners to rubber  
10 stamp what we call the backlog of Citizens complaints. I  
11 would like to say furthermore you know what this Board  
12 has been doing is wrong. You also removed Commissioner  
13 Linda Bernard, who's the Chair of the Policy Subcommittee  
14 - removed her when she was doing a good job on that  
15 subcommittee. She no longer receives any complaints as  
16 well when it comes to citizens' complaints. Her citizens  
17 complaint, she used to send complaints back as well.  
18 Guess what? Those complaints get reassigned to another  
19 commissioner to sign off on. It is totally unacceptable  
20 because citizens' voices are going unheard by this Board.

21 CHAIRPERSON FERGUSON: Okay. Thank you, sir.

22 COMMISSIONER BANKS: Mr. Chair.

23 CHAIRPERSON FERGUSON: No, wait.

24 COMMISSIONER BURTON: It's a continual problem.

25 CHAIRPERSON FERGUSON: Sir, you do not have the floor

1 any longer.

2 CHAIRPERSON FERGUSON: Yes, sir.

3 COMMISSIONER BANKS: Mr. Chair, we had a goal for the  
4 backlog to be cleared up. Interim Chief, Akbar mentioned  
5 the goal was to be cleared up with the backlog somewhere  
6 around the first week of December or whatever. How many  
7 are we in the backlog now? About how many cases need to  
8 be cleared up? Because you didn't mention that when you  
9 were giving your report. I need an update on that though.  
10 How many are in the backlog?

11 CHAIRPERSON FERGUSON: There's steadily coming down,  
12 but as of last week, we're at 560.

13 COMMISSIONER BANKS: Okay.

14 CHAIRPERSON FERGUSON: We're at 560.

15 COMMISSIONER BANKS: Okay, that's improvement.  
16 Because we were at 900 then, right?

17 CHAIRPERSON FERGUSON: You're right.

18 COMMISSIONER BANKS: That's great improvement. Okay.  
19 Good job.

20 MS. WHITE: Just a point of information. We were  
21 never at 900 backlog cases. So wanted to make sure we are  
22 providing accurate information. We can get you the  
23 accurate numbers from Interim Chief Investigator and  
24 staff and make sure that the honorable Board has the most  
25 up to date numbers as of today's date. Additionally, the

1 staff did transmit several email correspondences to the  
2 commissioner who referenced items in a citizen complaint  
3 report that they had questions about. We did reach out to  
4 that commissioner. We sent various emails on several  
5 occasions. Staff waited at the Office of the Chief  
6 Investigator for the commissioner to arrive for at least  
7 two days in a row and that commissioner never responded.  
8 So we still stand ready as a staff to provide any  
9 information that the honorable Board is seeking or answer  
10 any additional questions that the honorable Board has.  
11 Thank you so much.

12 COMMISSIONER BANKS: I would like to question.

13 CHAIRPERSON FERGUSON: I have to move on, sir. I have  
14 to move on.

15 COMMISSIONER BANKS: One quick one, please.

16 CHAIRPERSON FERGUSON: Yes, go ahead, sir.

17 COMMISSIONER BANKS: Now, if we weren't at 900, where  
18 were we? Through the Chair. Where were we at back in  
19 August?

20 MS. WHITE: Through the Chair. We can get you the  
21 exact numbers, but we were never at 900 backlogs.

22 COMMISSIONER BANKS: Yes. Okay.

23 CHAIRPERSON FERGUSON: So the public can know, and  
24 everybody in this room, those email correspondence when  
25 they came out, I am copied on those. So Madam Secretary,

1 Interim Secretary White is correct. I am copied on  
2 everything, so I know it. Right. Again, for the record,  
3 yes, I did remove some people from some committees, but  
4 that was my choice to do that. I wanted to move people  
5 around. Right? Didn't want people to get stagnated. I  
6 just wanted to move you around, get some ideas from  
7 different people. That's what I wanted. So when  
8 Commissioner Burton said that he's removed, that is  
9 untrue. I did not remove him. When he said he doesn't get  
10 cases. Yes, he does. He gets cases. Everybody gets cases.  
11 That's the goal.

12 CHAIRPERSON FERGUSON: I would like for everybody to  
13 read cases, so they'll know what's going on, especially  
14 in their districts. So they'll know where the complaints  
15 are coming from, right? So they can try to get the  
16 officers and the citizens some help. That's one of my  
17 goals. That's what I wanted to happen, right? So that's  
18 that. All right. So now we're going to move on to oral  
19 communication. Mr. Brown.

20 MR. BROWN: Good afternoon, Mr. Chair, and this  
21 honorable Board. There are currently 8 speakers, and I'll  
22 call those in attendance first. Former Commissioner,  
23 Darrell Brown, followed by former Commissioner William  
24 Davis, followed by Mr. Ben Lord.

25 MR. DARRELL BROWN: Good afternoon this honorable

1 Board, Citizens of the City of Detroit, Detroit Police  
2 Department. I stand before you today because I am  
3 appalled and embarrassed of this Board to really see that  
4 the same things that I've fought for two years ago, three  
5 years ago, are still going on today and they're still  
6 members of this Board that are complicit in the  
7 involvement of their unwillingness to follow the charter  
8 of the city of Detroit. It is clearly lined out in the  
9 letter from the law department that they still asked you  
10 in April to fill these positions. April, and you have  
11 still not done it. What is the challenge? It's what I  
12 asked before. What is the struggle? There's no slam on  
13 Melanie White or Mr. Akbar. The problem is that we need  
14 to hire these people, to put qualified people in these  
15 positions, and you still have not done it. You've said  
16 that we were the problem.

17 MR. DARRELL BROWN: I'm gone and you still have the  
18 same struggle. So the problem was not me, Commissioner  
19 Davis or Commissioner Burton. It is some of the people  
20 that are involved in cronyism and stealing and complicit  
21 illegal behavior and their unwillingness to follow this  
22 charter and to do the things they need to do so that the  
23 citizens of the city of Detroit is served, the police  
24 department is served. More time could be spent with  
25 helping Chief White and the DPOA with really getting this

1 contract passed through City Council to increase the  
2 salaries of our police officers so that they will stay  
3 here. That's the work of this Board and answering these  
4 complaints. I'm watching what's going on, what's in the  
5 room. Commissioner Burton doesn't have a folder in front  
6 of him about a complaint, everybody else does.

7 MR. DARRELL BROWN: Where is his if he hasn't been  
8 removed? I'm just saying, I'm watching. I've been out  
9 here for two years, quiet, just watching what's going on  
10 and the same behavior. The same behavior. But there's a  
11 remedy for that. By you and your unwillingness to follow  
12 the charter, which is the governing body... Because it  
13 says in there the length of time, Melanie White and Chief  
14 Akbar cannot get these positions permanently until they  
15 have been separated from the city.

16 CHAIRPERSON FERGUSON: Okay. Sir your time is up.

17 MR. DARRELL BROWN: Thank you.

18 MR. BROWN: Mr. Davis.

19 MR. DAVIS: Good evening. I like to echo what former  
20 Commissioner Brown was saying. For years we were telling  
21 this Board, and you all was listening with deaf ears,  
22 that you was violating the city charter. You all act like  
23 you all can violate the city charter. You all had been  
24 setting and continue to set a poor example for the  
25 Detroit police officers. A poor example for the city of



1 Detroit. A poor example for the nation. How dare you all  
2 say that you all don't see anything wrong with what you  
3 all did. Nothing was wrong. The letter that the Deputy  
4 Corporation Council sent was well timed. In fact, it's  
5 delayed. It should have been sent. If you could hire a  
6 Chief of Police in 90 days, it do not take...  
7 Commissioners like Bell and others saying, well, we're  
8 going to put this off for a year.

9 MR. DAVIS: We're going to put this off for two  
10 years. That is just wrong. How dare some of you all say  
11 you all preachers. How dare some of you all say, you all  
12 work in corporation? How dare some of you all say that  
13 you're upright citizens. You all cannot be, if you all  
14 allow this to continue. I have no problem against Ms.  
15 White or Mr. Akbar, but they are not qualified. They have  
16 not been separated. Do your job. You all also should be  
17 working for the public, not for special interest because  
18 of Bell and other people that choose to act  
19 inappropriate. I know some ethnic charges will be filed.  
20 I know it's a suit already. A lawsuit's already been  
21 filed. I wonder if all the Board members even know that a  
22 lawsuit was filed. Because this Board has a history of  
23 keeping information just for a few. All that information  
24 comes in should go about through all of the Board  
25 members, not just favorites. Do your job.

1 MR. BROWN: Mr. Lord.

2 COMMISSIONER BURTON: They're right, Mr. Chairman, we  
3 have to do our job as commissioners.

4 CHAIRPERSON FERGUSON: Sir, please

5 COMMISSIONER BURTON: Agree with their statements.

6 CHAIRPERSON FERGUSON: That's your second warning,  
7 sir.

8 MR. LORD: First of all, I'm a citizen here in  
9 Detroit. This body and the young lady there mentioned  
10 about the traffic problems that we're facing.

11 CHAIRPERSON HOLT: Sir, I'm sorry. Could you sort of  
12 talk louder?

13 MR. LORD: I'm sorry. Can you hear me better now?

14 CHAIRPERSON HOLT: Yes, sir.

15 MR. LORD: Okay, great. As I said before this body  
16 did address a concern that I do have, and that's  
17 regarding safety traffic. Thank you. Traffic safety here  
18 in the city of Detroit. I've seen a lot of folks driving  
19 through red lights. I've seen a lot of reckless driving  
20 on the expressways. All of these things are adding up to  
21 something very dangerous, and the health and the safety  
22 of Detroiters. I'm not sure exactly what the police or  
23 what this body can do. I heard one of the police Chief  
24 here, Assistant, say that there was data, there's  
25 information being looked at. It appears to me that that

1 information should be able to be tabulated so that you  
2 can figure out where the problems are and why folks are  
3 driving through these red lights. There's something very  
4 dangerous that's happening in the city and probably  
5 across the country for that matter, because we have a  
6 disregard for law and order, and there needs to be  
7 something to address that. Okay. I'm just an ordinary  
8 citizen, to be quite honest with you. I was here by a  
9 friend of mine about the name, by the name of James Ford  
10 invited me to come. So here I am as a typical ordinary  
11 citizen, really asking. You are the professionals. You  
12 ought to take care of the people. Go about the people's  
13 business. Thank you.

14 CHAIRPERSON FERGUSON: Thank you.

15 MR. BROWN: Mr. Chair, your next three speakers would  
16 be Ms. Bernice Smith, followed by President D.  
17 Buffington, followed by Minister. Eric Blount.

18 MS. SMITH: Go Bernice. Good afternoon,  
19 commissioners.

20 CHAIRPERSON HOLT: Can you hear?

21 MS. SMITH: Good afternoon, Commissioner.

22 CHAIRPERSON FERGUSON: We can hear you.

23 MS. SMITH: Hello?

24 CHAIRPERSON FERGUSON: Go right again.

25 CHAIRPERSON HOLT: They can hear you. Go right ahead.

1 MS. SMITH: My mother used to tell me when fools  
2 talk, they show their ignorance. So you just got to  
3 excuse some people. All right. I just got a call from my  
4 Chicago folks. They keep me up to date on what them  
5 Negroes are doing over there and it's sad. It's really  
6 sad. Look like they can't be stopped, but I'm not going  
7 to talk about them because they're not worth it. Since I  
8 heard the two former commissioners speak against what's  
9 going on in our city, I think it's time for somebody to  
10 let people know they don't know half of what they're  
11 speaking about. If they do it in an intelligent way and  
12 stop coming to the meetings, raising hell all the time,  
13 then we will get something done. You have all kinds of  
14 things that have to be done and taken care of. You cannot  
15 get it done when you're going to raise hell all the time,  
16 and that's what they do.

17 MS. SMITH: You have to stop and be intelligent and  
18 talk in a decent kind of tone. I am so disgusted with the  
19 way that they try and run our commission. I was a  
20 commissioner years ago. I was on the commissioner under  
21 Coleman Young, 73. We didn't do things like that. We were  
22 intelligent. We respected each other and we knew how to  
23 talk to each other. Ms. White's doing a hell of a job and  
24 Akbar is too, so get them on there and let them stay. If  
25 it's against the law, then make it so that it will be

1 intelligent for them to do. I'm so upset, I don't know  
2 what to do. But in the meantime, take care, Commissioner,  
3 and do your job and don't pay attention to these outside  
4 folks that's been on and come in there and run the  
5 meeting. They don't matter. They just want to talk and  
6 raise hell all the time. So forget them. God bless  
7 everybody and take care of yourself. I'm getting along  
8 fine. They took my tooth out so I can't talk too good.  
9 But anyway, I'm all right. I still got enough energy.  
10 Obama was fine, everybody.

11 MR. BROWN: President Buffington.

12 CHAIRPERSON FERGUSON: President Buffington, going  
13 once. President Buffington, going twice. Who do we have  
14 next, Mr. Brown?

15 MR. BROWN: Oh, there you go, there sir. He's on now.

16 CHAIRPERSON FERGUSON: Okay, go ahead, sir. We can't  
17 hear you. Sir, we can't hear you. Mr. Brown, please go to  
18 the next person.

19 MR. BROWN: Okay. Minister. Blount.

20 MINISTER BLOUNT: Can you hear me Board?

21 CHAIRPERSON FERGUSON: Yes, we can hear you go right  
22 ahead.

23 MINISTER BLOUNT: Yes, I am here and have been here  
24 living the words of the late great John Lewis to create  
25 good trouble. So former Commissioner Brown and Davis keep

1 on creating good trouble wherever you find evil,  
2 corruption and anything that is not right. Commissioner  
3 Reverend Pressley, we heard you last week at least trying  
4 to move this Board toward more of a focus on police  
5 misconduct. Please do not let Commissioner Bell talk you  
6 out of your small turn toward doing what's right. But  
7 your attempt was a small one due to you stating that you  
8 want a more balanced activity away from cheerleading for  
9 the Detroit Police Department. As Reverend Dr. Martin  
10 Luther King famously spoke entitled, all here and now.  
11 The Safety of the Public requires all commissioners to be  
12 laser focused on police officer misconduct. We need this  
13 focus here in this meeting and outside this meeting by  
14 all commissioners, not on gun violence, not on drivers  
15 running red lights or stop sign or contract negotiations  
16 that are not related to police officer misconduct.

17 MINISTER BLOUNT: Even the public has been tricked to  
18 come to these meetings to express their concerns of  
19 crime. This is not the time. This is not the place. In  
20 relation to citizens' complaints, the quality of the  
21 review and finding of these complaints is the most  
22 important task. The increases and decreases in the number  
23 of backlogs are only a symptom. My personal experience  
24 with filing a complaint clearly showed me that complaints  
25 are manipulated. I don't have time for my next few points

1 so thank you for listening to me.

2 MR. BROWN: Mr. Chair, your next two callers would be  
3 caller with the last three numbers 315, and Mr. Scotty  
4 Bowman.

5 CALLER 315: Hello?

6 CHAIRPERSON FERGUSON: Yes, go right ahead, 315. We  
7 can hear you.

8 CALLER 315: All right. This is still Burton with  
9 Hood Research. Last week someone on the commission stated  
10 that there was only one person complaining about those  
11 who drive through the red lights. I noticed that there is  
12 a commissioner who has observed the same thing that  
13 people are driving through red lights. There are other  
14 members of this community who have noticed the same  
15 thing. That person who made that statement last week,  
16 perhaps could learn something from our Reverend Holley,  
17 it's called Representative Sampling. When one person  
18 speaks, they represent for multiple people. Lastly, I  
19 want to say once again, that when you talk about fighting  
20 crime, the sight of our vehicles that we pay for by the  
21 way, being within our community are a deterrent to crime.  
22 There needs to be a pool for our vehicles to keep them in  
23 the city. Because as you should know, those have a little  
24 part going on with a free car, free insurance, free  
25 repair, free gasoline. Now that's fair for the other

1 people who work for the police department and for the  
2 residents in the city of Detroit. Our taxes need to go  
3 for our safety. Our safety. Thank you.

4 CHAIRPERSON FERGUSON: Thank you.

5 MR. BROWN: Mr. Bowman.

6 CHAIRPERSON FERGUSON: Mr. Bowman, going once.

7 MR. BOWMAN: Okay. I'm unmuted. First of all, I don't  
8 know how clear I can make this, how clear it should be to  
9 everybody. The failure of this Board to select a  
10 permanent or at least a regular hire, Chief Investigator  
11 and Secretary, has absolutely nothing to do with the  
12 quality of the applicants, has absolutely everything to  
13 do with some members, apparently a majority, wanting to  
14 keep the two people illegally holding those positions in  
15 those places. Keep in mind when I say illegally holding,  
16 and some people got me wrong before, I'm not saying  
17 they're committing the crime. I'm saying that it is  
18 illegal for them to be in those positions. The crime was  
19 committed and is being committed by the commissioners who  
20 use every means possible to circumvent the charter and  
21 keep them in those positions. That's who I'm talking  
22 about. You've had excellent, you had Jermaine Wyrick,  
23 definitely a better Chief Investigator would for sure -  
24 and this is about the qualification of someone than  
25 Lawrence Akbar, who has had huge numbers of resignations



1 of investigators.

2 MR. BOWMAN: There's been some scandals definitely.  
3 Now nothing particularly against Ms. White, she just  
4 isn't legally in that position. But again, we had an  
5 excellent application for Secretary, Gedawell Paxton.  
6 There were probably many other excellent applicants.  
7 Those are just the ones I knew something about. Okay, so  
8 stop playing. Stop delaying. Stop faking. Opening another  
9 interview process is just a deliberate delay to  
10 subterfuge the charter. Go ahead, elect some of the good  
11 people that you already interviewed, if they're still  
12 willing to do it. White. And Akbar.

13 MR. BROWN: Mr. Chair, should I try to go back to  
14 President Buffington?

15 CHAIRPERSON FERGUSON: Yes, go right here.

16 COMMISSIONER BURTON: Mr. Chairman, I think the  
17 gentleman had a few more seconds. I think his call was  
18 interrupted.

19 CHAIRPERSON FERGUSON: Sorry, he didn't. Go right  
20 ahead, mister.

21 MR. BROWN: I'm trying to get him to unmute.

22 CHAIRPERSON FERGUSON: Please, sir, unmute. Going  
23 once. Please, sir, unmute. Going twice. Please, sir  
24 unmute.

25 PRESIDENT BUFFINGTON: Are you going back to

1 President Buffington?

2 MR. BROWN: Correct.

3 PRESIDENT BUFFINGTON: This is President Buffington.  
4 I couldn't unmute previously. I thought you all were  
5 speaking on matters of the commission. I see it's kind of  
6 all over the place in the direction of talking about  
7 seating. My only concern was in regard to the last  
8 meeting. I didn't get to speak on the Detroit Detention  
9 Center. There were issues that were brought up that were  
10 untrue and were not documented correctly and I was just  
11 wondering who the contact person would be to report some  
12 issues that are internally incorrect that were indicated  
13 in the last meeting by your officials that are running  
14 the facility.

15 CHAIRPERSON FERGUSON: You can call the Board's  
16 office.

17 PRESIDENT BUFFINGTON: Okay. That was my only need  
18 for this time right now. Thank you.

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

20 CHAIRPERSON FERGUSON: All right. For the record, I  
21 would like to let the record reflect that Commissioner  
22 Hernandez has entered the building. I want the public to  
23 know, again, this is coming from me, the Chair. We have  
24 been trying to hire qualified candidates for a while now.  
25 In fact, our personnel and training meetings were just

1 one Wednesday, the second Wednesday of each month. That  
2 wasn't going to fly from me. So we've had two in one  
3 week. Two, and it's open meetings time, so there's out  
4 there for everybody. So for them that say that we're not  
5 trying to find somebody. That is definitely just not  
6 true. I am sitting in on every one of the interviews from  
7 Interim Secretary, I mean, I'm sorry, from Secretary to  
8 Chief Investigator to all the investigators and I'm  
9 asking them the tough questions. I am.

10 CHAIRPERSON FERGUSON: I'm letting you know that I'm  
11 asking the tough questions. Now, I told you again, my  
12 goal, not the Board's goal. My goal was to have the  
13 people in place by Thanksgiving, or at least a letter of  
14 intent for all the positions. I wanted to hire 10  
15 investigators, but our budget wouldn't let us. So that's  
16 just not true. Now is that a lofty going? Absolutely. Can  
17 we make it happen? We should. Why not? So to say we're  
18 not trying to do something. Yes, we are. Yes, we are and  
19 all the commissioners have the packets of every single  
20 Chief Investigator that applied, and every single Board  
21 Secretary that applied. You can go back on all the  
22 transcripts and hear me say, please look over your  
23 packets and the people that you like, you have three ways  
24 to do it. You could turn it into the Board Secretary, the  
25 personnel training, or me. That way when those people

1 come up, we know who to look out for and we can say, hey,  
2 this person did really good, or, well, this person  
3 didn't.

4 CHAIRPERSON FERGUSON: So when we make the  
5 recommendations to the full Board, you will be well  
6 informed on what's going on. So when I keep hearing that  
7 it's disturbing and it's not fair for the rest of the  
8 commissioners. It's just not fair. So I want the public  
9 to know that this is what we are trying to do. Not  
10 skating anything. Yes, they gave us a date of the 15th of  
11 December, and I like it. I don't like it. But that's  
12 where we at. I gave a date till Thanksgiving, just before  
13 Thanksgiving. Wow. No one screamed about that. So that's  
14 just my view. Interim Madame Secretary, presentation to  
15 the Board. Who we have for Use of Force.

16 MS. WHITE: Yes, sir. Through the Chair, we do have  
17 Captain Dietrick Lever, who will be providing the Use of  
18 Force presentation. This presentation comes at the  
19 honorable Board's request to receive quarterly updates  
20 regarding the department's use of force data and metrics.  
21 The Board added this requirement as part of the use of  
22 force policy in 2020 as a result of the George Floyd era  
23 and the other excessive use of force incidents around the  
24 country. Lastly, the Board of Police Commissioners  
25 currently has the officer involved shooting investigation

1 policy directive, which also entails the use of force  
2 directive along with other policies that are under the  
3 Board's purview. At this time, we are still requesting  
4 feedback from the public if you would like to have your  
5 recommendations included in that policy directive. So  
6 just wanted to share that reminder. Then if I can just  
7 mention on the record, just to clarify the record the  
8 honorable Board's recommendations for any personnel hires  
9 would go to City HR. So I just wanted to clarify the  
10 record so that the record is clear. Thank you so much.

11 CHAIRPERSON FERGUSON: Captain Lever. Sir, you are  
12 up. It's always good to see you.

13 CAPTAIN LEVER: Good to see you, sir, too. To the  
14 honorable Board, thank you today for the opportunity to  
15 present to you. This is going to be the Civil Rights year  
16 to-date Use Of Force. Do they have the slides up?  
17 Perfect. So this is the Civil Rights Use Of Force Year  
18 To-Date Report. Generally, it's a quarterly report, but  
19 unfortunately this is going to be my last report in front  
20 of you this year for anything from my command. So I went  
21 ahead and I gave you a year to date report. I want to  
22 talk to you about who we are, what we do some of our  
23 responsibilities, give you some of the numbers and data  
24 that you're used to. I also want to go over some Use of  
25 Force training with you as well. I'm not the expert, but

1 it's an overview. I talked to some of my colleagues of  
2 mine to get some information to present to you today.  
3 Thank you. So, next slide, please. This is the Civil  
4 Rights Divisions. Our responsibilities is to review  
5 policy and procedures, auditing the Use of Force  
6 reporting to ensure policy compliance from the Detroit  
7 Police Department, we collect statistical data. We  
8 communicate that data with the parent command so they can  
9 make the proper adjustments with their community  
10 settings. We also recommend policy change.

11 CAPTAIN LEVER: Next slide, please. We do that with  
12 10 people. Usually, I have a Lieutenant Campbell with me.  
13 She's out ill and I wish her well and she's watching  
14 today. But it's myself. I have Lieutenant Campbell. I  
15 have a sergeant and a new compliance manager, Dr. Martin.  
16 We have four sworn personnel and four non-sworn personnel  
17 to get all of this information in for this Board. We also  
18 report through a direct report to the Office of  
19 Professional Development. Next slide, please. So some of  
20 the numbers that you guys are used to I went ahead and  
21 did that. I want to start by saying there's always a  
22 concern when an officer has to use force in the city of  
23 Detroit. If you look at the categories, one through four,  
24 plus acquiring a target, and it'll go down to total,  
25 they're in descending order. Meaning category one is the

1 highest level of Use of Force, category two is the next  
2 highest, category three, and so on and so on. So if you  
3 look at category one year to date - I'm sorry, in 2021,  
4 we have 41, year to date we have 32, which is minus nine,  
5 which is a 22% decrease. I will talk to you more about  
6 and give you some examples about the categories of Use of  
7 Force as we go. I will also remind you about the  
8 increases and decreases.

