

2

3

4

5

6

7

8

9

CITY OF DETROIT

10

BOARD OF POLICE COMMISSIONERS

11

BOPC VIRTUAL MEETING

12

February 9, 2023 at 6:30 P.M.

13

14

15

16

17

18

19

20

21

22

23

24

25

1 CHAIRPERSON FERGUSON: Good evening. My name is Bryan  
2 Ferguson, Chairperson of the Board of Police  
3 Commissioners and this meeting will now come to order.  
4 Chaplain Kimberly Clemons, can you give us an invocation,  
5 please?

6 CHAPLAIN CLEMONS: Yes, sir. Thank you. Let us bow.  
7 Father God, I thank you for this day. I thank you for  
8 allowing us to come together, Lord, to do your work.  
9 Father, I ask that you bless each and every person that's  
10 on the Board. Father, I ask that you continue to bless  
11 the citizens of Detroit. Lord, I ask that you continue to  
12 bless the police officers, God. I just ask that you come  
13 into this meeting. We invite you here. Help us to be on  
14 one accord. Help us to listen and to learn and to do the  
15 work that you've called us to do. We love you and thank  
16 you. Amen.

17 COMMISSIONERS: Amen.

18 CHAIRPERSON FERGUSON: Thank you, Chaplain Clemons.  
19 Thank you so much. Mr. Brown, introduction of  
20 commissioners please.

21 MR. BROWN: Chairperson Bryan Ferguson – Here.

22 MR. BROWN: Vice-Chairperson Annie Holt – Good  
23 evening. Vice-Chair At-Large.

24 MR. BROWN: Commissioner Linda Bernard –

25 MR. BROWN: Commissioner Cedric Banks –

1 MR. BROWN: Commissioner Willie Bell – Present,  
2 District. 4.

3 MR. BROWN: Commissioner Willie Burton –

4 CHAIRPERSON HOLLEY: He's here.

5 MR. BROWN: Commissioner Lisa Carter has an excuse of  
6 absence. Commissioner Ricardo Moore has an excused  
7 absent.

8 MR. BROWN: Commissioner Jesus Hernandez –

9 MR. BROWN: Commissioner Reverend Jim Holley – I'm  
10 always here.

11 MR. BROWN: Commissioner QuanTez Pressley –

12 MR. BROWN: Mr. Chair, you do not have a quorum.

13 CHAIRPERSON HOLLEY: We do or do not?

14 MR. BROWN: We do not.

15 CHAIRPERSON FERGUSON: We do not have a quorum.

16 CHAIRPERSON HOLLEY: How many do I need to get six?

17 MR. BROWN: One.

18 CHAIRPERSON HOLLEY: How many?

19 MR. BROWN: One.

20 CHAIRPERSON HOLLEY: I'll go and get him. Okay.

21 CHAIRPERSON FERGUSON: Wait, we're going to grab him.  
22 He's grabbing him. He got him.

23 CHAIRPERSON HOLLEY: The officer. I send police  
24 officer.

25 CHAIRPERSON HOLT: He can go.

1 COMMISSIONER: I yield.

2 CHAIRPERSON FERGUSON: Okay.

3 CHAIRPERSON HOLLEY: The late Michigan Banks.

4 CHAIRPERSON FERGUSON: Let the record reflect that

5 Commissioner Cedric Banks is here. So now we—

6 MR. BROWN: You have a quorum.

7 CHAIRPERSON FERGUSON: We do have a quorum now. Thank  
8 you. Now I'd like to have the approval of February—

9 CHAIRPERSON HOLT: Commissioner is here.

10 CHAIRPERSON FERGUSON: Commissioner Hernandez. I did  
11 say commissioner. We did already. Approval of February  
12 9th, 2023, agenda.

13 CHAIRPERSON HOLLEY: So move.

14 CHAIRPERSON HOLT: Second.

15 CHAIRPERSON FERGUSON: Any discussion? All in favor?

16 COMMISSIONERS: Aye.

17 CHAIRPERSON FERGUSON: All opposed? That motion to  
18 approve is carried. Approval for the minutes for February  
19 the second—

20 CHAIRPERSON HOLLEY: So move.

21 CHAIRPERSON FERGUSON: 2023.

22 CHAIRPERSON HOLT: Second.

23 CHAIRPERSON FERGUSON: Any discussion? All in favor?

24 CHAIRPERSON HOLT: Aye.

25 CHAIRPERSON FERGUSON: All opposed? All right. That

1 has been approved. Approval for the closed session  
2 minutes for February 2nd, 2023.

