

12/15/2022

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

December 15, 2022 at 3:00 P.M.

1 CHAIRPERSON FERGUSON: Good afternoon. My name is
 2 Chairperson, Bryan Ferguson, and this meeting will now
 3 come to order. I would like to start off by having an
 4 invocation. I'm going to ask the esteemed Commissioner
 5 Cedric Banks to give us that.
 6 COMMISSIONER BANKS: Thank you. Thank you very much,
 7 Mr. Chairman. Let's bow our heads and go to the throne of
 8 grace. Father, we thank you right now for the Board, the
 9 staff, those in the audience. We thank you, God, for
 10 using the Board to say something today that by your
 11 spirit will impact the community God, that will bring in
 12 life, that will bring hope to those in dire need of your
 13 spirit to uplift this community in Jesus' name. Amen.
 14 COMMISSIONERS: Amen.
 15 CHAIRPERSON FERGUSON: Thank you, sir. Introduction
 16 of commissioners. Mr. Brown.
 17 MR. BROWN: Good afternoon, Mr. Chair, and this
 18 honorable Board.
 19 MR. BROWN: Mr. Chair – Here.
 20 MR. BROWN: VC Annie Holt – I'm here and I want to
 21 wish my 50-year-old daughter, happy birthday. Her name is
 22 Cynthia J. Thank you.
 23 MR. BROWN: Commissioner Linda Bernard – Attorney
 24 Linda Bernard, District 2. Good evening, everyone.
 25 Afternoon. Sorry about that.

1 MR. BROWN: Commissioner Cedric Banks – Commissioner
 2 Cedric Banks present, District 3.
 3 MR. BROWN: Commissioner Willie E. Bell – Present,
 4 District 4.
 5 MR. BROWN: Commissioner Willie Burton –
 6 MR. BROWN: Commissioner Lisa Carter –
 7 MR. BROWN: Commissioner Ricardo Moore – Present.
 8 MR. BROWN: Commissioner Jesus Hernandez – Present.
 9 MR. BROWN: Commissioner Reverend Jim Holley –
 10 Present.
 11 MR. BROWN: Commissioner QuanTez Pressley – Here.
 12 MR. BROWN: Mr. Chair, you have a quorum.
 13 CHAIRPERSON FERGUSON: Thank you. I would like to
 14 have approval of the agenda for December 15th, 2022.
 15 COMMISSIONER MOORE: So move.
 16 CHAIRPERSON FERGUSON: Is there a second? We're going
 17 to have to have discussion. Any discussion? We have one
 18 change we're going to have to do for the agenda. So
 19 that'll be under line-item new business number 13 for
 20 Secretary to the Board of Police Commissioner interviews
 21 and Chief Investigator interviews will not take place
 22 today. There are no further corrections for that agenda.
 23 If there's any discussion. All in favor?
 24 COMMISSIONERS: Aye.
 25 CHAIRPERSON FERGUSON: All opposed? The agenda is

1 adopted. Now approval for the minutes for December 2nd,
 2 2022.
 3 CHAIRPERSON HOLLEY: So move.
 4 COMMISSIONER BERNARD: Second.
 5 CHAIRPERSON FERGUSON: Any discussion? Hearing none.
 6 Those minutes are approved as well. Mr. Brown,
 7 introduction of the BOPC staff.
 8 MR. BROWN: Good afternoon, Mr. Chair. We have Media
 9 Service with us, Sergeant Alan Quinn. Ms. Theresa
 10 Blossom, Ms. Jonya Underwood, Ms. Candace Hayes, and
 11 Supervising Investigator Cromwell. At this time, Mr.
 12 Chair, that's all I see.
 13 CHAIRPERSON FERGUSON: Do we have any elected
 14 officials present?
 15 MR. BROWN: Yes. Ms. Marie Overall from State
 16 Representative Tyrone Carter's Office, Ms. Fredia Butler.
 17 Excuse me, Mr. Chair. Let me go back to the staff. I see
 18 Director Katrina Patillo from HR. That's it, Mr. Chair.
 19 CHAIRPERSON FERGUSON: All right. Thank you. Once
 20 again, I want to say good afternoon. First of all, I want
 21 to apologize to the Board of Police Commissioners, the
 22 audience that is here today inside this room and the
 23 public and lastly, the candidates that apply for these
 24 two positions, for not having these interviews that was
 25 scheduled for the Board Secretary and Chief Investigative

1 positions today. I also want to ensure the public and the
 2 stakeholders and this Board, that the Personal and
 3 Training Committee Chairperson, Commissioner Hernandez,
 4 has a clear path moving forward that will be fair and
 5 transparent for everyone involved. As of today, Interim
 6 Secretary, Melanie White and Interim Chief Investigator,
 7 Lawrence Akbar will return to their original positions.
 8 CHAIRPERSON FERGUSON: Those positions are, Melanie
 9 White will return to Manager of Policy, and Lawrence
 10 Akbar will return to Senior Investigator. Mr. Robert
 11 Brown will fill in on a temporary assignment for Board
 12 Secretary and Ashley Cromwell will fill in... Ainsley
 13 Crowell.
 14 COMMISSIONER BERNARD: Ansley?
 15 CHAIRPERSON HOLT: Ainsley.
 16 CHAIRPERSON FERGUSON: Ainsley Cromwell will fill in
 17 on a temporary assignment for Chief Investigator, while
 18 the Board votes for a hard reset on making sure this will
 19 be a fair and transparent in selecting qualified
 20 candidates. I want the public to know that this Board is
 21 working for true and fair oversight. Thank you. That is
 22 my report. That's simple. Now we have the 2023 calendar.
 23 The Board had a chance to look at that calendar.
 24 CHAIRPERSON HOLT: Right.
 25 CHAIRPERSON FERGUSON: It should be in your packet.

1 Now we can revisit that so we can make a motion on that
 2 calendar.
 3 COMMISSIONER BERNARD: This time we move that.
 4 CHAIRPERSON HOLT: Second.
 5 CHAIRPERSON FERGUSON: Any discussion?
 6 CHAIRPERSON HOLLEY: I'm reading this. I'm not the
 7 only one not gone over this calendar. I'm not saying
 8 anything is wrong with it, but it was never in my packet
 9 that I had a chance to go through it. Is it something for
 10 the whole of next year? This is the calendar for next
 11 year?
 12 CHAIRPERSON FERGUSON: Yes. For 2023.
 13 CHAIRPERSON HOLLEY: Then if everybody's seen it, I'm
 14 the one it seems not to be ready for this, so I'll just
 15 back off of it.
 16 COMMISSIONER MOORE: Through extensive review of the
 17 calendar, this sets the tone for 2023.
 18 CHAIRPERSON FERGUSON: Absolutely.
 19 COMMISSIONER MOORE: Excuse me. Mr. Chair. My only
 20 concern is commissioners waiting for a holiday and want
 21 to cancel meetings, which is a violation of the city
 22 charter. So we have to meet once a week, except for
 23 holidays coming up since it's Christmas New Year. So
 24 we're going to have that conversation. We need to move
 25 these dates earlier in that week or whenever.

1 CHAIRPERSON FERGUSON: Right. The first of the year.
 2 Yes.
 3 COMMISSIONER BERNARD: Mr. Chairman, I just want to
 4 point out that when the City of Detroit is closed as a
 5 political entity and as a municipal corporation, we can't
 6 meet. None of the commissions and Boards for the City of
 7 Detroit meet when the city is shut down because the staff
 8 that runs everything is not here. Unless we're going to
 9 pay them triple time or something. I don't know.
 10 CHAIRPERSON FERGUSON: Well taken. So, will we
 11 revisit the calendar for the first year? Yes,
 12 commissioner.
 13 ATTORNEY ADAM SAXBY: Just making sure I'm on standby
 14 in case I'm asked anything.
 15 CHAIRPERSON FERGUSON: Okay. So can we revisit the
 16 meeting calendar for 2023? Can we table this and take it
 17 up for the first of the year, which will be January the
 18 fifth?
 19 COMMISSIONER BERNARD: Mr. Chairman, we can always
 20 amend our calendar. We can adopt a calendar today and
 21 amend it at any time.
 22 CHAIRPERSON FERGUSON: Amend it as we go?
 23 COMMISSIONER BERNARD: Sure. That's what you want us
 24 to do.
 25 COMMISSIONER BELL: Mr. Chairman, I agree that

1 Commissioner Holley should take a look at the calendar
 2 before we talk about amendment. We asked for a legal
 3 opinion from Corporation Council about council meeting
 4 and we haven't received that. I would hope that we
 5 received it in a timely manner, before we make these
 6 decisions.
 7 CHAIRPERSON FERGUSON: We should take this up in the
 8 first of the year. Absolutely. Yes, commissioner.
 9 COMMISSIONER PRESSLEY: I was just going to say point
 10 of order. There was a motion that was second incorrect?
 11 CHAIRPERSON HOLT: Right. It was.
 12 CHAIRPERSON FERGUSON: Yes. It was seconded.
 13 CHAIRPERSON HOLT: Correct.
 14 CHAIRPERSON FERGUSON: So we should take a vote on
 15 that calendar. All in favor of adopting the calendar for
 16 2023.
 17 COMMISSIONERS: Aye.
 18 COMMISSIONER: Can I have a roll call, please?
 19 CHAIRPERSON FERGUSON: Yes, we do need a roll call.
 20 Roll call, Mr. Brown.
 21 CHAIRPERSON HOLLEY: What is? Give me the--
 22 CHAIRPERSON FERGUSON: The language?
 23 CHAIRPERSON HOLLEY: I got the language, but what he
 24 asked to let us know.
 25 COMMISSIONER MOORE: To adopt the calendar.

1 CHAIRPERSON HOLLEY: Okay. Got you.
 2 MR. BROWN: Ready?
 3 CHAIRPERSON FERGUSON: Yes, sir.
 4 MR. BROWN: Chairperson Ferguson – No.
 5 MR. BROWN: Vice-Chair Holt.
 6 CHAIRPERSON HOLT: We're voting to adopt this
 7 calendar?
 8 COMMISSIONER BERNARD: Correct.
 9 CHAIRPERSON HOLT: Yes.
 10 CHAIRPERSON HOLLEY: Or not.
 11 CHAIRPERSON HOLT: Yes.
 12 MR. BROWN: Commissioner Bernard – Yes.
 13 MR. BROWN: Commissioner Banks – Yes.
 14 MR. BROWN: Commissioner Bell – No.
 15 MR. BROWN: Commissioner Moore – Yes.
 16 MR. BROWN: Commissioner Hernandez – Yes.
 17 MR. BROWN: Commissioner Holley – No.
 18 MR. BROWN: Commissioner Pressley – Yes.
 19 MR. BROWN: Mr. Chair, Commissioner Burton has
 20 arrived. So Commissioner Burton.
 21 COMMISSIONER BURTON: Good afternoon, everyone. What
 22 is the motion?
 23 CHAIRPERSON FERGUSON: To adopt the calendar for
 24 2023?
 25 COMMISSIONER BURTON: Yes.

1 MR. BROWN: Mr. Chair, there 7 = Yes votes and 3 = No
 2 votes.
 3 CHAIRPERSON FERGUSON: Fantastic. So that calendar
 4 shall be adopted.
 5 COMMISSIONER BERNARD: Mr. Chairman.
 6 CHAIRPERSON FERGUSON: In 2023.
 7 COMMISSIONER BERNARD: If I may, I'd just like to
 8 remind the Board that our community meeting in January is
 9 in the 12th Precinct at 6:30 PM January 12th.
 10 CHAIRPERSON FERGUSON: Make sure you remember that.
 11 COMMISSIONER BERNARD: That's the number one precinct
 12 in the city, ladies, and gentlemen. So I expect everybody
 13 to be present.
 14 CHAIRPERSON FERGUSON: Yes.
 15 COMMISSIONER BERNARD: Precinct is pretty active.
 16 CHAIRPERSON FERGUSON: Okay. We're going to move on
 17 to the Chiefs report. Who do we have sitting in for the
 18 Chief?
 19 ASSISTANT CHIEF LEVALLEY: Good afternoon, Board and
 20 Chair. Assistant Chief David LeValley, Office of
 21 Professional Development.
 22 CHAIRPERSON FERGUSON: Assistant Chief.
 23 ASSISTANT CHIEF LEVALLEY: I will go ahead and start
 24 with the report. In the interest of time, we have scaled
 25 back today's report at the request of the Honorable

1 Board. Report on crime data. For homicides we were at
 2 295, last year at 287. That's a 3% increase. Nonfatal
 3 shootings at 921. Last year we were at 1,021. That's a
 4 10% decrease. Robberies, 1,255. Last year we were at
 5 1,463. 7% decrease. Total part 1 violent crime is 12,412.
 6 Last year we were 14,031. That's a 12% decrease. A couple
 7 significant events to mention this week. The first is a
 8 quadruple, nonfatal shooting. On December 8th, 2022,
 9 around 11:20 PM officers on patrol heard gunshots and
 10 made the Westin Book Cadillac Hotel at 1,000 block of
 11 Washington Boulevard to discover four occupants of a
 12 black 2022 Chevrolet Suburban were shot when they pulled
 13 in front of the hotel.
 14 ASSISTANT CHIEF LEVALLEY: Victims reported suspects
 15 in a black Jeep Grand Cherokee pulled alongside them and
 16 fired multiple gunshots into their vehicle, striking all
 17 4 occupants. The suspect vehicle fled northbound on
 18 Washington Boulevard and eventually fled northbound on
 19 Woodward Avenue. All victims were transported to Detroit
 20 Hospital by DPD Scouts, where 2 victims were listed in
 21 temporary serious condition, and 2 were listed in
 22 critical condition. The incident is still under
 23 investigation. DPD has released still photos and video of
 24 the incident, asking for the community's help in
 25 identifying the suspects. The second incident is a

1 domestic fatal shooting on December 10th, 2022, at
 2 approximately 10:00 AM. Scouts responded to 800 block of
 3 Whitmore for a wellbeing check for a 50-year-old female
 4 who had not shown up for work in several days. Upon
 5 arriving, officers discovered the victim with apparent
 6 gunshot wounds to her body and head. Medics pronounced
 7 the victim deceased at the scene.
 8 ASSISTANT CHIEF LEVALLEY: Through the investigation
 9 her live-in boyfriend was identified as the individual
 10 responsible for her death. On December 12th, 2022, around
 11 2:00 PM officers from the special response team located
 12 the suspect in the 1400 block of East Outer Drive, where
 13 they attempted to negotiate his surrender. The suspect
 14 produced a handgun and shot himself in the head in front
 15 of officers. He is now in the hospital on life support. The
 16 third incident is a triple shooting. On December 13th,
 17 2022, scouts responded to the 18,000 block of Rutherford
 18 for shots fired to discover two victims and the suspect
 19 who were together in a vehicle preparing to engage in a
 20 marijuana purchase. The suspect produced a handgun and
 21 announced a robbery. One of the victims who was a CPL
 22 holder also produced a handgun. A physical altercation
 23 occurred, and shots were exchanged between the CPL holder
 24 and the suspect. The suspect exited the vehicle and was
 25 picked up by an accomplice, who we believe also fired

1 some shots at the victims from a rifle.
 2 ASSISTANT CHIEF LEVALLEY: The suspect was conveyed
 3 to the hospital where he died. Both victims were shot and
 4 in a temporary serious condition. The homicide task force
 5 is handling this case, and the investigation is ongoing.
 6 **A couple of quick announcements. The first is that DPD**
 7 **announced the use of new body cameras and less than**
 8 **lethal tools. On Monday, December 12th, DPD held a news**
 9 **conference to announce the use of new body cams and less**
 10 **than lethal tools. These new body cams will be able to**
 11 **shoot in 1080P resolution instead of the 480P that we**
 12 **currently have. Each officer in the department will be**
 13 **issued their own body camera. The less than lethal tools**
 14 **will include a pepper ball launcher and a defense 40-**
 15 **millimeter launcher. These tools and the new cameras will**
 16 **be additional resources for officers to use to protect**
 17 **and preserve the life of citizens and other officers.**
 18 ASSISTANT CHIEF LEVALLEY: Next, Mayor Duggan and
 19 Chief White announced major towing reforms. On Tuesday,
 20 December 13th, Mayor Duggan, and Chief White held a joint
 21 news conference to announce major reforms coming to DPD's
 22 towing process. These changes will add fairness,
 23 accountability, and transparency to the city's towing
 24 process. Specific changes include seven towing companies
 25 being contracted by the city of Detroit, implementing an

1 automated system to regulate tows and limit bias, and a
2 website allowing vehicle owners to track their towed
3 vehicles. Next is the DPD's Chief Neighborhood Liaison
4 announced the citywide CIT unit. On Wednesday, December
5 14th. DPD's Chief Neighborhood Liaison members announced
6 the expansion of the CT program with a citywide unit. The
7 Crisis Intervention team or CIT is a community
8 partnership between law enforcement, Detroit Wayne,
9 integrated health networks, mental health and addiction
10 professionals, and individuals who live with mental
11 illness and or addiction disorders, their families, and
12 other advocates. That concludes my report, sir.

13 CHAIRPERSON FERGUSON: Fantastic. Awesome report. The
14 Board attended that that training seminar. I'm telling
15 you, it was phenomenal. I learned a lot. I got a chance
16 to meet a lot of stakeholders and people that's here to
17 try to help us with this mental illness stuff and the
18 tools that the department is going to try to implement.

19 It's going to save a lot of lives. It will because
20 everybody is not a criminal waiting on the mental
21 illness. I want you to know that. Commissioner Banks?