9 CAPTAIN LEVER: Go to category two. In 2021, we had  
10 214. This year we had 268 to date. That's 54 additional  
11 Use of Force incidents which is a 25% increase. Category  
12 three, we have 547. Today we have 450. That's minus 97,  
13 which is an 18% decrease. Category four, our newest  
14 category, we'll talk about. Again, remember, I will  
15 remind you of that. We had 8 in 2021. This year we have  
16 89 to date. I'm sorry. This year we have 13, which is a 5  
17 increase, which is 63% increase in acquiring your target.  
18 This is with a firearm, not with a taser or a CEW, also  
19 known as a taser. This is with the firearm. Acquiring a  
20 target, we have 110, 2022 we have 89, which is minus 21  
21 as a negative - I'm sorry decrease in 19%.

22 CAPTAIN LEVER: Overall, our total Uses of Force down  
23 7%. Next slide, please. So if you look at this generally  
24 when you talk about Uses of Forces, it's usually  
25 concurrent with taking people into custody. But what I

1 did is I got a Use of Force to arrest ratio. So if you  
2 look the hard working Detroit police officers in 2022 up  
3 to September 30th, arrested 13,135 suspects. Of that, we  
4 use force 763 times. So our Use of Force to our arrest  
5 ratio would be 5.8%, which is less than 10%. Next slide,  
6 please. Again, I said I remind you about the category  
7 one. So category one Use of Force, it was a 22%  
8 decreases. This is any Use of Force regarding a serious  
9 injury or death. They're like discharges of firearms,  
10 canine bytes, taser drive stun or drive stun to a  
11 sensitive area. Category two. Again, as a reminder,  
12 there's a 25% increase. You'd have to look at controls.  
13 I'll tell you a little bit more about that later.  
14 Officers used intermediate impact weapons, which would be  
15 mostly nowadays our CEW or commonly known as a taser or  
16 any injury that has a complaint - any injury that's less  
17 than that of category one. Again, category three, if you  
18 remember back, that was our most used. There's an 18%  
19 decrease. This is any Use of Force with or without, I'm  
20 sorry, without an injury or either a complaint of injury  
21 or a taser discharge.

22 CAPTAIN LEVER: It doesn't take effect. Excuse me for  
23 that. Next slide, please. We'll go over to category four,  
24 which is our newest one. That was when an EMS driver may  
25 call an officer for assistance, or we just use forcible



1 handcuffing. So we take a suspect into custody, if he  
2 doesn't want put his hands behind the back we just  
3 forcibly put his hands behind his back to put him in  
4 handcuffs. Him or her, excuse me. During a firearm and  
5 acquiring a target, a 19% decrease. That said, by  
6 removing my weapon acquire a target means physically  
7 pointed somebody. We also have the destruction of  
8 animals. That's a report that we've seen in the past that  
9 we kind of took it off the chart so we can kind of fit  
10 everything into 10 minutes. I know I went over last time.  
11 So there's a 17% increase in the destruction of animals.

12 CAPTAIN LEVER: In 2021, we had 35, 2022, they were  
13 41. They're all reported. I do want to say this. All Uses  
14 of Force are reported, and all Uses of Force are  
15 investigated. Category one Use of Force are investigated  
16 by our Force Investigation section and that's our highest  
17 level of investigations for Use of Force. Excuse me. Next  
18 slide please. So we have our conducted energy weapon, our  
19 impact weapon. Thank you for approving. So, year to date,  
20 it's a year-to-date report. In 2021, we use 103 times we  
21 discharge. The difference between discharge and  
22 deployment, discharge you actually deploy the trigger and  
23 deploy the prong. So there were 103 discharges in 2021  
24 versus 131 discharges in 2022. It's 28 more with a 27%  
25 increase. Taser deployment, which is not a Use of Force,

1 I'm just simply removing it from my holster.

2 CAPTAIN LEVER: I may threaten to use it. I may arc  
3 it. They will arc it meaning make the electrical contact  
4 spark or spark it for layman's terms. There are 144  
5 deployments in 21 versus 193 in 2022, which is 49 more  
6 deployments. That's a 34% increase. I'm happy to report  
7 there were no accidental discharges. Overall, our taser  
8 use is of 31%. We used the axon taser to conduct the  
9 energy weapon. It's rated at 50,000 volts. For, I think  
10 it's Commissioner Banks, if I'm not mistaken. There were  
11 zero taser related deaths in the Detroit Police  
12 Department.

13 CHAIRPERSON FERGUSON: Wonderful.

14 CAPTAIN LEVER: Next slide please. So this is some of  
15 our subject controls, and this is what we use when we use  
16 them for some of the tactics that we use. We have hard  
17 hands which are maybe physical strikes. We have joint  
18 locks, which is joint manipulation. Maybe bending a wrist  
19 for compliance. Chemical spray, which we're kind of going  
20 away from that a lot. Our PR-24, we don't use that as  
21 much anymore in pressure points. So again, just reading  
22 over the chart. Hard hands, we reported 612 in 2021  
23 versus 556 in 2022, which is a decrease of 56, 9%  
24 overall. Joint locks, we reported 61 in 2021 and 66 in  
25 2022, which is an increase of five versus an increase of

1 8%. Chemical sprays we used six times. We reported six  
2 uses in 2021, 5 in 2022, minus one, minus 17%. PR-24s,  
3 there were no reported use in 2021, there was 1 in 2022.  
4 Overall, get down to the bottom. Total subject control  
5 incidents were 683 in 2021 versus 634 in 2022, minus 49  
6 within 7% decrease.

7 CAPTAIN LEVER: So what I wanted to do was a little  
8 bit different. I know some time I have charts and graphs,  
9 but there's charts and graphs. I wanted to talk to you a  
10 little bit about our Use of Force training. So when you  
11 say, when we use of force reporting, I also want to give  
12 you what you should expect or what we expect to see on  
13 the other side from Detroit police officers. So speaking  
14 with my colleague and I called. I asked the person in  
15 charge of our training. I said, give me a succinct answer  
16 about Use of Force. What do we do? What is our use of  
17 force training? So he instinctively said Use of Force  
18 training is a lecture based and follows the established  
19 force continuum. Members are giving examples of how  
20 tools, methods, and tactics they have line up with  
21 several phases of non-compliance subjects.

22 CAPTAIN LEVER: The phase goes from passive  
23 resistance to deadly force encounters. The training is  
24 designed to help members understand each phase of a  
25 subject resistance and respond with the appropriate

1 amount of force necessary. Keep in mind that the first  
2 level of force is simply the officer's presence. That's  
3 just us being here. Next slide please. So we talked about  
4 training. We talk about training, the types of training  
5 that we have when we train our officers, when we have  
6 initial training, when you're in the academy. We also  
7 have follow-up training as a veteran officer. So we use  
8 things like hands on training. There's classroom training  
9 and we are trained on our impact weapons. We are trained  
10 on our firearms semi-annually. There's role call  
11 training. We have scenario-based training. We are testing  
12 for proficiency. Our officers, they use visual aids to  
13 assist the officers. They use training videos. We have  
14 room clearing training and action shooting training.

15 CAPTAIN LEVER: Next slide please. Now, one time I  
16 was here before you guys asked to see the force  
17 continuum. This is how we teach our officers to respond  
18 when they use force. I know you've heard me say, we  
19 expect our officers to use the least amount of force  
20 necessary to affect the arrest. Now I want to put some  
21 substance to it today. So if you look at the force  
22 continuum, this is how we literally teach our officers.  
23 If you look at the top, that's going to be... Does  
24 everybody have a copy?

25 CHAIRPERSON FERGUSON: Yes.

1           CAPTAIN LEVER: So if you look at the top, there's  
2 going to be subject actions. It says inactive resistance,  
3 passive resistance, active resistance, active  
4 progression, and deadly force encounters. We also take  
5 into effect, as you see the arrow pointing back and  
6 forth, de-escalation techniques, the totality of the  
7 circumstances, what's happening right now. We have  
8 escalation techniques and it's on. This is a guideline.  
9 There's no one right answer. This is a guideline. So in  
10 officers response you'll see, and as well as officer  
11 responds, you'll see the potential for injuries. So we  
12 know this, we're telling our officers this. They're very  
13 well trained. So we have officers present, just me being  
14 here. We have verbal direction, compliance controls,  
15 physical controls, intermediate controls, and deadly  
16 force encounters. So to give you a couple examples of  
17 those. When you look and you see inactive resistance,  
18 that's the first subject to action. What we teach our  
19 officers is we use the least amount of force necessary to  
20 affect an arrest. So when you see an officer or a person  
21 exhibiting inactive resistance, which means verbal  
22 resistance, stares, jaw clenching, you should expect to  
23 see our officers use any response officer's presence or  
24 verbal commands.

25           CAPTAIN LEVER: Or they can go up one if they feel

1 they need to, which would put them into compliance  
2 controls. So if you see a subject exhibiting passive  
3 resistance, which would be standing motionless. So remain  
4 seated as I'm giving you commands, you should see our  
5 officers using, again, maybe officers presence, verbal  
6 commands or compliance control. If need be, it can resort  
7 to physical control. So if we have to, we can always go  
8 one up to escalate if we have to. So if you see a subject  
9 exhibiting active resistance, and that would be locking  
10 arms, pulling back, pulling away, or backing away from  
11 you when I'm giving you commands, you can see our  
12 officers using basically it will be physical controls or  
13 they may go up one to intermediate controls, which would  
14 be our impact weapons. So if you see a subject exhibiting  
15 active aggression, taking the fighting stance, advancing  
16 to fight me, clenching his fist, verbally threaten me at  
17 the same time, you could see me use intermediate  
18 controls, which would be by impact weapon. Or if it's  
19 imminent danger, I'll go into the next one, active  
20 aggression. So that's when the subject is taken  
21 assaultive actions to potentially oppose intimate danger  
22 or a serious death or injury. So that would be what we  
23 consider a deadly force encounter. So that's when we  
24 would be authorized to use our weapons.

25 CAPTAIN LEVER: So hopefully you all, just trying to

1 put some substance to our training. I know we talk about  
2 it a lot. I'm proud of it. We do very good training in  
3 the Detroit Police Department. I do want to leave with  
4 you that sometimes the most appropriate answer, and they  
5 know this too, the officers are taught this as well.  
6 Sometimes the most appropriate response is to deescalate,  
7 disengage, contain, wait for backup or specialized unit.  
8 I think we're doing a good job of it. Next slide, please.  
9 As always and I tell you when I come before you, I always  
10 leave off with our primary concerns are the Department of  
11 Community Safety and Welfare, as well as the department's  
12 image, reputation, and liability. Next slide, please.  
13 With that, I will take any questions that you have.

14 CHAIRPERSON FERGUSON: Wow, fantastic. Let the record  
15 show that Commissioner Bernard and Commissioner Carter  
16 has entered the building. Yes. Commissioner Banks.

17 COMMISSIONER BANKS: Thank you, Mr. Chair. Captain,  
18 how long does a taser neutralize an individual when they  
19 have been tased? How long? A minute, wo minutes, three  
20 minutes?

21 CAPTAIN LEVER: I can't answer that because it  
22 depends on the person. But I think, if I'm not mistaken,  
23 our initial discharge, it's a eight second. Is it eight  
24 seconds? I think it's eight seconds and then if you do it  
25 again, it's five seconds. So it's hot or live for eight

1 seconds and then it shuts off. If I do it again, I think  
2 it's five seconds. I believe I'm correct. I can get back  
3 with you with the actual answer, but I think that's  
4 pretty accurate. But I don't know how long it  
5 incapacitates you. It depends on who you are.

6 COMMISSIONER BANKS: I'm all set.

7 CHAIRPERSON FERGUSON: Commissioner Pressley.

8 COMMISSIONER PRESSLEY: Thank you. Two questions,  
9 Chair. Through the Chair. The first one is reference to  
10 the discharge and deployment of tasers. It's showing a  
11 31% increase. Just for my clarity, what category is that  
12 under again?

13 CAPTAIN LEVER: That would be the discharge?

14 COMMISSIONER PRESSLEY: Yep. So the use of tasers  
15 whether discharge or deployment, where would that be  
16 captured in the categories?

17 CAPTAIN LEVER: So it's by itself, but it's category  
18 two. It's broken out, but it's category two if I  
19 discharge and it affects you. If it doesn't, it's a  
20 category three.

21 COMMISSIONER PRESSLEY: Okay. Thank you. Then my  
22 second question is relative to the Use of Force  
23 continuum. Just for a point of clarity, I see the graphic  
24 that has been used and I'm looking at the copyright and  
25 it says 1997. Now that's been updated since, right? It's



1 just the graphic that has been used is 97. Has there been  
2 a conversation about the Use of Force continuum since  
3 then?

4 CAPTAIN LEVER: Well, we still train from this. It  
5 can be updated. I don't know that we have an update. This  
6 is still our policy now.

7 ASSISTANT CHIEF LEVALLEY: Through the Chair.

8 CAPTAIN LEVER: Oh, I'm sorry.

9 ASSISTANT CHIEF LEVALLEY: Through the Chair. I'm  
10 Assistant Chief LeValley. I just wanted to comment that  
11 on this force continuum that this is a statewide standard  
12 that's established by the Michigan Commission on Law  
13 Enforcement Standards, and they're the governing body for  
14 training and licensing for police officers across the  
15 entire state. This is the same force continuum that's  
16 been in place since 1997. They continually do review for  
17 the need to update the force continuum. But this has been  
18 consistent for at least 1997, actually, I think. I joined  
19 the department in 1995. It was the same force continuum  
20 then at that time that an officer's action is based on a  
21 subject's action and that it should match on the  
22 continuum. So it has not been updated.

23 COMMISSIONER PRESSLEY: Fascinating.

24 ASSISTANT CHIEF LEVALLEY: I do also want to add one  
25 thing with regard to the force continuum. When officers

1 are using force, they could immediately jump from no  
2 force to the highest point on the continuum. There's no  
3 requirement to gradually climb up the continuum. It's  
4 based on the subject's actions. So if the subject  
5 immediately goes to a deadly force encounter, the officer  
6 can immediately go to a deadly force encounter. They  
7 don't have to try step one, step two, step three, step  
8 four, they base it on the subject's actions. We have a  
9 policy that says that we will give warnings whenever it's  
10 feasible, but sometimes time doesn't allow for that if  
11 it's a split-second decision. So I just wanted to clarify  
12 that because it wasn't part of the presentation.

13 CHAIRPERSON FERGUSON: Fantastic.

14 COMMISSIONER PRESSLEY: Thank you. That was very  
15 clarifying. So to my question, relative to that Use of  
16 Force continuum, you mentioned that an officer, according  
17 to a person's action can either be at that level or go up  
18 one.

19 CAPTAIN LEVER: Yes, sir.

20 COMMISSIONER PRESSLEY: Is there a policy that  
21 suggests they can go down one though?

22 CAPTAIN LEVER: Again, well, when I ended off, you  
23 can always disengage, deescalate, wait, call backup. So  
24 yeah.

25 COMMISSIONER PRESSLEY: That's the point of the

1 question, because I'm concerned that by that policy, it  
2 would seem that officers are escalating, or will have the  
3 potential to escalate the situation as opposed to  
4 deescalate. So if I'm at a past resistance and then an  
5 officer goes to physical control, it's the officers'  
6 actions that is actually escalating the situation versus  
7 deescalating. So just clarifying that.

8 CAPTAIN LEVER: Well, that's a good point and thank  
9 you for that. So if that happens, then there's an  
10 investigation at all force. All Use of Force is  
11 investigated. If that happens, then we see that happen,  
12 then he or she'll be held accountable if he or she is  
13 incorrect.

14 COMMISSIONER PRESSLEY: Thank you.

15 ASSISTANT CHIEF LEVALLEY: Through the Chair. I just  
16 want add something to that question. So there isn't a  
17 hard line on this chart as to when you transition from  
18 one point to the next.

19 COMMISSIONER PRESSLEY: Like a spectrum.

20 ASSISTANT CHIEF LEVALLEY: Correct. Right. So active  
21 aggression on the part of a subject could be minimally  
22 active aggression, or it could be very active aggression.  
23 Right. So then that kind of dictates where the officer  
24 responds on the chart. So an active aggression could be,  
25 I'm going to take a fighting stance with the officer. So

1 I'm now actively aggressive with the officer. I'd clench  
2 up my fist, I'm ready to fight. Active aggression could  
3 also be, I'm going to punch officer in the face  
4 repeatedly. Those are both active aggression under the  
5 definition. But there are different levels of active  
6 aggression. So the first example that I gave would  
7 warrant one type of response from the officers.

8 ASSISTANT CHIEF LEVALLEY: It might be on the lower  
9 end of - my eyes aren't as good as it used to be but -  
10 intermediate controls versus if it's the second  
11 description of active aggression, it might be a higher  
12 level of intermediate controls that the officer uses. So  
13 that's why if an officer was the definition of the  
14 subject action is passive aggression, the officer may end  
15 up one spot higher on the chart because of the level of  
16 aggression within that range. If that makes sense.

17 COMMISSIONER PRESSLEY: No, it does. Thank you.

18 CHAIRPERSON FERGUSON: Commissioner Burton. Yes.

19 COMMISSIONER BURTON: Question. Provide us a scenario  
20 where hard hands is acceptable by the Detroit police  
21 department, as well as give us a scenario where hard  
22 hands is not acceptable. As well as you mentioned  
23 something earlier where officers really don't use their  
24 PR-24 anymore. Give us a scenario where the PR-24 is  
25 acceptable and not acceptable as well and why officers

1 are no longer using their PR 24?

2 CAPTAIN LEVER: Through the Chair.

3 COMMISSIONER BURTON: That question is for both of  
4 you.

5 CHAIRPERSON FERGUSON: He's getting ready to answer  
6 it, sir.

7 ASSISTANT CHIEF LEVALLEY: So the PR-24 was an  
8 intermediate weapon that the department issued many years  
9 ago. If you go all the way back to a point in time where  
10 the officers had no intermediate weapons, all the way  
11 back to Malice Green incident. At that point, there was  
12 no intermediate weapon. Officers were using whatever they  
13 may have had available. Then the department made a  
14 decision back then to issue pepper spray. That was the  
15 first intermediate weapon that we had. When the  
16 department then went into consent judgment period, one of  
17 the requirements then was that officers needed to be  
18 provided with more intermediate weapons, more options to  
19 use outside of deadly force.

20 ASSISTANT CHIEF LEVALLEY: Because at that point, if  
21 the spray didn't work, the next option you had available  
22 was either fight or use your gun. So the department then  
23 issued PR-24s which is a collapsible baton. Back then we  
24 were not able to get electronic weapons CEWs, which is  
25 our taser. We were not able to purchase those. There was

1 attempts made at the time. The funding was not approved  
2 back then years ago. Now we're at a point where we do  
3 have the taser, the CEW, which is a very effective  
4 weapon. As you heard the captain say there were zero  
5 deaths related to it. Sometimes it doesn't work, but for  
6 the most part, it is a very effective weapon that is less  
7 lethal, that doesn't cause death and allows the officers  
8 to not have to engage in physical altercations in order  
9 to handcuff somebody.

10 ASSISTANT CHIEF LEVALLEY: So we transition to that.  
11 Now, officers are still issued the pepper spray and  
12 they're still issued the PR-24, but because of the  
13 effectiveness of the electronic weapon causes them to use  
14 those other weapons less. Because the PR-24 being a  
15 collapsible baton and officers are trained to strike with  
16 it and strike certain areas, certain joints it does cause  
17 injury. So we've just culturally shied away from using  
18 that weapon. But it was still available. When we had  
19 situations where we were dealing with crowd control,  
20 you'll see it deployed more often in that type of  
21 instance. It is an effective weapon for passive  
22 resistance. If somebody lays down and doesn't want to  
23 move that weapon is a good weapon at being able to cause  
24 somebody to put their arm behind their back with joint  
25 controls. That weapon has a handle that sticks out the

1 side and officers are trained on how to use it in order  
2 to gain compliance in those types of situations.

3 ASSISTANT CHIEF LEVALLEY: So that's why you don't  
4 see it used. I think there was only one last year, and I  
5 don't know the details of that one. Then the pepper  
6 spray, I think it was only used five or six times because  
7 the CEW is just such a much more effective weapon. The  
8 examples of situations where hard hands would be  
9 acceptable. Hard hands would be acceptable if there was  
10 active aggression. If somebody swings at an officer, an  
11 officer can strike the individual. I mean, that's a hard  
12 hand. It wouldn't be acceptable if an officer were to ask  
13 somebody for their identification and the person says, I  
14 don't want to give it to you, we don't teach the officer  
15 in that instance that it's appropriate response to then  
16 strike the individual. That's not appropriate. So there's  
17 an example of when it's not appropriate. Example of when  
18 it is, is when the officer is facing some sort of a  
19 physical assault.

20 CHAIRPERSON FERGUSON: Fantastic. Commissioner  
21 Hernandez.

22 COMMISSIONER BURTON: Mr. Chairman.

23 CHAIRPERSON FERGUSON: We're going to move on.  
24 Commissioner Hernandez.

25 COMMISSIONER HERNANDEZ: Thank you. Through the

1 Chair. Excellent report as always. A very quick question.  
2 Does deployment mean usage? I'm specifically thinking  
3 about the PR-24 and even the sprays. I know that on slide  
4 eight we're capturing and there's a difference between  
5 discharge and deployment.

6 CAPTAIN LEVER: Yes, sir.

7 COMMISSIONER HERNANDEZ: But for the other  
8 intermediate weapons.

9 CAPTAIN LEVER: Deployment is not tracked for PR-24.  
10 So when I say deployment, I'm specifically talking about  
11 the CEW.

12 COMMISSIONER HERNANDEZ: Okay. So if there is a crowd  
13 control incident where the PR-24 is, and I don't know  
14 what the correct term is, but -

15 CAPTAIN LEVER: Removed.

16 COMMISSIONER HERNANDEZ: Right, Okay. We don't in  
17 brandish, we don't technically track that.

18 CAPTAIN LEVER: No, sir.

19 COMMISSIONER HERNANDEZ: I'm asking this with the  
20 lens of perception for both the resident and also for the  
21 officer. That seems like it could be an opportunity that  
22 we're not tracking, and yet it could escalate based on  
23 perception for the citizen. If I'm engaging, and again,  
24 it's a crowd control incident, say it's the fireworks and  
25 I'm there, body language is huge. If I see that officers,



1 especially multiple, are brandishing essentially that PR-  
2 24, it's fight or flight independent of my engagement or  
3 of my guilt or cause for guilt or any of that. I feel  
4 like that on its own, if we're not tracking, and it might  
5 even be beyond the PR-24 in general, if we're not  
6 tracking that body language, which is hard to do I feel  
7 like it just opens the door for more aggressive reaction,  
8 potentially.

9 CAPTAIN LEVER: Understood.

10 COMMISSIONER HERNANDEZ: Am I making sense?

11 CAPTAIN LEVER: Yes, sir. But while it's not  
12 individually tracked, if it's used again, it's  
13 investigated. That's probably the best course of accident  
14 at this time. Because really if I just take it out, it's  
15 not a use of force. Right. It's not a use of force. But  
16 if I use it, it's a use of force and it's going to be  
17 reported and it's going to be investigated.

18 COMMISSIONER HERNANDEZ: Okay. Thank you.

19 CAPTAIN LEVER: I hear you a hundred percent.

20 CHAIRPERSON FERGUSON: Commissioner Bell.

21 COMMISSIONER BELL: Great report. No questions.

22 CHAIRPERSON FERGUSON: Commission Carter.

23 COMMISSIONER CARTER: Thank you, Mr. Chair. Excellent  
24 report. Thank you for providing the Use of Force  
25 continuum. Thank you for the explanation of the Use of

1 Force continuum because I think it's important for the  
2 commissioners to understand the whole process. My  
3 question is, is the continuum or is it a part of the Use  
4 of Force Policy? I believe that it is.

5 CAPTAIN LEVER: Yes, ma'am.

6 COMMISSIONER CARTER: Yeah, just to let everybody  
7 know that it's a part of the Use of Force Policy as well.

8 CAPTAIN LEVER: Yes, ma'am.

9 COMMISSIONER CARTER: It is?

10 CAPTAIN LEVER: Yes ma'am. It is. I'm sorry. Yes,  
11 ma'am, it is. Thank you for that. I will say I only  
12 provided a partial part of the response. The Assistant  
13 Chief provided the rest.

14 COMMISSIONER CARTER: Thank you.

15 CHAIRPERSON FERGUSON: Commissioner Bernard.

16 COMMISSIONER BERNARD: Very good report. Thank you. I  
17 apologize for these glasses. I have a horrible eye  
18 infection and headache as a result. I have two questions  
19 quickly. The first is, well, one is a comment. Next time  
20 you give this report, can you also include the statistics  
21 on the number of people requiring medical attention as a  
22 result, particularly of tasers and everything else or  
23 Uses of Force? Because that's the community side of this  
24 and I think it would be relevant. But secondly, I want to  
25 ask you a question about policy. In the city of Detroit,

1 when a person is stopped on a traffic violation, even if  
2 it's say five younger guys, is it your policy to have  
3 everybody get out of the car, search everyone in the car  
4 and have everybody stand there? For example, if I was the  
5 guy and I was the driver, so I'm the person that you're  
6 going to ticket. Why don't you, or do you just deal with  
7 me?