3 CHAIRPERSON HOLT: So moved.

4 CHAIRPERSON HOLLEY: Second.

5 CHAIRPERSON FERGUSON: Any discussion? All in favor?

6 COMMISSIONERS: Aye.

7 CHAIRPERSON FERGUSON: All opposed? That has been  
8 approved too. Mr. Brown introduction of BOPC staff,  
9 please.

10 MR. BROWN: Yeah. Good afternoon, Mr. Chair.  
11 Currently we have Ainsley Cromwell, Ms. Theresa Blossom,  
12 Ms. Jonya Underwood, Ms. Candace Hayes, HR Director  
13 Katrina Patillo. Attorney Adam Saxby, American Sign  
14 Language Ms. Yakata and Dr. Stephanie Beatty. Sergeant  
15 Alan Quinn is doing the video – audio I mean. Media  
16 Service is doing the video. Mr. Don Handyside is the  
17 court reporter and Investigator Ellen Counts.

18 CHAIRPERSON FERGUSON: Fantastic. Who do we have  
19 sitting in for the Chief?

20 DEPUTY CHIEF STEWART: Deputy Chief Tiffany Stewart.

21 CHAIRPERSON FERGUSON: Well, hello. How are you  
22 doing?

23 DEPUTY CHIEF STEWART: Good evening, sir.

24 CHAIRPERSON FERGUSON: Who do you have here?

25 DEPUTY CHIEF STEWART: I have Commander Ryan Connor

1 of the Ninth Precinct. We have Second Deputy Chief Kira  
2 Joy Hope, and we have his staff.

3 CHAIRPERSON FERGUSON: Fantastic. Let the record show  
4 that Commissioner Burton has entered. Welcome,  
5 commissioner.

6 COMMISSIONER BURTON: Thank you.

7 CHAIRPERSON FERGUSON: Mr. Brown. Do we have any  
8 elected officials or representatives?

9 MR. BROWN: Yes. Currently, Mr. Chair, we have Former  
10 Commissioner William Davis, Ms. Marie Overall. That's all  
11 the VIPs, Mr. Chair.

12 CHAIRPERSON FERGUSON: That all? Thank you. All  
13 right. Once again, my name is Bryan Ferguson. I'm the  
14 Chairperson of Board of Police Commissioners, and it is  
15 an honor to be here at the Ninth Precinct, Ford Resource  
16 Engagement Center. Right now, I would like to have  
17 welcome remarks from the Ford Recreation Engagement  
18 Center Director, Justin Kimpson. Mr. Kimpson, please.

19 DIRECTOR KIMPSON: Yes. Good evening.

20 CHAIRPERSON FERGUSON: Good evening.

21 DIRECTOR KIMPSON: It's a pleasure to have the Board  
22 of Police Commissioner's Board meeting here again. We  
23 hosted the meeting three years ago prior to Covid, and so  
24 we're excited to have you guys back and happy to see  
25 everyone out here. We've been working to get people back

1 into the center. We have a host of different programs  
2 that we provide, and all of the services that we provide  
3 in this space are free to the community at no cost. Also  
4 in Southwest Detroit at the Mercato, just adjacent to the  
5 Ambassador Bridge. So there are two locations of Ford  
6 Resource Engagement Centers here in Detroit, the only two  
7 in America. We have everything from free tax services,  
8 legal clinics, we have job placement services, weekly  
9 food distributions through Gleaners Community Food Bank.  
10 Just to host a hosting of variety of different resources.  
11 We're space for block clubs and community organizations.