22 COMMISSIONER BANKS: Yes. Through the Chair.
23 Assistant Chief, the individual who was in the shootout
24 that had the CPL. Correct? He had a CPL?

25 ASSISTANT CHIEF LEVALLEY: Yes.

1 COMMISSIONER BANKS: Okay. Was he in a self-defense
2 mode? Explain that. Was it self-defense using his CPL, or
3 he just pulled it out of just being erratic and
4 emotional?

5 ASSISTANT CHIEF LEVALLEY: No. The indication was
6 that the suspect announced a robbery when the transaction
7 was taking place and was armed. Then that's when the CPL
8 holder produced his gun.

9 COMMISSIONER BANKS: Okay. Alright. So it's self-
10 defense?

11 ASSISTANT CHIEF LEVALLEY: Yes.

12 COMMISSIONER BANKS: Okay.

13 CHAIRPERSON FERGUSON: Commissioner Hernandez.

14 COMMISSIONER HERNANDEZ: No questions.

15 CHAIRPERSON FERGUSON: Commissioner Pressley.

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

18 CHAIRPERSON FERGUSON: Commissioner Burton.

19 COMMISSIONER BURTON: Yes, Mr. Chairman. To Assistant
20 Chief LeValley. For months now, I've been asking for a
21 copy of the core report that was conducted years ago and
22 I have not received it yet. I'd like to see the names
23 that were listed in that core report, and I'd like for
24 this body to review it. In addition, when it comes to the
25 mental health new initiative that the department is

1 looking to go into as far as goodwill, is this based on
2 anything that's taking place in any other urban cities?
3 As well as police getting authorization to launch cameras
4 into homes which is electronic search, would it be
5 prudent for the department to get court authorization to
6 launch cameras into home? I believe it was an article I
7 believe it was in the free press of my understanding that
8 the department wants to launch cameras to a home for
9 mental health.

10 ASSISTANT CHIEF LEVALLEY: Well, I believe--

11 COMMISSIONER BURTON: I can't recall the report. It
12 was a woman that wrote the article.

13 ASSISTANT CHIEF LEVALLEY: Right. So one of the tools
14 that we are looking at is a robot that is handheld and
15 you would've the ability to throw it either into a room
16 downstairs near somebody. Some of the features that it
17 has is that there are cameras on board, there are lights,
18 there's the ability to speak so you can communicate, and
19 then officers are able to view it on either a smartphone
20 or a tablet, and then they can maintain distance. So the
21 use of that device would be in situations where either
22 somebody's outside and you can't get close enough to
23 them. Or if you go inside, it would be a situation where
24 preservation of life is necessary, checking for injured
25 people. So those types of activities actually fall into

1 the search warrant exception rule.

2 ASSISTANT CHIEF LEVALLEY: There are certain
3 exceptions for search warrants, one of which is if
4 somebody's in danger or you believe somebody is injured
5 and potentially going to die in a situation. You can
6 enter a location in order to preserve their life. You can
7 also enter locations if the destruction of evidence is
8 imminent and secure the evidence and then go get a search
9 warrant. So these tools wouldn't be used in a situation
10 where we would just go up to somebody's house and throw a
11 camera in their house to record what they're doing. They
12 would be used in response to us being called out to a
13 situation. If one of those exceptions to the search
14 warrant applies, then the officers can utilize the

15 COMMISSIONER BURTON: So Chief, in order to use this
16 electronic search--

17 ASSISTANT CHIEF LEVALLEY: It's not a search.

18 COMMISSIONER BURTON: I mean, but if you throw a
19 camera into someone's home, it's an electronic camera,
20 right?

21 ASSISTANT CHIEF LEVALLEY: Right.

22 COMMISSIONER BURTON: So will the department seek
23 authorization from some traditional branch?

24 ASSISTANT CHIEF LEVALLEY: If there was a situation
25 where officers wanted to put a camera into a home where

1 one of the exceptions to the search warrant rule applies,
 2 then yes, the officers would seek a search warrant from a
 3 judge in order to do that. But if the exception applies
 4 where, like I said, somebody's life is in immediate
 5 danger, when that occurs, the reason the exceptions to
 6 the search warrant are there is because when that occurs
 7 you don't have time to sit and type a search warrant and
 8 go get a search warrant and wait while the person is
 9 potentially going to die or injure themselves or injure
 10 somebody else. So that's why the exceptions to the search
 11 warrant are there. That allows the officers the ability
 12 to act immediately in order to preserve that situation.
 13 Now, if there was no reason to believe that an individual
 14 was in bedroom number two, they're in bedroom number one,
 15 or they're downstairs, you deploy the device to that
 16 location and you secure it, then there's no need to go
 17 further with cameras without a warrant. But in order to
 18 preserve the life, the warrant's not necessary.
 19 COMMISSIONER BURTON: Okay. The last question, Mr.
 20 Chair.
 21 CHAIRPERSON FERGUSON: Yes, sir. Go ahead.
 22 COMMISSIONER BURTON: Commissioners are just now
 23 learning about this from a free press article.
 24 CHAIRPERSON FERGUSON: That's not true. I learned
 25 about it.

1 COMMISSIONER BURTON: Okay. You learned about it.
 2 Okay. Well, I'm just now learning about it by looking at
 3 the news article or something else, I think. I don't
 4 know. Was it 247? But one of those local media outlets is
 5 where I first learned about it. It would've been nice if
 6 we saw a presentation at the Board as well as community
 7 members as well. Would the department be willing to give
 8 us all an overview presentation on this?
 9 ASSISTANT CHIEF LEVALLEY: Absolutely. Also, just so
 10 you're aware, it's not implemented yet. They're not being
 11 used right now.
 12 COMMISSIONER BERNARD: Okay.
 13 ASSISTANT CHIEF LEVALLEY: But the policies are all
 14 being drafted. The training directives on how they're to
 15 be used are all being drafted right now. Those will be
 16 presented to the Board for approval. There will probably
 17 be an emergency order that would allow us to use it
 18 temporarily while that policy is being gone through
 19 because of the urgent necessity for us to be able to use
 20 these tools in order to save lives and to not have to use
 21 any kind of force beyond what is minimally necessary,
 22 especially when we're dealing with somebody that is
 23 suffering from a mental crisis. All of the safeguards
 24 that I just mentioned will be incorporated into the
 25 policies. It'll talk about what penalties for violation

1 of those rules will exist. So that'll be forthcoming. But
 2 yes, we definitely can do a presentation. To let the
 3 commissioners know and the public that this has to go
 4 before City Council first. So City Council has to approve
 5 it first, and when it comes, we will.
 6 ASSISTANT CHIEF LEVALLEY: Yeah. You're funding.
 7 CHAIRPERSON FERGUSON: For funding, correct?
 8 ASSISTANT CHIEF LEVALLEY: Correct.
 9 CHAIRPERSON FERGUSON: Absolutely. So I think we be
 10 asking the same question as--
 11 COMMISSIONER BERNARD: That's a policy.
 12 CHAIRPERSON FERGUSON: It'll be adapting policy.
 13 We'll be doing policy. Commissioner Moore.
 14 COMMISSIONER MOORE: Thank you, Mr. Chairman.
 15 Assistant Chief, I requested a report actually through
 16 the Director of Personnel, I think you were dragged into
 17 it on Commander Lever, about the correlation between
 18 recruitment and behavior of officers, specifically of 128
 19 high risk officers. Do you know the status of that
 20 report?
 21 ASSISTANT CHIEF LEVALLEY: That is still being
 22 researched? So our risk management unit has to look
 23 through all of the recruiting files and see if there are
 24 any similarities or any flags that would've been in
 25 place. So that is still on way, and it'll be forthcoming.

1 COMMISSIONER MOORE: Okay. Thanks. One more quick
 2 one. I don't want to steal Mr. Ford's thunder. We were
 3 having a couple conversations this week in regard to the
 4 red-light situation, and he came up with the idea about
 5 people sitting on corners, like police officers
 6 specifically, and where their body worn cameras, which
 7 they're already issued to videotape these issues. So how
 8 do you like that for a suggestion? Our attorney doesn't
 9 like our Board.
 10 ASSISTANT CHIEF LEVALLEY: I think it would
 11 definitely require some further conversation or research.
 12 CHAIRPERSON FERGUSON: Commissioner Bell.
 13 COMMISSIONER BELL: Thank you. I think that concerned
 14 raised by Commissioner Burton, it's not the council. The
 15 charter gives us oversight and control of the police
 16 department. The council deals with the financial part of
 17 it and approval. But basically, I would hope in the
 18 future, but seen as though within a history of this
 19 department, we inform after the public fact something of
 20 that nature. I would hope that the protocol that this
 21 Board should be informed before we do big PR et cetera.
 22 It's about policy and about protocol of this Board.
 23 There's a tendency we end up with the same predicament
 24 with facial recognition. We went before the council. We
 25 can't after the fact. So you've complied with the

1 ShotSpotter, but I think the Chief has to understand that
 2 this Board has a bible role per city charter. People
 3 always mention that that is fundamentals to me. Thank
 4 you.
 5 CHAIRPERSON FERGUSON: Commissioner Bernard.
 6 COMMISSIONER BERNARD: I'd like to echo Commissioner
 7 Bell's concerns. Before this is even seriously discussed
 8 by the department, I think there should be a presentation
 9 on it to the Board. No, we're not agreeing to it. But
 10 also there should be a Town Hall on it with the
 11 community. These are major changes in my mind. I have a
 12 constitutional lawyer for my master's thesis on
 13 constitutional law for my master's in law. I can tell you
 14 for a fact, there are a number of Fourth Amendment issues
 15 that are registering in my mind right now. So before we
 16 get down road like we usually do, I'd like to try to
 17 flush out some of those issues. But my question to you,
 18 you mentioned the homicides and you mentioned the
 19 homicide task force. Can you please have the homicide
 20 task force make a presentation to us? We need to know
 21 what they do, how they do it. I know they're a 24-hour
 22 day operation. What's happening with cold cases? How many
 23 people are in it? Et cetera. I mean, homicides are a
 24 major issue in our community. For our video audience as
 25 well as our physical audience, we need to know more about

1 this in general, if that's okay.
 2 ASSISTANT CHIEF LEVALLEY: Yes.
 3 COMMISSIONER BERNARD: Thank you.
 4 CHAIRPERSON FERGUSON: Commissioner Holley.
 5 CHAIRPERSON HOLLEY: Thank you, Mr. Chairman. Through
 6 the Chair. Deputy Chief and sitting with Mr. Bell and Ms.
 7 Bernard. Commissioners, I'd like to echo that. But also,
 8 I want to say this, I'm so thankful that we have a Chief
 9 and a department that's trying to get ahead of this. I
 10 understand what the other commissions are saying, and I'm
 11 okay with that. But we see all this mental health going
 12 on in the city and how people are dying because of the
 13 action. You're trying to do something. For example, if I
 14 put a device in a house, and you could talk to the person
 15 and the person who talk to you, give an idea whether or
 16 not it's going to keep us from killing them and them
 17 killing us. I really want to applaud your department for
 18 what you're trying to do.
 19 CHAIRPERSON HOLLEY: You're not just sitting here and
 20 just waiting for another incident to happen. I understand
 21 with other commissioners, and I'm okay with that. But I
 22 wanted to let you understand, I'm really thankful that we
 23 are not always reactive. We're going to be offensive on
 24 this. I want to applaud you and tell the Chief most of
 25 the Board feels that we were thanking for the leadership

1 on that. My concern is Mr. Chairman is the co towing.
 2 I'm not saying it right. I'm really tired. COW. My
 3 current consent is always for the city. Do we have
 4 anybody coming out of the city that's going to be in this
 5 bidding?
 6 CHAIRPERSON HOLLEY: This bidding as far as city
 7 towing is only for people who are in the city? That's the
 8 concern I've always had. 20 years ago, I was on this
 9 Board. We were talking about towing and trying to make
 10 sure that especially... I don't mean no harm. I know I'm
 11 old fashioned, but most of minorities are involved in
 12 this whole thing, because the big problem has been that.
 13 Can you just tell me this for a minute, these towing
 14 contracts, are we going to go for outside of it? Is this
 15 a in Detroit thing?
 16 ASSISTANT CHIEF LEVALLEY: So right now, I don't know
 17 all seven tow companies that were approved off the top of
 18 my head, but I believe they're all Detroit based
 19 businesses. But in order to get to this point, so what
 20 just occurred is that the City Council approved the
 21 contract for the seven companies. So prior to that, there
 22 was an RFP process where there was an announcement put
 23 out to the city that any company that wanted to bid for
 24 20 contract could bid. Then they went through the review
 25 process, the scoring process. As part of that, it's a

1 very transparent. Then there's anytime we want to make a
 2 purchase, we go through that type of process. Then
 3 there's a review committee that is comprised of multiple
 4 individuals who listen to the presentations, and they
 5 grade each person who applied, and then they get points
 6 for whether or not they're--
 7 CHAIRPERSON HOLLEY: My concern is Detroiters.
 8 ASSISTANT CHIEF LEVALLEY: Yeah. We can get you
 9 definitely a list of what's the seven are.
 10 CHAIRPERSON HOLLEY: Just tell me whether we do or we
 11 don't. I just want to make sure Detroit. Mr. Chairman,
 12 they get me distracted from talking while I'm trying to
 13 talk. Oh gosh, I'm sorry. It's very important that I ask
 14 you this in terms of the... Anyway, I'll leave you alone.
 15 I could come back. Maybe if you left me. Go ahead. I'm
 16 sorry. But thank you for that.
 17 ASSISTANT CHIEF LEVALLEY: Okay.
 18 CHAIRPERSON FERGUSON: VC.
 19 CHAIRPERSON HOLT: Through the Chair. There were
 20 three commissioners on the--
 21 CHAIRPERSON HOLLEY: Oh, I know. Can I get back?
 22 CHAIRPERSON FERGUSON: He might answer your question.
 23 Let her go ahead and speak. Go ahead.
 24 CHAIRPERSON HOLLEY: I'm old, you know.
 25 CHAIRPERSON FERGUSON: I know. Go ahead, VC.

1 CHAIRPERSON HOLT: We're involved with the committee
 2 you have along with the process processing of the
 3 applications and to--
 4 CHAIRPERSON FERGUSON: I'm sorry to stop you. What
 5 three commissioners are on the committee?
 6 CHAIRPERSON HOLT: Oh, I'm sorry. Thank you.
 7 Commissioner Moore, Chair Ferguson, and I were on the
 8 committee. To respond to Commissioner Holley's question,
 9 Detroit Residency was a prerequisite. No tower's
 10 applications were, even if they were submitted, I don't
 11 think they got to us if they were not part of the
 12 residency law that is driving the selection of the tow
 13 companies here in the city of Detroit. So that was a
 14 comfort for all three of us. You're more than welcome.
 15 Okay. Thank you, Assistant Chief LeValley. Glad that you
 16 are here. Now, I too am concerned with the camera
 17 equipment that apparently Commissioner Burton discovered
 18 is potentially going to be used by DPD and the Board did
 19 not have an obedient on the use of that equipment.
 20 CHAIRPERSON HOLT: But I love the concept. So as it
 21 has been stated, as long as policy with the Board's
 22 implement is going to be a part of the use of that
 23 equipment, I mean, it seems like a no-brainer in terms of
 24 it will serve to save lives. Now this week, as you
 25 mentioned, you were really cool with your presentation.

1 But the fact that DPD is now undertaking weaponry that
 2 will translate to saving lives was phenomenal for the
 3 Chair and I when we were at one of the press releases. As
 4 he indicated yesterday, it's as if DPD is engaging in
 5 futuristic policing. I am so excited that we're bidding
 6 in on choices as it relates to the installation, which
 7 DPD does with all professionalism. So thank you for the
 8 introduction of this new weaponry DPD city of Detroit. I
 9 believe the Chair of the -- what's it? Public Safety
 10 Foundation? I think she and Patillo.
 11 COMMISSIONER: Pecula.
 12 CHAIRPERSON HOLT: Pecula. She was instrumental in
 13 securing some funds. So that's a plus. The fact again,
 14 you were really cool with your presentation. Every law
 15 enforcement member with the DPD department will be
 16 assigned a body cam. This past week we had five CCRs. The
 17 only complaint that I had some opposition with, because
 18 of course it ended with being inconclusive because the
 19 law enforcement members somehow was separated from his
 20 body cam. But the other four were no-brainer in terms of
 21 how the decision had to come down. In fact, because in
 22 one incident, law enforcement members had their body cam.
 23 It was one of the most professional executions of their
 24 responsibility. That was good policing that was recorded
 25 because of the body cam. Okay. Policy. Will we need

1 policy adopted for the use of those nonfatal weaponry
 2 that was introduced to us this Wednesday, Monday, and
 3 yesterday.
 4 ASSISTANT CHIEF LEVALLEY: Yes.
 5 CHAIRPERSON HOLT: So the policy will have to dictate
 6 that kind of equipment will be used as well. I'm asking.
 7 ASSISTANT CHIEF LEVALLEY: Yes. The policy will come
 8 to the Board. The Interim Chief will probably issue a
 9 special order. It will allow us to temporarily use them
 10 while the policy is being finalized. Policy period takes
 11 quite a long time. Special order can be issued in a short
 12 period of time, but those are temporary orders. They
 13 don't last indefinite. They have to be replaced with
 14 policy.
 15 CHAIRPERSON HOLT: Okay. Thank you for your response.
 16 One more question. The last time you were here, we
 17 mentioned as Commissioner Moore and Mr. Ford and other
 18 citizens in the city of Detroit are concerned about
 19 violation of the red traffic sign with some of our folks
 20 being careless and not really looking at the detriment to
 21 all of us who have to use the traffic signal as we travel
 22 through the city. There was some kind funding associated
 23 to ShotSpotter that would allow DPD to do some kind
 24 research as it relates to the traffic signal. I was
 25 trying to get to you -- but you're here today -- to see

1 what that looks like for DPD to be able to use additional
 2 funds attached to ShotSpotter to research activity at the
 3 traffic signals. Now, am I accurate on that question and
 4 my associating pieces here?
 5 ASSISTANT CHIEF LEVALLEY: No, it doesn't ring a
 6 bell. But maybe I could get more detail from you at some
 7 point and figure out--
 8 CHAIRPERSON HOLT: I thought it came from an article--
 9 COMMISSIONER BERNARD: If I may commissioner. There
 10 is no funding for ShotSpotter. It's all coming out of
 11 DPD's budget. City Council voted to not allow general
 12 city's general funds to be used for ShotSpotter. The vote
 13 for council was five for four approving the contract.
 14 They sent it back to the department to DPD to find 7.7
 15 million to implement it. They're in the process of doing
 16 budget amendments now to do that. There's no other money.
 17 It's just our money. Tax money.
 18 CHAIRPERSON HOLT: That's funding ShotSpotter?
 19 COMMISSIONER BERNARD: Yes. It's coming out of DPD's
 20 budget now. We should have had by now a proposed budget
 21 amendment. It says where we're taking 7 million from in
 22 order to put it into ShotSpotter. The two precinct they
 23 were in only had 2 arrests in the period that it was
 24 there. But that's a separate issue.
 25 COMMISSIONER BANKS: Mr. Chair, I got one.