8 CAPTAIN LEVER: Two things though. For number one,  
9 for the taser, anybody who's affected by a taser, it  
10 would be a hundred percent received medical attention  
11 because you have to have medical personnel remove the  
12 prongs. So it's a hundred percent. If you're affected by-

13 COMMISSIONER BERNARD: So all of the Uses of Force,  
14 then you probably get medical attention? That might be  
15 the answer.

16 CAPTAIN LEVER: Not all of them. Because some of them  
17 are like category four is very minimal. I'm just  
18 literally putting my hands in your pants behind your  
19 back. Right. So no. But if you require medical attention,  
20 you get it. So I don't have the answer for that, but I  
21 can tell you for CEW, it's a hundred percent if you're  
22 affected. That is not policy from what you just-

23 COMMISSIONER BERNARD: Sorry, I didn't understand  
24 what you said.

25 CAPTAIN LEVER: So for the use of CEW, if I discharge

1 it and it affects you, if I miss you, you don't get  
2 medical attention. If it affects you, a hundred percent  
3 of the people that it affects gets medical attention  
4 because it takes medics to evaluate you and to remove the  
5 prongs.

6 COMMISSIONER BERNARD: Okay.

7 CAPTAIN LEVER: So it would be a hundred percent if  
8 it affects you.

9 COMMISSIONER BERNARD: Deputy Chief, maybe you can  
10 answer the other question.

11 ASSISTANT CHIEF LEVALLEY: Yeah, I can answer the  
12 other question. So each individual, stop the officer-

13 COMMISSIONER BERNARD: The car is stopped. One person  
14 is driving.

15 ASSISTANT CHIEF LEVALLEY: Yeah. On each individual  
16 stop. Right. The officers have to establish their  
17 reasonable suspicion or their cause for having an  
18 individual out of the vehicle. So it is not our policy  
19 that every stop they take somebody out. It's our policy  
20 that on a stop, officers can have people removed from a  
21 vehicle or ask everybody to be removed from a vehicle.  
22 They can search vehicles, but that has to be based on  
23 individual reasonable suspicion for that particular stop.  
24 So I can't say blanketly that we don't do it or that we  
25 do it all the time. It's each individual stop and then

1 the officers have to record that information on their  
2 daily activity and their-

3 COMMISSIONER BERNARD: But it's my understanding that  
4 that happens routinely when there are African American  
5 people in the car, especially males.

6 ASSISTANT CHIEF LEVALLEY: Yeah. Without having all  
7 of the data to show every time that it happens, I can't  
8 tell you that. I can tell you what the policy is though.

9 COMMISSIONER BERNARD: It'd be interesting to keep  
10 that data though, so that we could analyze that  
11 corollary.

12 CHAIRPERSON FERGUSON: Thank you.

13 COMMISSIONER BERNARD: On the race of the people in  
14 the car and their gender.

15 CHAIRPERSON FERGUSON: Commissioner VC.

16 CHAIRPERSON HOLT: No thank you. Through the Chair.  
17 Again, very graphic, excellent presentation and with the  
18 Assistant Chief LeValley being here. He enlightens a lot  
19 of, for me that even though you were clear his comments  
20 would bring it home for me. Through the Chair, a number  
21 of us commissioners participated in a simulated arrest. I  
22 wish you had been there. What's the term for that  
23 training? Do you know to what I'm referring? The Marlin  
24 or-

25 ASSISTANT CHIEF LEVALLEY: MILO.

1 CHAIRPERSON HOLT: MILO. Very intense education, even  
2 from a citizen who never would think about taking on a  
3 gun or behaving in a way much like a law enforcement  
4 member. My point here is it would be interesting if that  
5 training will often say at the citizen Academy or  
6 someplace of that situation whereby citizens would gain  
7 some insight as to the probable encounters between law  
8 enforcement members and a perpetrator and how you're just  
9 not prepared as a citizen that law enforcement members  
10 are trained and supported by policy or should be in terms  
11 of their behavior.

12 CHAIRPERSON FERGUSON: Thank you, Captain.

13 CAPTAIN LEVER: Okay. I'm sorry. I didn't know how to  
14 respond to that.

15 CHAIRPERSON FERGUSON: No, I mean, she was just  
16 basically making a statement, saying that she was  
17 impressed by that. Everybody should have come to that.  
18 That would have been beautiful. All right. Thank you,  
19 sir.

20 CAPTAIN LEVER: All right. See you next year.

21 CHAIRPERSON FERGUSON: Thank you. All right. Interim  
22 Board Secretary, Madame Ms. White.

23 MS. WHITE: Yes, sir. Through the Chair. Honorable  
24 Board, the incoming correspondence is noted on the  
25 agenda, and they are as follows. The correspondence from

1 Chief of Police, James E. White, regarding the  
2 administrative leave without pay, but with medical  
3 benefits for Corporal Sean Bell, badge 2003, assigned to  
4 the 12th Precinct, correspondence from Chief of Police,  
5 James E. White, regarding the administrative leave  
6 without pay, but with medical benefits for police officer  
7 Michael Franks, badge 2379, assigned to the 12th  
8 Precinct. You also receive correspondence from Chief of  
9 Police, James E. White, regarding the BOPC request for  
10 reports of the disciplinary outcomes for sustained cases.  
11 Also, the weekly electronic technology reports consisting  
12 of the Facial Recognition Technology Report, ShotSpotter,  
13 and also Staff Reports, including but not limited to OCI  
14 Staff Reports, which includes the year-to-date numbers  
15 and also the current backlog numbers, which are as  
16 follows.

17 MS. WHITE: Current OCI CCRs as far as the cases over  
18 90 days totals 549 with a total caseload for the office  
19 of 740 cases, but only 549 cases are over 90. A question  
20 was raised earlier in regard to the number of cases  
21 backlog in August of this year. That total number is 688  
22 or was 688 as far as the total backlog cases, not 900.  
23 That concludes my report. Thank you so much.

24 CHAIRPERSON FERGUSON: Thank you. Announcements. Mr.  
25 Brown?

1 MR. BROWN: Yeah. Good afternoon, Mr. Chair, this  
2 honorable Board, and citizen of Detroit. The next BOPC  
3 meeting will be Thursday of November 10th, 2022, at 6:30  
4 with the Sixth Precinct hosting at Citadel of Praise,  
5 located at 20280 Lyndon Street. The next December  
6 community meeting will be Thursday, December the 8th,  
7 2022 at 6:30 with the Third Precinct hosting, and the  
8 location is forthcoming. Mr. Chair for the monthly  
9 community meeting scheduled for November 2022, which  
10 meets every second Wednesday. The budget committee  
11 meeting is on November 9th at 2:00 PM, Personnel and  
12 Training at 2:30 PM, Citizens Complaint Committee meeting  
13 3:00 PM, Policy Committee meeting is at 3:30 PM and all  
14 those take place at headquarters and also can be viewed  
15 on Zoom. Mr. Chair, the announcement. Thank you.

16 CHAIRPERSON FERGUSON: Now, unfinished business. We  
17 had a motion to rescind and expunge from the minutes  
18 specific words from the Chair's report from minutes  
19 adopted on September 22nd, 2022. Commissioner Barnard,  
20 that is your motion.

21 COMMISSIONER BERNARD: Yes, it is.

22 CHAIRPERSON FERGUSON: Would you like to make that  
23 motion?

24 COMMISSIONER BERNARD: Yes, I would. Mr. Chairman, it  
25 is inappropriate, in my opinion, to have in the minutes



1 commentary related to incidents that frankly have nothing  
2 to speak-

3 CHAIRPERSON FERGUSON: Commissioner. Commissioner,  
4 you're just supposed to state the motion. Correct?

5 PARLIAMENTARIAN DR. FRANCIS JACKSON: The motion has  
6 to be made and seconded before debate.

7 CHAIRPERSON FERGUSON: Absolutely. So you have to  
8 make your motion and it has to be seconded.

9 COMMISSIONER BERNARD: The motion is that the  
10 language in the minutes related to the NACOLE conference  
11 be stricken as it relates to the acting Board Secretary,

12 PARLIAMENTARIAN DR. FRANCIS JACKSON: Mr. Chairman.

13 CHAIRPERSON FERGUSON: Yes.

14 PARLIAMENTARIAN DR. FRANCIS JACKSON: The exact words  
15 to be expunged must be stated.

16 COMMISSIONER BERNARD: Thank you.

17 PARLIAMENTARIAN DR. FRANCIS JACKSON: So the motion  
18 must say to expunge and rescind the following words.

19 CHAIRPERSON FERGUSON: Right.

20 PARLIAMENTARIAN DR. FRANCIS JACKSON: Those words  
21 must be identified.

22 CHAIRPERSON FERGUSON: Commissioner, you have to  
23 identify the exact words.

24 COMMISSIONER BERNARD: Okay.

25 CHAIRPERSON FERGUSON: We asked you to identify those

1 words in the email, and I didn't get any response.

2 COMMISSIONER BERNARD: I don't recall the email, Mr.  
3 Chairman. I've been both out of the city and Ill, so I  
4 apologize for that. Where is it?

5 COMMISSIONER: Tab two.

6 COMMISSIONER BERNARD: Tab two.

7 COMMISSIONER BERNARD: Thank you.

8 COMMISSIONER: Before tab two.

9 COMMISSIONER BERNARD: Thank you, commissioner. I  
10 appreciate that. Mr. Chairman, please don't talk to me  
11 like I'm a child. The emphasis in your voice is  
12 disrespectful. No offense, but.

13 COMMISSIONER BURTON: Okay. I agree with-

14 CHAIRPERSON FERGUSON: Please.

15 COMMISSIONER BURTON: I agree with Commissioner  
16 Bernard, because you treat me the same way, which is  
17 totally unacceptable.

18 CHAIRPERSON FERGUSON: Both are out of order. That is  
19 your third warning.

20 COMMISSIONER BURTON: Mr. Chairman, that's-

21 CHAIRPERSON FERGUSON: Please. I would like to  
22 entertain a motion to silence the commissioner.

23 COMMISSIONER: So move.

24 CHAIRPERSON FERGUSON: Second?

25 CHAIRPERSON HOLT: Second.

1 CHAIRPERSON FERGUSON: All in favor? Any discussion?

2 COMMISSIONER BURTON: Discussion.

3 CHAIRPERSON FERGUSON: Yes.

4 COMMISSIONER BURTON: Mr. Chairman, your behavior is  
5 the one that comes off through this microphone here and  
6 the manner that the fact that commissioners are speaking  
7 the truth you want to censor certain commissioners like  
8 Commissioner Bernard and myself. I basically just stating  
9 that Commissioner Bernard is actually right because prior  
10 to her joining the meeting today-

11 CHAIRPERSON FERGUSON: But you were not called on,  
12 sir.

13 COMMISSIONER BURTON: Several people at the table  
14 were not called on.

15 CHAIRPERSON FERGUSON: No one has done that.

16 COMMISSIONER BURTON: I did say through the Chair.

17 CHAIRPERSON FERGUSON: No one said that today. So are  
18 there any discussion?

19 COMMISSIONER BURTON: Other commissioners that we-

20 CHAIRPERSON FERGUSON: Any further discussion?

21 CHAIRPERSON HOLT: Yes. Let my colleague go first.

22 CHAIRPERSON FERGUSON: He has the floor.

23 COMMISSIONER HERNANDEZ: Thank you so much. Through  
24 the Chair. Can we get clarity on his censorship includes  
25 or does the censorship still allow voting?

1 CHAIRPERSON FERGUSON: Wait, Commissioner, we have a  
2 motion on the floor to silence. That's your question?

3 COMMISSIONER HERNANDEZ: That's my question.

4 CHAIRPERSON FERGUSON: Go ahead. Say it again.

5 COMMISSIONER HERNANDEZ: Does the censorship mean  
6 that a commissioner still has the ability to vote. What  
7 is censorship? That's my question.

8 PARLIAMENTARIAN DR. FRANCIS JACKSON: Mr. Chairman. I  
9 have the rules of the Board of Police Commissioners in  
10 front of me. It does not specifically address a person  
11 being silenced. It does address that a non-compliant  
12 Board member can be asked to leave for the remainder of  
13 the meeting. What Roberts provides is that for an  
14 infraction that occurs during a meeting, the assembly,  
15 which would be the Board, can impose a motion to ask that  
16 person to leave. It does not address the issue of  
17 silencing someone.

18 PARLIAMENTARIAN DR. FRANCIS JACKSON: So from a  
19 parliamentary point of view, this parliamentarian cannot  
20 speak to a motion to silence. But the Board can adopt a  
21 motion that a commissioner who has been called to order  
22 several times and has refused to comply by majority vote  
23 can be asked to leave the meeting.

24 CHAIRPERSON FERGUSON: Yes. But commissioner, I do  
25 not want you to leave the meeting, but I can't have you

1 interrupting the Chair. Everything comes through the  
2 Chair. I'm trying to conduct a meeting. This is a  
3 business meeting.

4 COMMISSIONER BURTON: Mr. Chair-

5 CHAIRPERSON FERGUSON: You constantly keep - like  
6 you're just doing right now. That's what I'm saying.  
7 You're doing that right now. You're still doing it, sir.  
8 You never said through the Chair.

9 COMMISSIONER BURTON: Children when we are duly  
10 elected by the citizens of each and we speaking on the  
11 behalf of constituent.

12 CHAIRPERSON FERGUSON: No. So now, any more further  
13 discussion before we have the commissioner removed. I did  
14 not want to do, but if that's the rules under Article 11  
15 in open Meetings Act, I'm going to have to follow the  
16 rules.

17 COMMISSIONER PRESSLEY: Point of order. So do we have  
18 to restate the motion?

19 PARLIAMENTARIAN DR. FRANCIS JACKSON: Yes, Mr.  
20 Chairman. Because the motion was to silence. So the  
21 motion would have to be that the commissioner be removed  
22 from the meeting.

23 COMMISSIONER BERNARD: The motion was to silence was  
24 that he couldn't comment on this topic.

25 CHAIRPERSON FERGUSON: That's what we're still

1 talking. The same thing. Not even through the Chair.

2 COMMISSIONER BERNARD: Oh, Lord.

3 CHAIRPERSON FERGUSON: Okay. So will I have to have  
4 that motion distinct? The main motion was to have him  
5 silenced.

6 PARLIAMENTARIAN DR. FRANCIS JACKSON: What the  
7 parliamentarian is stating is that there's nothing in the  
8 rules of the bylaws of the Board of Police Commissioners  
9 that speaks to a motion to silence. What your standing  
10 rules said is that you can require a non-compliant board  
11 member to leave for the remainder of the meeting. So the  
12 appropriate motion would be that Commissioner Burton  
13 would be removed for the remainder of the meeting.

14 MS. WHITE: Mr. Chair?

15 CHAIRPERSON FERGUSON: Yes.

16 MS. WHITE: I may just also indicate that the city's  
17 law department is here and can speak to the legal  
18 consequences of silencing the microphone and removing a  
19 Board member. They are two different things so I think  
20 that the law department should be able to weigh in on  
21 that. Also, the honorable Board has previously received  
22 clarification from the law department that silencing a  
23 microphone would not require the Board member to actually  
24 leave the meeting room, but they would not be able to  
25 speak for the remainder of that meeting.

1 CHAIRPERSON FERGUSON: Correct.

2 MS. WHITE: Thank you so much.

3 CHAIRPERSON FERGUSON: Correct. Yes.

4 ATTORNEY ADAM SAXBY: Through the Chair. Adam Saxby,  
5 Law Department. I would recommend that if it is this  
6 honorable body's will and the chair would like to silence  
7 a commissioner that they do so while still allowing that  
8 commissioner to vote.

9 CHAIRPERSON FERGUSON: Absolutely.

10 ATTORNEY ADAM SAXBY: If this honorable body would  
11 like to sanction a commissioner within the realm of the  
12 rules that they do so by following the parliamentarian's  
13 guidance which is to remove the commissioner. Those are  
14 the two options available. If this Board would like to  
15 silence commissioner, I would not recommend that they  
16 disallow the commissioner from voting.

17 CHAIRPERSON FERGUSON: Okay. All right. So I'd like  
18 to entertain a motion to silence a commissioner, but he  
19 could stay in and vote.

20 COMMISSIONER BELL: Mr. Chairman, I so move that the  
21 commission can be silenced, that he can stay and  
22 participate in the voting.

23 CHAIRPERSON HOLT: Second.

24 CHAIRPERSON FERGUSON: Second. Any further  
25 discussion?

1 COMMISSIONER BURTON: Discussion.

2 CHAIRPERSON FERGUSON: Go right ahead, sir.

3 COMMISSIONER BURTON: Mr. Chairman, what you are  
4 doing is you are disenfranchising the hundred thousand  
5 people that live in the Fifth District because you have  
6 commissioners that disagree with you. But you also have  
7 commissioners that also spoke out of turn, out of order,  
8 as well as the Interim Secretary that spoke out of turn  
9 during today's meeting and you did not move to silence  
10 them. You did not move the call of vote to silence those  
11 individuals. But just because you have two commissioners  
12 that's present today at this table that totally disagree  
13 with you because of how you are treating those two  
14 individuals, which myself is included along with  
15 Commissioner Linda Bernard. Therefore, you want to move a  
16 censorship or silence. It's totally unacceptable, Mr.  
17 Chairman. It's really abuse of power of the Chairmanship.  
18 We are commissioners to actually have experience of being  
19 elected by the citizens of Detroit attends these  
20 meetings, and that's been elected - and I've been on this  
21 Board for practically a decade.

22 CHAIRPERSON FERGUSON: You're right. Okay. So we're  
23 taking a vote. We're going to take a vote. Can we have a  
24 roll call? Can we take a?

25 MS. WHITE: Yes sir. Through the Chair. Commissioner



1 QuanTez Pressley - No.

2 MS. WHITE: Madam Vice-Chair, Annie Holt - Yes.

3 MS. WHITE: Commissioner Jesus Hernandez - No.

4 MS. WHITE: Commissioner Linda Bernard - No.

5 MS. WHITE: Commissioner Cedric Banks - No.

6 MS. WHITE: Commissioner Willie E. Bell - Yes.

7 MS. WHITE: Commissioner Willie E. Burton - No.

8 MS. WHITE: Commissioner Lisa Carter - Yes.

9 CHAIRPERSON FERGUSON: Commissioner. Excuse me, Mr.  
10 Chair - No.

11 MS. WHITE: There were 3 = Yes votes and 6 = No  
12 votes.

13 CHAIRPERSON FERGUSON: Thank you. So the motion  
14 fails.

15 PARLIAMENTARIAN DR. FRANCIS JACKSON: You must say  
16 that the motion failed, Mr. Chairman.

17 CHAIRPERSON FERGUSON: The motion has failed to  
18 silence the commissioner. Now, I wish I would have no  
19 further interruptions. I'm trying to conduct a meeting.  
20 Thank you. So now we're still into the motion to rescind  
21 and expunge. Commissioner Bernard, do you have the words  
22 that you would like to have expunged so the commissioners  
23 would know what you're expunging?

24 COMMISSIONER BERNARD: Yes, I do, and I'd like to  
25 thank the parliamentarian for instructing me properly

1 about how to do this. The words that need to be removed  
2 are I was right here.

3 CHAIRPERSON HOLT: By which one?

4 COMMISSIONER BERNARD: Yeah. Many of the ability to  
5 handle and resolve our case backlog. Okay, here we go.  
6 Their high regard - it's kind of difficult for you don't  
7 understand the previous sentence, but the previous  
8 sentence was not objectionable. Their high regard for the  
9 city and this Board was, however, not without unfair and  
10 inappropriate challenges from within our organization  
11 presented during the conference to make the city and the  
12 Board look less than. Regarding NACLOE's recent election,  
13 we thank the Board who, by a majority vote of the Board  
14 voted to support Melanie White, our Interim Secretary, to  
15 the Board for the NACLOE Board. I'll have more to say  
16 about what happened in Texas. To that end, we have just  
17 approved. So that's the phrase what we're talking about,  
18 the inappropriate challenges from within our organization  
19 presented during the conference. That was a matter of  
20 opinion. That's not a matter of law or fact.

21 CHAIRPERSON FERGUSON: Is there a second? Hearing no  
22 second.

23 COMMISSIONER BURTON: Second.

24 CHAIRPERSON FERGUSON: Any further discussion?

25 PARLIAMENTARIAN DR. FRANCIS JACKSON: Mr. Chairman?

1 CHAIRPERSON FERGUSON: Yes.

2 PARLIAMENTARIAN DR. FRANCIS JACKSON: If I could  
3 please remind the Board that Roberts requires six votes  
4 in order, not just the majority, but a majority of the  
5 entire membership of the Board. So you must have six  
6 votes in order for this motion to be adopted.

7 CHAIRPERSON FERGUSON: Thank you. So the motion.  
8 We're getting ready to take a vote. So the motion is to  
9 rescind and expunge the minutes specific words that  
10 Commissioner Bernard just read from the Chair's reports  
11 from the minutes adopted on September 22nd, 2022. Madame  
12 Secretary, roll call, please.

13 MS. WHITE: Yes, sir. Through the Chair. Commissioner  
14 QuanTez Pressley - No.

15 MS. WHITE: Commissioner Jesus Hernandez - No.

16 MS. WHITE: Madame Vice-Chair, Annie Holt - No.

17 MS. WHITE: Commissioner Linda D. Bernard - Yes.

18 MS. WHITE: Commissioner Cedric Banks - No.

19 MS. WHITE: Commissioner Willie E. Bell - No.

20 MS. WHITE: Commissioner Willie E. Burton - Yes.

21 MS. WHITE: Commissioner Lisa Carter - No.

22 MS. WHITE: Mr. Chair - No.

23 MS. WHITE: There were 2 = Yes votes and 7 = No  
24 votes. The motion failed, Mr. Chair.

25 CHAIRPERSON FERGUSON: The motion fails. 7 = No votes

1 and 2 = Yes votes. That motion fails. New business.

2 COMMISSIONER BANKS: Yeah. I got new business, Mr.  
3 Chair.

4 CHAIRPERSON FERGUSON: Yes.

5 COMMISSIONER BANKS: Madame Secretary, you gave the  
6 update on the backlog for August. Can you give me some  
7 stats for May and June, and if you can, do you know when  
8 you can have those for me?

9 MS. WHITE: Yes, sir. Through the Chair. I provided  
10 backlog numbers for year-to-date as of today and also for  
11 the month of August. But yes, we can get you those  
12 numbers immediately soon after the meeting. Thank you so  
13 much.

14 COMMISSIONER BANKS: I appreciate it. Mr. Chair, I  
15 got one more too.

16 CHAIRPERSON FERGUSON: Yes.

17 COMMISSIONER BANKS: I've just been sitting listening  
18 and we got a lot of leadership on this Board. Before we  
19 censor a person, we should be able to call a recess and  
20 take a break for a minute. Because this is a voice that  
21 this individual has with their community. With all these  
22 strong, great leaders on this Board we take the brother  
23 or somebody, because we are a very competitive bunch,  
24 very tenacious, competitive bunch, and that's normal in  
25 the political arena. So we could take the brother,

1 whoever and take him out, talk for a minute, get him to  
2 regroup, cool. Off. But we don't want to take a man voice  
3 though if we don't have to. We want to extremely work as  
4 hard as we can with that individual.

5 CHAIRPERSON FERGUSON: You are absolutely right. You  
6 noticed I voted no. Right?

7 COMMISSIONER BANKS: Right. I see that. That's good.

8 CHAIRPERSON FERGUSON: It's not to do that.

9 COMMISSIONER BANKS: I see that. It was good.

10 CHAIRPERSON FERGUSON: It's not to interrupt.

11 COMMISSIONER BANKS: I see that.

12 CHAIRPERSON FERGUSON: I'm trying to get something. I  
13 am trying to do oversight here.

14 COMMISSIONER BANKS: You're doing a good job.

15 CHAIRPERSON FERGUSON: Thank you.

16 COMMISSIONER BANKS: I see that.

17 CHAIRPERSON FERGUSON: BOPC Personnel and Training  
18 Committee report.

19 COMMISSIONER BELL: Mr. Chairman, the Personnel and  
20 Training Committee recommendation regarding investigator  
21 candidates. In the last few weeks, the Personnel  
22 Committee has conducted interviews in connection with  
23 City HR, the field of several investigative vacancies  
24 that we have at OCI. Based on the committee review,  
25 evaluation and scores of the candidates who interview the

1 committee will recommend for hire the following  
2 Investigator candidate for the Board for final action.  
3 Number one, Aaron Crane. Number two, Amanda Kebnickki,  
4 that's K E B N I C K K I. I pronounced it correctly.  
5 Number three, Sanford Kelly. Number four, Vanessa Lawton.  
6 Number five, Henry Ellis. Number six, Robin McKants.  
7 Number seven, Joseph Mosley. Number eight, Sherry Harmer.  
8 That is the recommendation of Personnel and Training  
9 Committee to hire these individuals as property name.