12 DIRECTOR KIMPSON: Then we do a lot of things for the  
13 youth. So after school programs and other kind of one-off  
14 celebrations for the youth to engage in as well. So, full  
15 service in regard to our work in the community. Also, I'm  
16 happy. We're also home to Target up Thursdays from the  
17 Ninth Precinct. Just started right down the street and we  
18 were able to bring them over almost four years ago and  
19 working with the team, neighborhood police officers and  
20 Ceasefire Detroit to really make an impact on the lives  
21 of young people in the Ninth Precinct. So for more  
22 information about the services that we provide, you can  
23 go to [fordfund.org](http://fordfund.org) to look up our locations. Thank you.  
24 If you have any questions.

25 CHAIRPERSON FERGUSON: Fantastic.

1 CHAIRPERSON HOLLEY: Do you have a brochure or  
2 anything that we can take with us?

3 DIRECTOR KIMPSON: I'll email Theresa the link to all  
4 of the program information.

5 CHAIRPERSON HOLLEY: Appreciate the work that you're  
6 doing.

7 DIRECTOR KIMPSON: Thank you.

8 CHAIRPERSON FERGUSON: Fantastic. Thank you, sir.  
9 Thank you. Wow. This is my first time over here in the  
10 ninth Precinct at this center. I had a chance to walk  
11 around, and this is a beautiful center. So if you haven't  
12 had a chance to take a tour, I urge you. Please come. Mr.  
13 Kimpson just said, we have a bunch of resources in here,  
14 so please take advantage of it and they're free. Correct?  
15 They're free. Everybody loves free. I know, I do. Earlier  
16 today, before we got here, myself, VC Holt and  
17 Commissioner Hernandez, we got a chance to go to the  
18 Ninth Precinct to see how the renovations is coming. I'm  
19 telling you, once they're finished, it's going to be  
20 awesome. They actually got a gym in there. That's the  
21 first time I ever seen something like that. Wow. I just  
22 can't wait to see it. I'm glad to be a part of that. I  
23 really don't have too much to say about my report today.  
24 That's a shocker for me because everybody knows I love to  
25 talk. So I'm not going to bore you with any unnecessary



1 business. So we're going to get right down to business.

2 DC Stewart.

3 DEPUTY CHIEF STEWART: Ready?

4 CHAIRPERSON FERGUSON: You're up. Yes.

5 DEPUTY CHIEF STEWART: Through the Chair. We'll start  
6 with an update on injured officers. There are currently  
7 three members of the department who are disabled and  
8 recovering at home due to an on-duty injury. We have a  
9 sergeant from the Second Precinct, a police officer from  
10 the Seventh Precinct, and 1 police officer from the Ninth  
11 Precinct. Covid Stats. We have 13 members that are  
12 currently quarantined or isolated. Last week we had 5.  
13 Nine of those quarantined and isolated members are  
14 currently positive for covid and last week we had 5.  
15 Moving on to our crime data. As of today, we had  
16 homicides, year to date, a 4% increase. That's 1  
17 additional homicide from this time last year. Our non-  
18 fatal shootings. There's a 29% increase this year over  
19 last. We're currently sitting at 71. In the year of 2022,  
20 we had 55 and we're sitting at a 30% increase for  
21 robberies for 2023.

22 DEPUTY CHIEF STEWART: Total part 1 violent crime, we  
23 have a 10% uptick from this time over last year. Moving  
24 on to our drag racing and drifting enforcement. It has  
25 not begun for the year, but it should be starting up

1 probably in March next month, sometime towards the end of  
2 the month. Looking at the weather. Mental health related  
3 calls for service. We had this week in the last seven  
4 days, we had 74 mental non-violent calls, 35 mental  
5 violent armed calls, 127 mental violent, not armed calls,  
6 we had 33 suicides in progress and 63 suicide threats for  
7 a grand total of, in the last seven days, 332 calls for  
8 service of which we did service 298 of those calls.  
9 Significant incidents. I'm going to talk to you first  
10 about a carjacking arrest that occurred Monday, January  
11 30th. Officers were dispatched to the 18,000 block of  
12 Winthrop to investigate a police run for a carjacking.