1 CHAIRPERSON FERGUSON: Wait, she still has the floor
 2 before someone else.
 3 COMMISSIONER BANKS: I didn't know that.
 4 CHAIRPERSON FERGUSON: That's okay. Go ahead,
 5 commissioner.
 6 CHAIRPERSON HOLT: Well, I guess my whole balloon has
 7 been deflated because I was trying to bid in on money
 8 already allocated to be used, whereby the research at the
 9 traffic lights apparently needs to be developed so we can
 10 start implementing policies or laws or something, some
 11 kind of penalty to keep people from running through the
 12 red light. So I guess my balloon was deflated.
 13 ASSISTANT CHIEF LEVALLEY: I don't know about
 14 funding. Definitely--
 15 COMMISSIONER BERNARD: Last year we--
 16 CHAIRPERSON FERGUSON: Wait.
 17 COMMISSIONER BERNARD: Okay. I just want to say the
 18 Board Mr. Chair could do--
 19 CHAIRPERSON FERGUSON: Commissioner, please.
 20 COMMISSIONER BERNARD: Okay. Never mind.
 21 CHAIRPERSON FERGUSON: Go ahead, please.
 22 ASSISTANT CHIEF LEVALLEY: I was just going to say
 23 that I don't know about funding attached to ShotSpotter,
 24 but there's definitely opportunities for us to have our
 25 grants unit do research to see if there's any grants

1 available that we could do studies at intersections.
 2 There's oftentimes grant opportunities for stuff like
 3 that. Then we can implement something based on those
 4 studies through the grant. I mean, I could have our grant
 5 unit to do that and look for state grants, local grants,
 6 private foundations.
 7 CHAIRPERSON HOLT: Okay. What I need to do too is go
 8 back and better understand what it is I'm even asking.
 9 But thank you for your time and your report.
 10 CHAIRPERSON FERGUSON: Go ahead Commissioner Banks.
 11 COMMISSIONER BANKS: Yeah. I just want to say you
 12 mentioned that that comes out of DPD's budget.
 13 ASSISTANT CHIEF LEVALLEY: Right.
 14 COMMISSIONER BANKS: Okay. Now, DPD, that's that 400
 15 million a year budget that they hit. Right?
 16 COMMISSIONER BERNARD: It was already out. The budget
 17 was already allocated to other things. Let's say to body
 18 cameras, to this, to that. The budget was set and then
 19 City Council came back and said, because the department
 20 thought City Council was going pay for ShotSpotter, which
 21 I never thought in the first place. But in any event,
 22 they didn't, and they voted not to fund it. But they
 23 approved the contract and said, okay Chief, if you want
 24 this project, then you could get the money out of your
 25 pocket. It's not coming out of ours.

1 COMMISSIONER BANKS: Okay. Commissioner, what I'm
 2 asking, the \$400 million budget DPD gets once a year,
 3 that's coming out of that 400 million?
 4 COMMISSIONER BERNARD: It's almost 600 million, quite
 5 frankly.
 6 COMMISSIONER BANKS: Okay. That's all.
 7 CHAIRPERSON FERGUSON: Alright. Thank you, Chief.
 8 Thank you so much.
 9 COMMISSIONER PRESSLEY: Chair, there's something that
 10 was mentioned that provoked the question from me and that
 11 is the use of this new technology. You stated that the
 12 Chief may potentially offer a special order that will
 13 allow for the use of this technology while the policy is
 14 being determined. So what then regulates the use of that
 15 technology? So if an officer uses it, what policy is in
 16 place while this special order is -- or is it just kind
 17 of--
 18 ASSISTANT CHIEF LEVALLEY: It is the special order.
 19 If an officer violates the terms of special order from
 20 the Chief, they're still subjects to all the same
 21 discipline or corrective action that a policy would have.
 22 It's just a temporary situation, though it doesn't last
 23 forever. So the policy is more permanent.
 24 COMMISSIONER BERNARD: May I indicate that the
 25 technology that--

1 CHAIRPERSON FERGUSON: Would that be through the
 2 Chair?
 3 COMMISSIONER BERNARD: Through the Chair, Mr.
 4 Chairman. Definitely through the Chairman. I would like
 5 to indicate that this technology that you're talking
 6 about is the same technology that they used in Texas
 7 against an American honorarily discharged veteran who had
 8 shot three or four people from posttraumatic stress
 9 disorder or wherever from a building in Dallas. They sent
 10 the little robot in there rather than using other police
 11 tactics like gator gas or something else. The little
 12 robot turned him into confetti. He was blasted all over
 13 the room. That is true. I know the Police Chief. It's
 14 truth.
 15 ASSISTANT CHIEF LEVALLEY: No. I think what you just
 16 said--
 17 COMMISSIONER BERNARD: It is a robot that goes in the
 18 room that collects information. It has a camera on it,
 19 tells you where the person is, what the person is doing,
 20 everything.
 21 ASSISTANT CHIEF LEVALLEY: I understand what you're
 22 saying, but what you just said was what we're going to
 23 use is that same device and that is not the case. What
 24 they used in Texas when there was that sniper inside of a
 25 parking structure in that building was killing people,

1 was a full-size robot that had a handgun and armed, which
 2 we also--
 3 COMMISSIONER BERNARD: We have--
 4 ASSISTANT CHIEF LEVALLEY: I know, but size robot. We
 5 have some of those now in our inventory of equipment and
 6 those are bomb robots. We send those into pick up devices
 7 that we think might be explosives. What the Police Chief
 8 in that city decided to do that day was to put an
 9 explosive device onto that robot, send the robot in and
 10 detonate the explosive device to kill the individual.
 11 That is not what we are purchasing here. That's not what
 12 we displayed at the press conference or at the event.
 13 It's not what we've looked at and that is not what the
 14 plan is. What we looked at was something that is about
 15 the size of this water bottle that you would throw into a
 16 room or anywhere else that would have a camera on it and
 17 the ability for us to talk to somebody.
 18 ASSISTANT CHIEF LEVALLEY: So this is being purchased
 19 and deployed with the plan in place to save lives and
 20 make people safer. Individuals who officers can't get
 21 close to, maybe they're armed with a knife, we can't get
 22 to them. We need to see what types of situations we're
 23 looking at before we're able to go in. We had an incident
 24 last year in the 12th Precinct when the Chief and I saw
 25 these devices at the International Chiefs Conference, one

1 of the things that came to mind was last year when
 2 officer McLain in the 12th Precinct was shot and killed
 3 by an armed suspect who they had all the legal rights to
 4 be there. He was in the basement of a house. Officers
 5 walked down the stairs and as soon as they got to the
 6 bottom step of the stairs, the individual shot the
 7 officer with a rifle and killed him.
 8 ASSISTANT CHIEF LEVALLEY: The first thing we thought
 9 of is if they had this device available, the supervisor's
 10 car, whoever, in that instance, rather than have to walk
 11 down the stairs, they can toss the device down there.
 12 It's got a camera on it. It's got a flashlight. You can
 13 talk through it. It right sizes itself, and you can drive
 14 it around and then they can communicate with the
 15 individual or they could retreat, call the special
 16 response team. We can wait them out. There are many, many
 17 instances where this tool would be tremendously valuable
 18 in saving lives. Now there could always be an instance
 19 where somebody decides to strap a bomb to a robot and
 20 send it in somewhere to kill somebody.
 21 ASSISTANT CHIEF LEVALLEY: That's what that Police
 22 Chief decided to do in Texas is strap a bomb to a robot
 23 to send it in so that officers didn't have to confront
 24 this individual that was barricaded and had kill three
 25 people. But that is not the intent of what we're

1 purchasing these devices for. It is to 100% save lives
 2 and make people safer.
 3 COMMISSIONER PRESSLEY: Mr. Chair, I wasn't done with
 4 my clarity before the objection. So again, according to
 5 this special order is the procedures outlined in that
 6 special order in alignment to the policy that is being
 7 recommended, and is there a determinative timeline that's
 8 set in that special order or is it until s policy is
 9 accepted?
 10 ASSISTANT CHIEF LEVALLEY: Special orders last for
 11 one year from the date of issuance. So if the policy is
 12 adopted, and then it could be amended as it goes through
 13 the Board process and the review process. Once that
 14 policy is adopted, then the special order would cease,
 15 and the policy would supersede it.
 16 COMMISSIONER PRESSLEY: Okay. Thank you Chair.
 17 CHAIRPERSON FERGUSON: Thank you. Let the record
 18 reflect that Commissioner Carter has entered the
 19 building. Would you like to have the question? No. Okay.
 20 COMMISSIONER BELL: Mr. Chairman.
 21 CHAIRPERSON FERGUSON: Yes.
 22 COMMISSIONER BELL: I have a follow up. Special order
 23 policy is still under the scrutiny of this Board.
 24 COMMISSIONER BERNARD: Correct.
 25 COMMISSIONER BELL: That's why this Board meets

1 weekly to be informed about the operation of DPD. As
 2 simple as that. We meet weekly as supervisor control. I
 3 don't think that seriously, but at some point, we should
 4 keep understanding the formality, the protocols of it
 5 all. It said one year. I'm familiar with special orders.
 6 They come out all the time. But anything under DPD's
 7 guidelines is for the Board. Awareness should be for the
 8 public. There's no emergency. Like commissioner, I can
 9 applause you in reference to what we're trying to do.
 10 You're right on point. Well, we've been having this
 11 discussion for the last three, four months. So the Chief
 12 didn't think about this overnight and roll this out
 13 yesterday. There's got to be a respect for this Board in
 14 terms of protocol.
 15 CHAIRPERSON FERGUSON: Fantastic.
 16 CHAIRPERSON HOLLEY: Mr. Chair. I'm sorry. Please
 17 forgive me. It came back.
 18 CHAIRPERSON FERGUSON: Okay.
 19 CHAIRPERSON HOLLEY: Please let the Board know that
 20 there's no policy the Board has for towing now. Towing
 21 goes away from--
 22 CHAIRPERSON HOLT: Correct.
 23 CHAIRPERSON HOLLEY: Right. I need you to let them to
 24 know that. If you don't mind.
 25 CHAIRPERSON HOLT: Right.

1 CHAIRPERSON FERGUSON: For the record, this Board,
 2 Board of Police Commissioners has nothing to do with
 3 towing. Nothing. Once again, we have nothing to do with
 4 towing.
 5 CHAIRPERSON HOLT: Through the Chair. In terms of
 6 governance.
 7 CHAIRPERSON FERGUSON: Right.
 8 CHAIRPERSON HOLT: People need us to hear complaints.
 9 Obviously, that's still an option and this is a platform
 10 for those kinds of complaints.
 11 CHAIRPERSON FERGUSON: I hope those complaints will
 12 be real minimum.
 13 CHAIRPERSON HOLT: Even far in between.
 14 CHAIRPERSON FERGUSON: Yes, because if you see in the
 15 press conference and read it, that if your car is stolen
 16 in front of your house and DPD picks it up, you don't
 17 have to pay for it. Not one red cent comes out of your
 18 pocket. That's a game changer.
 19 COMMISSIONER MOORE: Are there exceptions to that,
 20 Mr. Chairman?
 21 CHAIRPERSON FERGUSON: I couldn't answer that. I just
 22 like that one. Mr. Brown, oral communications.
 23 MR. BROWN: Good afternoon, Mr. Chair. There're
 24 currently seven speakers, three being in attendance and
 25 I'll call those three first. Ms. Jennings Waters,

1 followed by Mr. James Ford, followed by Mr. Victoria
 2 Shaw.
 3 CHAIRPERSON FERGUSON: Good afternoon. You have two
 4 minutes.
 5 MS. WATERS: Thank you. Good afternoon, everyone.
 6 CHAIRPERSON HOLT: Good afternoon.
 7 MS. WATERS: I would just like to say thank you. I'd
 8 like to thank this illustrious Board of Police
 9 Commissioners and listening audience for allowing me a
 10 moment to speak. Detroit is a wonderful place to live
 11 without incoming new technology to help improve our
 12 safety. In regard to drivers running red lights and
 13 endangering the lives of our citizens and others that are
 14 on the road and pedestrians, I'd like to make a
 15 suggestion. Develop a campaign like click it or ticket,
 16 which was very successful. Have developers design a
 17 machine that flashes warning, warning, you have just ran
 18 a red light. At least we will heighten their awareness
 19 that they're being punished and could possibly face
 20 tickets or more. So let's show the city that we care and
 21 that we want to save lives. Thank you so much and have a
 22 wonderful holiday. Thank you.
 23 COMMISSIONER BERNARD: Morning. Especially that red
 24 light. Excellent. Progressive solution. Not reactive.
 25 MR. BROWN: Mr. Ford.

1 MR. FORD: I just want to say happy holidays to
 2 everybody. It's just a beautiful time to just all try to
 3 get together. I just want to say, if you look at your
 4 watch right now and tell you what time it is. If you go
 5 outside, I'd probably tell you what time it is. It's
 6 always the time and place for all things. Well, it's time
 7 now to set some standards for these red-light runners and
 8 drag races. We need some help in this. It's time to
 9 change things. It's time to make some laws and it's time
 10 to stop them. We got to be vigilant because we're smarter
 11 than them. It's time to put up some traffic signs all
 12 around the city. Let's say if you're going to drag race,
 13 if you're going to disobey traffic lights, if you're
 14 going to disobey the law, then it better not be in
 15 Detroit. That's what you need. You need some standards,
 16 and you need to be vigilant in that. God bless everybody.
 17 CHAIRPERSON HOLT: Thank you.
 18 MR. BROWN: Ms. Shaw.
 19 MS. SHAW: Good afternoon, honorable Board. Brittney
 20 Shaw from District--
 21 COMMISSIONER BERNARD: Microphone.
 22 MS. SHAW: Brittney Shaw, District 7. So in regard to
 23 the policies that the Board will be reviewing for the new
 24 non-lethal weapons, this is a great opportunity for the
 25 Board to adopt the recommendations for best practices

1 that were shared at the NACOLE conference about engaging
 2 the community. So I know the Board currently puts
 3 policies on the website and then announces here that
 4 people can go out and provide feedback. At the conference
 5 it was mentioned that a best practice is to work with the
 6 community group leaders and activist group leaders to
 7 pull more people in to get more feedback from the
 8 community. So through online and in-person surveys as
 9 well as focus groups to really show the community that we
 10 want to hear your feedback and to pull them in and
 11 through the leaders that they're used to engaging with on
 12 a regular basis.
 13 MS. SHAW: So I would recommend that we look at doing
 14 that, not just delay the process. We know that that would
 15 need to be implemented more on an interim basis at first,
 16 but then engaging the community after that fact. It'll
 17 really help the community to see that this Board, this
 18 civilian oversight entity is working on behalf of the
 19 community. We know that when you build something with
 20 somebody rather than developing it and issuing it, then
 21 it increases that buy-in. We want to get the buy-in of
 22 the community. I hope all of you have a wonderful holiday
 23 break and look forward to further discussions in 2022.
 24 2023, sorry.
 25 CHAIRPERSON HOLT: Through the Chair.