10 CHAIRPERSON FERGUSON: Okay.

11 PARLIAMENTARIAN DR. FRANCIS JACKSON: Mr. Chairman.

12 CHAIRPERSON FERGUSON: Yes.

13 PARLIAMENTARIAN DR. FRANCIS JACKSON: The  
14 commissioner committed that motion on behalf of the  
15 committee. Because it's the committee - more than one  
16 person, no second is required.

17 CHAIRPERSON FERGUSON: Got you.

18 PARLIAMENTARIAN DR. FRANCIS JACKSON: So Chairman,  
19 Bell, if he desires on behalf of the committee, can move  
20 that the following people be hired. Because it's the  
21 committee of more than one person, no second is required.

22 COMMISSIONER BELL: Yes, ma'am. On behalf of the  
23 committee, I move that we hire these individuals just  
24 named.

25 CHAIRPERSON FERGUSON: Is there a second?

1 PARLIAMENTARIAN DR. FRANCIS JACKSON: You don't a  
2 second Mr. Chairman.

3 CHAIRPERSON FERGUSON: Wait. Oh, that's right. You  
4 don't need a second. Right. Any discussion? I'm sorry.

5 COMMISSIONER BERNARD: Yes, Mr. Chairman.

6 CHAIRPERSON FERGUSON: Yes.

7 COMMISSIONER BERNARD: First of all, to my knowledge,  
8 not within my material, was there any material explaining  
9 anything about any of these eight individuals? We have  
10 never moved to hire eight people at one time. The  
11 questions that I would have prior, number one, are they  
12 former police officers? That's question number one.  
13 Number two, what was their disciplinary record as police  
14 officers? Just basic, there should be a summary sheet on  
15 these individuals presented to the Board if you want to  
16 present them in mass, which I think is inappropriate  
17 since we don't make promotions within the police  
18 department in mass. We take them by individual and we  
19 have information on them, and then we vote on them. These  
20 are our employees. They are just as important as police  
21 officers or as the promotion of a police officer.

22 COMMISSIONER BERNARD: So why would we have a process  
23 that is different for our employees than we have for the  
24 police department? Furthermore, I think the Chair should  
25 also announce who are the members of the Personnel

1 Committee when you're talking about it. But I would say  
2 that we are unready to move on this matter in the absence  
3 of some sort of summary, at least covering those clear  
4 key points. These are our people. We require that much  
5 from police officers.

6 CHAIRPERSON FERGUSON: You're right. Okay.

7 COMMISSIONER BURTON: Mr. Chair.

8 CHAIRPERSON FERGUSON: Wait one second. The  
9 commissioners have had all of the resumes for the people  
10 that's just been named. Every resume you have it. You  
11 have it in email form and in hard copy. You do. You have  
12 the packet. You have all the packets of every one of  
13 those people just named. It was up to the commissioners  
14 to look at those packets and take this hiring seriously.  
15 That's what you were supposed to do. So when those names  
16 popped up and came through, you guys would know. I've  
17 asked on the record multiple times, please, if there's  
18 somebody you would like to see, make sure you tell the  
19 Interim Board Secretary, the Personnel and Training  
20 Committee Chairperson, or myself. That way when they come  
21 up, we can take a hard look at them. Once again, I was on  
22 that. Now, Commissioner, you did raise something that was  
23 pretty interesting, and I take that. Yes. Maybe there  
24 should be something in writing that we should take a hard  
25 look at and that way everybody knows, and that way



1 they'll go back and look at them. Because right now  
2 that's what they should do. But okay. Go ahead. VC Holt.

3 CHAIRPERSON HOLT: Thank you, Chair. These interviews  
4 were for the public and given commissioners had the time.  
5 They could have been a part of the interview process via  
6 Zoom. So what's being proposed that we go through another  
7 ritual in terms of validating whether or not these  
8 candidates met the standards as OCI investigators, it's  
9 going to add to the process when we say we need these  
10 individuals and we need them now. The candidates that  
11 have been named we were not necessarily in unison on each  
12 and every item, but obviously their scores at the  
13 totality indicated to HR that they met the standards that  
14 are being set by this Board and OCI, this was a public  
15 interview process.

16 COMMISSIONER BANKS: Mr. Chair.

17 CHAIRPERSON FERGUSON: Wait, hang on. Hang on. Go  
18 ahead, Commissioner Burton.

19 COMMISSIONER BURTON: Thank you. I feel that for the  
20 behalf of the citizens of Detroit we have a lot of  
21 concerns about the process here on the Board of Police  
22 Commissioners. Commissioners were not aware what was  
23 going into committee. We don't get a breakdown of what's  
24 going into each and every committee or when something is  
25 passed out of a committee. Even with the Personnel

1 Training subcommittee, which I believe met yesterday,  
2 something should have been voted out of that committee,  
3 sent to the full Board to have time to do its due  
4 diligence to look at not only the names... Remind you, we  
5 get a packet of a whole bunch of people that may be  
6 applying. But to cross reference those names from the  
7 list of those that applied, as well as looking at their  
8 resumes, allow commissioners to raise questions or  
9 concerns. We have not been able to do that and even if we  
10 would have received a, say yes Tuesday, we wouldn't be  
11 ready to make a pre decision like this at a Thursday  
12 meeting.

13 COMMISSIONER BURTON: Okay. Sir, we got it.  
14 Commissioner Banks.

15 COMMISSIONER BANKS: Good point, Commissioner Burton.  
16 Good job. You're making great, great progress, man. Great  
17 progress. What I wanted to say was, I've seen on Zoom  
18 last week. I saw you, Lisa Carter, Bell. Now, you are the  
19 leadership team, right?

20 CHAIRPERSON FERGUSON: No.

21 COMMISSIONER BANKS: Well, who was the leadership  
22 team?

23 COMMISSIONER BERNARD: The commissioner and Vice-  
24 Chair.

25 CHAIRPERSON FERGUSON: Well, I'm just an ex officico.

1 I just want to make sure everything was running.

2 COMMISSIONER BANKS: Right.

3 CHAIRPERSON FERGUSON: That's why I was there. I just  
4 want to make... I'm the ex officio. That's why I was  
5 there.

6 COMMISSIONER BANKS: Okay. I do know that. I hear you  
7 talking about the leadership. Who's the leadership team?

8 CHAIRPERSON FERGUSON: The Personnel and Trainee  
9 committee Chairperson is Commissioner Bell.

10 COMMISSIONER BANKS: We do have a leadership team on  
11 the Board. Right?

12 COMMISSIONER: Chair and Vice- Chair.

13 CHAIRPERSON FERGUSON: The Chair and Vice-Chair are  
14 here.

15 COMMISSIONER BANKS: Okay.

16 CHAIRPERSON FERGUSON: Absolutely.

17 COMMISSIONER BANKS: All right.

18 CHAIRPERSON FERGUSON: I asked her to join in and she  
19 did.

20 COMMISSIONER BANKS: Okay, great. Now, I heard you  
21 saying that commissioners could have joined in. Right?

22 CHAIRPERSON FERGUSON: Yep. Commissioner, Vice-Chair  
23 Holt said that. It's open to the public. It was an Open  
24 Meetings Act. Yes. It was well documented and well  
25 publicized. We actually had a lot of people in there

1 looking at it. So, I mean they...

2 COMMISSIONER BANKS: Right. I'm talking about joining  
3 in to interview people. Could we join an interview?

4 CHAIRPERSON FERGUSON: No. You were asked to pose  
5 your questions that you wanted to ask-

6 COMMISSIONER BANKS: But the commissioner Holt said  
7 we - one of you all said we could have joined in.

8 CHAIRPERSON FERGUSON: You could have joined in on  
9 Zoom. Correct.

10 COMMISSIONER BANKS: So we could we interview people?

11 CHAIRPERSON FERGUSON: No. That's up to the personnel  
12 and training committee. But you were asked weeks ago,  
13 every week, to pose the questions that you want asked to  
14 the investigators, because when you do it, you got to ask  
15 every single investigator.

16 COMMISSIONER BANKS: Right.

17 CHAIRPERSON FERGUSON: From this date, I don't know  
18 how many questions came through. But trust me, we asked  
19 some tough questions. It is on the record.

20 COMMISSIONER BANKS: I saw it.

21 CHAIRPERSON FERGUSON: We didn't sugar coat anything.  
22 You saw it, you know I asked-

23 COMMISSIONER BANKS: Right, right, right. So I got  
24 one more thing too. Well, no, that'll cover it.

25 COMMISSIONER HERNANDEZ: Mr. Chairman.

1 CHAIRPERSON FERGUSON: Yes, sir.

2 COMMISSIONER HERNANDEZ: I have a very important  
3 discussion item.

4 CHAIRPERSON FERGUSON: Absolutely.

5 COMMISSIONER HERNANDEZ: Could we move to a vote?

6 CHAIRPERSON FERGUSON: Yes, we sure can. Let's move  
7 to a vote. Roll call. Wait. Nope. The motion. No, we  
8 don't have to.

9 PARLIAMENTARIAN DR. FRANCIS JACKSON: Excuse me.

10 CHAIRPERSON FERGUSON: Yes.

11 PARLIAMENTARIAN DR. FRANCIS JACKSON: If the  
12 commissioner is calling the previous question, that's a  
13 motion. It must be seconded. It's non debatable. One  
14 person can't stop the whole group from debating.

15 CHAIRPERSON FERGUSON: Right. Got you.

16 PARLIAMENTARIAN DR. FRANCIS JACKSON: So Commissioner  
17 Jesus would have, I'm sorry, Commissioner Hernandez - my  
18 apologies - would have to move the call, the previous  
19 question that would have to be seconded. It's non  
20 debatable, non-amendable, and requires two-thirds to be  
21 adopted.

22 CHAIRPERSON FERGUSON: Okay. Go ahead, sir.

23 COMMISSIONER BERNARD: He can do that in the middle  
24 of a debate, in the middle of a discussion?

25 CHAIRPERSON FERGUSON: Absolutely he can.

1 PARLIAMENTARIAN DR. FRANCIS JACKSON: If he's  
2 recognized by the Chair, then he's recognized for all  
3 purposes that are legitimate.

4 CHAIRPERSON FERGUSON: He still has the floor. Go  
5 right ahead, sir.

6 COMMISSIONER HERNANDEZ: All set.

7 CHAIRPERSON FERGUSON: All set. Okay, so we have the  
8 vote now.

9 COMMISSIONER BERNARD: I wanted to speak to this.

10 CHAIRPERSON FERGUSON: We already had discussion. Go  
11 right ahead. Going for the vote.

12 MS. WHITE: Commissioner QuanTez Pressley - Yes.

13 MS. WHITE: Commissioner Jesus Hernandez - Yes.

14 MS. WHITE: Commissioner Linda Bernard - No.

15 MS. WHITE: Commissioner Cedric Banks - Yes.

16 MS. WHITE: Commissioner Willie E. Bell - Yes.

17 MS. WHITE: Commissioner Willie E. Burton - No.

18 MS. WHITE: Commissioner Lisa Carter - Yes.

19 MS. WHITE: Mr. Chair - Yes.

20 MS. WHITE: There were 6 = Yes votes and 2 = No  
21 votes.

22 CHAIRPERSON FERGUSON: So it has passed. So what will  
23 be... All right. They have passed. So we'll be sending a  
24 letter of intent to them. Correct.

25 COMMISSIONER BELL: Mr. Chairman.

1 CHAIRPERSON FERGUSON: Yes.

2 COMMISSIONER BELL: That would be the task of the HR  
3 director.

4 CHAIRPERSON FERGUSON: Got you.

5 COMMISSIONER BELL: I just want to commend this  
6 Board. This has been a drawn out process for quite some  
7 time.

8 CHAIRPERSON FERGUSON: Yes.

9 COMMISSIONER BELL: HR vetted these individuals very  
10 thoroughly before we end up with these candidates, and  
11 therefore we conduct the interview for over four or five  
12 weeks in terms of in depth. So we went through the  
13 process that this Board bylaw required. So I'm pleased  
14 that we now have 8 investigators and looking forward to  
15 them hiring and looking forward for their training and  
16 looking forward to their service to this Board. We will  
17 closely monitor that whole process. Thank you, Board.

18 CHAIRPERSON FERGUSON: Because you guys know on  
19 public comment. We listen to you on public comment.  
20 That's what you wanted. You wanted us to hire these  
21 people. So when we do it in a timely manner, this is what  
22 we're supposed to end up with.

23 COMMISSIONER BERNARD: Mr. Chair.

24 CHAIRPERSON FERGUSON: We hear you. We're going to  
25 move on. We're going to go.

1 COMMISSIONER BURTON: I have something for new  
2 business.

3 COMMISSIONER BERNARD: May I request my colleague,  
4 Commissioner Bell to simply provide us. There was no  
5 written committee report. Can you simply provide us a  
6 list of your recommendations with the information,  
7 whether or not these people are former police officers  
8 and what their disciplinary record was with the  
9 department.

10 COMMISSIONER BELL: As the Chairman, that would be  
11 inappropriate, but we will-

12 COMMISSIONER BERNARD: Why would it be inappropriate?

13 COMMISSIONER BERNARD: I'm responding to your  
14 question.

15 COMMISSIONER BERNARD: Okay. Thank you.

16 COMMISSIONER BELL: We respond to a written report in  
17 terms of name individuals, but you already have  
18 documentation. We would check with HR but the other  
19 concern about the people you already have the animation  
20 far as their profile, part of their resume already. You  
21 should look that up yourself.

22 COMMISSIONER BERNARD: Are all of these people,  
23 police officers?

24 CHAIRPERSON FERGUSON: Hang on. Wait, he's going to  
25 provide that with you. He's going to provide that.



1 Provide that in the email to her please.

2 COMMISSIONER BELL: The answer is no.

3 CHAIRPERSON FERGUSON: Thank you.

4 COMMISSIONER BURTON: Through the Chair, I had  
5 something for new business.

6 CHAIRPERSON FERGUSON: Yes, sir.

7 COMMISSIONER BURTON: Under new business. I just want  
8 my colleagues on the Detroit Board of Police  
9 Commissioners to know as this Board to my understanding  
10 is in the process of hiring a Secretary to the Board, as  
11 well as the Chief Investigator, as well as a Board  
12 Attorney and other several positions that we are short  
13 that the previous Interim Secretary as well as the  
14 current Interim Secretary and the current Interim Chief  
15 Investigator. My recommendation is that they return back  
16 to their previous post whether it is Senior Investigator  
17 to go back over to help investigate these civilian  
18 complaints, citizens' complaints, as well as the backlog.  
19 As well as the interim chief investigator go back to  
20 Supervising Investigator. Also, my recommendation is that  
21 the Board should do this sooner than later.

22 CHAIRPERSON FERGUSON: Your point is well taken. We  
23 would like to have-

24 COMMISSIONER BURTON: So we can be in compliance of  
25 the charter. Thank you, sir.

1 CHAIRPERSON FERGUSON: It's my hoping that once we do  
2 hire the Chief Investigator and the Board Secretary, that  
3 the Interim Chief and the Interim Secretary will help  
4 onboard them. Once they get onboard, then they will go  
5 back to their record positions. That's my hoping, and I'm  
6 pretty sure that's what's going to happen. All right. So  
7 now we're going to move to closed session. Closed Session  
8 pursuant to Section 8(a) of the Open Meetings Act, MCL  
9 15.268 (a) the Department's request for the Board to  
10 consider Administrative Leave Without Pay but with  
11 Medical Benefits for Corporal Sean Bell, badge number  
12 2003, assigned to the Twelfth Precinct. Two-thirds roll  
13 call vote required. Can I do all of them or...

14 PARLIAMENTARIAN DR. FRANCIS JACKSON: No. Individual  
15 hearings.

16 CHAIRPERSON FERGUSON: No.

17 PARLIAMENTARIAN DR. FRANCIS JACKSON: Individual  
18 hearing. The motion is for the closed session. It's not  
19 for the individuals.

20 CHAIRPERSON FERGUSON: Right. Okay. But do I have to  
21 do each closed session? Okay.

22 PARLIAMENTARIAN DR. FRANCIS JACKSON: Doing one  
23 closed session and all those individuals will be  
24 considered in the same-

25 CHAIRPERSON FERGUSON: Okay. So that one closed

1 session. We're going to go on the closed session for Sean  
2 Bell as I just previously stated, and Officer Bryan  
3 Perkins, badge number 2732, and Officer Michael Franks,  
4 badge number 2379. Can we have a...

5 COMMISSIONER: I'll make a motion to that effect  
6 through the Chair.

7 COMMISSIONER BELL: Second.

8 CHAIRPERSON FERGUSON: All in favor?

9 COMMISSIONERS: Aye.

10 CHAIRPERSON FERGUSON: I'm sorry. Discussion. All in  
11 favor?

12 MS. WHITE: Commissioner Linda Bernard. Roll call  
13 vote.

14 CHAIRPERSON FERGUSON: Roll call vote.

15 COMMISSIONER BERNARD: Yes.

16 MS. WHITE: Commissioner Cedric Banks. Excuse me.  
17 Commissioner Willie Bell - Yes.

18 MS. WHITE: Commissioner Willie Burton -

19 MS. WHITE: Commissioner Lisa Carter -

20 MS. WHITE: Commissioner Jesus Hernandez - Yes.

21 MS. WHITE: Commissioner QuanTez Pressley - Yes.

22 MS. WHITE: Mr. Chair - Yes.

23 MS. WHITE: There were 6 = Yes votes. The motion  
24 passed.

25 CHAIRPERSON FERGUSON: The motion has passed. We're

1 going to take five minutes...

2 Closed Session

3 CHAIRPERSON FERGUSON: Yes. We're now going to  
4 reconvene the closed session into open session.

5 MS. WHITE: Reconvene.

6 CHAIRPERSON FERGUSON: Reconvene.

7 MS. WHITE: The meeting.

8 CHAIRPERSON FERGUSON: The meeting to an open  
9 session.

10 COMMISSIONER: Can't even believe they're gone.

11 CHAIRPERSON FERGUSON: All right. We need a motion.

12 COMMISSIONER: So move. I mean, I move that we go  
13 back in.

14 COMMISSIONER: Second.

15 CHAIRPERSON FERGUSON: Any discussion? Roll call.

16 MS. WHITE: A roll call is not needed.

17 CHAIRPERSON FERGUSON: Not needed. All in favor?

18 COMMISSIONERS: Aye.

19 CHAIRPERSON FERGUSON: All opposed. All right. The  
20 meeting is now reconvened. So now we're going to vote on  
21 the matters in the closed session pursuant to Section  
22 8(a) of the Open Meetings Act, MCL 15.268 (a) the  
23 Department's request for the Board to consider  
24 Administrative Leave Without Pay but with Medical  
25 Benefits for Corporal Sean Bell, badge number-

1 COMMISSIONER: Remember.

2 CHAIRPERSON FERGUSON: Wait, we took that out. Do  
3 they have to-

4 MS. WHITE: That was withdrawn.

5 MS. WHITE: That's withdrawn for them.

6 MS. WHITE: Yes.

7 CHAIRPERSON FERGUSON: Would that have to be on the  
8 record?

9 MS. WHITE: No, sir. You're just taking up the  
10 matters. The other two remaining closed session items.

11 CHAIRPERSON FERGUSON: Okay. All right. So the Closed  
12 Session pursuant to Section 8(a) of the Open Meetings  
13 Act, MCL 15.268 (a) the Department's request for the  
14 Board to consider Administrative Leave Without Pay but  
15 with Medical Benefits for Police Officer Bryan Perkins,  
16 badge number 2732, assigned to the Eighth Precinct.

17 COMMISSIONER PRESSLEY: Mr. Chair, I move that we  
18 accept the Police Chief's recommendation to place Police  
19 Officer Bryan Perkins, badge number 2732 on  
20 administrative leave without pay.

21 COMMISSIONERS: Second.

22 COMMISSIONER: But with medical benefits.

23 COMMISSIONER PRESSLEY: Oh, with medical benefits.

24 COMMISSIONER: Second.

25 CHAIRPERSON FERGUSON: Any discussion? All in favor?

1 Roll call.

2 MS. WHITE: Mr. Chair - Yes.

3 MS. WHITE: Commissioner Linda Bernard - No.

4 MS. WHITE: Commissioner Willie E. Bell - Yes.

5 MS. WHITE: Commissioner Willie E. Burton - I  
6 abstain.

7 MS. WHITE: Commissioner Lisa Carter - Yes.

8 MS. WHITE: Commissioner Jesus Hernandez - Yes.

9 MS. WHITE: Commissioner Pressley - Yes.

10 MS. WHITE: There were 5 = Yes votes, 1 = No vote,  
11 and 1 = Abstention, which is counted as a no vote.

12 CHAIRPERSON FERGUSON: So the motion fails?

13 COMMISSIONER: Passed.

14 CHAIRPERSON FERGUSON: The motion passes. All right.

15 So the next item is closed session pursuant to closed  
16 session pursuant to Section 8(a) of the Open Meeting Act,  
17 MCL 15.268 (a) the Department's request for the Board to  
18 consider Administrative Leave Without Pay but with  
19 Medical Benefits for Police Officer Michael Franks, badge  
20 number 2379, assigned to the Twelfth Precinct.

21 COMMISSIONER HERNANDEZ: Mr. Chair.

22 CHAIRPERSON FERGUSON: Yes.

23 COMMISSIONER HERNANDEZ: I'll make a motion to that  
24 effect. Do I have to read word by word?

25 COMMISSIONERS: Yes.

1 COMMISSIONER HERNANDEZ: So I'll make a motion to  
2 adopt the Chief's recommendation pursuant to Section 8(a)  
3 of the Open Meeting Act, MCL 15.268 (a) the Department's  
4 request for the Board to consider Administrative Leave  
5 Without Pay but with Medical Benefits for Police Officer  
6 Michael Franks, badge number 2379, assigned to the  
7 Twelfth Precinct.

8 COMMISSIONER BELL: Second.

9 CHAIRPERSON FERGUSON: Any discussion? Roll call  
10 vote.

11 MS. WHITE: Mr. Chair - Yes.

12 MS. WHITE: Commissioner Bernard - No.

13 MS. WHITE: Commissioner Bell - Yes.

14 MS. WHITE: Commissioner Burton - Abstained.

15 MS. WHITE: Commissioner Carter - Yes.

16 MS. WHITE: Commissioner Hernandez - Yes.

17 MS. WHITE: Commissioner Pressley - Yes.

18 MS. WHITE: There were 5 = Yes votes, 1 = No vote,  
19 and 1 = Abstention.

20 CHAIRPERSON FERGUSON: Motion passed.

21 COMMISSIONER CARTER: Mr. Chair. Time for  
22 adjournment. I move for adjourn.

23 COMMISSIONERS: Second.

24 CHAIRPERSON FERGUSON: Any discussion?

25 COMMISSIONER: No.

1 CHAIRPERSON FERGUSON: All in favor?

2 COMMISSIONERS: Aye.

3 CHAIRPERSON FERGUSON: Meeting is adjourned.

4

5 (Meeting Adjourned at 6:06 p.m.)