13 DEPUTY CHIEF STEWART: Officers spoke to victims one  
14 and two, which was the passenger and the driver who  
15 stated they were driving in the victim's 2019 Nissan  
16 Centra when they observed their friend from the  
17 neighborhood named Skinny, who flagged them down at the  
18 intersection of Winthrop and Pickford. The victims picked  
19 up Skinny at the intersection and began to have a  
20 conversation. Skinny sat in the backseat of the vehicle  
21 and spoke to the victims for a few minutes when an  
22 unknown male got into the backseat with Skinny, pulled  
23 out a weapon and pointed it at the victim's demanding the  
24 victim's vehicle. Both victims exited the vehicle as the  
25 unknown male got into the driver's seat and Skinny

1 guidance into the passenger seat. The suspect stayed  
2 drove away in the victim's vehicle. Officers from the  
3 Detroit Police Commercial Auto Theft section arrived at  
4 the scene and began their investigation. On Tuesday  
5 January 31st, officers from The CATs developed  
6 information that the suspect known as Skinny was in the  
7 area of Winthrop and Westback Nichols.

8 DEPUTY CHIEF STEWART: With assistance from officers  
9 from the Eighth Precinct, the suspect was arrested at the  
10 scene. Upon arresting the suspect, officers also  
11 recovered a handgun from the suspect who had attempted to  
12 throw the weapon as officers approached for the arrest.  
13 This investigation is ongoing by officers from CATs in an  
14 attempt to identify the other suspect. A warrant was  
15 submitted and signed by the Wayne County Prosecutor's  
16 Office for carjacking. The second incident was a seven-  
17 year-old died in a fatal arson, a fatal fire. On Sunday,  
18 February 5th, 2023, Detroit Fire Department Ladder 26,  
19 Rescue Eight and Engine 54 were dispatched to the 15,000  
20 block of Lindsey to battle a residential house fire at  
21 the location. Upon extinguishing the fire firefighters  
22 discovered the victim in the rear bedroom of the  
23 location. The baby succumbed to the burns received during  
24 the fire. Detroit police officers were dispatched to the  
25 location upon firefighters discovering the victim's

1 bodies.

2       DEPUTY CHIEF STEWART: While at the scene, officers  
3 spoke to neighbors who stated that the victim's mother's  
4 car was still in the driveway and that maybe she was in  
5 the area. Officers canvassed the area and eventually made  
6 contact with the mother. Based on the information  
7 received by the officers during their investigation, the  
8 mother was arrested for child neglect and a warrant was  
9 being prepared and submitted to the Wayne County  
10 Prosecutor's office. Detectives from the Child Abuse Unit  
11 will be conducting a follow up investigation. Members  
12 from Arson did go to the location and followed up, and  
13 they did not find any evidence of accelerants. So at this  
14 point, they're probably looking at maybe an electrical  
15 fire or whether or not space heaters were in the home and  
16 set the House ablaze. Third incident was a fatal  
17 shooting.

18       DEPUTY CHIEF STEWART: On Sunday, February 5th, 2023,  
19 officers responded to the 2000 block of Cavalry to  
20 investigate a police run for shots fired in progress.  
21 Officers arrived at the scene and observed the witness  
22 giving chest compressions to the victim as he laid in the  
23 street. The witness stated that the victim had been shot  
24 one time and was not breathing. Officers and Medic Nine  
25 arrived at the scene and began emergency medical care for

1 the victim. However, the victims succumbed to his wounds  
2 at the scene. Homicide detectives made the location to  
3 conduct a follow-up investigation. It was discovered that  
4 the victim and a witness were seated in the vehicle when  
5 the suspect entered the vehicle and told the victim to  
6 drive away. Once the victim put the vehicle in drive, the  
7 suspect started firing his weapon, striking the victim.  
8 The witness states that the suspect ran north on Cavalry  
9 Street and then in an unknown direction between the  
10 houses.

11 DEPUTY CHIEF STEWART: The witness then called 911  
12 and began to render aid to the victim and until the  
13 police arrived. Homicide detectives are conducting the  
14 follow up investigation and the officers are checking  
15 every available lead and are asking for the public's  
16 help. Anyone with information regarding this incident is  
17 asked to call Crime Stoppers at 1-800 Speak Up. The  
18 fourth incident I'm going to talk to you all about is the  
19 burglary that occurred yesterday that was on the media.  
20 So on Wednesday, February 8th, at about two o'clock in  
21 the morning, officers responded to the 14th thousand  
22 block of Mack based on a call from undercover officers  
23 from Warren Police Department, who observed a burglary  
24 crew breaking into two locations over there, two  
25 businesses. We arrived.