1 CHAIRPERSON FERGUSON: Yes.
 2 CHAIRPERSON HOLT: I appreciate the comments Ms. Shaw
 3 has shared with engaging the community as DPD roll out
 4 the nonfatal weaponry. The conference, the discussion
 5 that we were invited to participate at every level of
 6 mental health individuals here that serve the city of
 7 Detroit as well as Wayne County. In some examples you
 8 even had... Well, there was one individual on that panel
 9 discussion that was a returning citizen. So to say again,
 10 I appreciate her comments and I believe DPD is involved
 11 in implementing the rollout based on some of the
 12 conversation made that she suggested came from NACOLE.
 13 CHAIRPERSON HOLLEY: Point of information.
 14 CHAIRPERSON FERGUSON: Yes.
 15 CHAIRPERSON HOLT: You were the only person not there
 16 yesterday.
 17 CHAIRPERSON HOLLEY: I think what the young lady just
 18 discussed this is saying, I think that was really
 19 serious, let the community leadership meet with us.
 20 COMMISSIONER BERNARD: Correct.
 21 CHAIRPERSON HOLT: Yeah.
 22 CHAIRPERSON HOLLEY: Community leadership, not with
 23 the police department oversight. What do they think of
 24 us? What did they evaluate us? What is that they like
 25 with us? There should be a dialogue between the community

1 leadership and the Board. I think that's what the young
 2 lady was saying. I'd like for us to look at it, Mr.
 3 Chairman, on your leadership. I'd like to see if we could
 4 put that in for next year from the beginning of the year.
 5 What does leadership think about us in terms of our
 6 oversight and how we can do better in terms of
 7 representing them? Which we really do. Do you think
 8 that's a good idea?
 9 CHAIRPERSON HOLT: Excellent.
 10 COMMISSIONER BERNARD: I do.
 11 CHAIRPERSON FERGUSON: I just would like the Board to
 12 know that in the public, this meeting is the Board
 13 meeting. But remember this is your meeting. Just like Mr.
 14 Ford just came up. He didn't complain about a citizen
 15 complaint with police officers. He complained about red
 16 lights. He gave some fantastic ideas and another, she
 17 gave some fantastic ideas. There's always a solution to a
 18 problem. That problem right now for a lot of the people
 19 are these right lights. So for us to say we can't do
 20 anything. Who are we as a society? Who are we as people?
 21 We can fix this. We can find a solution for this. There's
 22 always a solution to a problem. So anytime you want to
 23 come before this Board and you have something to say, say
 24 it in two minutes. You can do it in two minutes. So you
 25 don't have to wait for us to put something together for

1 you. Come.
 2 CHAIRPERSON FERGUSON: Mr. Ford, you brought
 3 somebody. Right? Absolutely. So you got double doss. You
 4 took your little two minutes, she back off her two
 5 minutes. You put it on down the line. We got a whole half
 6 hour. You see what I'm saying? That's all I'm saying.
 7 Okay.
 8 COMMISSIONER MOORE: Through the Chair. Just quickly.
 9 Just to highlight what Commissioner Holley said, we have
 10 to take it to the streets.
 11 COMMISSIONER BERNARD: Correct.
 12 COMMISSIONER MOORE: I appreciate citizens coming
 13 here. We have to take it to the streets.
 14 COMMISSIONER BERNARD: Right.
 15 MR. BROWN: Mr. Brown, who else do we have? Good
 16 afternoon, Mr. Chair. Your next two speakers will be
 17 Minister. Eric Blount, followed by President D.
 18 Buffington. Mr. Blount.
 19 MINISTER BLOUNT: Can you hear me Board?
 20 CHAIRPERSON FERGUSON: Yes, we can hear you.
 21 MINISTER BLOUNT: Yes. This is Minister. Eric Blount
 22 and I disagree with the Chairperson and others. This
 23 Board is to address police officer misconduct, not crime
 24 solvers. All commissioners should be outraged that DPD
 25 again is using a significant and possibly lethal robotic

1 tool that has not been approved by BOPC and City Council.
 2 Again, this is reminiscent of facial recognition
 3 technology that was implemented before policy and
 4 training was developed. The facial recognition
 5 technology's silent deployment resulted in numerous Black
 6 men being misidentified and therefore arrested in front
 7 of their children, spouses, neighbors, and imprisoned for
 8 days. It is foreseeable that this new tool will be used
 9 with this special policy for one year and will result in
 10 more harm than good. Again. where is the Giglio Bradley
 11 list on the BOPC website? If someone is a suspect in a
 12 crime, their name and picture is provided to the public
 13 and broadcasted on TV news stories.
 14 MINISTER BLOUNT: Officers on the Giglio Bradley list
 15 have been proven to repeatedly lie and falsify official
 16 reports. So why is the public not provided the same level
 17 of detail? It was horrifying to learn at last week's
 18 meeting, that if footage from a body-worn camera is
 19 missing, then the investigation leads in favor of the
 20 police officer and against the citizen. It must be the
 21 other way around. Officers have the ability to turn their
 22 cameras off and they have been proven to do it from the
 23 beating of Rodney King to the killing of George Floyd.
 24 The only reason the public knows the truth is by the
 25 courage of a bystander who recorded and submitted the

1 footage to the news media. If Truth and Justice live on
 2 this Board, then each of you commissioners must be...
 3 MR. BROWN: President D. Buffington.
 4 PRESIDENT D. BUFFINGTON: Good afternoon police
 5 commissioners. I wanted to thank you for giving me this
 6 opportunity to speak today.
 7 COMMISSIONER BERNARD: Can't hear anything.
 8 CHAIRPERSON FERGUSON: There's an echo.
 9 PRESIDENT D. BUFFINGTON: Can you still hear me?
 10 CHAIRPERSON FERGUSON: Yes, we can still hear you,
 11 but you've got another device on. Can you turn that off?
 12 PRESIDENT D. BUFFINGTON: Okay.
 13 CHAIRPERSON FERGUSON: Go right ahead. Did we lose
 14 her Mr. Brown?
 15 MR. BROWN: She muted the one device. Let me see if I
 16 can get her to speak on the other device.
 17 COMMISSIONER: Mr. Brown, you go.
 18 CHAIRPERSON FERGUSON: Ms. Buffington, I know you--
 19 PRESIDENT D. BUFFINGTON: Thank you for giving me
 20 this time to speak to you all. I want to first of all
 21 give all the officers accolades for stepping out and
 22 doing this job at such a low pay rate in the city of
 23 Detroit. I do agree with all the points that the
 24 gentleman gave earlier, but that does not attest to all
 25 officers. I am just pleading that this commission cite

1 and look at precincts like Precinct Five and portions of
 2 Precinct Nine that have had numerous occasions to be
 3 brought before the internal affairs and proven that
 4 officers have not done their job in certain situations.
 5 But that does not attest to all officers. You have a very
 6 low pay grade in this city. These people get out here and
 7 they put their lives on the lines. I'm thankful for the
 8 mental health portion of my local Detroit Wayne
 9 Integrated Network, working with your officers to
 10 initially help them with the mental health crisis that
 11 are out here. It's a team effort. The police commission,
 12 the police force and the initial residents need to come
 13 together and stop fighting, pointing fingers and figure
 14 this out and work together. I believe once we all come to
 15 that point, we may resolve the issues that are occurring
 16 here in the city. Thank you for your time.
 17 MR. BROWN: Your next two speakers would be Former
 18 Commissioner Williams Davis, followed by CAC, District
 19 Board member, Mr. Scott Boman.
 20 MR. DAVIS: Good evening. Can I be heard?
 21 CHAIRPERSON FERGUSON: Yes, we can hear you.
 22 MR. DAVIS: Yes. I was pleased to see that there is
 23 action going on as it relates to towing. Because as a
 24 former commissioner when I was on the commission at one
 25 time, the Chairperson of the commission had a one person

1 towing committee. We need to make sure that there's not
 2 no questionable stuff going on. So we need to make sure
 3 this Board looks better than it has in the past. I think
 4 that would make things a little bit better also as it
 5 relates to mental health. I think that was a step in the
 6 right direction that the Chief came up with. But more
 7 steps need to be made. Detroit is still a very unsafe
 8 place, especially if you're a Black person going through
 9 a mental crisis. I think there needs to be more civilian
 10 oversight and especially as it relates to these special
 11 orders from the Chief.
 12 MR. DAVIS: I think a year is too long to let the
 13 department run wild and do questionable stuff. There
 14 needs to be some more civilians involved in that. It
 15 probably should be a mental health expert as one of the
 16 Deputy Chiefs or somebody higher up. This Board should
 17 sponsor a community event dealing with community with
 18 mental health and other forums on a regular basis. There
 19 are still a lot of people that are reluctant to go down
 20 to Board meetings because it's in the police station,
 21 because that's public headquarters. This Board needs to
 22 be doing more to invite the public to believe that this
 23 Board can be fair and this Board can be a lot fair than
 24 it has been. Thank you.
 25 CHAIRPERSON HOLT: Through the Chair.

1 CHAIRPERSON FERGUSON: Okay.
 2 CHAIRPERSON HOLT: I'm sorry.
 3 CHAIRPERSON FERGUSON: I have a query too.
 4 CHAIRPERSON HOLT: Well, you mean about the numbers
 5 and CIT?
 6 CHAIRPERSON FERGUSON: No. You go ahead.
 7 CHAIRPERSON HOLT: Okay. Assistant Chief LeValley, I
 8 don't know that you gave the stats as related to post CIT
 9 law enforcement members as it relates to the initiative
 10 that Chief White spoke on. At one time, the numbers were
 11 what, 12 or so and their upwards of - it's just
 12 significant.
 13 ASSISTANT CHIEF LEVALLEY: You're talking about
 14 department members that are--
 15 CHAIRPERSON HOLT: Well, those law enforcement
 16 members who volunteer to be on the CIT.
 17 ASSISTANT CHIEF LEVALLEY: It's much more than 12. I
 18 believe it's a hundred and seven or something like that.
 19 CHAIRPERSON HOLT: Correct.
 20 ASSISTANT CHIEF LEVALLEY: I don't know exact number,
 21 but I believe that was what it was last I looked.
 22 CHAIRPERSON HOLT: Okay. We as citizens need to
 23 understand that the law enforcement members who volunteer
 24 for CIT is in fact a volunteer position.
 25 ASSISTANT CHIEF LEVALLEY: Yes.

1 CHAIRPERSON HOLT: So with numbers having gone up
 2 significantly with law enforcement members volunteering,
 3 that's a plus.
 4 CHAIRPERSON FERGUSON: Go ahead.
 5 CHAIRPERSON HOLT: I'm through.
 6 CHAIRPERSON FERGUSON: Okay. Mr. Brown.
 7 MR. BROWN: Yes, Mr. Boman.
 8 MR. BOMAN: Hi. First of all, there's something up
 9 with the audio and I don't know if other people on Zoom
 10 are hearing this, but it's echoing like bunny men. For
 11 the commissioner who said that the BOPC has nothing to do
 12 with towing, I will read the following. In accordance
 13 with section 2-11 of the charter, the Board of Police
 14 Commissioner shall promulgate administrative rules for
 15 the body's determination as to which towers shall be
 16 called for tows under this chapter. It goes on. This is
 17 in section 55-2-82 of the municipal code. I suggest you
 18 read it. Now furthermore, I just wanted to add that I'm
 19 very much in agreement with Former Commissioner Davis and
 20 the fact that we do need to have the Board of Police
 21 Commissioners meeting with people outside of the police
 22 headquarters.
 23 MR. BOMAN: I don't mind going to the police
 24 headquarters, but these two need to be kept separate as a
 25 proper oversight organization. People like making

1 complaints against the police may not be as comfortable
 2 as I am walking into a police headquarters. That's one
 3 thing. Another thing is that we still missed a golden
 4 opportunity. I have to check and see if the City Council
 5 actually approve the contract yet. But apparently, I have
 6 not heard a word from anybody. When I don't hear
 7 anything, it's usually bad. Regarding making this
 8 contract require that they follow the charter. That the
 9 contract not be used as a tool to assert the authority of
 10 the Board of Police Commissioners. I have a feeling it
 11 will do that again. Thus, making this an organization
 12 legally impotent to address their real cause, which is
 13 oversight of police conduct. I yield.
 14 CHAIRPERSON FERGUSON: Thank you.
 15 MR. BROWN: Mr. Chair, that was your last speaker.
 16 CHAIRPERSON FERGUSON: That was the last speaker.
 17 Okay. Let me set the record straight. A couple of couple
 18 of things. Once again, I don't know if the two gentlemen
 19 were out making a sandwich or whatever, but once again,
 20 the Board has nothing to do with towing. Commissioner
 21 Moore, VC Holt, and myself, Chairperson Ferguson, sat in
 22 on the bidding process. We made sure it was fair and
 23 transparent. We made sure of that, and we made sure
 24 Detroiters got those contracts. We made sure of that too.
 25 Now the other thing is we do meet. We meet every single

1 week. But every second Thursday of the month, we are in
 2 different communities throughout the city. So there's
 3 nothing that will stop you from coming to see the Board.
 4 To me, coming to the police station is the safest place
 5 to be.
 6 CHAIRPERSON FERGUSON: I don't have to lock my car
 7 door. I'm in the parking lot. When I come up here, I am
 8 feeling safe. I get to see people. That's how I feel.
 9 That's how I want all the citizens to feel when they come
 10 to Detroit Public Headquarters. This is their
 11 headquarters. Why can't you come here?
 12 COMMISSIONER MOORE: Mr. Chairman.
 13 CHAIRPERSON FERGUSON: Yes sir.
 14 COMMISSIONER MOORE: We can have that discussion
 15 offline because I have--
 16 CHAIRPERSON FERGUSON: I know you do.
 17 COMMISSIONER MOORE: It's our tradition, which--
 18 CHAIRPERSON FERGUSON: I know it. But we will. This
 19 is just me the Chair speaking. Is that better?
 20 COMMISSIONER MOORE: Yeah.
 21 CHAIRPERSON FERGUSON: Alright. Okay. Fantastic. Mr.
 22 Brown.
 23 MR. BROWN: Mr. Chair, there are several
 24 correspondences under the Secretary Report. I'll go
 25 through a few of them. You have correspondence from

1 police Chief James E. White, request for reports of
 2 disciplinary outcome for OCI sustained cases. We have
 3 another one regarding the basic recruiting class 2020-H
 4 graduation, which takes place tomorrow, Friday. There's
 5 another DPD promotion ceremony that will take place
 6 Monday, December the 19th. Both of these will be held at
 7 Wayne County Community College, which is at 8,200 West
 8 Outer Drive. The graduation is at 10:30 AM and the
 9 promotion ceremony's at 6:00 PM. Mr. Chair, they have
 10 several other correspondences from the Chief of police
 11 such as ShotSpotter, mental health call for service and
 12 Project Greenlight. That's correspondence under the
 13 Secretary Report.
 14 CHAIRPERSON FERGUSON: All right. Announcement Mr.
 15 Brown.
 16 MR. BROWN: Mr. Chair, the next BOPC meeting is
 17 Thursday, December 22nd, 2022, at 3:00 PM. That'll take
 18 place here at Detroit Public Safety Headquarters. Then the
 19 next community meeting will be Thursday, January the 12th
 20 with the 12th Precinct hosting at Northwest Activity
 21 Center. That would be at 6:30 PM and that address is
 22 18100 Meyers Road. Mr. Chair, the monthly community
 23 meeting, which is scheduled for January 2023 meets every
 24 second Wednesday. Budget Committee meeting, Wednesday,
 25 July 11th, 2:00 PM. Personnel and Training, Wednesday,

1 July 11 at 2:30 PM. Citizen Complaint, Wednesday, January
 2 the 11th at 3:00 PM. The Policy Committee meeting,
 3 Wednesday, January the 11th at 3:30 PM. All those take
 4 place here at Detroit Public State Headquarters. It can
 5 also be viewed on Zoom.
 6 CHAIRPERSON FERGUSON: Fantastic. There's no
 7 unfinished business. We're moving on to new--
 8 COMMISSIONER BELL: Mr. Chairman.
 9 CHAIRPERSON FERGUSON: Yes.
 10 COMMISSIONER BELL: It's unfinished business.
 11 CHAIRPERSON FERGUSON: Oh. Go ahead.
 12 COMMISSIONER BELL: I want to announce that Ms. White
 13 and Mr. Akbar are no longer functioning in interim
 14 capacity effective -- is that the 16?
 15 CHAIRPERSON FERGUSON: I'm going to make sure. You
 16 don't have it? Okay. That's okay. Today is the 15th so as
 17 of today they would not there. But from my understanding
 18 from HR that they will still get paid through the 16th,
 19 which is tomorrow.
 20 COMMISSIONER BELL: That's what I want clarification
 21 on. Because my understanding their compensation was cut
 22 two weeks ago and there was discussion with you and
 23 personnel, and you said you had had no knowledge of this.
 24 But they just discovered it accidentally. I would like
 25 you to share clarity on the whole issue. The second issue

1 that's old saying in DPD in city Detroit that you appoint
 2 and disappoint from coming young days--
 3 COMMISSIONER BERNARD: Use your microphone mister.
 4 Thank you.
 5 COMMISSIONER BELL: Sorry.
 6 COMMISSIONER BERNARD: Thank you.
 7 COMMISSIONER BELL: So the issue here is that you
 8 made mention of two individuals that were going to be
 9 either interim or acting. I don't know the difference.
 10 Clarification for me, perhaps. Someone more learning than
 11 I.
 12 CHAIRPERSON FERGUSON: That's not acting. It would be
 13 on a temporary basis. That's what I said. Temporary.
 14 COMMISSIONER BELL: What is this temporarily?
 15 COMMISSIONER BERNARD: Temporary.
 16 COMMISSIONER BELL: Temporary. Okay. We have this
 17 issue called interim. So now if we use the term
 18 temporary, is that pay compensation?
 19 CHAIRPERSON FERGUSON: No.
 20 COMMISSIONER BELL: Okay.
 21 CHAIRPERSON FERGUSON: Not at all. They're stepping
 22 up.
 23 COMMISSIONER BELL: One more issue with the law
 24 department. Former Corporation Council Garcia made
 25 opinion based on IG recommendation to this Board that the