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25




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

STATE OF MICHIGAN )  
)  
COUNTY OF WAYNE )

RECORDER'S CERTIFICATE AND NOTARIZATION

I, Donald Handyside, Court Recorder, do hereby certify that on November 3, 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

---

**\$**  


---

**\$500,000** 8:6  


---

**(**  


---

**(a)** 98:9 100:22 101:13 102:17  
103:3  


---

**1**  


---

**1** 5:21 6:2,23 51:3 102:10,11  
103:18,19  
**1,192** 5:20  
**1,299** 5:20  
**10** 23:14 43:14 46:12 49:10  
**10%** 48:5  
**10,975** 5:22  
**100** 11:19  
**101** 24:15  
**103** 49:20,23  
**10th** 72:3  
**11** 6:7 9:6 77:14  
**11,000** 7:5  
**11,500** 6:16  
**110** 47:20  
**112** 24:1,6  
**114** 23:24  
**119** 24:4  
**12** 6:6  
**12%** 5:19  
**12,622** 5:24  
**123** 23:11 24:8  
**12:30** 7:13  
**12th** 71:4,7  
**13** 47:16  
**13%** 5:24

**13,135** 48:3  
**131** 49:24  
**143** 6:6  
**144** 50:4  
**15,268** 98:9 100:22 101:13  
102:17 103:3  
**15th** 44:10  
**17%** 49:11 51:2  
**17,898** 6:11  
**18%** 47:13 48:18  
**18th** 6:15  
**19** 24:14  
**19%** 47:21 49:5  
**19,707** 6:10  
**193** 50:5  
**1995** 57:19  
**1997** 56:25 57:16,18  
**1st** 9:14,15  


---

**2**  


---

**2** 83:23 84:1 94:20  
**2%** 5:18  
**2.2** 24:3  
**2.5** 24:7  
**2.8** 24:2  
**20** 24:10  
**2003** 71:3 98:12  
**2020** 20:7,12 44:22  
**2021** 20:20 47:3,9,15 49:12,  
20,23 50:22,24 51:2,3,5  
**2022** 4:5,13 5:16,21 24:17  
47:20 48:2 49:12,24 50:5,23,  
25 51:2,3,5 72:3,7,9,19 83:11  
**20280** 72:5  
**205** 24:9

**21** 17:8 47:20 50:5  
**214** 47:10  
**22** 24:2  
**22%** 24:6 47:5 48:7  
**22nd** 24:16 72:19 83:11  
**23** 24:13  
**2379** 71:7 99:4 102:20 103:6  
**24** 61:1 65:2  
**24%** 24:3  
**25** 24:6  
**25%** 47:11 48:12  
**257** 5:17  
**261** 5:17  
**268** 47:10  
**27** 5:15 24:14  
**27%** 49:24  
**2732** 99:3 101:16,19  
**27th** 4:12 7:13  
**28** 24:1 49:24  
**28%** 24:1  
**28th** 5:25  
**2:00** 72:11  
**2:20** 6:15  
**2:30** 72:12  
**2:59** 2:2  
**2nd** 7:4  


---

**3**  


---

**3** 81:11  
**3.5** 23:25  
**30** 24:18,19  
**30th** 6:1 48:3  
**31** 5:12  
**31%** 50:8 56:11

315 39:3,5,6,8  
 31st 9:6  
 32 5:16 24:14 47:4  
 34% 24:5 50:6  
 35 6:8 49:12  
 36 23:24  
 36% 23:24  
 360 11:24  
 37 5:14  
 373 6:5  
 3:00 72:13  
 3:30 72:13

---

4

---

4 3:18 6:3  
 40 8:22 24:4  
 41 47:4 49:13  
 44% 23:11 24:8  
 450 47:12  
 463 6:11  
 49 50:5 51:5

---

5

---

5 5:5 47:16 51:2 102:10  
 103:18  
 5.4 23:14 24:8  
 5.8% 48:5  
 50,000 50:9  
 54 23:10,13 24:8 47:10  
 547 47:12  
 549 71:18,19  
 556 50:23  
 56 50:23  
 560 28:14

58 6:7  
 598 6:5

---

6

---

6 6:1 81:11 94:20 99:23  
 61 50:24  
 612 50:22  
 63% 47:17  
 634 51:5  
 66 50:24  
 683 51:5  
 688 71:21,22  
 6:06 104:5  
 6:30 72:3,7

---

7

---

7 83:23,25  
 7% 47:23 51:6  
 73 36:21  
 740 71:19  
 763 48:4  
 7th 8:8

---

8

---

8 30:21 47:15 95:14  
 8% 5:20 51:1  
 8(a) 98:8 100:22 101:12  
 102:16 103:2  
 825 5:19  
 89 47:16,20  
 8th 72:6

---

9

---

9 6:23

9% 50:23  
 90 33:6 71:18,19  
 900 28:16,21 29:17,21 71:22  
 93 24:2  
 937 5:19  
 97 47:12 57:1  
 9th 72:11

---

A

---

Aaron 86:3  
 ability 11:17 76:6 82:4  
 absence 88:2  
 absolutely 40:11,12 43:16  
 73:7 79:9 85:5 91:16 93:4,25  
 abstain 102:6  
 Abstained 103:14  
 Abstention 102:11 103:19  
 abuse 80:17  
 abusive 8:24,25  
 academy 52:6 70:5  
 accept 101:18  
 acceptable 60:20,22,25 63:9,  
 12  
 accepting 22:7  
 access 11:18 12:6 16:8  
 accident 5:8,10,12 12:22  
 65:13  
 accidental 50:7  
 accidents 11:16,19 12:5 14:8  
 accord 3:3  
 accountable 59:12  
 accurate 28:22,23 56:4  
 acquire 49:6  
 acquiring 46:24 47:17,19 49:5  
 act 32:22 33:18 77:15 91:24

98:8 100:22 101:13 102:16  
103:3

**acting** 18:22 73:11

**action** 23:1,21 25:1 52:14  
53:18 57:20,21 58:17 60:14  
86:2

**actions** 53:2 54:21 58:4,8 59:6

**active** 53:3 54:9,15,19 59:20,  
22,24 60:2,4,5,11 63:10

**actively** 7:4 60:1

**activity** 38:8 69:2

**actual** 56:3

**Adam** 18:14 79:4,10

**add** 57:24 59:16 89:9

**added** 44:21

**adding** 34:20

**additional** 20:9 21:11 24:18,  
19 29:10 47:10

**Additionally** 2:8 18:20,24  
23:21 28:25

**address** 23:3 34:16 35:7  
76:10,11,16

**adjourn** 103:22

**adjourned** 104:3,5

**adjournment** 103:22

**adjustments** 46:9

**administrative** 18:13,16,17  
20:17 71:2,5 98:10 100:24  
101:14,20 102:18 103:4

**adopt** 76:20 103:2

**adopted** 72:19 83:6,11 93:21

**advancing** 54:15

**affect** 52:20 53:20

**affected** 67:9,12,22

**affects** 56:19 68:1,2,3,8

**afraid** 12:21

**African** 69:4

**afternoon** 2:1,2,11 3:13 4:23  
15:17 16:11,12 30:20,25  
35:18,21 72:1

**agenda** 4:5 70:25

**aggression** 54:15,20 59:21,  
22,24 60:2,4,6,11,14,16 63:10

**aggressive** 60:1 65:7

**agree** 34:5 74:13,15

**ahead** 26:17 29:16 35:25  
37:16,22 39:6 41:10,20 45:21  
46:20 76:4 80:2 89:2,18 93:22  
94:5,11

**aids** 52:12

**Ainsley** 18:22

**Akbar** 18:21 21:7 22:15,23  
23:2 25:4 28:4 31:13 32:14  
33:15 36:24 40:25 41:12

**alert** 7:12

**allege** 23:19

**allowing** 2:16 79:7

**altercations** 62:8

**Amanda** 86:3

**amazing** 21:10

**Amen** 2:16 3:8

**American** 18:24 69:4

**amount** 13:10 52:1,19 53:19

**amounts** 9:10

**analyze** 69:10

**animals** 49:8,11

**animation** 96:19

**Annie** 3:13 81:2 83:16

**announce** 87:25

**announcement** 72:15

**Announcements** 71:24

**answering** 32:3

**anymore** 50:21 60:24

**apologies** 93:18

**apologize** 19:6 66:17 74:4

**appalled** 31:3

**apparently** 13:17 40:13

**appears** 21:14 34:25

**applicants** 40:12 41:6

**application** 41:5

**applied** 43:20,21 90:7

**applying** 90:6

**appointed** 22:16

**appreciated** 21:5

**approval** 4:4,5,12

**approved** 25:16 62:1 82:17

**approving** 49:19

**approximately** 6:15

**April** 24:14 31:10

**arc** 50:2,3

**area** 8:8 11:3 48:11

**areas** 11:12 62:16

**arena** 84:25

**arm** 62:24

**arms** 54:10

**arraigned** 8:5

**arrest** 8:7 48:1,4 52:20 53:20  
69:21

**arrested** 48:3

**arrests** 6:4,7

**arrival** 7:13

**arrive** 29:6

**arrived** 7:16

**arrow** 53:5

**article** 20:2 77:14

**asked-** 92:22

**ask-** 92:5

**assault** 8:4 63:19  
**assaultive** 54:21  
**assembly** 76:14  
**assessments** 12:4  
**assigned** 23:8 71:3,7 98:12  
 101:16 102:20 103:6  
**assist** 52:13  
**assistance** 48:25  
**assistant** 4:23,24 5:2,4,23  
 6:13 7:7,25 8:19 9:9,23 10:15,  
 22 11:10,14 12:3,13,24 13:5,  
 20,23,25 14:1,9 18:13,18 19:4  
 20:17 34:24 57:7,9,10,24  
 59:15,20 60:8 61:7,20 62:10  
 63:3 66:12 68:11,15 69:6,18,  
 25  
**At-** 3:13  
**at560** 28:12  
**attached** 10:4,8 12:18  
**attempt** 38:7  
**attempts** 62:1  
**attendance** 18:12,24 30:22  
**attending** 18:20 19:23  
**attends** 8:8 80:19  
**attention** 37:3 66:21 67:10,14,  
 19 68:2,3  
**attorney** 25:25 79:4,10 97:12  
**audio** 18:10  
**auditing** 46:5  
**August** 24:4 29:19 71:21 84:6,  
 11  
**authority** 25:23  
**authorized** 54:24  
**avoid** 9:9  
**aware** 89:22  
**awareness** 15:25  
**axon** 50:8

**Aye** 4:10,19 99:9 100:18 104:2

---

**B**


---

**back** 13:14 19:7 22:20 25:7  
 27:7,17 29:18 41:13,25 43:21  
 48:18 49:2,3 53:5 54:10 56:2  
 61:9,11,14,23 62:2,24 67:19  
 89:1 97:15,17,19 98:5 100:13

**back-and-forth** 25:6

**backing** 54:10

**backlog** 22:25 23:4 24:23  
 27:10 28:4,5,7,10,21 71:15,  
 21,22 82:5 84:6,10 97:18

**backlogs** 29:21 38:23

**backup** 55:7 58:23

**badge** 71:3,7 98:11 99:3,4  
 100:25 101:16,19 102:19  
 103:6

**balanced** 38:8

**Banks** 3:16 14:12,13 27:22  
 28:3,13,15,18 29:12,15,17,22  
 50:10 55:16,17 56:6 81:5  
 83:18 84:2,5,14,17 85:7,9,11,  
 14,16 89:16 90:14,15,21 91:2,  
 6,10,15,17,20 92:2,6,10,16,  
 20,23 94:15 99:16

**Barnard** 72:19

**base** 58:8

**based** 10:9 11:16 13:20 51:18  
 57:20 58:4 64:22 68:22 85:24

**basic** 87:14

**basically** 54:12 70:16 75:8

**basis** 20:9 21:12

**baton** 61:23 62:15

**beat** 14:21,25 15:3,4,11

**beats** 14:22

**Beatty** 19:1

**beautiful** 70:18

**because-** 22:1

**bed** 6:22

**began** 7:18 20:12

**behalf** 77:11 86:14,19,22  
 89:20

**behaving** 70:3

**behavior** 31:21 32:10 70:11  
 75:4

**Bell** 3:17 4:16 14:14,15 15:7  
 25:8,12,14 26:5 33:7,18 38:5  
 65:20,21 71:3 79:20 81:6  
 83:19 85:19 86:19,22 90:18  
 91:9 94:16,25 95:2,5,9 96:4,  
 10,16 97:2 98:11 99:2,7,17  
 100:25 102:4 103:8,13

**Ben** 30:24

**bending** 50:18

**benefits** 71:3,6 98:11 100:25  
 101:15,22,23 102:19 103:5

**Bernard** 3:15 27:13 55:15  
 66:15,16 67:13,23 68:6,9,13  
 69:3,9,13 72:21,24 73:9,16,24  
 74:2,6,7,9,16 75:8,9 77:23  
 78:2 80:15 81:4,21,24 82:4  
 83:10,17 87:5,7,22 90:23  
 93:23 94:9,14 95:23 96:3,12,  
 13,15,22 99:12,15 102:3  
 103:12

**Bernice** 35:16,18

**bias** 17:21

**bias-based** 17:4

**biased** 21:16

**bill** 10:4,18

**Bill857** 10:3

**bit** 5:14 10:15 14:18 48:13  
 51:8,10

**blanketly** 68:24

**blatantly** 12:19

**bless** 2:17 3:5 37:6

**Bliss** 14:17

**block** 6:16 7:5

**Blossom** 18:14**Blount** 35:17 37:19,20,23  
38:17**blue** 13:2**board** 2:1,3,8,12,25 16:11  
17:7 18:12,15 19:23,24,25  
20:4,6,10,11,14,15,19,22,25  
21:4,6,9 22:14,23 23:2,17  
24:21 25:16,22,24 27:11,20  
28:24 29:9,10 30:21 31:1,3,6  
32:3,21 33:21,22,24 37:20  
38:4 40:9 43:20,24 44:5,15,  
21,24 45:14 46:17 70:22,24  
72:2 73:11 76:9,12,15,20  
78:8,10,19,21,23 79:14 80:21  
82:9,12,13,15 83:3,5 84:18,22  
86:2 87:15 88:19 89:14,21  
90:3 91:11 95:6,13,16,17  
97:8,9,10,11,21 98:2,9 100:23  
101:14 102:17 103:4**Board's** 18:10 42:15 43:12  
44:19 45:3,8**Boards** 20:8**bodily** 8:4**body** 32:12 34:9,15,23 57:13  
64:25 65:6 79:10**body's** 79:6**boils** 12:24**bond** 8:6**BOPC** 18:12 19:25 71:9 72:2  
85:17**bottom** 51:4**Boulder** 7:12**Bowman** 39:4 40:5,6,7 41:2**brandish** 64:17**brandishing** 65:1**break** 84:20**breakdown** 89:23**bring** 69:20**broken** 56:18**brother** 7:17 84:22,25**brought** 17:8 42:9**Brown** 18:16 19:17 30:19,20,  
23,25 31:17 32:7,17,18,20  
34:1 35:15 37:11,14,15,17,19,  
25 39:2 40:5 41:13,21 42:2,19  
71:25 72:1**Bryan** 2:12 99:2 101:15,19**budget** 9:12 43:15 72:10**Buffington** 35:17 37:11,12,13  
41:14,25 42:1,3,17**building** 17:14 18:6 42:22  
55:16**bunch** 84:23,24 90:5**Burton** 3:19,25 4:1 15:22,23  
16:21 21:13 22:1,3,8,10  
26:15,18,25 27:2,3,24 30:8  
31:19 32:5 34:2,5 39:8 41:16  
60:18,19 61:3 63:22 74:13,15,  
20 75:2,4,13,16,19 77:4,9  
78:12 80:1,3 81:7 82:23 83:20  
88:7 89:18,19 90:13,15 94:17  
96:1 97:4,7,24 99:18 102:5  
103:14**business** 6:17 13:7 25:19  
35:13 72:16 77:3 84:1,2 96:2  
97:5,7**Butler** 19:16**bylaw** 95:13**bylaws** 78:8**bytes** 48:10**by-** 67:12

---

**C**

---

**call** 3:11 27:10 30:22 36:3  
41:17 42:15 48:25 52:10  
58:23 80:10,24 83:12 84:19  
93:7,18 98:13 99:12,14  
100:15,16 102:1 103:9**called** 6:16,23 11:23 16:6  
39:17 51:14 75:11,14 76:21**caller** 39:3,5,8**callers** 39:2**calling** 16:6 93:12**calls** 6:9,10,12**camera** 11:23 19:8**cameras** 10:4,8,19,24 11:3,21,  
23,25 12:6,8,10,17**Campbell** 46:12,14**candidate** 86:2**candidates** 20:21 42:24 85:21,  
25 89:8,10 95:10**candy** 9:8,10**canine** 48:10**captain** 14:20 19:6 44:17  
45:11,13 46:11 47:9,22 48:22  
49:12 50:2,14 51:7,22 52:15  
53:1,25 54:25 55:17,21 56:13,  
17 57:4,8 58:19,22 59:8 61:2  
62:4 64:6,9,15,18 65:9,11,19  
66:5,8,10 67:8,16,25 68:7  
70:12,13,20**capture** 10:25 12:1**captured** 7:1 56:16**captures** 11:24**capturing** 64:4**car** 14:2 39:24 67:3 68:13  
69:5,14**car's** 12:2**care** 35:12 36:14 37:2,7**cars** 15:1**Carter** 3:20 55:15 65:22,23  
66:6,9,14 81:8 83:21 90:18  
94:18 99:19 102:7 103:15,21**Carter's** 19:19**case** 82:5**caseload** 22:25 71:18**cases** 24:9,10,15,18,23 27:8  
28:7,21 30:10,13 71:10,17,19,  
20,22

**cash** 8:15  
**casings** 6:21  
**Cassandra** 2:14  
**categories** 46:23 47:6 56:16  
**category** 46:25 47:1,2,3,9,11, 13,14 48:6,7,11,17,23 49:15 56:11,17,18,20 67:17  
**catfish** 8:18  
**causing** 13:8  
**CCR** 23:9  
**CCRS** 23:10,12 71:17  
**Cedric** 3:16 81:5 83:18 94:15 99:16  
**cancel** 75:7 84:19  
**canceling** 75:24,25 76:5,7 80:16  
**Center** 42:9  
**CEW** 47:18 48:15 62:3 63:7 64:11 67:21,25  
**CEWS** 61:24  
**chair** 2:2,10 3:12 4:2 14:4 15:21 16:13 18:8 19:15 22:12 25:11 26:20 27:13,22 28:3 29:18,20 30:20 35:15 39:2 41:13 42:19,23 44:16 55:17 56:9 57:7,9 59:15 61:2 64:1 65:23 69:16,20 70:23 72:1,8, 15 75:16,24 77:1,2,8 78:1,14 79:4,6 80:25 81:10 83:13,22, 24 84:3,9,14 87:24 88:7 89:3, 16 90:24 91:12,13 94:2,19 95:23 97:4 99:6,22 101:17 102:2,21 103:11,21  
**Chair's** 72:18 83:10  
**Chairman** 2:25 14:15 21:13,19 25:8 34:2 41:16 63:22 72:24 73:12 74:3,10,20 75:4 76:8 77:20 79:20 80:3,17 81:16 82:25 85:19 86:11,18 87:2,5 92:25 94:25 96:10  
**Chairmanship** 80:17

**Chairperson** 2:11,12 3:9 4:3, 6,7,9,10,11,14,15,17,20 5:1,3 9:19,21,22,23 10:20 12:12,16 13:4,12,22,25 14:3,12,14 15:22 16:12 18:5 19:2,11,13, 22 20:19 21:20,24 22:2,6,9,11 23:5,25 24:16 25:10 26:17,23 27:1,21,23,25 28:2,11,14,17 29:13,16,23 30:12 32:16 34:4, 6,11,14 35:14,20,22,24,25 37:12,16,21 39:6 40:4,6 41:15,19,22 42:15,20 43:10 44:4 45:11 50:13 52:25 55:14 56:7 58:13 60:18 61:5 63:20, 23 65:20,22 66:15 69:12,15, 16 70:1,12,15,21 71:24 72:16, 22 73:3,7,13,19,22,25 74:14, 18,21,24,25 75:1,3,11,15,17, 20,21,22 76:1,4,24 77:5,12,25 78:3,15 79:1,3,9,17,23,24 80:2,22 81:9,13,17 82:3,21,24 83:1,7,25 84:4,16 85:5,8,10, 12,15,17 86:10,12,17,25 87:3, 6 88:6,8,20 89:3,17 90:20,25 91:3,8,9,13,16,18,22 92:4,8, 11,17,21 93:1,4,6,10,15,22,25 94:4,7,10,22 95:1,4,8,18,24 96:24 97:3,6,22 98:1,16,20,25 99:8,10,14,25 100:3,6,8,11, 15,17,19 101:2,7,11,25 102:12,14,22 103:9,20,24 104:1,3  
**Chair-** 77:4  
**challenge** 25:25 31:11  
**challenges** 82:10,18  
**Championship** 9:13  
**change** 46:10  
**changing** 12:4  
**Chaplain** 2:14,16 3:9  
**charge** 51:15  
**charged** 8:3,23  
**charges** 33:19  
**Charles** 19:25  
**chart** 49:9 50:22 59:17,24 60:15

**charter** 31:7,22 32:12,22,23 40:20 41:10 97:25  
**charts** 51:8,9  
**check** 6:18 96:18  
**cheerleading** 38:8  
**Chemical** 50:19 51:1  
**Chicago** 36:4  
**chief** 2:23 4:21,22,23,24 5:2,4, 23 6:13 7:7,25 8:19 9:9,23 10:15,22 11:10,14 12:3,13,24 13:5,20,23 14:1,9 16:11,13 17:2,8,15,16,18,20 18:6,20 19:2,4,12 20:1,5,10,15 21:1,7 22:15,17,22 23:2,17 28:4,23 29:5 31:25 32:13 33:6 34:23 40:10,23 43:8,20 57:7,9,10,24 59:15,20 60:8 61:7,20 62:10 63:3 66:13 68:9,11,15 69:6, 18,25 71:1,4,8 97:11,14,19 98:2,3  
**Chief's** 15:8 101:18 103:2  
**child** 8:24,25 74:11  
**Children** 77:9  
**choice** 30:4  
**choose** 33:18  
**Christopher** 18:14  
**circumstances** 53:7  
**circumvent** 40:20  
**Citadel** 72:4  
**citation** 6:2  
**citations** 6:5  
**citizen** 23:10 27:2 29:2 34:8 35:8,11 64:23 70:2,5,9 72:2  
**Citizen's** 26:20,21 27:4  
**citizens** 9:25 10:1 12:19,20 27:10,16 30:16 31:1,23 33:13 38:20 70:6 72:12 77:10 80:19 89:20 97:18  
**citizens'** 27:20

**city** 10:9,25 11:12,13,19 13:13  
15:14,16 20:6 31:1,8,23 32:1,  
15,22,23,25 34:18 35:4 36:9  
39:23 40:2 45:9 46:22 66:25  
74:3 82:9,11 85:23

**city's** 78:16

**civil** 11:7,8 17:9 45:15,17 46:3

**civilian** 97:17

**claim** 8:22

**claiming** 8:13

**clarification** 78:22

**clarify** 45:7,9 58:11

**clarifying** 58:15 59:7

**clarity** 56:11,23 75:24

**classroom** 52:8

**clear** 20:11 26:11 40:8 45:10  
69:19 88:3

**cleared** 28:4,5,8

**clearing** 52:14

**clench** 60:1

**clenching** 53:22 54:16

**clerk** 6:18,20,22

**climb** 58:3

**closed** 23:12 24:13 98:7,18,  
21,23,25 99:1 100:2,4,21  
101:10,11 102:15

**closely** 95:17

**coat** 92:21

**coaxed** 8:11

**Coleman** 36:21

**collapsible** 61:23 62:15

**colleague** 51:14 75:21 96:3

**colleagues** 46:1 97:8

**collect** 10:12 46:7

**collecting** 13:17

**command** 17:9 45:20 46:8

**commands** 53:24 54:4,6,11

**commend** 95:5

**comment** 57:10 66:19 77:24  
95:19

**commentary** 73:1

**comments** 2:5,6 9:24 10:9  
69:19

**commission** 36:19 39:9 42:5  
57:12 65:22 79:21

**commissioner** 3:15,16,17,19,  
20,21,22,23,24,25 4:1,8,16  
13:13 14:3,4,11,12,13,14,15  
15:7,22,23 16:8,21,22 19:17,  
18 21:13,24 22:1,3,6,8,10  
25:8,12,14 26:5,15,18,19,25  
27:1,3,4,12,19,22,24 28:3,13,  
15,18 29:2,4,6,7,12,15,17,22  
30:8,22,23 31:18,19 32:5,20  
34:2,5 35:21 36:20 37:2,25  
38:2,5 39:12 41:16 42:21  
50:10 55:15,16,17 56:6,7,8,  
14,21 57:23 58:14,20,25  
59:14,19 60:17,18,19 61:3  
63:20,22,24,25 64:7,12,16,19  
65:10,18,20,21,23 66:6,9,14,  
15,16 67:13,23 68:6,9,13  
69:3,9,13,15 72:19,21,24  
73:3,9,16,22,24 74:2,5,6,7,8,  
9,13,15,20,22,23 75:2,4,8,9,  
13,16,19,23 76:1,3,5,6,21,24  
77:4,9,13,17,21,23 78:2,12  
79:7,8,11,13,15,16,18,20  
80:1,3,15,25 81:3,4,5,6,7,8,9,  
18,21,24 82:4,23 83:10,13,15,  
17,18,19,20,21 84:2,5,14,17  
85:7,9,11,14,16,19 86:14,22  
87:5,7,22 88:7,22 89:16,18,19  
90:13,14,15,21,23 91:2,6,9,  
10,12,15,17,20,22 92:2,6,10,  
16,20,23,25 93:2,5,12,16,17,  
23 94:6,9,12,13,14,15,16,17,  
18,25 95:2,5,9,23 96:1,3,4,10,  
12,13,15,16,22 97:2,4,7,24  
99:5,7,12,15,16,17,18,19,20,  
21 100:10,12,14 101:1,17,22,  
23,24 102:3,4,5,7,8,9,13,21,  
23 103:1,8,12,13,14,15,16,17,

21,25

**Commissioner's** 2:3

**commissioners** 2:13 3:1,8  
4:19 9:19 20:13,20 27:9 33:7  
34:3 35:19 36:8 38:11,14  
40:19 43:19 44:8,24 66:2  
69:21 75:6,7,19 76:9 78:8  
80:6,7,11,18 81:22 88:9,13  
89:4,22 90:8 91:21 97:9 99:9  
100:18 101:21 102:25 103:23  
104:2

**committed** 40:19 86:14

**committee** 26:20,22 27:4  
72:10,12,13 85:18,20,22,24  
86:1,9,15,19,21,23 88:1,20  
89:23,24,25 90:2 91:9 92:12  
96:5

**committees** 30:3**committing** 10:5 40:17**common** 25:19 26:5**commonly** 48:15**communicate** 46:8**communication** 30:19**communications** 25:5,7

**community** 15:2 18:15 19:16  
24:24 25:20 39:14,21 46:9  
55:11 66:23 72:6,9 84:21

**competitive** 84:23,24**complaining** 39:10

**complaint** 23:7,10,16 26:20,  
21 27:2,4,7,17 29:2 32:6  
38:24 48:16,20 72:12

**complaints** 16:3 17:19 18:3  
23:6,8,13,18,24 24:1,2,3,4,24  
27:5,6,10,15,16,17,18 30:14  
32:4 38:20,21,24 97:18

**completed** 23:22**completing** 22:24

**compliance** 46:6,15 50:19  
53:14 54:1,6 63:2 97:24



**complicit** 31:6,20  
**comply** 76:22  
**components** 23:6  
**computer** 8:17  
**concern** 9:24 12:19 34:16  
 42:7 46:22 96:19  
**concerned** 59:1  
**concerns** 3:3 38:18 55:10  
 89:21 90:9  
**conclude** 9:18  
**concludes** 16:9 71:23  
**concurrent** 47:25  
**conduct** 17:6 50:8 77:2 81:19  
 95:11  
**conducted** 6:2 16:5 49:18  
 85:22  
**conference** 73:10 82:11,19  
**confessed** 8:3  
**confirm** 7:8  
**confirming** 22:14  
**confused** 20:16 26:11,12  
**connection** 85:22  
**consent** 61:16  
**consequences** 78:18  
**consideration** 15:20  
**considered** 98:24  
**consistent** 57:18  
**consisting** 71:11  
**constantly** 77:5  
**constituent** 77:11  
**contact** 8:19 42:11 50:3  
**contacted** 8:12  
**continual** 27:24  
**continually** 57:16  
**continue** 2:17 3:5 18:2 32:24  
 33:14

**continued** 24:22  
**continues** 21:5  
**continuum** 51:19 52:17,22  
 56:23 57:2,11,15,17,19,22,25  
 58:2,3,16 65:25 66:1,3  
**contract** 32:1 38:15  
**contrary** 17:6 18:3  
**control** 51:4 54:6,7 59:5 62:19  
 64:13,24  
**controls** 48:12 50:15 53:14,15  
 54:2,12,13,18 60:10,12 62:25  
**conversation** 14:16 15:9 57:2  
**convince** 8:20  
**cool** 85:2  
**Cooperation** 25:21  
**Coordinator** 18:15  
**copied** 29:25 30:1  
**copy** 16:5,15,20,21,22 52:24  
 88:11  
**copyright** 56:24  
**core** 16:5,14 17:3  
**corollary** 69:11  
**Corporal** 71:3 98:11 100:25  
**corporation** 18:13 19:24 26:2  
 33:4,12  
**correct** 30:1 42:2 56:2 59:20  
 64:14 73:4 79:1,3 92:9 94:24  
**corrective** 25:1  
**correctly** 42:10 86:4  
**correspondence** 19:24 29:24  
 70:24,25 71:4,8  
**correspondences** 2:9 29:1  
**corruption** 38:2  
**council** 13:13 19:17,25 25:21  
 32:1 33:4  
**Counsel** 18:13  
**counted** 102:11

**country** 35:5 44:24  
**couple** 15:23 53:16  
**court** 18:11  
**cover** 92:24  
**covering** 88:3  
**Covid** 5:12  
**Crane** 86:3  
**crash** 12:7  
**crashes** 11:15  
**create** 37:24  
**creating** 38:1  
**crime** 5:16 8:2 11:2 15:6 38:19  
 39:20,21 40:17,18  
**crimes** 5:21 8:15 9:2  
**critical** 12:7  
**Cromwell** 18:22  
**cronyism** 31:20  
**cross** 90:6  
**crowd** 62:19 64:12,24  
**culturally** 62:17  
**culture** 15:25 17:24  
**current** 20:8,22 71:15,17  
 97:14  
**custody** 7:23 47:25 49:1  
**Cyber** 8:15 9:2  
**cybercrimes** 8:7

---

**D**


---

**dab** 10:13  
**daily** 69:2  
**danger** 15:17 54:19,21  
**dangerous** 34:21 35:4  
**dare** 33:1,10,11,12  
**Darrell** 19:17 30:23,25 31:17  
 32:7,17

**data** 10:12 13:17 34:24 44:20  
45:23 46:7,8 69:7,10

**database** 11:18 23:9

**date** 5:17 16:2 28:25 36:4  
44:10,12 45:21 47:3,4,10,16  
49:19 92:17

**David** 4:24 14:1

**Davis** 19:18 30:24 31:19  
32:18,19 33:9 37:25

**day** 2:21 7:1 14:10 15:5

**days** 29:7 33:6 71:18

**DC** 14:17 19:5

**de-escalation** 53:6

**deadly** 51:23 53:4,15 54:23  
58:5,6 61:19

**deaf** 32:21

**deal** 67:6

**dealing** 62:19

**dear** 15:12

**death** 48:9 54:22 62:7

**deaths** 50:11 62:5

**debatable** 93:13,20

**debate** 73:6 93:24

**debating** 93:14

**decade** 80:21

**deceased** 6:21

**deceased's** 7:17

**decedent** 7:9

**December** 28:6 44:11 72:5,6

**decent** 36:18

**decision** 58:11 61:14 90:11

**decisions** 13:8

**decked** 16:23

**decrease** 47:5,13,21 48:19  
49:5 50:23 51:6

**decreases** 38:22 47:8 48:8

**deescalate** 55:6 58:23 59:4

**deescalating** 59:7

**definition** 26:1 60:5,13

**definitional** 25:19

**degree** 8:4 11:24 25:18

**delay** 41:9

**delayed** 33:5

**delaying** 41:8

**deliberate** 41:9

**department** 5:6,13 10:10  
15:25 16:25 17:1,9,12 31:2,9,  
24 38:9 40:1 46:7 50:12 55:3,  
10 57:19 60:21 61:8,13,16,22  
78:17,20,22 79:5 87:18,24  
96:9

**department's** 44:20 55:11

**Department's** 98:9 100:23  
101:13 102:17 103:3

**depends** 55:22 56:5

**deploy** 49:22,23

**deployed** 62:20

**deployment** 49:22,25 56:10,  
15 64:2,5,9,10

**deployments** 50:5,6

**depth** 95:12

**deputy** 19:24 25:21 26:2 33:3  
68:9

**descending** 46:25

**description** 60:11

**designate** 26:10

**designed** 51:24

**desires** 86:19

**destruction** 49:7,11

**detailed** 14:18

**details** 63:5

**detained** 8:23

**detectives** 7:8 8:15 9:3

**Detention** 42:8

**determination** 12:8

**deterrent** 39:21

**Detroit** 2:3 8:9,17 9:13 15:14,  
16,24 16:24 17:12 20:2 31:1,  
8,23 32:25 33:1 34:9,18 38:9  
40:2 42:8 46:6,23 48:2 50:11  
51:13 55:3 60:20 66:25 72:2  
80:19 89:20 97:8

**Detroiters** 34:22

**develop** 8:20

**Development** 19:10 46:19

**device** 9:2

**Dez** 19:20

**dictates** 59:23

**Dietrick** 44:17

**difference** 49:21 64:4

**difficult** 82:6

**diligence** 90:4

**diligent** 24:22

**direct** 17:25 46:18

**direction** 42:6 53:14

**directive** 45:1,2,5

**director** 10:10 18:19 20:14  
95:3

**disabled** 5:6

**disagree** 80:6,12

**disallow** 79:16

**discharge** 48:21 49:21,22  
55:23 56:10,13,15,19 64:5  
67:25

**discharges** 48:9 49:23,24  
50:7

**disciplinary** 25:1 71:10 87:13  
96:8

**discovered** 6:21,24 8:17

**discussion** 4:9,17 10:7 75:1,2, 18,20 77:13 79:25 80:1 82:24 87:4 93:3,24 94:10 99:10 100:15 101:25 103:9,24

**disenfranchising** 80:4

**disengage** 55:7 58:23

**disgusted** 36:18

**disregard** 35:6

**disrespectful** 74:12

**distinct** 78:4

**distributed** 23:14

**District** 3:18 80:5

**districts** 30:14

**disturbing** 44:7

**diversity** 17:11 19:21

**Divisions** 46:4

**document** 16:7

**documentation** 96:18

**documented** 42:10 91:24

**Don** 18:11

**door** 6:21 65:7

**DOS** 7:15

**DPD** 13:14 18:9 23:20

**DPOA** 19:7 31:25

**drag** 5:24 6:4

**drawn** 95:6

**drifting** 5:25 6:4

**drive** 39:11 48:10

**driver** 48:24 67:5

**drivers** 38:14

**driveway** 7:22

**driving** 7:17 15:13,18 34:18, 19 35:3 39:13 68:14

**due** 5:7 15:1 23:15 38:7 90:3

**duly** 77:9

**duties** 20:9,17,18 21:11 22:16

---

**E**

---

**earlier** 7:1 23:1 24:13 60:23 71:20

**ears** 32:21

**east** 11:11

**eating** 15:18

**echo** 32:19

**education** 13:3,8 70:1

**effect** 48:22 53:5 99:5 102:24

**effective** 62:3,6,21 63:7

**effectiveness** 62:13

**Eighth** 101:16

**elect** 41:10

**elected** 77:10 80:19,20

**election** 82:12

**electrical** 50:3

**electronic** 23:23 61:24 62:13 71:11

**Ellis** 86:6

**email** 29:1,24 74:1,2 88:11 97:1

**emails** 2:9,10 25:6 29:4

**embarrassed** 31:3

**emphasis** 74:11

**employee** 26:8

**employees** 25:24 87:20,23

**EMS** 48:24

**encounter** 54:23 58:5,6

**encounters** 51:23 53:4,16 70:7

**end** 60:9,14 82:16 95:10,22

**ended** 9:8 58:22

**energy** 37:9 49:18 50:9

**enforce** 17:5

**enforcement** 5:25 6:5 11:7,8, 10,16,21 12:25 13:10 14:10, 19,24 15:10,15,21 57:13 70:3, 8,9

**engage** 62:8

**engaged** 17:6

**engagement** 65:2

**engaging** 64:23

**Engelman** 17:10

**English** 25:18

**enhanced** 23:9

**enlightens** 69:18

**ensure** 10:4,21 24:23 46:6

**entails** 45:1

**entered** 18:6 42:22 55:16

**entertain** 74:22 79:18

**entire** 2:25 20:20 57:15 83:5

**entitled** 38:10

**equity** 17:11

**era** 44:22

**Eric** 35:17

**error** 20:16

**escalate** 54:8 59:3 64:22

**escalating** 59:2,6

**escalation** 53:8

**essence** 10:20

**essentially** 65:1

**establish** 17:18 68:16

**established** 51:18 57:12

**ethnic** 33:19

**evaluate** 68:4

**evaluation** 85:25

**evening** 32:19

**events** 9:4

**Eventually** 13:3  
**evidence** 8:1,21 9:2  
**evil** 38:1  
**exact** 29:21 73:14,23  
**examples** 47:6 51:19 53:16  
 63:8  
**excellent** 40:22 41:5,6 64:1  
 65:23 69:17  
**excessive** 44:23  
**excuse** 18:14 25:11 36:3  
 48:22 49:4,17 81:9 93:9 99:16  
**executed** 7:25  
**Executive** 20:14,16  
**exhibiting** 53:21 54:2,9,14  
**expect** 13:15 51:12 52:19  
 53:22  
**expected** 20:24  
**experience** 38:23 80:18  
**expert** 45:25  
**explaining** 87:8  
**explanation** 13:15 65:25  
**express** 38:18  
**expressways** 34:20  
**expunge** 72:17 73:18 81:21  
 83:9  
**expunged** 73:15 81:22  
**expunging** 81:23  
**extorting** 8:10  
**extortion** 8:7,25  
**extremely** 85:3  
**eye** 66:17  
**eyes** 60:9  


---

**F**

---

**face** 60:3  
**Facebook** 9:15

**faced** 12:21  
**faces** 12:1 20:7  
**Facial** 71:12  
**facility** 42:14  
**facing** 34:10 63:18  
**fact** 33:4 42:25 75:6 82:20  
**failed** 81:16,17 83:24  
**fails** 81:14 83:25 84:1 102:12  
**failure** 40:9  
**fair** 22:21 39:25 44:7,8  
**faking** 41:8  
**famously** 38:10  
**fantastic** 18:5 19:2 24:12  
 55:14 58:13 63:20  
**Fascinating** 57:23  
**fatal** 6:14 7:11 12:6,7  
**Fathom** 24:20  
**fault** 12:9  
**favor** 4:9,18 75:1 99:8,11  
 100:17 101:25 104:1  
**favorites** 33:25  
**feasible** 58:10  
**features** 2:7  
**February** 24:14  
**feedback** 45:4  
**feel** 25:20 26:13 53:25 65:3,6  
 89:19  
**felony** 6:3,7 8:5  
**felt** 27:7  
**female** 6:22,24 7:10 8:11,13,  
 18  
**Ferguson** 2:11,12,25 3:9 4:3,  
 7,9,11,15,17,20 5:1,3 9:19,22  
 14:3,12,14 15:22 18:5 19:2,  
 11,13,22 20:19 21:20,24 22:2,  
 6,9,11 23:5,25 24:16 25:10  
 26:17,23 27:1,21,23,25 28:2,

11,14,17 29:13,16,23 30:12  
 32:16 34:4,6 35:14,22,24  
 37:12,16,21 39:6 40:4,6  
 41:15,19,22 42:15,20 43:10  
 44:4 45:11 50:13 52:25 55:14  
 56:7 58:13 60:18 61:5 63:20,  
 23 65:20,22 66:15 69:12,15  
 70:12,15,21 71:24 72:16,22  
 73:3,7,13,19,22,25 74:14,18,  
 21,24 75:1,3,11,15,17,20,22  
 76:1,4,24 77:5,12,25 78:3,15  
 79:1,3,9,17,24 80:2,22 81:9,  
 13,17 82:21,24 83:1,7,25  
 84:4,16 85:5,8,10,12,15,17  
 86:10,12,17,25 87:3,6 88:6,8  
 89:17 90:20,25 91:3,8,13,16,  
 18,22 92:4,8,11,17,21 93:1,4,  
 6,10,15,22,25 94:4,7,10,22  
 95:1,4,8,18,24 96:24 97:3,6,  
 22 98:1,16,20,25 99:8,10,14,  
 25 100:3,6,8,11,15,17,19  
 101:2,7,11,25 102:12,14,22  
 103:9,20,24 104:1,3  
**field** 9:16 85:23  
**fight** 26:14 54:16 60:2 61:22  
 65:2  
**fighting** 6:25 15:6 39:19 54:15  
 59:25  
**figure** 35:2  
**filed** 33:19,21,22  
**filing** 38:24  
**fill** 13:23 20:7,12 31:10  
**filled** 21:3 22:19  
**final** 86:2  
**finalizing** 23:23  
**find** 38:1 43:5  
**finding** 8:22 38:21  
**fine** 37:8,10  
**firearm** 8:5 47:18,19 49:4  
**firearms** 48:9 52:10  
**fireworks** 64:24  
**firing** 7:18

**fist** 54:16 60:2  
**fit** 49:9  
**flight** 65:2  
**flipped** 13:14  
**floor** 27:25 75:22 76:2 94:4  
**Floyd** 44:22  
**fly** 43:2  
**focal** 26:7  
**focus** 38:4,13  
**focused** 38:12  
**folder** 32:5  
**folks** 13:18 15:18 25:16 34:18  
 35:2 36:4 37:4  
**follow** 14:5,16 31:7,21 32:11  
 77:15  
**follow-up** 52:7  
**fools** 36:1  
**footage** 12:9  
**football** 9:13  
**force** 16:1,2 44:15,18,20,22,23  
 45:1,16,17,25 46:5,22 47:1,7,  
 11,22 48:1,4,7,8,19 49:14,15,  
 16,17,25 51:10,11,16,17,19,  
 23 52:1,2,16,18,19,21 53:4,  
 16,19 54:23 56:22 57:2,11,15,  
 17,19,25 58:1,2,5,6,16 59:10  
 61:19 65:15,16,24 66:1,4,7,23  
 67:13  
**forced** 20:18  
**Forces** 47:24  
**forcible** 48:25  
**forcibly** 49:3  
**Ford** 2:14,16 3:9 9:16 35:9  
**forget** 37:6  
**form** 15:12 88:11  
**forthcoming** 72:8  
**forward** 95:14,15,16

**fought** 31:4  
**found** 6:21 7:14  
**Francis** 18:16 21:19,21 73:5,  
 12,14,17,20 76:8,18 77:19  
 78:6 81:15 82:25 83:2 86:11,  
 13,18 87:1 93:9,11,16 94:1  
 98:14,17,22  
**frankly** 73:1  
**Franks** 71:7 99:3 102:19 103:6  
**Fredia** 19:15  
**free** 39:24,25  
**frequently** 14:7  
**friend** 35:9  
**friends** 8:13  
**front** 25:21 32:5 45:19 76:10  
**full** 16:21,22 44:5 90:3  
**funding** 62:1

---

**G**


---

**gain** 63:2 70:6  
**game** 9:14  
**games** 9:16,17  
**gasoline** 39:25  
**gave** 44:10,12 45:21 60:6 84:5  
**Gedawell** 41:5  
**gender** 69:14  
**general** 65:5  
**generally** 45:18 47:23  
**generated** 17:20  
**generating** 13:7  
**gentleman** 41:17  
**George** 44:22  
**get all** 46:17  
**give** 2:15 3:10 11:18 45:23  
 47:6 51:11,15 53:16 58:9  
 60:21,24 63:14 66:20 84:6

**giving** 28:9 51:19 54:4,11  
**glad** 2:22  
**glasses** 66:17  
**goal** 21:2,4 28:3,5 30:11 43:12  
**goals** 30:17  
**God** 2:17,18,23,24 3:1,4 37:6  
**good** 2:1,2,11 3:13 4:23 16:11,  
 12 24:11 27:14 28:19 30:20,  
 25 32:19 35:18,21 37:8,25  
 38:1 41:10 44:2 45:12,13  
 55:2,8 59:8 60:9 62:23 66:16  
 72:1 85:7,9,14 90:15,16  
**governing** 32:12 57:13  
**Gracious** 2:18  
**gradually** 58:3  
**grand** 6:9  
**graphic** 56:23 57:1 69:17  
**graphs** 51:8,9  
**great** 8:4 9:12 14:25 28:18  
 34:15 37:24 65:21 84:22  
 90:16 91:20  
**green** 7:1 12:4 61:11  
**Greenlight** 6:17  
**group** 93:14  
**guard** 6:19 7:2,3  
**guess** 13:15 27:18  
**guests** 19:14  
**guidance** 79:13  
**guideline** 53:8,9  
**guilt** 65:3  
**gun** 38:14 61:22 70:3  
**gunshot** 7:1,14  
**guy** 67:5  
**guys** 25:6 46:20 52:16 67:2  
 88:16 95:18

---

**H**

---

**half** 24:10 36:10

**Halloween** 9:5,13

**hand** 63:12

**handcuff** 62:9

**handcuffing** 49:1

**handcuffs** 49:4

**handle** 62:25 82:5

**handling** 18:10

**hands** 15:5 49:2,3 50:17,22  
52:8 60:20,22 63:8,9 67:18

**Handyside** 18:11

**hang** 89:17 96:24

**hang-up** 26:2

**happen** 12:23 30:17 43:17  
59:11 98:6

**happened** 82:16

**happening** 35:4 53:7

**happy** 9:16 50:6

**harassment** 26:7

**hard** 21:11 24:22 25:1,2,5 48:2  
50:16,22 59:17 60:20,21 63:8,  
9,11 65:6 85:4 88:11,21,24

**harm** 8:5

**Harmer** 86:7

**Harper** 6:16

**have—** 97:23

**headache** 66:18

**headquarters** 72:14

**health** 2:20 6:9,12 34:21

**hear** 34:13 35:20,22,25 37:17,  
20,21 39:7 43:22 65:19 91:6  
95:24

**heard** 6:25 26:3 34:23 36:8  
38:3 52:18 62:4 91:20

**hearing** 16:14 44:6 82:21  
98:18

**hearings** 98:15

**heart** 15:8

**heartfelt** 21:17

**held** 22:18 25:23 59:12

**hell** 36:12,15,23 37:6

**helping** 13:15 31:25

**Henry** 86:6

**Hernandez** 3:22 42:22 63:21,  
24,25 64:7,12,16,19 65:10,18  
75:23 76:3,5 81:3 83:15 92:25  
93:2,5,17 94:6,13 99:20  
102:8,21,23 103:1,16

**hey** 44:1

**high** 8:9 21:8 82:6,8

**higher** 60:11,15

**highest** 47:1,2 49:16 58:2

**hire** 20:22 31:14 33:5 40:10  
42:24 43:14 86:1,9,23 87:10  
95:20 98:2

**hired** 86:20

**hires** 45:8

**hiring** 20:25 88:14 95:15  
97:10

**history** 25:16 33:22

**holding** 40:14,15

**holiday** 15:10

**Holley** 3:23 39:16

**holster** 50:1

**Holt** 3:13 4:6,10,14 9:21,23  
10:20 12:12,16 13:4,12,22,25  
16:12 34:11,14 35:20,25  
69:16 70:1 74:25 75:21 79:23  
81:2 82:3 83:16 89:2,3 91:23  
92:6

**home** 5:7 7:23 69:20

**homicide** 7:8,25

**homicides** 5:17

**honest** 35:8

**honorable** 2:1,8 16:11 28:24  
29:9,10 30:21,25 44:19 45:8,  
14 70:23 72:2 78:21 79:6,10

**Hood** 39:9

**hope** 14:17 15:7,19 19:5

**hoping** 98:1,5

**horrible** 66:17

**host** 9:4

**hosted** 9:5

**hosting** 72:4,7

**hot** 55:25

**HR** 20:6,12 45:9 85:23 89:13  
95:2,9 96:18

**huge** 40:25 64:25

**hundred** 65:19 67:10,12,21  
68:2,7 80:4

---

**I**

---

**I'M—** 26:25

**ideas** 30:6

**identification** 63:13

**identified** 73:21

**identify** 8:16 9:3 16:15 23:18  
73:23,25

**ignorance** 36:2

**ill** 46:13 74:3

**illegal** 31:21 40:18

**illegally** 40:14,15

**image** 55:12

**immediately** 6:22 23:18,19  
58:1,5,6 84:12

**imminent** 54:19

**impact** 48:14 49:19 52:9  
54:14,18

**implemented** 23:16  
**implicate** 25:23  
**imply** 25:23  
**important** 23:6 38:22 66:1  
 87:20 93:2  
**impose** 76:15  
**impounded** 6:2,6  
**impressed** 70:17  
**improvement** 28:15,18  
**inaccurate** 20:3  
**inactive** 53:2,17,21  
**inappropriate** 33:19 72:25  
 82:10,18 87:16 96:11,12  
**incapacitates** 56:5  
**incident** 7:10,24 8:6 61:11  
 64:13,24  
**incidents** 6:14 44:23 47:11  
 51:5 73:1  
**include** 66:20  
**included** 45:5 80:14  
**includes** 71:14 75:24  
**including** 20:15 71:13  
**inclusion** 17:11 19:21  
**incoming** 70:24  
**incorrect** 42:12 59:13  
**increase** 5:18 12:11 32:1  
 47:11,17 48:12 49:11,25 50:6,  
 25 56:11  
**increased** 11:9  
**increases** 38:22 47:8  
**increasing** 12:25 13:10  
**increasingly** 12:21  
**independent** 65:2  
**indicating** 7:20  
**individual** 55:18 63:11,16  
 68:12,15,18,23,25 84:21 85:4  
 87:18 98:14,17

**individual's** 11:1  
**individually** 65:12  
**individuals** 80:11,14 86:9,23  
 87:9,15 89:10 95:9 96:17  
 98:19,23  
**infection** 66:18  
**information** 6:8 7:20 10:16  
 11:14 27:8 28:20,22 29:9  
 33:23 34:25 35:1 46:2,17 69:1  
 87:19 96:6  
**informed** 16:18 44:6  
**infraction** 11:7,8 76:14  
**initial** 52:6 55:23  
**initially** 9:10  
**injured** 5:5,11  
**injuries** 5:7 11:20 53:11  
**injury** 48:9,16,20 54:22 62:17  
**Inquiry** 23:7  
**insight** 70:7  
**inspected** 17:5  
**instance** 62:21 63:15  
**instinctively** 51:17  
**instructing** 81:25  
**insurance** 39:24  
**intelligent** 36:11,17,22 37:1  
**intended** 10:12  
**intense** 70:1  
**intent** 8:4 21:4 43:14 94:24  
**intentionally** 17:16  
**interactions** 17:17  
**interest** 33:17  
**interested** 14:22,23  
**interesting** 69:9 70:4 88:23  
**interim** 18:6,20 20:9 21:6,7,  
 11,15 22:14,15,17,22,23 23:2,  
 16,17 25:15,16,19 26:1,4,12  
 28:4,23 30:1 43:7 44:14 70:21