1 Chair has no authority to appoint or disappoint anyone.
 2 It has to be a Board function. So we appointed these two
 3 individuals. We have to pretty much make that
 4 determination they have in it, not by the Chair. That is
 5 the function of the Board. That's something that I will
 6 cite and share with you and perhaps in the future in
 7 reference to that ruling by the corporation council,
 8 because we're out of order. That's something they made
 9 clear that the Chair did not have that authority. It has
 10 to be a Board. The Board wanted them and therefore the
 11 Board has to say this term is expired.
 12 CHAIRPERSON FERGUSON: For clarity. My understanding,
 13 when that Board that I was not previous part of appointed
 14 them, it came with compensation, extra money. So that had
 15 to be approved. I have the floor. That had to be approved
 16 through the Board. But because this Chair is unappointing
 17 them back to original positions, which is Policy Manager
 18 and Senior Investigator, there's no money that has to be
 19 compensated. So they're going to get their original pay
 20 when they were Policy Manager and senior, I mean Chief of
 21 Senior Investigator. So there shouldn't be a vote. But if
 22 you would like to entertain a vote, make that motion.
 23 COMMISSIONER BELL: I'm not going to entertain a
 24 motion. I want a legal opinion in reference to this issue
 25 that I just raised about the legal authority of the Chair

1 of the Board. That's what I'm trying to get clarity on.
 2 Because they rule that the Chair has limited authority.
 3 It has to be a Board function.
 4 CHAIRPERSON FERGUSON: Go ahead.
 5 ATTORNEY ADAM SAXBY: I'm not entirely sure what the
 6 legal question is.
 7 COMMISSIONER BELL: The question is, is authority of
 8 the Chair of the Board ruling by former Corporation
 9 Council Garcia.
 10 COMMISSIONER BERNARD: The Corporation Council?
 11 CHAIRPERSON FERGUSON: Not.
 12 ATTORNEY ADAM SAXBY: I'm not entirely sure what the
 13 legal is.
 14 COMMISSIONER BELL: I'll tell you what. I will share
 15 it with you in terms of that ruling.
 16 ATTORNEY ADAM SAXBY: I'm not familiar with--
 17 COMMISSIONER BELL: I know you're not familiar with
 18 it.
 19 ATTORNEY ADAM SAXBY: The Corporation Council has
 20 provided--
 21 COMMISSIONER BELL: On the Board at the time.
 22 Commissioner Burton is familiar with it. But I will cite
 23 and get that information to you.
 24 ATTORNEY ADAM SAXBY: Through the Chair. If there is
 25 a legal question that this Board would like the law

1 department to weigh in on, we're happy to do that if it's
2 submitted in writing.
3 CHAIRPERSON FERGUSON: Okay. Submit that in writing.
4 Thank you.
5 COMMISSIONER BERNARD: Mr. Chair.
6 CHAIRPERSON HOLLEY: We're under new business.
7 CHAIRPERSON FERGUSON: Wait a minute. Hang on.
8 COMMISSIONER BERNARD: I'd just like to point out
9 just like any other job, like we talked about postmaster.
10 The postmaster's job and I fill that position
11 temporarily. I get paid that compensation. When I go back
12 to being a male carrier or 204B or whatever I'm going to
13 be, I go back to that salary range. You made the ruling
14 that effective today, those positions were vacant, and
15 these individuals were returned appropriately to their
16 position. They go back to their salary range. They have
17 to give up their cars, their gas cards, all of the perks
18 of being the people of the postmaster, being the person
19 that's in charge. That's just business and that's
20 business everywhere in the world. So I don't know why if
21 I'm an acting lieutenant, but I'm no longer an acting
22 lieutenant and I'm acting being a sergeant, then I'm in
23 that lane. So I don't know why it's an issue.
24 CHAIRPERSON FERGUSON: Thank you, commissioner. Yes.
25 CHAIRPERSON HOLLEY: Thank you, Mr. Chairman. I

1 support your recommendation. Okay. I think what the
2 commissioner is talking about this. In other words, we
3 got to understand Commissioner Bernard, that the whole
4 Board, we can go with that. We can do that. But the Board
5 should make that decision. Not one person. But if you
6 want to do it that way, that's fine. I talked to the
7 legal department the other day. The Board has got to make
8 that decision. You can do that or if you don't want it,
9 he can have it. But let me ask you this Chairman. My
10 concern is this. I support you. Okay. I'm just one guy
11 and I love you very much and respect you very much. I'm
12 just asking you, if they're back at their new position,
13 the old position, in the budget if they've been almost 20
14 years of serving and they served very faithful to this
15 Board down through the years.
16 CHAIRPERSON HOLLEY: I'm asking, do you think I can
17 get support that they would be at their maximum salary
18 range within that position? Can we consider that for
19 them? They're in the budget. I don't know what they make
20 now, but it's not at the maximum. I do feel like people
21 have been loyal and faithful and it's okay. I just feel
22 like we all had to if the money is there and I'm just
23 asking, would the Board consider basically to recommend
24 that their salary in that position where they are now--
25 COMMISSIONER BERNARD: In that cap.

1 CHAIRPERSON HOLLEY: In that cap, that we'll do that
2 for them.
3 CHAIRPERSON FERGUSON: We can also take a look at
4 that. Absolutely. We can revisit that.
5 COMMISSIONER MOORE: Just seems like to me everything
6 is about money. I think it's a bible verse about the love
7 of money is the root of all evil. People really don't
8 have hashes served these days. The citizens of Detroit.
9 This is about money. That's just what I'm hearing now
10 from this conversation is she just want money. Nobody
11 really cares about the people. But that's just my
12 opinion.
13 COMMISSIONER BELL: Mr. Chairman. Just one more
14 point.
15 CHAIRPERSON FERGUSON: Yes sir.
16 COMMISSIONER BELL: We just gave a significant to
17 police officer. It is about money.
18 COMMISSIONER MOORE: Well, that's what I said. It is
19 about money. You said at 3:27 PM the policy and protocol
20 because you try to jump down the jeep slope. I thought I
21 was--
22 COMMISSIONER: Mr. Chair.
23 CHAIRPERSON FERGUSON: Hang on. Go through me,
24 thought. Right?
25 COMMISSIONER MOORE: I'm going through you.

1 CHAIRPERSON FERGUSON: Go through me.
2 COMMISSIONER MOORE: Right. So we're talking about
3 protocols. It is about money. The love of money is the
4 root of all evil.
5 CHAIRPERSON FERGUSON: Wait. Hang on.
6 COMMISSIONER BANKS: That's the word.
7 CHAIRPERSON FERGUSON: So, hang on. I hear it from
8 both, right? So why don't you make a motion right now so
9 we can put this to rest? Make a motion.
10 CHAIRPERSON HOLT: Through the Chair.
11 CHAIRPERSON FERGUSON: I'm sorry. Hang on. Go ahead
12 CHAIRPERSON HOLT: Please. We do have a projected
13 spreadsheet that goes through, I think 23 through 24. We
14 received that information quite some time ago. So before
15 we start talking about how much those two positions were
16 earned today, I think we need to look at that
17 spreadsheet.
18 CHAIRPERSON FERGUSON: Absolutely. Sure should.
19 COMMISSIONER BERNARD: Mr. Chairman, if I may through
20 the Chair. One, we need the copy of the position
21 description. Number two, we need a salary range the City
22 of Detroit has for those positions. We're just talking,
23 and this is to the question. The whole Board needs that
24 information.
25 CHAIRPERSON FERGUSON: Absolutely.

1 COMMISSIONER BERNARD: The fact that they're no
 2 longer, I will support your motion that they're no longer
 3 in those positions. But there are perks with that job
 4 like free insurance, free gas, free car. That's another
 5 10,000 a year. So all of that has to be withdrawn today
 6 as well.
 7 CHAIRPERSON HOLLEY: Mr. Chairman.
 8 CHAIRPERSON FERGUSON: Yes, sir.
 9 CHAIRPERSON HOLLEY: Since I brought it up, if you
 10 would please just consider it. That's all I'm asking.
 11 CHAIRPERSON FERGUSON: Absolutely. We're considering
 12 it.
 13 CHAIRPERSON HOLLEY: To Commissioner Moore, who I
 14 love, very much walking out on me. But I'm just saying to
 15 you is that nobody around this table have to be in love
 16 with money to have money. I'm looking. I know how people
 17 drove up here. I'm looking at all of us, how we dress,
 18 how we act. I'm just saying to you, it's just not about
 19 the money. It's about the loyalty of people and giving
 20 them compensation for the years that they've put into
 21 this. That's all I'm asking. I'm okay with this. I talked
 22 to the Personnel Committee and I'm okay with that. I'm
 23 okay with the recommendation of what you have here. I'm
 24 okay with that. Not that making this one principle will
 25 make a difference, but I do feel like loyalty means a lot

1 to me. That's all I'm saying.
 2 COMMISSIONER HERNANDEZ: Mr. Chairman.
 3 CHAIRPERSON FERGUSON: I got you. I understand. Yes.
 4 Commissioner Hernandez.
 5 COMMISSIONER HERNANDEZ: If I might through the
 6 Chair.
 7 CHAIRPERSON FERGUSON: Yes.
 8 COMMISSIONER HERNANDEZ: It's submitted in writing
 9 through you. I'd be more than happy to conduct in
 10 partnership with HR, a review of current state for both
 11 of those employees and their positions, and then make a
 12 subjective decision based on that recommendation. If it
 13 goes through you in writing, I'd be happy to if you
 14 direct me.
 15 CHAIRPERSON FERGUSON: Fantastic. See how we're
 16 coming down?
 17 CHAIRPERSON HOLLEY: I appreciate that.
 18 COMMISSIONER PRESSLEY: Through the Chair.
 19 CHAIRPERSON FERGUSON: Yes.
 20 COMMISSIONER PRESSLEY: A question in that matter,
 21 because it sounds like the justification for this is the
 22 years of service that they have provided. Would that then
 23 provoke us for other employees that we have and OCI based
 24 on their years of service to also receive the extent of
 25 their salaries?

1 CHAIRPERSON FERGUSON: I agree.
 2 COMMISSIONER BERNARD: Mr. Chairman let's keep it
 3 clean.
 4 CHAIRPERSON FERGUSON: Yeah. We're going to do that.
 5 COMMISSIONER BERNARD: Don't get into all that.
 6 COMMISSIONER MOORE: Through the Chair. Commissioner
 7 Burton had been raising his hand for a while.
 8 CHAIRPERSON FERGUSON: I was coming to him.
 9 COMMISSIONER MOORE: I didn't know you saw.
 10 CHAIRPERSON FERGUSON: I saw.
 11 COMMISSIONER BURTON: I'm sorry, Mr. Chairman.
 12 CHAIRPERSON FERGUSON: No, it's okay.
 13 COMMISSIONER BURTON: I don't know where to begin.
 14 I'm going to be as concise as possible. I've seen a lot
 15 of changes on the Board over the years and your
 16 leadership today. I know you're going to do what you feel
 17 is best for this Board. You put something in writing for
 18 a review, just like Commissioner Hernandez has said. I
 19 support that. I'll be willing to support that. But
 20 overall, we have to appear to be fair. We cannot be
 21 acting outside of fairness. We have a huge staff if you
 22 count OCI, you count the Board's office and so forth.
 23 COMMISSIONER BURTON: We just don't want to find
 24 ourselves in a litigation type scenario going forward. I
 25 think if you look at these interim positions they were

1 compensated for that time in those positions.
 2 COMMISSIONER BERNARD: Correct. But--
 3 CHAIRPERSON FERGUSON: He has the floor.
 4 COMMISSIONER BURTON: But even prior to getting that
 5 interim position, one individual also received what
 6 appeared to be a promotion when they became Policy
 7 Manager, Director, whatever that classification was. That
 8 was a pay raise right then and there that they really
 9 never served in that capacity because they just moved
 10 right into another position with another raise. We really
 11 need to really look at this. I'm willing to stick around
 12 after the meeting if anyone likes to talk or whatever. I
 13 know you're going to look into it, and I know you're
 14 going to do what you feel is best. I support you. I
 15 support Commissioner Hernandez and I support what's best
 16 for the commission. But we have to be in compliance, and
 17 we cannot appear to have any nepotism or favoritism. I
 18 know that he wants the best for this Board. Thank you,
 19 Mr. Chairman.
 20 CHAIRPERSON FERGUSON: Thank you. Now we're going to
 21 move into the BOPC committee reports. How many reports
 22 did we have, Mr. Brown? Do we have any?
 23 MR. BROWN: We only have one report and that was from
 24 Chairperson Carter for the Policy Committee.
 25 CHAIRPERSON FERGUSON: Fantastic. Commissioner

1 Carter, are you ready to report out?
 2 COMMISSIONER CARTER: Yesterday, we just reviewed the
 3 policies that the Board should be reviewing right now
 4 that was distributed to you. Those policies include the
 5 gun detection device policy, as well as the – thank you –
 6 officer involved shooting policy. So please
 7 commissioners, look at those policy. I know I asked last
 8 week for you to do that. I'm asking again this week. So
 9 hopefully we'll get to it next week for a vote.
 10 CHAIRPERSON FERGUSON: That'll be January 5th.
 11 COMMISSIONER CARTER: The new year. January. Okay.
 12 January. Thank you.
 13 CHAIRPERSON FERGUSON: I would like someone to make a
 14 motion to adjourn.
 15 COMMISSIONER BERNARD: So moved.
 16 COMMISSIONER: I second.
 17 CHAIRPERSON FERGUSON: Any discussion? All in favor?
 18 COMMISSIONERS: Aye.
 19 CHAIRPERSON HOLT: Merry Christmas.
 20
 21 (Meeting Adjourned at 4:27pm)
 22
 23
 24
 25

1
 2 STATE OF MICHIGAN)
 3)
 4 COUNTY OF WAYNE)
 5
 6 RECORDER'S CERTIFICATE AND NOTARIZATION
 7
 8 I, Donald Handyside, Court Recorder, do
 9 hereby certify that on December 15, 2022, at 3:00
 10 p.m., I did record the Detroit BOPC meeting, the
 11 same being later reduced to typewriting and that the
 12 foregoing is a true and accurate transcription of
 13 said electronic recording taken at such time and
 14 place.
 15 I further certify that I am not related to
 16 or employed by any party of this cause or their
 17 respective counsel.
 18
 19 _____
 20 DONALD HANDYSIDE (CER 1464)
 21 Notary Public
 22 My Commission Expires: 5/6/2027
 23
 24
 25

\$

\$400 32:2

1

1 11:5
1,000 11:10
1,021 11:3
1,255 11:4
1,463 11:5
10% 11:4
10,000 62:5
100% 36:1
1080P 13:11
10:00 12:2
10:30 53:8
10th 12:1
11 54:1
11:20 11:9
11th 53:25 54:2,3
12 49:11,17
12% 11:6
12,412 11:5
128 20:18
12th 10:9 12:10 13:8 34:24 35:2
 53:19,20
13 3:19
13th 12:16 13:20
14,031 11:6
1400 12:12
14th 14:5
15th 3:14 54:16
16 54:14
16th 54:18

18,000 12:17
18100 53:22
19th 53:6

2

2 2:24 11:20,21 29:23
2-11 50:13
20 24:8,24 59:13
2020-H 53:3
2022 3:14 4:2 11:8,12 12:1,10,17
 41:23 53:17
2023 5:22 6:12,17 7:16 8:16 9:24
 10:6 41:24 53:23
204B 58:12
22nd 53:17
23 61:13
24 61:13
24-hour 22:21
247 19:4
287 11:2
295 11:2
2:00 12:11 53:25
2:30 54:1
2nd 4:1

3

3 3:2 10:1
3% 11:2
3:00 53:17 54:2
3:27 60:19
3:30 54:3

4

4 3:4 11:17
40- 13:14

400 31:14 32:3
480P 13:11
4:27pm 66:21

5

50-year-old 2:21 12:3
55-2-82 50:17
5th 66:10

6

600 32:4
6:00 53:9
6:30 10:9 53:21

7

7 10:1 29:21 40:22
7% 11:5
7.7 29:14

8

8,200 53:7
800 12:2
8th 11:8

9

921 11:3

A

ability 16:15,18 18:11 34:17
 45:21
Absolutely 6:18 8:8 19:9 20:9
 44:3 60:4 61:18,25 62:11
accepted 36:9
accidentally 54:24
accolades 46:21

accomplice 12:25
accordance 50:12
accountability 13:23
accurate 29:3
act 18:12 62:18
acting 55:9,12 58:21,22 64:21
action 23:13 32:21 47:23
active 10:15
activist 41:6
activities 16:25
activity 29:2 53:20
ADAM 7:13 57:5,12,16,19,24
adapting 20:12
add 13:22 50:18
addiction 14:9,11
addition 15:24
additional 13:16 29:1
address 44:23 51:12 53:21
adjourn 66:14
Adjourned 66:21
administrative 50:14
adopt 7:20 8:25 9:6,23 40:25
adopted 4:1 10:4 28:1 36:12,14
adopting 8:15
advocates 14:12
affairs 47:3
afternoon 2:1,17,25 4:8,20 9:21
 10:19 38:23 39:3,5,6 40:19
 44:16 46:4
agenda 3:14,18,22,25
agree 7:25 46:23 64:1
agreeing 22:9
agreement 50:19
ahead 10:23 18:21 23:9 25:15,
 23,25 30:4,21 31:10 46:13 49:6