80:8 82:14 88:19 97:13,14,19  
 98:3  
**interim's** 26:10  
**intermediate** 48:14 53:15  
 54:13,17 60:10,12 61:8,10,12,  
 15,18 64:8  
**internally** 42:12  
**interpreters** 18:25  
**interrupt** 22:12 85:10  
**interrupted** 41:18  
**interrupting** 77:1  
**interruptions** 22:11 81:19  
**intersection** 11:5  
**intersections** 10:13 11:15,17,  
 19,22,24 12:11 14:7  
**interview** 41:9 85:25 89:5,15  
 92:3,10 95:11  
**interviewed** 20:21 41:11  
**interviews** 43:6 85:22 89:3  
**intimate** 54:21  
**introduce** 18:7 19:5  
**investigate** 18:3 24:24 97:17  
**investigated** 6:23 49:15 59:11  
 65:13,17  
**investigation** 7:3 8:15 44:25  
 49:16 59:10  
**investigations** 49:17  
**investigative** 11:1 20:1 23:8  
 85:23  
**investigator** 17:15,21 18:18,  
 21,22,23 20:5,10,16 21:1,7,10  
 22:18,23 23:2,15,17,25 24:4,  
 6,7,9,11,17 28:23 29:6 40:10,  
 23 43:8,20 85:20 86:2 92:15  
 97:11,15,16,19,20 98:2  
**investigators** 17:19 23:14  
 24:2 41:1 43:8,15 89:8 92:14  
 95:14  
**invited** 35:10

**invocation** 2:15  
**involved** 5:8,10 11:2 31:20  
 44:25  
**involvement** 8:2 31:7  
**involving** 8:7  
**isolated** 5:14,15  
**issue** 7:21 12:13 15:12 61:14  
 76:16  
**issued** 6:6 12:15 61:8,23  
 62:11,12  
**issues** 9:17 17:23 18:2 42:9,  
 12  
**issuing** 11:6 12:18  
**item** 89:12 93:3 102:15  
**items** 29:2 101:10  
**it's** 16:7  
**I've** 84:17

---

**J**


---

**Jackson** 18:16 21:19,21 73:5,  
 12,14,17,20 76:8,18 77:19  
 78:6 81:15 82:25 83:2 86:11,  
 13,18 87:1 93:9,11,16 94:1  
 98:14,17,22  
**James** 35:9 71:1,5,9  
**January** 24:13  
**jaw** 53:22  
**Jermaine** 40:22  
**Jesus** 2:19 3:22 81:3 83:15  
 93:17 94:13 99:20 102:8  
**Jesus'** 3:6  
**Jim** 3:23  
**job** 17:13 21:10 24:11,12  
 27:14 28:19 33:16,25 34:3  
 36:23 37:3 55:8 85:14 90:16  
**jobs** 20:9  
**John** 37:24

**join** 91:18 92:3  
**joined** 57:18 91:21 92:7,8  
**joining** 16:2 75:10 92:2  
**joint** 50:17,18,24 62:24  
**joints** 62:16  
**Jonya** 18:17  
**Joseph** 86:7  
**judgment** 61:16  
**July** 24:3  
**jump** 58:1  
**June** 17:8 24:1 84:7  
**just-** 67:22  
**juvenile** 8:8,16

---

**K**


---

**Katrina** 18:19  
**Kebnickki** 86:3  
**keeping** 33:23  
**Kelly** 86:5  
**key** 88:4  
**kind** 36:18 42:5 49:9 50:19  
 59:23 82:6  
**kinds** 36:13  
**King** 38:10  
**Kira** 19:5  
**knew** 36:22 41:7  
**knowledge** 87:7

---

**L**


---

**lack** 10:1  
**lady** 17:10 34:9  
**language** 18:25 64:25 65:6  
 73:10  
**large** 3:14 9:10  
**laser** 38:12

**Lastly** 24:12 39:18 44:24  
**late** 37:24  
**launched** 23:9  
**law** 10:18 13:19 25:18 31:9  
 35:6 36:25 57:12 70:3,7,9  
 78:17,20,22 79:5 82:20  
**Lawrence** 18:21 21:7 22:15,23  
 40:25  
**lawsuit** 33:22  
**lawsuit's** 33:20  
**Lawton** 86:5  
**layman's** 50:4  
**lays** 62:22  
**leaders** 84:22  
**leadership** 84:18 90:19,21  
 91:7,10  
**learn** 39:16  
**leave** 55:3,10 71:2,5 76:12,16,  
 23,25 78:11,24 98:10 100:24  
 101:14,20 102:18 103:4  
**leaving** 7:2 11:2,3  
**lecture** 51:18  
**left** 6:22  
**legal** 26:1 78:17  
**legally** 41:4  
**legitimate** 94:3  
**length** 25:17 32:13  
**lens** 64:20  
**lethal** 62:7  
**letter** 20:3 21:4 31:9 33:3  
 43:13 94:24  
**letting** 43:10  
**Levalley** 4:23,24 5:2,4,23 6:13  
 7:7,25 8:19 9:9,24 10:15,22  
 11:14 12:3,13,24 13:5,20,23  
 14:1,9 19:4 57:7,9,10,24  
 59:15,20 60:8 61:7,20 62:10  
 63:3 68:11,15 69:6,18,25



**level** 12:25 47:1 49:17 52:2  
58:17 60:12,15

**levels** 60:5

**Lever** 19:6 44:17 45:11,13  
46:11 47:9,22 48:22 49:12  
50:2,14 51:7,22 52:15 53:1,25  
54:25 55:21 56:13,17 57:4,8  
58:19,22 59:8 61:2 64:6,9,15,  
18 65:9,11,19 66:5,8,10 67:8,  
16,25 68:7 70:13,20

**Lewis** 37:24

**liability** 55:12

**license** 10:25 11:3,4 12:1

**licensing** 57:14

**Lieutenant** 46:12,14

**life** 2:20

**lift** 3:4

**lifting** 2:23

**light** 7:1 12:4

**lights** 10:2,5,8 12:5,20 13:2  
14:8 15:13 34:19 35:3 38:15  
39:11,13

**limited** 71:13

**Linda** 3:15 27:13 80:15 81:4  
83:17 94:14 99:12 102:3

**lined** 31:8

**Lisa** 3:20 81:8 83:21 90:18  
94:18 99:19 102:7

**Lisonya** 18:23

**list** 90:7 96:6

**listen** 95:19

**listening** 32:21 39:1 84:17

**literally** 52:22 67:18

**live** 55:25 80:5

**living** 37:24

**loaded** 24:18

**local** 6:17

**located** 7:22 72:5

**location** 6:19,24 7:2,16 11:5  
72:8

**locations** 10:24 13:16

**locking** 54:9

**locks** 50:18,24

**lofty** 43:16

**long** 20:24 25:16 55:18,19  
56:4

**longer** 27:6,15 28:1 61:1

**Longview** 7:5

**looked** 34:25

**Lord** 2:24 3:1,4 30:24 34:1,8,  
13,15 78:2

**lot** 9:11 12:9 24:11 25:2,3  
34:18,19 50:20 55:2 69:18  
84:18 89:20 91:25

**louder** 34:12

**lower** 60:8

**Luther** 38:10

**Lyndon** 72:5

---

## M

---

**macro** 15:15

**Madam** 3:10,12 19:13 29:25  
81:2

**Madame** 18:6 44:14 70:22  
83:11,16 84:5

**made** 2:22 6:3 9:25 10:9 14:17  
39:15 61:13 62:1 73:6

**Madrigal** 18:24

**main** 78:4

**majority** 40:13 76:22 82:13  
83:4

**make** 12:3,8 13:2,8 16:25  
17:21 28:21,24 36:25 40:8  
43:17 44:4 46:9 50:3 72:22  
73:8 82:11 87:17 88:18 90:11

91:1,4 99:5 102:23 103:1

**makes** 12:15 13:9 20:23 60:16

**making** 10:12 65:10 70:16  
90:16

**male** 6:18 8:10,13,16

**males** 8:19 69:5

**Malice** 61:11

**malicious** 9:1

**man** 85:2 90:16

**management** 11:22 20:17

**manager** 21:9 46:15

**managing** 17:22

**manipulated** 38:25

**manipulation** 50:18

**manner** 75:6 95:21

**Manning** 7:12

**March** 24:14

**Marie** 19:19

**Marlin** 69:23

**Martin** 38:9 46:15

**Mary** 17:10

**mass** 87:16,18

**match** 57:21

**material** 8:24,25 87:8

**matter** 25:22 26:11 35:5 37:5  
82:19,20 88:2

**matters** 42:5 100:21 101:10

**Mckants** 86:6

**MCL** 98:8 100:22 101:13  
102:17 103:3

**meaning** 46:25 50:3

**means** 24:10,19 40:20 49:6  
53:21

**meantime** 37:2

**media** 8:12 18:9

**media's** 26:12  
**medical** 66:21 67:10,11,14,19  
 68:2,3 71:2,6 98:11 100:24  
 101:15,22,23 102:19 103:5  
**medics** 7:15 68:4  
**meeting** 2:4,13 19:23 37:5  
 38:13 42:8,13 72:3,6,9,11,12,  
 13 75:10 76:13,14,23,25 77:2,  
 3,22 78:11,13,24,25 80:9  
 81:19 84:12 90:12 100:7,8,20  
 102:16 103:3 104:3,5  
**meetings** 9:25 20:6,10 36:12  
 38:18 42:25 43:3 77:15 80:20  
 91:24 98:8 100:22 101:12  
**meets** 72:10  
**Melanie** 21:6 22:15,24 31:13  
 32:13 82:14  
**member** 22:5 70:4 76:12  
 78:11,19,23  
**members** 5:6,13,15 18:12  
 20:8 31:6 33:21,25 39:14  
 40:13 51:19,24 70:8,9 87:25  
**membership** 83:5  
**men** 3:7  
**mental** 6:8,12  
**mention** 9:4 14:19 28:8 45:7  
**mentioned** 28:4 34:9 58:16  
 60:22  
**message** 13:11  
**met** 89:8,13 90:1  
**Method** 23:7,13,16,22,24  
**methods** 51:20  
**metrics** 44:20  
**mic** 19:8  
**Michael** 71:7 99:3 102:19  
 103:6  
**Michigan** 10:19 17:9 19:20  
 26:3 57:12  
**microphone** 25:13 75:5 78:18,  
 23

**mid-october** 23:10  
**middle** 93:23,24  
**mile** 15:15  
**MILO** 69:25 70:1  
**mind** 40:15 52:1  
**mindful** 17:19  
**mine** 35:9 46:2  
**minimal** 67:17  
**minimally** 59:21  
**Minister** 35:17 37:19,20,23  
 38:17  
**minus** 47:4,12,20 51:2,5  
**minute** 55:19 84:20 85:1  
**minutes** 4:4,12 49:10 55:19,20  
 72:17,18,25 73:10 83:9,11  
**minutes...** 100:1  
**Miovision** 11:23  
**misconduct** 23:19 24:25 38:5,  
 12,16  
**misdeemeanor** 6:7  
**misguided** 20:4  
**mistaken** 50:10 55:22  
**mister** 41:20  
**monitor** 95:17  
**monitoring** 17:22  
**month** 24:8 43:1 84:11  
**monthly** 72:8  
**months** 17:13 23:22  
**Moore** 3:21 26:19 27:5  
**morning** 15:17  
**Mosley** 86:7  
**motel** 6:17,18 7:10  
**mother** 36:1  
**motion** 4:4 72:17,20,23 73:4,  
 5,8,9,17 74:22 76:2,15,20,21  
 77:18,20,21,23 78:4,9,12

79:18 81:13,16,17,20 83:6,7,  
 8,24,25 84:1 86:14 93:7,13  
 98:18 99:5,23,25 100:11  
 102:12,14,23 103:1,20  
**motionless** 54:3  
**motor** 5:11  
**move** 4:6 29:13,14 30:4,6,18  
 38:4 62:23 63:23 74:23 79:20  
 80:9,10,15 86:19,23 88:2  
 93:5,6,18 95:25 98:7 100:12  
 101:17 103:22  
**moved** 4:14 87:10  
**moving** 4:20 11:12  
**multiple** 9:1 39:18 65:1 88:17  
**murder** 7:9 8:3,4

---

**N**


---

**NACLOE** 82:15  
**NACLOE's** 82:12  
**NACOLE** 73:10  
**named** 86:24 88:10,13 89:11  
**names** 88:15 90:4,6  
**nation** 33:1  
**natural** 17:17  
**nature** 16:23  
**necessarily** 89:11  
**needed** 27:8 61:17 100:16,17  
**negative** 47:21  
**negotiations** 38:15  
**Negros** 36:5  
**neutralize** 55:18  
**newest** 47:13 48:24  
**news** 20:2  
**nice** 15:4  
**nickname** 7:20  
**night** 14:20

**Ninth** 5:11  
**non-amendable** 93:20  
**non-compliance** 51:21  
**non-compliant** 76:11 78:10  
**non-sworn** 46:16  
**Nonfatal** 5:18  
**normal** 84:24  
**notations** 27:6  
**noted** 70:24  
**noticed** 39:11,14 85:6  
**November** 4:5 7:4 9:14,15  
 72:3,9,11  
**nowadays** 48:15  
**nude** 8:11,21  
**number** 38:22 66:21 67:8  
 69:20 71:20,21 86:3,5,6,7  
 87:11,12,13 98:11 99:3,4  
 101:16,19 102:20 103:6  
**numbers** 28:23,25 29:21 39:3  
 40:25 45:23 46:20 71:14,15  
 84:10,12  
**number-** 100:25

---

**O**

---

**Obama** 37:10  
**objectionable** 82:8  
**objective** 10:3  
**observation** 12:15  
**observations** 11:9  
**observed** 39:12  
**obtain** 7:20  
**obtained** 8:21  
**obtaining** 16:4  
**occasions** 29:5  
**occupant** 7:18  
**occurred** 6:15

**occurring** 11:17  
**occurs** 76:14  
**OCI** 22:22,25 23:3,6,7,9 71:13,  
 17 85:24 89:8,14  
**October** 4:12 5:25 6:1,15 7:13  
 8:8 9:6 23:12 24:7,16,17  
**offender** 7:21 8:2  
**offender's** 7:20,22,23 8:2  
**offense** 74:12  
**offered** 8:14  
**office** 15:10 16:17 17:15,18,20  
 18:1 19:20 29:5 42:16 46:18  
 71:18  
**officer** 5:10 11:9 12:15 13:1  
 14:23 38:12,16 44:25 46:22  
 48:25 52:7 53:10,20 58:5,16  
 59:5,23,25 60:1,3,12,13,14  
 63:10,11,12,14,18 64:21 71:6  
 87:21 99:2,3 101:15,19  
 102:19 103:5  
**officer's** 53:23 57:20  
**officers** 3:5 5:5,9 6:3,11,16,23  
 7:4,5,11,13,16,19,22 11:21  
 14:24 15:1 16:1,3 17:23,24  
 30:16 32:2,25 48:2,14 51:13  
 52:5,12,13,17,19,22 53:10,12,  
 13,19,23 54:5,12 55:5 57:14,  
 25 59:2,5 60:7,23,25 61:10,  
 12,17 62:7,11,15 63:1 64:25  
 68:16,20 69:1 87:12,14,21  
 88:5 96:7,23  
**officer's** 52:2  
**officer-** 68:12  
**officials** 42:13  
**officico** 90:25  
**officio** 91:4  
**on-duty** 5:7  
**onboard** 98:4  
**ongoing** 7:21  
**open** 43:3 77:15 91:23 98:8  
 100:4,8,22 101:12 102:16

103:3  
**opened** 6:20  
**Opening** 41:8  
**opens** 65:7  
**operations** 11:10,11  
**opinion** 15:3 72:25 82:20  
**opportunity** 45:14 64:21  
**oppose** 54:21  
**opposed** 4:11,20 59:3 100:19  
**optimistic** 20:25  
**option** 61:21  
**options** 61:18 79:14  
**oral** 30:18  
**orange** 7:18  
**order** 2:13 21:13,22 22:1,8,10  
 35:6 46:25 62:8 63:1 74:18  
 76:21 77:17 80:7 83:4,6  
**ordinary** 35:7,10  
**organization** 82:10,18  
**or-** 69:24  
**outcomes** 71:10  
**oversight** 85:13  
**overview** 46:1  
**overwhelming** 9:7

---

**P**

---

**p.m.** 104:5  
**packet** 88:12 90:5  
**packets** 43:19,23 88:12,14  
**PAL** 9:13  
**pandemic** 20:13  
**pants** 67:18  
**parent** 46:8  
**parliamentarian** 18:15 21:19,  
 21 73:5,12,14,17,20 76:8,18,

19 77:19 78:6,7 81:15,25  
82:25 83:2 86:11,13,18 87:1  
93:9,11,16 94:1 98:14,17,22

**parliamentarian's** 79:12

**parliamentary** 76:19

**part** 5:21 10:7 16:17 17:25  
24:13 39:24 44:21 58:12  
59:21 62:6 66:3,7,12 89:5  
96:20

**partial** 66:12

**participate** 79:22

**participated** 69:21

**partner** 6:17

**pass** 4:21

**passed** 4:12 32:1 89:25 94:22,  
23 99:24,25 102:13 103:20

**passes** 102:14

**passive** 51:22 53:3 54:2 60:14  
62:21

**past** 49:8 59:4

**Patillo** 18:19

**patrol** 14:21,23 15:1

**patrolling** 14:19

**patterns** 12:4

**Paxton** 41:5

**pay** 37:3 39:20 71:2,6 98:10  
100:24 101:14,20 102:18  
103:5

**peace** 3:2,4

**people** 9:11 13:5,8 14:8 15:13  
30:3,4,5,7 31:14,19 33:18  
35:12 36:3,10 39:13,18 40:1,  
14,16 41:11 43:13,23,25  
46:12 47:25 66:21 68:3,20  
69:5,13 75:13 80:5 86:20  
87:10 88:4,9,13 90:5 91:25  
92:3,10 95:21 96:7,19,22

**people's** 35:12

**pepper** 61:14 62:11 63:5

**percent** 65:19 67:10,12,21  
68:2,7

**perception** 64:20,23

**Perfect** 45:17

**performers** 21:8

**performing** 21:11

**period** 5:25 25:17 61:16

**Perkins** 99:3 101:15,19

**permanent** 40:10

**permanently** 32:14

**perpetrator** 70:8

**person** 7:6 10:5 37:18 39:10,  
15,17 42:11 44:2 51:14 53:20  
55:22 63:13 67:1,5 68:13  
76:10,16 84:19 86:16,21  
93:14

**person's** 58:17

**personal** 21:2 38:23

**personally** 24:21 25:4

**personnel** 18:19 42:25 43:25  
45:8 46:16 67:11 72:11 85:17,  
19,21 86:8 87:25 88:19 89:25  
91:8 92:11

**pertaining** 16:3

**phase** 51:22,24

**phases** 51:21

**Phd** 25:18

**photos** 8:11,14,21

**phrase** 82:17

**physical** 50:17 53:15 54:7,12  
59:5 62:8 63:19

**physically** 49:6

**pick** 11:3

**place** 9:14,16 17:4,13 38:19  
42:6 43:13 57:16 72:14  
101:18

**places** 40:15

**plan** 9:12 23:1

**Planning** 19:9

**plate** 11:3

**plates** 10:25 11:4 12:1

**playing** 41:8

**pleased** 95:13

**please-** 22:7

**PM** 2:2 6:15 7:13 72:11,12,13

**point** 21:13,20,22 22:1,6,8,10  
26:7 28:20 56:23 58:2,25  
59:8,18 61:9,11,20 62:2 70:4  
76:19 77:17 90:15 97:22

**pointed** 49:7

**pointing** 53:5

**points** 38:25 50:21 88:4

**police** 2:3,12 9:6 13:1 14:22  
15:24 16:25 17:12 18:19  
19:16,17,18 20:13,20 23:19  
24:25 31:1,2,3 32:2,25 33:6  
34:22,23 38:4,9,12,16 40:1  
44:24 46:7 48:2 50:11 51:13  
55:3 57:14 60:20 71:1,4,6,9  
76:9 78:8 87:12,13,17,20,21,  
24 88:5 89:21 96:7,23 97:8  
101:15,18 102:19 103:5

**policies** 17:3 45:2

**policing** 17:4

**policy** 17:6 18:4 21:9 27:13  
44:22 45:1,5 46:5,6,10 57:6  
58:9,20 59:1 66:4,7,25 67:2,  
22 68:18,19 69:8 70:10 72:13

**political** 84:25

**pool** 39:22

**poor** 32:24,25 33:1

**popped** 88:16

**pose** 12:16 92:4,13

**posing** 8:18

**position** 17:11 41:4

**positions** 20:1,7 21:3 22:18,

19 31:10,15 32:14 40:14,18,  
21 43:14 97:12 98:5

**positive** 5:16

**possession** 8:24

**post** 97:16

**posted** 8:12 9:15

**posting** 20:16

**potential** 53:11 59:3

**potentially** 54:21 65:8

**power** 80:17

**PR** 14:25 15:2 61:1

**PR-** 65:1

**PR-24** 50:20 60:24 61:7 62:12,  
14 64:3,9,13 65:5

**PR-24S** 51:2 61:23

**practically** 80:21

**praise** 3:6 72:4

**pray** 2:18 3:3,7

**pre** 90:11

**preachers** 33:11

**Precinct** 5:8,9,11 19:16 71:4,8  
72:4,7 98:12 101:16 102:20  
103:7

**precincts** 9:6,7,11 14:21

**prepared** 21:15 22:4,5 70:9

**presence** 13:1,9 52:2 53:23  
54:5

**present** 3:16,17 4:1 45:15  
46:2 53:13 80:12 87:16

**presentation** 44:14,18 58:12  
69:17

**presented** 82:11,19 87:15

**President** 19:7 35:16 37:11,  
12,13 41:14,25 42:1,3,17

**Pressley** 3:24 14:3,4,11 38:3  
56:7,8,14,21 57:23 58:14,20,  
25 59:14,19 60:17 77:17 81:1  
83:14 94:12 99:21 101:17,23

102:9 103:17

**pressure** 50:21

**pretty** 26:9 56:4 88:23 98:6

**previous** 9:25 82:7 93:12,18  
97:13,16

**previously** 20:1 22:20 26:19  
42:4 78:21 99:2

**primary** 55:10

**prior** 23:23 75:9 87:11

**proactively** 17:22 18:2

**probable** 70:7

**problem** 27:24 31:13,16,18  
33:14

**problematic** 14:7

**problems** 34:10 35:2

**procedures** 46:5

**process** 20:20,24 22:14,22,24,  
25 23:7 41:9 66:2 87:22 89:5,  
9,15,21 95:6,13,17 97:10

**professional** 18:1 19:10 46:19

**professionals** 35:11

**proficiency** 52:12

**profile** 96:20

**progress** 23:1 90:16,17

**progression** 53:4

**prohibited** 17:5

**project** 6:17

**promotion** 87:21

**promotions** 87:17

**prong** 49:23

**prongs** 67:12 68:5

**pronounced** 7:15 86:4

**proper** 46:9

**properly** 81:25

**property** 86:9

**proposed** 89:6

**proud** 55:2

**provide** 29:8 60:19 96:4,5,25  
97:1

**provided** 61:18 66:12,13 84:9

**providing** 28:22 44:17 65:24

**public** 2:5 20:5,11 26:11 29:23  
33:17 38:11,17 42:22 44:8  
45:4 89:4,14 91:23 95:19

**publicized** 91:25

**pulling** 54:10

**punch** 60:3

**purchase** 61:25

**purchasing** 9:10

**purpose** 10:12 14:25

**purposes** 11:1 13:3 94:3

**pursuant** 98:8 100:21 101:12  
102:15,16 103:2

**pursued** 7:4

**purview** 45:3

**put** 15:8 25:2,3 31:14 33:8,9  
49:2,3 52:20 54:1 55:1 62:24

**putting** 21:8 67:18

---

**Q**


---

**qualification** 40:24

**qualified** 31:14 33:15 42:24

**quality** 21:5 38:20 40:12

**Quantez** 3:24 81:1 83:14  
94:12 99:21

**quarantined** 5:13,15

**quarterly** 44:19 45:18

**question** 12:17 14:5 17:24  
29:12 56:22 58:15 59:1,16  
60:19 61:3 64:1 66:3,25  
68:10,12 71:19 76:2,3,7 87:12  
93:12,19 96:14