50:4 54:11 57:4 61:11
Ainsley 5:12,15,16
Akbar 5:7,10 54:13
Alan 4:9
alignment 36:6
allocated 30:8 31:17
allowing 14:2 39:9
alongside 11:15
Alright 15:9 32:7 52:21
also- 34:2
altercation 12:22
Amen 2:13,14
amend 7:20,21,22
amended 36:12
amendment 8:2 22:14 29:21
amendments 29:16
American 33:7
Annie 2:20
announce 13:9,21 54:12
announced 12:21 13:7,19 14:4,5
 15:6
announcement 24:22 53:14
announcements 13:6
announces 41:3
Ansley 5:14
anytime 25:1 43:22
apologize 4:21
apparent 12:5
apparently 26:17 30:9 51:5
appeared 65:6
applaud 23:17,24
applause 37:9
applications 26:3,10
applied 25:5

applies 17:14 18:1,3
apply 4:23
appoint 55:1 56:1
appointed 56:2,13
appropriately 58:15
approval 3:14 4:1 19:16 21:17
approve 20:4 51:5
approved 4:6 24:17,20 31:23
 45:1 56:15
approving 29:13
approximately 12:2
are- 49:14
armed 15:7 34:1,21 35:3
arrested 45:6
arrests 29:23
arrived 9:20
arriving 12:5
article 16:6,12 18:23 19:3
article- 29:8
Ashley 5:12
assert 51:9
assigned 27:16
assignment 5:11,17
Assistant 10:19,20,22,23 11:14
 12:8 13:2,18 14:23,25 15:5,11,
 19 16:10,13 17:2,17,21,24 19:9,
 13 20:6,8,15,21 21:10 23:2
 24:16 25:8,17 26:15 28:4,7 29:5
 30:13,22 31:13 32:18 33:15,21
 34:4,18 35:8,21 36:10 49:7,13,
 17,20,25
associating 29:4
as- 20:10
attached 29:2 30:23
attempted 12:13
attendance 38:24

attended 14:14
attest 46:24 47:5
attorney 2:23 7:13 21:8 57:5,12, 16,19,24
audience 2:9 4:22 22:24,25 39:9
audio 50:9
authority 51:9 56:1,9,25 57:2,7
authorization 16:3,5 17:23
automated 14:1
Avenue 11:19
aware 19:10
awareness 37:7 39:18
Awesome 14:13
Aye 3:24 8:17 66:18

B

back 4:17 6:15 10:25 25:15,21 29:14 31:8,19 37:17 44:4 56:17 58:11,13,16 59:12
bad 51:7
ball 13:14
balloon 30:6,12
Banks 2:5,6 3:1,2 9:13 14:21,22 15:1,9,12 29:25 30:3 31:10,11, 14 32:1,6 61:6
barricaded 35:24
based 16:1 24:18 31:3 42:11 55:25 63:12,23
basement 35:4
basic 53:3
basically 21:17 59:23
basis 41:12,15 48:18 55:13
beating 45:23
beautiful 40:2
bedroom 18:14
begin 64:13

beginning 43:4
behalf 41:18
behavior 20:18
believe— 16:10
bell 3:3 7:25 9:14 21:12,13 23:6 29:6 36:20,22,25 54:8,10,12,20 55:5,7,14,16,20,23 56:23 57:7, 14,17,21 60:13,16
Bell's 22:7
Bernard 2:23,24 4:4 5:14 6:3 7:3, 19,23 9:8,12 10:5,7,11,15 19:12 20:11 22:5,6 23:3,7 29:9,19 30:15,17,20 31:16 32:4,24 33:3, 17 34:3 36:24 39:23 40:21 42:20 43:10 44:11,14 46:7 55:3,6,15 57:10 58:5,8 59:3,25 61:19 62:1 64:2,5 65:2 66:15
bias 14:1
bible 22:2 60:6
bid 24:23,24 30:7
bidding 24:5,6 27:5 51:22
big 21:21 24:12
birthday 2:21
bit 48:4
black 11:12,15 45:5 48:8
blasted 33:12
bless 40:16
block 11:10 12:2,12,17
Blossom 4:10
Blount 44:17,18,19,21 45:14
board 2:8,10,18 3:20 4:21,25 5:2, 11,18,20,23 10:8,19 11:1 14:14 16:17 19:6,16 21:9,21,22 22:2,9 23:25 24:9 26:18 28:8 30:18 36:13,23,25 37:7,13,19,20 38:1, 2 39:8 40:19,23,25 41:2,17 43:1, 11,12,23 44:19,23 46:2 47:19 48:3,16,20,21,23 50:13,20 51:10,20 52:3 55:25 56:2,5,10, 11,13,16 57:1,3,8,21,25 59:4,7, 15,23 61:23 64:15,17 65:18 66:3

Board's 26:21 64:22
Boards 7:6
body 12:6 13:7,9,10,13 15:24 21:6 27:16,20,22,25 31:17
body's 50:15
body-worn 45:18
Boman 47:19 50:7,8,23
bomb 34:6 35:19,22
Book 11:10
BOPC 4:7 45:1,11 50:11 53:16 65:21
bottle 34:15
bottom 35:6
Boulevard 11:11,18
bow 2:7
boyfriend 12:9
Bradley 45:10,14
branch 17:23
break 41:23
bring 2:11,12
Brittney 40:19,22
broadcasted 45:13
brought 44:2 47:3 62:9
Brown 2:16,17,19,20,23 3:1,3,5, 6,7,8,9,11,12 4:6,8,15 5:11 8:20 9:2,4,5,12,13,14,15,16,17,18,19 10:1 38:22,23 39:25 40:18 44:15 46:3,14,15,17 47:17 50:6,7 51:15 52:22,23 53:15,16 65:22, 23
Bryan 2:2
budget 29:11,16,20 31:12,15,16, 18 32:2 53:24 59:13,19
Buffington 44:18 46:3,4,9,12,18, 19
build 41:19
building 33:9,25 36:19

bunny 50:10
Burton 3:5 9:19,20,21,25 15:18,
 19 16:11 17:15,18,22 18:19,22
 19:1 21:14 26:17 57:22 64:7,11,
 13,23 65:4
business 3:19 54:7,10 58:6,19,
 20
businesses 24:19
Butler 4:16
But- 65:2
buy-in 41:21
bystander 45:25

C

CAC 47:18
Cadillac 11:10
calendar 5:22,23 6:2,7,10,17
 7:11,16,20 8:1,15,25 9:7,23 10:3
call 8:18,19,20 35:15 38:25 53:11
called 17:12 50:16 55:17
cam 27:16,20,22,25
camera 13:13 17:11,19,25 26:16
 33:18 34:16 35:12 45:18
cameras 13:7,15 16:3,6,8,17
 18:17 21:6 31:18 45:22
campaign 39:15
cams 13:9,10
cancel 6:21
Candace 4:10
candidates 4:23 5:20
cap 59:25 60:1
capacity 54:14 65:9
car 35:10 38:15 52:6 62:4
cards 58:17
care 39:20
careless 28:20

cares 60:11
carrier 58:12
cars 58:17
Carter 3:6 36:18 65:24 66:1,2,11
Carter's 4:16
case 7:14 13:5 33:23
cases 22:22 53:2
CCRS 27:16
cease 36:14
Cedric 2:5 3:1,2
cent 38:17
Center 53:21
ceremony 53:5
ceremony's 53:9
cetera 21:21 22:23
Chair 2:17,19 3:12 4:8,12,17,18
 6:19 9:19 10:1,20 14:22 15:16
 18:20 23:6 25:19 26:7 27:3,9
 29:25 30:18 32:9 33:2,3 36:3,16
 37:16 38:5,23 41:25 44:8,16
 48:25 51:15 52:19,23 53:9,16,22
 56:1,4,9,16,25 57:2,8,24 58:5
 60:22 61:10,20 63:6,18 64:6
Chairman 2:7 7:3,19,25 10:5
 15:19 20:14 23:5 24:1 25:11
 33:4 36:20 38:20 43:3 52:12
 54:8 58:25 59:9 60:13 61:19
 62:7 63:2 64:2,11 65:19
Chairperson 2:1,2,15 3:13,16,25
 4:3,5,13,19 5:3,8,15,16,24,25
 6:4,5,6,12,13,18 7:1,10,15,22
 8:7,11,12,13,14,19,21,22,23 9:1,
 3,4,6,9,10,11,23 10:3,6,10,14,
 16,22 14:13 15:13,15,18 18:21,
 24 20:7,9,12 21:12 22:5 23:4,5,
 19 24:6 25:7,10,18,19,21,22,24,
 25 26:1,4,6,20 27:12 28:5,15
 29:8,18 30:1,4,6,16,19,21 31:7,
 10 32:7 33:1 36:17,21 37:15,16,
 18,19,22,23,25 38:1,5,7,8,11,13,
 14,21 39:3,6 40:17 41:25 42:1,2,
 13,14,15,17,21,22 43:9,11 44:2,

20,22 46:8,10,13,18 47:21,25
 48:25 49:1,2,3,4,6,7,15,19,22
 50:1,4,5,6 51:14,16,21 52:6,13,
 16,18,21 53:14 54:6,9,11,15
 55:12,19,21 56:12 57:4,11 58:3,
 6,7,24,25 59:16 60:1,3,15,23
 61:1,5,7,10,11,12,18,25 62:7,8,
 9,11,13 63:3,7,15,17,19 64:1,4,
 8,10,12 65:3,20,24,25 66:10,13,
 17,19
chance 5:23 6:9 14:15
change 3:18 40:9
changer 38:18
chapter 50:16
charge 58:19
charter 6:22 21:15 22:2 50:13
 51:8
check 12:3 51:4
checking 16:24
Cherokee 11:15
Chevrolet 11:12
Chief 3:21 4:25 5:6,17 10:18,19,
 20,22,23 11:14 12:8 13:2,18,19,
 20 14:3,5,23,25 15:5,11,20
 16:10,13 17:2,15,17,21,24 19:9,
 13 20:6,8,15,21 21:10 22:1 23:2,
 6,8,24 24:16 25:8,17 26:15 28:4,
 7,8 29:5 30:13,22 31:13,23 32:7,
 12,18,20 33:13,15,21 34:4,7,18,
 24 35:8,21,22 36:10 37:11 48:6,
 11 49:7,10,13,17,20,25 53:1,10
 56:20
Chiefs 10:17 34:25 48:16
children 45:7
choices 27:6
Christmas 6:23 66:19
CIT 14:4,7 49:5,8,16,24
cite 46:25 56:6 57:22
cities 16:2
citizen 42:9 43:14 45:20 54:1

12/15/2022

citizens 13:17 28:18 39:13 44:12
49:22 52:9 60:8

city 6:21 7:4,6,7 10:12 13:25 20:4
22:2 23:12 24:3,4,6,7,20,23
26:13 27:8 28:18,22 29:11
31:19,20 34:8 39:20 40:12 42:6
45:1 46:22 47:6,16 51:4 52:2
55:1 61:21

city's 13:23 29:12

citywide 14:4,6

civilian 41:18 48:9

civilians 48:14

clarification 54:20 55:10

clarity 36:4 54:25 56:12 57:1

class 53:3

classification 65:7

clean 64:3

clear 5:4 56:9

click 39:15

close 16:22 34:21

closed 7:4

code 50:17

cold 22:22

collects 33:18

College 53:7

comfort 26:14

comfortable 51:1

Commander 20:17

comments 42:2,10

commission 46:25 47:11,24,25
65:16

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

14 22:5,6 23:3,4 26:7,8,17 27:11
28:17 29:9,19,25 30:3,5,15,17,
19,20 31:10,11,14,16 32:1,4,6,9,
24 33:3,17 34:3 36:3,16,18,20,
22,24,25 37:8 38:19 39:23 40:21
42:20 43:10 44:8,9,11,12,14
46:7,17 47:18,24 50:11,14,19
51:20 52:12,14,17,20 54:8,10,
12,20 55:3,5,6,7,14,15,16,20,23
56:23 57:7,10,14,17,21,22 58:5,
8,24 59:2,3,25 60:5,13,16,18,22,
25 61:2,6,19 62:1,13 63:2,4,5,8,
18,20 64:2,5,6,9,11,13,18,23
65:2,4,15,25 66:2,11,15,16

commissioners 2:14,16 3:24
4:21 6:20 8:17 18:22 20:3 23:7,
21 25:20 26:5 38:2 39:9 44:24
46:2,5 50:21 51:10 66:7,18

commissions 7:6 23:10

committee 5:3 25:3 26:1,5,8 48:1
53:24 54:2 62:22 65:21,24

communicate 16:18 35:14

communications 38:22

communities 52:2

community 2:11,13 10:8 14:7
19:6 22:11,24 41:2,6,8,9,16,17,
19,22 42:3,19,22,25 48:17 53:7,
19,22

community's 11:24

companies 13:24 24:17,21 26:13

company 24:23

compensated 56:19 65:1

compensation 54:21 55:18
56:14 58:11 62:20

complain 43:14

complained 43:15

complaint 27:17 43:15 54:1

complaints 38:8,10,11 51:1

compliance 65:16

complied 21:25

comprised 25:3

concept 26:20

concern 6:20 24:1,8 25:7 59:10

concerned 21:13 26:16 28:18

concerns 22:7

concise 64:14

concludes 14:12

condition 11:21,22 13:4

conduct 51:13 63:9

conducted 15:21

conference 13:9,21 34:12,25
38:15 41:1,4 42:4

confetti 33:12

confront 35:23

consent 24:3

constitutional 22:12,13

contract 24:21,24 29:13 31:23
51:5,8,9

contracted 13:25

contracts 24:14 51:24

control 21:15 37:2

conversation 6:24 21:11 42:12
60:10

conversations 21:3

conveyed 13:2

cool 26:25 27:14

copy 15:21 61:20

core 15:21,23

corners 21:5

corporation 7:5 8:3 55:24 56:7
57:8,10,19

correct 8:13 9:8 14:24 20:7,8
36:24 37:22 42:20 44:11 49:19
65:2

corrections 3:22

corrective 32:21

correlation 20:17

correspondence 52:25 53:12
correspondences 52:24 53:10
council 8:3 20:4 21:14,16,24
 24:20 29:11,13 31:19,20 45:1
 51:4 55:24 56:7 57:9,10,19
count 64:22
County 42:7 53:7
couple 11:6 13:6 21:3 51:17
courage 45:25
court 16:5
COW 24:2
CPL 12:21,23 14:24 15:2,7
crime 11:1,5 44:23 45:12
criminal 14:20
crisis 14:7 19:23 47:10 48:9
critical 11:22
Cromwell 4:11 5:12,16
Crowell 5:13
CT 14:6
current 24:3 63:10
cut 54:21
Cynthia 2:22

D

Dallas 33:9
danger 17:4 18:5
data 11:1
date 36:11
dates 6:25
daughter 2:21
David 10:20
Davis 47:18,20,22 48:12 50:19
day 22:22 34:8 59:7
days 12:4 45:8 60:8
days– 55:2

dealing 19:22 48:17
deals 21:16
death 12:10
deceased 12:7
December 3:14 4:1 11:8 12:1,10,
 16 13:8,20 14:4 53:6,17
decided 34:8 35:22
decides 35:19
decision 27:21 59:5,8 63:12
decisions 8:6
decrease 11:4,5,6
defense 13:14 15:10
Definitely– 30:14
deflated 30:7,12
delay 41:14
department 13:12 14:18 15:25
 16:5,8 17:22 19:7 21:16,19 22:8
 23:9,17 27:15 29:14 31:19 42:23
 48:13 49:14 55:24 58:1 59:7
deploy 18:15
deployed 34:19
deployment 45:5
Deport 53:18
Deputy 23:6 48:16
description 61:21
design 39:16
destruction 17:7
detail 29:6 45:17
detection 66:5
determination 50:15 56:4
determinative 36:7
determined 32:14
detonate 34:10
detriment 28:20
Detroit 7:4,7 11:19 13:25 14:8
 24:18 25:11 26:9,13 27:8 28:18

39:10 40:15 42:7 46:23 47:8
 48:7 52:10 54:4 55:1 60:8 61:22
Detroit 24:15
Detroiters 25:7 51:24
Develop 39:15
developed 30:9 45:4
developers 39:16
developing 41:20
Development 10:21
device 16:21 18:15 23:14 33:23
 34:9,10 35:9,11 46:11,15,16
 66:5
devices 34:6,25 36:1
dialogue 42:25
dictate 28:5
didn't 31:22
die 17:5 18:9
died 13:3
difference 55:9 62:25
dire 2:12
direct 63:14
direction 48:6
directives 19:14
Director 4:18 20:16 65:7
disagree 44:22
disappoint 55:2 56:1
discharged 33:7
disciplinary 53:2
discipline 32:21
discover 11:11 12:18
discovered 12:5 26:17 54:24
discussed 22:7 42:18
discussion 3:17,23 4:5 6:5 37:11
 42:4,9 52:14 54:22 66:17
discussions 41:23

disobey 40:13,14
disorder 33:9
disorders 14:11
displayed 34:12
distance 16:20
distracted 25:12
distributed 66:4
District 2:24 3:2,4 40:22 47:18
District- 40:20
domestic 12:1
door 52:7
doss 44:3
double 44:3
downstairs 16:16 18:15
do- 30:18
DPD 11:20,23 13:6,8 26:18 27:1,4,7,8,15 28:23 29:1,14 31:14 32:2 37:1 38:16 42:3,10 44:24 53:5 55:1
DPD's 13:21 14:3,5 29:11,19 31:12 37:6
drafted 19:14,15
drag 40:8,12
dragged 20:16
dress 62:17
drive 12:12 35:13 53:8
drivers 39:12
driving 26:12
drove 62:17
Duggan 13:18,20
dying 23:12