**questions** 9:20 15:23 16:9  
29:3,10 43:9,11 55:13 56:8

65:21 66:18 87:11 90:8 92:5,  
13,18,19  
**quick** 15:24 29:15 64:1  
**quickly** 66:19  
**quiet** 32:9  
**Quinn** 18:9  
**quorum** 4:2

---

**R**

---

**race** 17:21 69:13  
**racial** 16:3  
**racing** 5:24 6:4  
**raise** 36:15 37:6 88:22 90:8  
**raised** 71:20  
**raising** 36:12  
**Ramey** 19:25  
**range** 60:16  
**rapport** 17:18  
**rated** 50:9  
**ratio** 48:1,5  
**Raven** 19:8  
**reach** 29:3  
**reaction** 65:7  
**read** 16:8 21:16 30:13 83:10  
102:24  
**reading** 21:14 22:3 50:21  
**ready** 29:8 60:2 61:5 83:8  
90:11  
**real** 26:5  
**realm** 79:11  
**reasonable** 68:17,23  
**reassigned** 27:9,18  
**recall** 74:2  
**receive** 10:6 14:6,18 27:6  
44:19 71:8

**received** 2:8 19:24 22:22 23:1,  
8,12,24 24:1,2,5 27:5 67:10  
78:21 90:10  
**receives** 27:15  
**recent** 20:2 82:12  
**recently** 11:9  
**recess** 84:19  
**reckless** 15:13 34:19  
**recklessly** 15:19  
**recognition** 10:24 71:12  
**recognized** 94:2  
**recommend** 46:10 79:5,15  
86:1  
**recommendation** 85:20 86:8  
97:15,20 101:18 103:2  
**recommendations** 44:5 45:5,  
8 96:6  
**reconvene** 100:4,5,6  
**reconvened** 100:20  
**record** 18:5 20:11 27:1 30:2  
42:20,21 45:7,10 55:14 69:1  
87:13 88:17 92:19 96:8 98:5  
101:8  
**records** 16:17  
**recovered** 6:3,7,8  
**recovering** 5:6 8:1  
**red** 10:2 12:2,4,19 13:2 34:19  
35:3 38:15 39:11,13  
**refer** 23:20  
**reference** 14:18 15:3,18 20:3  
25:15,22 26:8,12 56:9 90:6  
**referenced** 29:2  
**referring** 69:23  
**reflect** 42:21  
**refused** 76:22  
**regard** 42:7 57:25 71:20 82:6,  
8

**regroup** 85:2  
**regular** 40:10  
**regularity** 14:5  
**reign** 3:2  
**rejoice** 2:22  
**related** 6:9 38:16 50:11 62:5  
73:1,10  
**relates** 17:21 73:11  
**relation** 38:20  
**Relations** 18:15 19:16  
**relationship** 8:20  
**relative** 56:22 58:15  
**relevant** 66:24  
**remain** 54:3  
**remainder** 76:12 78:11,13,25  
**remaining** 101:10  
**remarks** 26:14  
**remedy** 32:11  
**remember** 19:9 47:14 48:18  
101:1  
**remind** 47:7,15 48:6 83:3 90:4  
**reminder** 45:6 48:11  
**reminders** 2:4  
**remove** 26:24 30:3,9 67:11  
68:4 79:13  
**removed** 14:2 26:21 27:2,3,  
12,14 30:8 32:8 64:15 68:20,  
21 77:13,21 78:13 82:1  
**removing** 49:6 50:1 78:18  
**rep** 13:12  
**repair** 39:25  
**repeatedly** 60:4  
**report** 4:21 5:2 6:14 8:7 9:17,  
18 14:18 16:5,14,15,16,18,19,  
24 17:3,25 22:25 25:9,21  
26:16 28:9 29:3 42:11 45:18,  
19,21 46:18 49:8,20 50:6 64:1

65:21,24 66:16,20 71:12,23  
72:18 85:18 96:5,16  
**reported** 8:9,10 49:13,14  
50:22,24 51:1,3 65:17  
**reporter** 18:11  
**reporting** 46:6 51:11  
**reports** 14:6 23:11 71:10,11,  
13,14 83:10  
**represent** 39:18  
**Representative** 19:19 39:17  
**reputation** 55:12  
**request** 14:17 15:11 44:19  
71:9 96:3 98:9 100:23 101:13  
102:17 103:4  
**requesting** 45:3  
**require** 67:19 78:10,23 88:4  
**required** 17:23 86:16,21 95:13  
98:13  
**requirement** 44:21 58:3  
**requirements** 61:17  
**requires** 38:11 83:3 93:20  
**requiring** 66:21  
**rescind** 72:17 73:18 81:20  
83:9  
**research** 10:2 39:9  
**residence** 8:1  
**resident** 64:20  
**residents** 40:2  
**resides** 6:19  
**resignations** 40:25  
**resistance** 51:23,25 53:2,3,17,  
21,22 54:3,9 59:4 62:22  
**resolution** 11:25 23:21  
**resolve** 12:20 82:5  
**resort** 54:6  
**respect** 15:1

**respected** 36:22  
**respond** 51:25 52:17 70:14  
96:16  
**responded** 6:11 7:5,12 29:7  
**responding** 6:23 15:2 96:13  
**responds** 53:11 59:24  
**response** 53:10,23 55:6 60:7  
63:15 66:12 74:1  
**responsibilities** 45:23 46:4  
**responsibility** 13:14 17:25  
**rest** 44:7 66:13  
**restart** 20:18  
**restate** 77:18  
**result** 44:22 66:18,22  
**resume** 88:10 96:20  
**resumes** 20:21 88:9 90:8  
**retaliation** 26:8  
**return** 22:16 97:15  
**returned** 7:15 17:7  
**revealed** 7:3  
**revenue** 13:6,7  
**Reverend** 3:23 38:3,9 39:16  
**review** 2:9 38:21 46:4 57:16  
85:24  
**reviewed** 16:19 20:21  
**Ricardo** 3:21 26:19  
**Rights** 17:9 45:15,17 46:4  
**rise** 24:25  
**ritual** 89:7  
**road** 13:9  
**Robberies** 5:19  
**Robert** 18:16  
**Roberts** 76:13 83:3  
**Robin** 86:6  
**role** 52:10

**roll** 3:10 80:24 83:12 93:7  
98:12 99:12,14 100:15,16  
102:1 103:9  
**Ronald** 19:7  
**room** 3:6 6:18,22,25 29:24  
32:5 52:14 78:24  
**Rosalia** 18:23  
**Round** 19:20  
**routinely** 17:5 69:4  
**row** 29:7  
**rubber** 27:9  
**rules** 21:23 76:9 77:14,16  
78:8,10 79:12  
**run** 36:19 37:4  
**running** 9:8 10:1 11:11 12:19  
14:8 38:15 42:13 91:1

---

**S**

---

**sad** 36:5,6  
**safer** 10:13 13:9  
**safety** 10:1,10 12:11 14:16  
34:17,21 38:11 40:3 55:11  
**salaries** 32:2  
**same-** 98:24  
**Sampling** 39:17  
**sanction** 79:11  
**Sanford** 86:5  
**Saturday** 9:16  
**Saxby** 18:14 79:4,10  
**scandals** 41:2  
**scenario** 60:19,21,24  
**scenario-based** 52:11  
**scene** 6:24 7:7 11:2  
**scheduled** 6:20 72:9  
**school** 8:9  
**scores** 85:25 89:12

**Scotty** 39:3  
**screamed** 44:13  
**script** 21:14  
**Sean** 71:3 98:11 99:1 100:25  
**search** 7:25 67:3 68:22  
**seated** 54:4  
**seating** 42:7  
**seconded** 73:6,8 93:13,19  
**seconds** 41:17 55:24,25 56:1, 2  
**Secretary** 3:10 18:7 19:13,25 20:4,10,14 21:1,6,15 22:14, 17,23 23:3,17 29:25 30:1 40:11 41:5 43:7,21,24 44:14 70:22 73:11 80:8 82:14 83:12 84:5 88:19 97:10,13,14 98:2,3  
**section** 49:16 98:8 100:21 101:12 102:16 103:2  
**security** 6:19 7:2,3  
**seeking** 29:9  
**select** 40:9  
**semi-annually** 52:10  
**senate** 10:3,17  
**send** 8:20 10:19 27:17  
**sending** 8:11 94:23  
**Senior** 18:18 21:9 97:16  
**sense** 60:16 65:10  
**sensitive** 48:11  
**sentence** 82:7,8  
**separated** 32:15 33:16  
**September** 24:6 48:3 72:19 83:11  
**sergeant** 5:7 18:8 46:15  
**served** 14:25 25:17 31:23,24  
**serves** 20:14  
**service** 6:9 23:21 24:23 95:16

**Services** 18:9  
**session** 98:7,18,21,23 99:1 100:2,4,9,21 101:10,12 102:15,16  
**set** 8:6 14:13 32:24 56:6 89:14 94:6,7  
**setting** 32:24  
**settings** 46:10  
**Seventh** 5:9  
**sexually** 8:24,25  
**share** 45:6  
**sharing** 22:21  
**she'll** 59:12  
**sheet** 87:14  
**Sherry** 86:7  
**Sheryl** 11:11  
**shied** 62:17  
**shift** 6:20  
**shook** 15:5  
**shooting** 6:14 7:11 44:25 52:14  
**shootings** 5:18  
**short** 97:12  
**shot** 7:6  
**shots** 7:18  
**Shotspotter** 7:11,12 71:12  
**show** 6:20 9:11 36:2 55:15 69:7  
**showed** 38:24  
**showing** 56:10  
**shows** 23:10,13  
**shuts** 56:1  
**side** 11:12 51:13 63:1 66:23  
**sight** 39:20  
**sign** 18:25 27:19 38:15  
**signals** 10:11

**significant** 6:13  
**silence** 74:22 76:2,20 77:20, 23 78:9 79:6,15,18 80:9,10,16 81:18  
**silenced** 76:11 78:5 79:21  
**silencing** 76:17 78:18,22  
**simply** 50:1 52:2 96:4,5  
**simulated** 69:21  
**single** 43:19,20 92:15  
**sir** 4:23 5:1,3 18:8 19:1,15,21 25:10 26:17,24 27:21,25 28:2 29:13,16 32:16 34:4,7,11,14 37:15,16,17 41:22,23 44:16 45:11,13 58:19 61:6 64:6,18 65:11 70:19,23 75:12 77:7 80:2,25 83:13 84:9 90:13 93:1,22 94:5 97:6,25 101:9  
**sitting** 4:24 17:14 43:6 84:17  
**situation** 59:3,6 70:6  
**situations** 62:19 63:2,8  
**Sixth** 72:4  
**skating** 44:10  
**slam** 31:12  
**slide** 46:3,11,19 47:23 48:5,23 49:18 50:14 52:3,15 55:8,12 64:3  
**slides** 45:16  
**Sloan** 18:23  
**slow** 13:2  
**small** 38:6,7  
**Smith** 35:16,18,21,23 36:1,17  
**social** 8:12  
**soliciting** 8:24  
**solve** 24:22  
**someplace** 70:6  
**sooner** 97:21  
**sort** 34:11 63:18 88:3



**spark** 50:4  
**speak** 13:12 25:8,12 26:15  
 36:8 42:8 76:20 78:17,25 94:9  
**speaker** 42:19  
**speakers** 30:21 35:15  
**speaking** 36:11 42:5 51:13  
 75:6 77:10  
**speaks** 39:18 78:9  
**speak-** 73:2  
**special** 19:14 33:17  
**Specialist** 18:17  
**specialized** 55:7  
**specific** 72:18 83:9  
**specifically** 64:2,10 76:10  
**spectrum** 59:19  
**spent** 6:21 31:24  
**split-second** 58:11  
**spoke** 38:10 80:7,8  
**spot** 21:8 60:15  
**spots** 13:24  
**spray** 50:19 61:14,21 62:11  
 63:6  
**sprays** 51:1 64:3  
**squad** 12:6  
**Squire** 19:20  
**staff** 18:7,12,13 20:8,15 22:5  
 23:9,17,22 24:21 25:2 26:14  
 28:24 29:1,5,8 71:13,14  
**staffing** 13:21  
**stagnated** 30:5  
**stamp** 27:10  
**stance** 54:15 59:25  
**stand** 29:8 31:2 67:4  
**standard** 57:11  
**standards** 18:1 57:13 89:8,13  
**standing** 54:3 78:9  
**stands** 10:17 23:11  
**stares** 53:22  
**start** 5:4 46:21  
**started** 20:13  
**state** 10:19 13:12 19:19 26:3  
 57:15 73:4  
**stated** 6:25 7:17 20:1 39:9  
 73:15 99:2  
**statement** 21:16,17 26:13  
 39:15 70:16  
**statements** 34:5  
**statewide** 57:11  
**stating** 7:16 38:7 75:8 78:7  
**statistical** 46:7  
**statistics** 66:20  
**stats** 5:12,16 84:7  
**stay** 32:2 36:24 79:19,21  
**steadily** 28:11  
**stealing** 31:20  
**step** 58:7  
**Stephanie** 19:1  
**Stewart** 18:18  
**sticks** 62:25  
**stolen** 6:3,6  
**stop** 26:24 36:12,17 38:15  
 41:8 68:12,16,19,20,23,25  
 93:14  
**stopped** 36:6 67:1 68:13  
**stops** 6:1,5 13:3  
**strategies** 23:3  
**Street** 72:5  
**strengths** 2:20  
**stricken** 73:11  
**strike** 7:19 62:15,16 63:11,16  
**strikes** 50:17  
**strong** 15:19 84:22  
**struggle** 31:12,18  
**students** 8:18  
**stun** 48:10  
**subcommittee** 27:13,15 90:1  
**subject** 50:15 51:4,25 53:2,18  
 54:2,8,14,20 58:4 59:21 60:14  
**subject's** 57:21 58:4,8  
**subjects** 51:21  
**submit** 2:5  
**substance** 52:21 55:1  
**subterfuge** 41:10  
**suburb** 15:16  
**success** 7:11  
**succinct** 51:15  
**suffering** 7:14  
**sugar** 92:21  
**suggesting** 12:17  
**suggests** 58:21  
**suicide** 7:6  
**suit** 33:20  
**sum** 8:14  
**summary** 87:14 88:3  
**supervises** 20:15  
**Supervising** 18:21,22,23  
 97:20  
**Supervisor** 21:9  
**support** 4:8 82:14  
**supported** 70:10  
**supporting** 8:22  
**supposed** 73:4 88:15 95:22  
**surveillances** 13:16  
**suspect** 7:3,9,14 8:16,23 49:1  
**suspects** 48:3  
**suspicion** 68:17,23  
**sustained** 71:10

**swings** 63:10**sworn** 46:16**symptom** 38:23

---

**T**

---

**tab** 74:5,6,8**table** 19:20 75:13 80:12**tabulated** 35:1**tactics** 50:16 51:20**takes** 68:4**taking** 47:25 54:15 70:2 80:23  
101:9**talk** 34:12 36:2,7,18,23 37:5,8  
38:5 39:19 45:22 47:5,14,24  
51:9 52:4 55:1 74:10 85:1**talked** 14:20 46:1 52:3**talking** 14:21 40:21 42:6 64:10  
78:1 82:17 88:1 91:7 92:2**tampering** 9:2**target** 46:24 47:17,20 49:5,6**tased** 55:19**taser** 47:18,19 48:10,15,21  
49:25 50:7,8,11 55:18 61:25  
62:3 67:9**tasers** 56:10,14 66:22**task** 38:22 95:2**taught** 55:5**taxes** 40:2**teach** 52:17,22 53:18 63:14**team** 12:6 18:9 90:19,22 91:7,  
10**technically** 64:17**techniques** 53:6,8**technology** 10:11 71:11,12**telecommunications** 9:1**telling** 32:20 53:12**tells** 11:15,18,20**tenacious** 84:24**term** 26:3,12 64:14 69:22**terminate** 25:24**terminology** 25:15**terms** 13:18 15:11,20 26:6,10  
50:4 70:10 89:7 95:12 96:17**testing** 52:11**Texas** 82:16**Thanksgiving** 21:3 43:13  
44:12,13**that'll** 92:24**that's--** 74:20**that--** 13:21**their--** 69:2**Theresa** 18:14**thing** 39:12,15 57:25 78:1  
92:24**things** 31:4,22 34:20 36:14,21  
52:8 67:8 78:19**thinking** 64:2**Thomas** 19:7**thought** 42:4**thousand** 80:4**threaten** 50:2 54:16**Thursday** 72:3,6 90:11**ticket** 10:6 12:18 67:6**tickets** 10:19 11:7 12:13,14**Tiffany** 18:18**till** 44:12**time** 2:2,6,14 11:6 16:9,14  
18:10 20:23 25:17 31:24  
32:13,16 36:9,12,15 37:6  
38:19,25 42:18 43:3 45:3  
49:10 51:8 52:15 54:17 57:20  
58:10 61:9 62:1 65:14 66:19  
68:25 69:7 87:10 89:4 90:3  
95:7 103:21**timed** 12:5 33:4**timely** 95:21**times** 8:5 12:9 48:4 49:20 51:1  
63:6 76:22 88:17**tireless** 21:6**to-date** 45:16,18**today** 2:17 4:25 10:14 19:23  
31:2,5 45:14 46:2,14 47:12  
52:21 75:17 80:12 84:10**today's** 28:25 80:9**today--** 75:10**told** 43:11**tone** 36:18**tools** 51:20**tooth** 37:8**top** 11:19 52:23 53:1**topic** 77:24**total** 5:21 6:10 24:9,14 46:24  
47:22 51:4 71:18,21,22**totality** 53:6 89:13**totally** 27:19 74:17 80:12,16**totals** 71:18**tough** 21:8 43:9,11 92:19**to--** 101:3**track** 64:17**tracked** 64:9 65:12**tracking** 64:22 65:4,6**traffic** 6:5 10:5,8,10,11 11:10,  
15,16,20,22 12:7,20,25 13:3,  
10,16 14:10,16,19,24 15:9,12,  
13,20 34:10,17 67:1**train** 17:23 52:5 57:4**trained** 52:9 53:13 62:15 63:1  
70:10**Trainee** 91:8**training** 18:1 42:25 43:25  
45:25 51:10,15,17,18,23 52:4,

6,7,8,11,13,14 55:1,2 57:14  
69:23 70:5 72:12 85:17,20  
86:8 88:19 90:1 92:12 95:15

**transcripts** 43:22

**transition** 59:17 62:10

**transmit** 29:1

**treat** 9:5 74:16

**treating** 80:13

**Triage** 23:7,12,16,22,23

**tricked** 38:17

**trigger** 49:22

**trouble** 37:25 38:1

**true** 21:18 43:6,16

**Trunk** 9:4

**trust** 25:3 92:18

**truth** 75:7

**Tuesday** 9:14 90:10

**turn** 38:6 43:24 80:7,8

**turnout** 9:7

**Twelfth** 98:12 102:20 103:7

**two-thirds** 93:20 98:12

**type** 11:7,8 15:9 26:7 60:7  
62:20

**types** 6:10 52:4 63:2

**typical** 35:10

**Tyrone** 19:19

---

## U

---

**unacceptable** 27:19 74:17  
80:16

**undecked** 16:22

**understand** 51:24 66:2 67:23  
82:7

**understanding** 3:2 15:14 69:3  
97:9

**Understood** 65:9

**Underwood** 18:17

**unfair** 82:9

**unfinished** 72:16

**unheard** 27:20

**unique** 26:6

**unison** 89:11

**unit** 14:10 55:7

**unknown** 8:9,13

**unmute** 41:21,22,23,24 42:4

**unmuted** 40:7

**unready** 88:2

**untrue** 26:24 30:9 42:10

**unwillingness** 31:7,21 32:11

**update** 5:5,24 23:5 28:9 57:5,  
17 84:6

**updated** 14:8 56:25 57:5,22

**updates** 2:10 22:21,22 44:19

**upfront** 25:24

**upright** 33:13

**upset** 37:1

**usage** 64:2

---

## V

---

**vacancies** 13:24 20:12 85:23

**validating** 89:7

**Vanessa** 86:5

**VC** 69:15 89:2

**vehicle** 5:8,10,11 6:2,3 7:18,  
22 10:24 11:4 68:18,21

**vehicles** 6:6 39:20,22 68:22

**verbal** 53:14,21,24 54:5

**verbally** 54:16

**versus** 15:2,10 49:24 50:5,23,  
25 51:5 59:6 60:10

**veteran** 52:7

**vetted** 95:9

**Vice** 19:7

**Vice-** 90:23 91:12

**Vice-chair** 3:12,13 81:2 83:16  
91:13,22

**victim** 7:10,19,21 8:8

**victim's** 8:22

**victims** 8:23 9:1,4

**video** 7:1

**videos** 52:13

**view** 44:14 76:19

**viewed** 72:14

**viewing** 12:9

**views** 23:20

**violate** 32:23

**violating** 13:18 32:22

**violation** 10:6 21:23 67:1

**violence** 38:14

**violent** 5:21

**visibility** 14:24 15:10

**visual** 18:10 52:12

**voice** 74:11 84:20 85:2

**voices** 27:20

**volts** 50:9

**volunteered** 26:9

**vote** 76:6,22 79:8,19 80:10,23  
82:13 83:8 87:19 93:5,7 94:8,  
11 98:13 99:13,14 100:20  
102:10,11 103:10,18

**voted** 82:14 85:6 90:2

**voters** 27:5

**votes** 81:11,12 83:3,6,23,24,  
25 84:1 94:20,21 99:23  
102:10 103:18

**voting** 75:25 79:16,22

---

**W**

---

**wait** 26:23 27:23 55:7 58:23  
76:1 87:3 88:8 89:17 93:7  
96:24 101:2

**waited** 29:5

**Walk** 14:21

**walked** 15:4

**walking** 14:22,25 15:3,4,11

**wanted** 7:9 28:21 30:4,6,7,17  
43:14 45:6,9 51:7,9 57:10  
58:11 90:17 92:5 94:9 95:20

**wanting** 40:13

**warning** 21:25 22:2,9 34:6  
74:19

**warnings** 58:9

**warrant** 8:1 60:7

**watching** 32:4,8,9 46:13

**ways** 43:23

**weapon** 49:6,18,19 50:9 54:18  
61:8,12,15 62:4,6,13,18,21,  
23,25 63:7

**weapons** 6:8 48:14 52:9  
54:14,24 61:10,18,24 62:14  
64:8

**Wednesday** 43:1 72:10

**week** 5:14,16 6:11 14:17 16:6,  
7 19:23 28:6,12 38:3 39:9,15  
43:3 90:18 92:13

**weekend** 6:1

**weekly** 71:11

**weeks** 21:2 85:21 92:12 95:12

**weigh** 78:20

**Welfare** 55:11

**west** 11:12

**we-** 75:19

**White** 2:1,24 3:12,15,16,17,19,  
20,21,22,23,24,25 4:2,22,24

16:11,13 17:2,16 18:6,7,8  
19:4,12,15 21:7 22:15,24 23:3  
25:4,11 28:20 29:20 30:1  
31:13,25 32:13 33:15 41:3,12  
44:16 70:22,23 71:1,5,9,17  
78:14,16 79:2 80:25 81:2,3,4,  
5,6,7,8,11 82:14 83:13,15,16,  
17,18,19,20,21,22,23 84:9  
94:12,13,14,15,16,17,18,19,  
20 99:12,16,18,19,20,21,22,  
23 100:5,7,16 101:4,5,6,9  
102:2,3,4,5,7,8,9,10 103:11,  
12,13,14,15,16,17,18

**White's** 36:23**William** 19:18 30:23**Willie** 3:17,19,25 4:1 81:6,7  
83:19,20 94:16,17 99:17,18  
102:4,5**will-** 96:11**withdrawn** 101:4,5**with-** 74:13**wo** 55:19**Wonderful** 50:13**wondering** 42:11**word** 102:24**words** 37:24 72:18 73:14,18,  
20,23 74:1 81:21 82:1 83:9**work** 6:20 21:6 24:22 25:5  
32:3 33:12 40:1 61:21 62:5  
85:3**working** 9:3 20:6,8,12 25:1,2  
33:17 48:2**works** 19:9**world** 25:20 26:6**worth** 36:7**wounds** 7:14**Wow** 44:13 55:14**wrist** 50:18**writing** 88:24**written** 27:6 96:5,16**wrong** 27:12 33:2,3,10 40:16**Wyrick** 40:22

---

**Y**

---

**Yakata** 18:25**year** 5:16,17,19,20,23 6:4,10  
9:12 16:2 23:1 24:13 33:8  
45:15,17,20,21 47:3,4,10,15,  
16 49:19 63:4 70:20 71:21**year-to-date** 6:9 49:20 71:14  
84:10**years** 16:4,5 31:4,5 32:9,20  
33:10 36:20 61:8 62:2**yellow** 12:5**yesterday** 90:1**young** 34:9 36:21**younger** 67:2**you're** 36:15

---

**Z**

---

**Zoom** 2:7 18:20 19:18 72:15  
89:6 90:17 92:9