E

earlier 6:25 46:24
earned 61:16

East 12:12
echo 22:6 23:7 46:8
echoing 50:10
effective 54:14 58:14
effort 47:11
elected 4:13
electronic 16:4 17:16,19
emergency 19:17 37:8
emotional 15:4
employees 63:11,23
end 21:23
endangering 39:13
ended 27:18
enforcement 14:8 27:15,19,22 49:9,15,23 50:2
engage 12:19
engaging 27:4 41:1,11,16 42:3
ensure 5:1
enter 17:6,7
entered 36:18
entertain 56:22,23
entity 7:5 41:18
equipment 26:17,19,23 28:6 34:5
Eric 44:17,21
erratic 15:3
esteemed 2:4
evaluate 42:24
evening 2:24 47:20
event 31:21 34:12 48:17
events 11:7
eventually 11:18
everybody's 6:13
evidence 17:7,8
evil 60:7 61:4

exact 49:20
examples 42:7
Excellent 39:24 43:9
exception 17:1 18:3
exceptions 17:3,13 18:1,5,10 38:19
exchanged 12:23
excited 27:5
Excuse 4:17 6:19
executions 27:23
exist 20:1
exited 12:24
expansion 14:6
expect 10:12
expert 48:15
expired 56:11
Explain 15:2
explosive 34:9,10
explosives 34:7
extensive 6:16
extent 63:24
extra 56:14

F

face 39:19
facial 21:24 45:2,4
fact 21:19,25 22:14 27:1,13,21 41:16 49:24 50:20 62:1
fair 5:4,19,21 48:23 51:22 64:20
fairness 13:22 64:21
faithful 59:14,21
fall 16:25
falsify 45:15
familiar 37:5 57:16,17,22
families 14:11

fantastic 10:3 14:13 37:15 43:16, 17 52:21 54:6 63:15 65:25
fashioned 24:11
fatal 12:1
Father 2:8
favor 3:23 8:15 45:19 66:17
favoritism 65:17
features 16:16
feedback 41:4,7,10
feel 52:8,9 59:20,21 62:25 64:16 65:14
feeling 51:10 52:8
feels 23:25
female 12:3
Ferguson 2:1,2,15 3:13,16,25 4:5,13,19 5:8,16,25 6:5,12,18 7:1,10,15,22 8:7,12,14,19,22 9:3,4,23 10:3,6,10,14,16,22 14:13 15:13,15,18 18:21,24 20:7,9,12 21:12 22:5 23:4 25:18, 22,25 26:4,7 30:1,4,16,19,21 31:10 32:7 33:1 36:17,21 37:15, 18 38:1,7,11,14,21 39:3 42:1,14 43:11 44:2,20 46:8,10,13,18 47:21 49:1,3,6 50:4,6 51:14,16, 21 52:6,13,16,18,21 53:14 54:6, 9,11,15 55:12,19,21 56:12 57:4, 11 58:3,7,24 60:3,15,23 61:1,5, 7,11,18,25 62:8,11 63:3,7,15,19 64:1,4,8,10,12 65:3,20,25 66:10, 13,17
fighting 47:13
figure 29:7 47:13
files 20:23
fill 5:11,12,16 58:10
finalized 28:10
financial 21:16
find 29:14 43:21 64:23
fine 59:6
fingers 47:13

fired 11:16 12:18,25
fix 43:21
flags 20:24
flashes 39:17
flashlight 35:12
fled 11:17,18
floor 30:1 56:15 65:3
Floyd 45:23
flush 22:17
focus 41:9
folks 28:19
follow 36:22 51:8
footage 45:18 46:1
force 13:4 19:21 22:19,20 47:12
Ford 28:17 39:1,25 40:1 43:14 44:2
Ford's 21:2
foreseeable 45:8
forever 32:23
forgive 37:17
formality 37:4
forthcoming 20:1,25
forums 48:18
forward 5:4 41:23 64:24
Foundation 27:10
foundations 31:6
Fourth 22:14
frankly 32:5
Fredia 4:16
free 16:7 18:23 62:4
Friday 53:4
from- 37:21
front 11:13 12:14 38:16 45:6
full-size 34:1

function 56:2,5 57:3
functioning 54:13
fund 31:22
fundamentals 22:3
funding 20:6,7 28:22 29:10,18 30:14,23
funds 27:13 29:2,12
future 21:18 56:6
futuristic 27:5

G

game 38:18
Garcia 55:24 57:9
gas 33:11 58:17 62:4
gator 33:11
gave 43:16,17 46:24 49:8 60:16
general 23:1 29:11,12
gentleman 46:24
gentlemen 10:12 51:18
George 45:23
Giglio 45:10,14
give 2:5 8:21 19:7 23:15 46:21 58:17
giving 46:5,19 62:19
Glad 26:15
God 2:9,11 40:16
golden 51:3
good 2:1,17,24 4:8,20 9:21 10:19 27:24 38:23 39:3,5,6 40:19 43:8 44:15 45:10 46:4 47:20
goodwill 16:1
gosh 25:13
governance 38:6
grace 2:8
grade 25:5 47:6

graduation 53:4,8
Grand 11:15
 grant 31:2,4
 grants 30:25 31:5
 great 40:24
Greenlight 53:12
 group 41:6
 groups 41:9
 guess 30:6,12
 guidelines 37:7
 gun 15:8 66:5
 gunshot 12:6
 gunshots 11:9,16
 guy 59:10

H

half 44:5
Hall 22:10
 hand 64:7
 handgun 12:14,20,22 34:1
 handheld 16:14
 handling 13:5
 hang 58:7 60:23 61:5,7,11
 happen 23:20
 happening 22:22
 happy 2:21 40:1 58:1 63:9,13
 hard 5:18
 harm 24:10 45:10
 hashes 60:8
 have— 34:3 52:15
Hayes 4:10
 head 12:6,14 24:18
 headquarters 48:21 50:22,24
 51:2 52:10,11 53:18 54:4

heads 2:7
health 14:9 15:25 16:9 23:11
 42:6 47:8,10 48:5,15,18 53:11
hear 38:8 41:10 44:19,20 46:7,9,
 10 47:21 51:6 61:7
heard 11:9 47:20 51:6
hearing 4:5 50:10 60:9
heighten 39:18
held 13:8,20 53:6
Hernandez 3:8 5:3 9:16 15:13,14
 63:2,4,5,8 64:18 65:15
high 20:19
higher 48:16
highlight 44:9
history 21:18
hit 31:15
holder 12:22,23 15:8
holiday 6:20 39:22 41:22
holidays 6:23 40:1
Holley 3:9 4:3 6:6,13 8:1,21,23
 9:1,10,17 23:4,5,19 24:6 25:7,
 10,21,24 37:16,19,23 42:13,17,
 22 44:9 58:6,25 59:16 60:1 62:7,
 9,13 63:17
Holley's 26:8
Holt 2:20 5:15,24 6:4 8:11,13 9:5,
 6,9,11 25:19 26:1,6,20 27:12
 28:5,15 29:8,18 30:6 31:7 37:22,
 25 38:5,8,13 39:6 40:17 41:25
 42:2,15,21 43:9 48:25 49:2,4,7,
 15,19,22 50:1,5 51:21 61:10,12
 66:19
home 16:6,8 17:19,25
homes 16:4
homicide 13:4 22:19
homicides 11:1 22:18,23
honorable 2:18 10:25 40:19
honorarily 33:7

hope 2:12 8:4 21:17,20 38:11
 41:22
horrifying 45:17
hospital 11:20 12:15 13:3
hosting 53:20
hotel 11:10,13
hour 44:6
house 17:10,11 23:14 35:4 38:16
HR 4:18 54:18 63:10
huge 64:21
hundred 49:18

I

idea 21:4 23:15 43:8
ideas 43:16,17
identified 12:9
identifying 11:25
IG 55:25
illness 14:11,17,21
illustrious 39:8
immediately 18:12
imminent 17:8
impact 2:11
implement 14:18 26:22 29:15
 31:3
implemented 19:10 41:15 45:3
implementing 13:25 30:10 42:11
important 25:13
impotent 51:12
imprisoned 45:7
improve 39:11
in-person 41:8
incident 11:22,24,25 12:16 23:20
 27:22 34:23
include 13:14,24 66:4

incoming 39:11
inconclusive 27:18
incorporated 19:24
incorrect 8:10
increase 11:2
increases 41:21
indefinite 28:13
indication 15:5
individual 12:9 14:23 18:13
 34:10 35:6,15,24 42:8 65:5
individuals 14:10 25:4 34:20
 42:6 55:8 56:3 58:15
inform 21:19
information 33:18 42:13 57:23
 61:14,24
informed 21:21 37:1
initial 47:12
initially 47:10
initiative 15:25 49:9
injure 18:9
injured 16:24 17:4
inside 4:22 16:23 33:24
installation 27:6
instance 35:10,18
instances 35:17
instrumental 27:12
insurance 62:4
integrated 14:9 47:9
intent 35:25
interest 10:24
interim 5:5,6 28:8 41:15 54:13
 55:9,17 64:25 65:5
internal 47:3
International 34:25
intersections 31:1

Intervention 14:7
interviews 3:20,21 4:24
introduced 28:2
introduction 2:15 4:7 27:8
inventory 34:5
investigation 11:23 12:8 13:5
 45:19
Investigative 4:25
Investigator 3:21 4:11 5:6,10,17
 56:18,21
invite 48:22
invited 42:5
invocation 2:4
involved 5:5 24:11 26:1 42:10
 48:14 66:6
issuance 36:11
issue 22:24 28:8 29:24 54:25
 55:7,17,23 56:24 58:23
issued 13:13 21:7 28:11
issues 21:7 22:14,17 47:15
issuing 41:20

J

James 39:1 53:1
January 7:17 10:8,9 53:19,23
 54:1,3 66:10,11,12
jeep 11:15 60:20
Jennings 38:25
Jesus 3:8
Jesus' 2:13
Jim 3:9
job 46:22 47:4 58:9,10 62:3
joint 13:20
Jonya 4:10
judge 18:3
July 53:25 54:1

jump 60:20
Justice 46:1
justification 63:21

K

Katrina 4:18
kill 34:10 35:20,24
killed 35:2,7
killing 23:16,17 33:25 45:23
kind 19:21 28:6,22,23 30:11
 32:16
kinds 38:10
King 45:23
knife 34:21
knowledge 54:23

L

ladies 10:12
lady 42:17 43:2
lane 58:23
language 8:22,23
lastly 4:23
launch 16:3,6,8
launcher 13:14,15
law 14:8 22:13 26:12 27:14,19,22
 40:14 49:9,15,23 50:2 55:23
 57:25
Lawrence 5:7,9
laws 30:10 40:9
lawyer 22:12
leaders 41:6,11
leadership 23:25 42:19,22 43:1,
 3,5 64:16
leads 45:19
learn 45:17

learned 14:15 18:24 19:1,5
learning 18:23 19:2 55:10
leave 25:14
left 25:15
legal 8:2 35:3 56:24,25 57:6,13, 25 59:7
legally 51:12
lethal 13:8,10,13 44:25
Levalley 10:19,20,23 11:14 12:8 13:2,18 14:25 15:5,11,20 16:10, 13 17:2,17,21,24 19:9,13 20:6,8, 21 21:10 23:2 24:16 25:8,17 26:15 28:4,7 29:5 30:13,22 31:13 32:18 33:15,21 34:4,18 35:8,21 36:10 49:7,13,17,20,25
level 42:5 45:16
Lever 20:17
Liaison 14:3,5
lie 45:15
lieutenant 58:21,22
life 2:12 12:15 13:17 16:24 17:6 18:4,18
light 30:12 39:18,24
lights 16:17 30:9 39:12 40:13 43:16,19
likes 65:12
limit 14:1
limited 57:2
Linda 2:23,24
line-item 3:19
lines 47:7
Lisa 3:6
list 25:9 45:11,14
listed 11:20,21 15:23
listen 25:4
listening 39:9
litigation 64:24

live 14:10 39:10 46:1
live-in 12:9
lives 14:19 19:20 26:24 27:2 34:19 35:18 36:1 39:13,21 47:7
local 19:4 31:5 47:8
located 12:11
location 17:6 18:16
locations 17:7
lock 52:6
long 26:21 28:11 48:12
longer 54:13 58:21 62:2
looked 34:13,14 49:21
lose 46:13
lot 14:15,16,19 43:18 48:19,23 52:7 62:25 64:14
love 26:20 59:11 60:6 61:3 62:14, 15
low 46:22 47:6
loyal 59:21
loyalty 62:19,25

M

machine 39:17
made 11:10 42:12 48:7 51:22,23, 24 55:8,24 56:8 58:13
maintain 16:20
major 13:19,21 22:11,24
make 6:1 8:5 10:10 22:20 24:9 25:1,11 34:20 36:2 39:14 40:9 48:1,2,4 54:15 56:3,22 59:5,7,19 61:8,9 62:25 63:11 66:13
making 5:18 7:13 50:25 51:7,11, 19 62:24
male 58:12
management 20:22
Manager 5:9 56:17,20 65:7

manner 8:5
Marie 4:15
marijuana 12:20
master's 22:12
master's 22:13
matter 63:20
maximum 59:17,20
Mayor 13:18,20
Mclain 35:2
means 62:25
media 4:8 19:4 46:1
Medics 12:6
meet 6:22 7:6,7 14:16 37:2 42:19 51:25
meeting 2:2 7:16 8:3 10:8 43:12, 13 45:18 50:21 53:16,19,23,24 54:2 65:12 66:21
meetings 6:21 48:20
meets 36:25 53:23
Melanie 5:6,8
member 27:15 47:19
members 14:5 19:7 27:19,22 49:9,14,16,23 50:2
men 45:6 50:10
mental 14:9,10,17,20 15:25 16:9 19:23 23:11 42:6 47:8,10 48:5,9, 15,18 53:11
mention 11:7 22:3 55:8
mentioned 19:24 22:18 26:25 28:17 31:12 32:10 41:5
Merry 66:19
Meyers 53:22
microphone 40:21 55:3
millimeter 13:15
million 29:15,21 31:15 32:2,3,4
mind 22:11,15 30:20 35:1 37:24 50:23

minimally 19:21
minimum 38:12
Minister 44:17,19,21 45:14
minorities 24:11
minute 24:13 58:7
minutes 4:1,6 39:4 43:24 44:4,5
misconduct 44:23
misidentified 45:6
missed 51:3
missing 45:19
mister 55:3
mode 15:2
moment 39:10
Monday 13:8 28:2 53:6
money 29:16,17 30:7 31:24
 56:14,18 59:22 60:6,7,9,10,17,
 19 61:3 62:16,19
month 52:1
monthly 53:22
months 15:20 37:11
Moore 3:7,15 6:16,19 8:25 9:15
 20:13,14 21:1 26:7 28:17 38:19
 44:8,12 51:21 52:12,14,17,20
 60:5,18,25 61:2 62:13 64:6,9
Morning 39:23
motion 6:1 8:10 9:22 56:22,24
 61:8,9 62:2 66:14
move 3:15 4:3 6:3,24 10:16
 65:21
moved 65:9 66:15
moving 5:4 54:7
multiple 11:16 25:3
municipal 7:5 50:17
muted 46:15

N

NACOLE 41:1 42:12
names 15:22
nature 21:20
necessity 19:19
negotiate 12:13
Neighborhood 14:3,5
neighbors 45:7
nepotism 65:17
Network 47:9
networks 14:9
news 13:8,21 19:3 45:13 46:1
new- 54:7
nice 19:5
no-brainer 26:23 27:20
non-lethal 40:24
nonfatal 11:2,8 28:1 42:4
northbound 11:17,18
Northwest 53:20
now- 59:24
number 3:19 10:11 18:14 22:14
 49:20 61:21
numbers 49:4,10 50:1
numerous 45:5 47:2

O

obedient 26:19
objection 36:4
occasions 47:2
occupants 11:11,17
occurred 12:23 24:20
occurring 47:15
occurs 18:5,6

OCI 53:2 63:23 64:22
offensive 23:23
offer 32:12
office 4:16 10:20 64:22
officer 13:12 32:15,19 35:2,7
 44:23 45:20 60:17 66:6
officers 11:9 12:5,11,15 13:16,17
 16:19 17:14,25 18:2,11 20:18,19
 21:5 34:20 35:4,23 43:15 45:14,
 21 46:21,25 47:4,5,9
official 45:15
officials 4:14
offline 52:15
oftentimes 31:2
of- 32:17
ongoing 13:5
online 41:8
operation 22:22 37:1
opinion 8:3 55:25 56:24 60:12
opportunities 30:24 31:2
opportunity 40:24 46:6 51:4
opposed 3:25
opposition 27:17
option 38:9
oral 38:22
order 2:3 8:10 17:6,15 18:3,12,17
 19:17,20 24:19 28:9,11 29:22
 32:12,16,18,19 36:5,6,8,14,22
 56:8
orders 28:12 36:10 37:5 48:11
organization 50:25 51:11
original 5:7 56:17,19
outcome 53:2
Outer 12:12 53:8
outlets 19:4
outlined 36:5

outraged 44:24
out- 29:7
overnight 37:12
oversight 5:21 21:15 41:18 42:23
 43:6 48:10 50:25 51:13
overview 19:8
owners 14:2

P

packet 5:25 6:8
paid 54:18 58:11
panel 42:8
parking 33:25 52:7
part 11:5 21:16 24:25 26:11,22
 56:13
participate 42:5
partnership 14:8 63:10
past 27:16 48:3
path 5:4
Patillo 4:18 27:10
patrol 11:9
pay 7:9 31:20 38:17 46:22 47:6
 55:18 56:19 65:8
Pecula 27:11,12
pedestrians 39:14
penalties 19:25
penalty 30:11
people 14:16 16:25 21:5 22:2,23
 23:12 24:7 30:11 33:8,25 34:20
 35:25 36:2 38:8 41:4,7 43:18,20
 47:6 48:19 50:9,21,25 52:8
 58:18 59:20 60:7,11 62:16,19
pepper 13:14
period 28:10,12 29:23
perks 58:17 62:3
permanent 32:23

person 18:8 23:14,15 25:5 33:19
 42:15 47:25 48:8 58:18 59:5
Personal 5:2
personnel 20:16 53:25 54:23
 62:22
phenomenal 14:15 27:2
photos 11:23
physical 12:22 22:25
pick 34:6
picked 12:25
picks 38:16
picture 45:12
pieces 29:4
place 3:21 15:7 16:2 20:25 31:21
 32:16 34:19 39:10 40:6 48:8
 52:4 53:4,5,18 54:4
plan 34:14,19
platform 38:9
pleading 46:25
pleased 47:22
PM 10:9 11:9 12:11 53:9,17,21,
 25 54:1,2,3 60:19
pocket 31:25 38:18
point 7:4 8:9 24:19 29:7 37:3,10
 42:13 47:15 58:8 60:14
pointing 47:13
points 25:5 46:23
police 3:20 4:21 16:3 21:5,15
 33:10,13 34:7 35:21 38:2 39:8
 42:23 43:15 44:23 45:20 46:4
 47:11,12 48:20 50:13,20,21,23
 51:1,2,10,13 52:4 53:1,10 60:17
policies 19:13,25 30:10 40:23
 41:3 66:3,4
policing 27:5,24
policy 5:9 19:18 20:11,12,13
 21:22 26:21 27:25 28:1,5,7,10,
 14 32:13,15,21,23 36:6,8,11,14,
 15,23 37:20 45:3,9 54:2 56:17,

20 60:19 65:6,24 66:5,6,7
political 7:5
portion 47:8
portions 47:1
position 49:24 58:10,16 59:12,
 13,18,24 61:20 65:5,10
positions 4:24 5:1,7,8 56:17
 58:14 61:15,22 62:3 63:11 64:25
 65:1
possibly 39:19 44:25
post 49:8
postmaster 58:9,18
postmaster's 58:10
posttraumatic 33:8
potentially 17:5 18:9 26:18 32:12
PR 21:21
practice 41:5
practices 40:25
precinct 10:9,11,15 29:22 34:24
 35:2 47:1,2 53:20
precincts 47:1
predicament 21:23
preparing 12:19
prerequisite 26:9
present 3:2,3,7,8,10 4:14 10:13
presentation 19:6,8 20:2 22:8,20
 26:25 27:14
presentations 25:4
presented 19:16
preservation 16:24
preserve 13:17 17:6 18:12,18
President 44:17 46:3,4,9,12,19
press 16:7 18:23 27:3 34:12
 38:15
Pressley 3:11 8:9 9:18 15:15,16
 32:9 36:3,16 63:18,20

pretty 10:15 56:3
 previous 56:13
 principle 62:24
 prior 24:21 65:4
 private 31:6
 problem 24:12 43:18,22
 procedures 36:5
 process 13:22,24 24:22,25 25:2
 26:2 29:15 36:13 41:14 51:22
 processing 26:2
 produced 12:14,20,22 15:8
 professional 10:21 27:23
 professionalism 27:7
 professionals 14:10
 program 14:6
 Progressive 39:24
 project 31:24 53:12
 projected 61:12
 promotion 53:5,9 65:6
 promulgate 50:14
 pronounced 12:6
 proper 50:25
 proposed 29:20
 protect 13:16
 protocol 21:20,22 37:14 60:19
 protocols 37:4 61:3
 proven 45:15,22 47:3
 provide 41:4
 provided 45:12,16 63:22
 provided- 57:20
 provoke 63:23
 provoked 32:10
 prudent 16:5
 public 4:23 5:1,20 20:3 21:19
 27:9 37:8 43:12 45:12,16,24

48:21,22 52:10 53:18 54:4

pull 41:7,10
 pulled 11:12,15 15:3
 punished 39:19
 purchase 12:20 25:2
 purchased 34:18
 purchasing 34:11 36:1
 put 17:25 23:14 24:22 29:22 34:8
 40:11 43:4,25 44:5 47:7 61:9
 62:20 64:17
 puts 41:2

Q

quadruple 11:8
 qualified 5:19
 Quantez 3:11
 query 49:3
 question 18:19 20:10 22:17
 25:22 26:8 28:16 29:3 32:10
 36:19 57:6,7,25 61:23 63:20
 questionable 48:2,13
 questions 15:14,16
 quick 13:6 21:1
 quickly 44:8
 Quinn 4:9
 quorum 3:12

R

race 40:12
 races 40:8
 raise 65:8,10
 raised 21:14 56:25
 raising 64:7
 ran 39:17
 range 58:13,16 59:18 61:21

rate 46:22
 reactive 23:23 39:24
 read 38:15 50:12,18
 reading 6:6
 ready 6:14 9:2 66:1
 real 38:12 51:12
 reason 18:5,13 45:24
 recall 16:11
 receive 63:24
 received 8:4,5 15:22 61:14 65:5
 recognition 21:24 45:2,4
 recommend 41:13 59:23
 recommendation 55:25 59:1
 62:23 63:12
 recommendations 40:25
 recommended 36:7
 record 17:11 36:17 38:1 51:17
 recorded 27:24 45:25
 recruiting 20:23 53:3
 recruitment 20:18
 red 28:19 30:12 38:17 39:12,18,
 23 43:15
 red-light 21:4 40:7
 reference 37:9 56:7,24
 reflect 36:18
 reforms 13:19,21
 regard 21:3 39:12 40:22
 registering 22:15
 regular 41:12 48:18
 regulate 14:1
 regulates 32:14
 related 49:8
 relates 27:6 28:24 47:23 48:5,10
 49:9
 released 11:23

releases 27:3
reluctant 48:19
remember 10:10 43:13
remind 10:8
reminiscent 45:2
repeatedly 45:15
replaced 28:13
report 5:22 10:17,24,25 11:1
 14:12,13 15:21,23 16:11 20:15,
 20 31:9 52:24 53:13 65:23 66:1
reported 11:14
reports 45:16 53:1 65:21
Representative 4:16
representing 43:7
request 10:25 53:1
requested 20:15
require 21:11 51:8
research 21:11 28:24 29:2 30:8,
 25
researched 20:22
reset 5:18
residency 26:9,12
residents 47:12
resolution 13:11
resolve 47:15
resources 13:16
respect 37:13 59:11
respond 26:8
responded 12:2,17
response 12:11 17:12 28:15
 35:16
responsibility 27:24
responsible 12:10
rest 61:9
result 45:9

resulted 45:5
retreat 35:15
return 5:7,9,10
returned 58:15
returning 42:9
Reverend 3:9
review 6:16 15:24 24:24 25:3
 36:13 63:10 64:18
reviewed 66:2
reviewing 40:23 66:3
revisit 6:1 7:11,15 60:4
RFP 24:22
Ricardo 3:7
rifle 13:1 35:7
rights 35:3
ring 29:5
risk 20:19,22
road 22:16 39:14 53:22
Robberies 11:4
robbery 12:21 15:6
Robert 5:10
robot 16:14 33:10,12,17 34:1,4,9
 35:19,22
robotic 44:25
robots 34:6
Rodney 45:23
role 22:2
roll 8:18,19,20 37:12 42:3
rollout 42:11
room 4:22 16:15 33:13,18 34:16
root 60:7 61:4
rule 17:1 18:1 57:2
rules 20:1 50:14
ruling 56:7 57:8,15 58:13
run 48:13

runners 40:7
running 30:11 39:12
runs 7:8
Rutherford 12:17

S

safe 52:8
safeguards 19:23
safer 34:20 36:2
safest 52:4
safety 27:9 39:12 53:18
said- 33:16
salaries 63:25
salary 58:13,16 59:17,24 61:21
sandwich 51:19
sat 51:21
save 14:19 19:20 26:24 34:19
 36:1 39:21
saving 27:2 35:18
SAXBY 7:13 57:5,12,16,19,24
scaled 10:24
scenario 64:24
scene 12:7
scheduled 4:25 53:23
scoring 24:25
Scott 47:19
scouts 11:20 12:2,17
scrutiny 36:23
search 16:4 17:1,3,8,13,17 18:1,
 2,6,7,8,10
search- 17:16
seconded 8:12
Secretary 3:20 4:25 5:6,12 52:24
 53:13
section 50:13,17

secure 17:8 18:16
securing 27:13
seek 17:22 18:2
selecting 5:19
selection 26:12
self- 15:9
self-defense 15:1,2
seminar 14:14
send 34:6,9 35:20,23
senior 5:10 56:18,20,21
separate 29:24 50:24
separated 27:19
sergeant 4:9 58:22
serve 26:24 42:6
served 59:14 60:8 65:9
service 4:9 53:11 63:22,24
serving 59:14
set 31:18 36:8 40:7 51:17
sets 6:17
share 54:25 56:6 57:14
shared 41:1 42:3
Shaw 39:2 40:18,19,20,22 41:13
 42:2
shoot 13:11
shooting 11:8 12:1,16 66:6
shootings 11:3
shootout 14:23
short 28:11
shot 11:12 12:14 13:3 33:8 35:2,
 6
shots 12:18,23 13:1
Shotspotter 22:1 28:23 29:2,10,
 12,18,22 30:23 31:20 53:11
show 39:20 41:9
shown 12:4

shut 7:7
sign 28:19
signal 28:21,24
signals 29:3
significant 11:7 44:25 49:12
 60:16
significantly 50:2
signs 40:11
silent 45:5
similarities 20:24
simple 5:22 37:2
single 51:25
sir 2:15 9:3 14:12 18:21 52:13
 60:15 62:8
sit 18:7
sitting 10:17 21:5 23:6,19
situation 16:23 17:5,9,13,24
 18:12 21:4 32:22
situations 16:21 34:22 47:4
size 34:4,15
sizes 35:13
slope 60:20
smarter 40:10
smartphone 16:19
sniper 33:24
society 43:20
solution 39:24 43:17,21,22
solvers 44:24
somebody's 16:22 17:4,10 18:4
someone's 17:19
sounds 63:21
speak 16:18 25:23 39:10 46:6,16,
 20
speaker 51:15,16
speakers 38:24 44:16 47:17

speaking 52:19
special 12:11 28:9,11 32:12,16,
 18,19 35:15 36:5,6,8,10,14,22
 37:5 45:9 48:10
Specific 13:24
specifically 20:18 21:6
spirit 2:11,13
spoke 49:10
sponsor 48:17
sport 12:15
spouses 45:7
spreadsheet 61:13,17
staff 2:9 4:7,17 7:7 64:21
stairs 35:5,6,11
stakeholders 5:2 14:16
standards 40:7,15
standby 7:13
start 2:3 10:23 30:10 61:15
state 4:15 31:5 54:4 63:10
stated 26:21 32:11
station 48:20 52:4
stats 49:8
status 20:19
steal 21:2
step 35:6 48:5
stepping 46:21 55:21
steps 48:7
stick 65:11
stolen 38:15
stop 26:4 40:10 47:13 52:3
stories 45:13
straight 51:17
strap 35:19,22
streets 44:10,13
stress 33:8

striking 11:16
structure 33:25
studies 31:1,4
stuff 14:17 31:2 48:2,13
subjective 63:12
subjects 32:20
Submit 58:3
submitted 26:10 45:25 58:2 63:8
Suburban 11:12
successful 39:16
suffering 19:23
suggest 50:17
suggested 42:12
suggestion 21:8 39:15
supersede 36:15
Supervising 4:11
supervisor 37:2
supervisor's 35:9
support 59:1,10,17 62:2 64:19
 65:14,15
surrender 12:13
surveys 41:8
suspect 11:17 12:12,13,18,20,24
 13:2 15:6 35:3 45:11
suspects 11:14,25
sustained 53:2
system 14:1

T

table 7:16 62:15
tablet 16:20
tactics 33:11
takes 28:10 53:4
taking 15:7 16:2 29:21
talk 8:2 19:25 23:14,15 25:13

34:17 35:13 65:12
talked 58:9 59:6 62:21
talking 24:9 25:12 33:5 49:13
 59:2 61:2,15,22
task 13:4 22:19,20
Tax 29:17
team 12:11 14:7 35:16 47:11
technology 32:11,13,15,25 33:5,
 6 39:11 45:3
technology's 45:5
telling 14:14
tells 33:19
temporarily 19:18 28:9 55:14
 58:11
temporary 5:11,17 11:21 13:4
 28:12 32:22 55:13,15,16,18
tendency 21:23
term 55:17 56:11
terms 25:14 26:23 27:20 32:19
 37:14 38:5 43:5,6 57:15
Texas 33:6,24 35:22
thankful 23:8,22 47:7
thanking 23:25
that'll 3:19 20:1 53:17 66:10
that- 32:25
Theresa 4:9
There're 38:23
thesis 22:12
they're- 25:6
the- 8:21 25:20
thing 24:12,15 35:8 51:3,25
things 31:17 35:1 40:6,9 48:4
 51:18
thought 29:8 31:20,21 35:8
 60:20,24
throne 2:7

throw 16:15 17:10,18 34:15
thunder 21:2
Thursday 52:1 53:17,19
ticket 39:15
tickets 39:20
time 4:11 6:3 7:9,21 10:24 18:7
 28:11,12,16 31:9 37:6 40:2,4,5,
 6,8,9,11 46:20 47:16,25 49:10
 57:21 61:14 65:1
timeline 36:7
timely 8:5
tired 24:2
today 2:10 3:22 4:22 5:1,5 7:20
 28:25 46:6 54:16,17 58:14 61:16
 62:5 64:16
today's 10:25
tomorrow 53:4 54:19
tone 6:17
tool 35:17 45:1,8 51:9
tools 13:8,10,13,15 14:18 16:13
 17:9 19:20
top 24:17
toss 35:11
Total 11:5
tow 24:17 26:12
towed 14:2
tower's 26:9
towers 50:15
towing 13:19,22,23,24 24:7,9,13
 37:20 38:3,4 47:23 48:1 50:12
 51:20
towling 24:1
Town 22:10
tows 14:1 50:16
to- 26:3
track 14:2

tradition 52:17
traditional 17:23
traffic 28:19,21,24 29:3 30:9
 40:11,13
training 5:3 14:14 19:14 45:4
 53:25
transaction 15:6
translate 27:2
transparency 13:23
transparent 5:5,19 25:1 51:23
transported 11:19
travel 28:21
tremendously 35:17
triple 7:9 12:16
true 5:21 18:24 33:13
truth 33:14 45:24 46:1
Tuesday 13:19
turn 45:21 46:11
turned 33:12
TV 45:13
type 18:7 25:2 64:24
types 16:25 34:22
Tyrone 4:16

U

unappointing 56:16
understand 22:1 23:10,20,22
 31:8 33:21 49:23 59:3 63:3
understanding 16:7 37:4 54:17,
 21 56:12
undertaking 27:1
Underwood 4:10
unfinished 54:7,10
unit 14:4,6 20:22 30:25 31:5
unsafe 48:7

uplift 2:13
upwards 49:11
urban 16:2
urgent 19:19
utilize 17:14

V

vacant 58:14
valuable 35:17
VC 2:20 25:18,25 51:21
vehicle 11:16,17 12:19,24 14:2
vehicles 14:3
verse 60:6
veteran 33:7
Vice-chair 9:5
victim 12:5,7
victims 11:14,19,20 12:18,21
 13:1,3
Victoria 39:1
video 11:23 22:24
videotape 21:7
view 16:19
viewed 54:5
vigilant 40:10,16
violates 32:19
violation 6:21 19:25 28:19
violent 11:5
volunteer 49:16,23,24
volunteering 50:2
vote 8:14 29:12 56:21,22 66:9
voted 29:11 31:22
votes 5:18 10:1,2
voting 9:6

W

wait 18:8 30:1,16 35:16 43:25
 58:7 61:5
waiting 6:20 14:20 23:20
walk 35:10
walked 35:5
walking 51:2 62:14
wanted 17:25 23:22 24:23 46:5
 50:18 56:10
warning 39:17
warrant 17:1,9,14 18:1,2,6,7,8,
 11,17
warrant's 18:18
warrants 17:3
Washington 11:11,18
was- 60:21
watch 40:4
water 34:15
Waters 38:25 39:5,7
Wayne 14:8 42:7 47:8 53:7
weaponry 27:1,8 28:1 42:4
weapons 40:24
website 14:2 41:3 45:11
Wednesday 14:4 28:2 53:24,25
 54:1,3
week 6:22,25 11:7 21:3 26:24
 27:16 52:1 66:8,9
week's 45:17
weekly 37:1,2
weeks 54:22
weigh 58:1
wellbeing 12:3
West 53:7
Westin 11:10
we- 30:15

which- 52:17
White 5:6,9 13:19,20 49:10 53:1
 54:12
Whitmore 12:3
wild 48:13
Williams 47:18
Willie 3:3,5
withdrawn 62:5
with- 57:16
woman 16:12
wonderful 39:10,22 41:22
Woodward 11:19
word 51:6 61:6
words 59:2
work 12:4 41:5 47:14
working 5:21 41:18 47:9
world 58:20
worn 21:6
would've 16:15 19:5 20:24
wounds 12:6
writing 58:2,3 63:8,13 64:17
wrong 6:8
wrote 16:12

Y

year 6:10,11,23 7:1,11,17 8:8
 11:2,3,4,6 30:15 31:15 32:2
 34:24 35:1 36:11 37:5 43:4 45:9
 48:12 62:5 66:11
years 15:21 24:8 59:14,15 62:20
 63:22,24 64:15
yesterday 27:4 28:3 37:13 42:16
 66:2
yield 51:13
young 42:17 43:1 55:2
You're 20:6

you- 46:18

Z

Zoom 50:9 54:5