1       DEPUTY CHIEF STEWART: The vehicle fled at the scene.  
2       That was a wanted vehicle that had been disseminated  
3       against in the precinct and across our media relations  
4       for other departments and as well as our DPD as well. We  
5       called in air support. We did not pursue the vehicle. We  
6       called in air support and followed them to a location in  
7       five, the Jefferson Court apartments. We went to the  
8       location. They fled inside a location, and we just did a  
9       standoff. Speaking to them, we did find out there were  
10      five children in the home, so we just really wanted to be  
11      safe. We took our time and roughly about eight o'clock in  
12      the morning they came out of the location. We did arrest  
13      six adults yesterday and come to find out they were  
14      wanted in a number of burglaries across Metro Detroit.  
15      We've got like five cities Wayne County, Oakland County,  
16      Macomb County that they have roughly 60 cases in.

17      DEPUTY CHIEF STEWART: So obviously in Detroit we  
18      have at least two. At this point in time, we're going to  
19      be following up with our Crime Intelligence Unit to  
20      determine whether or not we have additional ones in  
21      Detroit. But we will be submitting our warrants to the  
22      Wayne County Prosecutor's Office while the other police  
23      departments are cleaning up their investigations and  
24      submitting them to those local prosecutor departments and  
25      those other counties as well. So, just great work all

1 around by law enforcement collaborating, and hopefully we  
2 can get these guys off the street and give these business  
3 owners some reprieve around here. Some positives. Chief's  
4 neighborhood liaison hosts news conference regarding care  
5 packages for the unsheltered population on Friday.  
6 February 10th, members of DPDs Office of Workplace and  
7 Community Resiliency will host the news conference with  
8 outreach services and care packages for Detroiters  
9 experiencing homelessness.

10 DEPUTY CHIEF STEWART: DPD in partnership with  
11 Detroit Wayne Integrated Health Network filled 235 care  
12 packages 125 for women, and 110 10 per men with essential  
13 items such as personal care products, hand warmers, hats,  
14 glove, socks, and other needed supplies. Additionally,  
15 each care package includes a resource card for local  
16 services. The news conference is scheduled at 2:00 PM at  
17 Grand Circus Park located at 101 Witherell Street in  
18 Detroit. Following the news conference, members of the  
19 unsheltered population response team will pass out these  
20 care packages. Detroit PAL hosts Detroit PAL Night on  
21 Friday, February 10th. Detroit PAL Night will take place  
22 at 7:00 PM at the Wayne State Field House located at 1290  
23 West Warren Avenue, Detroit, Michigan. Detroit PAL  
24 members and the public are invited to celebrate an  
25 evening that highlights Detroit PAL programs and members.

1 Detroit PAL participants will be selected to participate  
2 in various on court experiences. Also, the Motor City  
3 Cruise basketball team will face off against the Oklahoma  
4 City Blue Basketball team. So long report and that was  
5 all I have for today.

6 CHAIRPERSON FERGUSON: Oh, thank you.

7 DEPUTY CHIEF STEWART: Any questions?

8 CHAIRPERSON FERGUSON: Awesome. Yes. But before I do,  
9 let the record reflect that Commissioner Bernard has  
10 entered and Commissioner Pressley has entered.

11 COMMISSIONER BERNARD: Good afternoon, everyone.

12 CHAIRPERSON FERGUSON: This precinct is represented  
13 by Commissioner Bell. Am I correct, Commissioner Bell?

14 COMMISSIONER BELL: That is correct. Would you like  
15 to say a few words in your precinct?

16 COMMISSIONER BELL: Thank you for giving me an  
17 opportunity.

18 CHAIRPERSON FERGUSON: Yes, sir.

19 COMMISSIONER BELL: Just want to welcome you to the  
20 Ninth Precinct part of District 4. Most of it in District  
21 4, I mean, District 3. But the house in terms of location  
22 is in District 4. I just want to report out that also,  
23 this was my last precinct assignment, the Ninth Precinct  
24 before I transferred over to Office of Chief  
25 Investigator. So I have a strong ties with this precinct.



1 It's a challenging precinct. I just want to say,  
2 commander, wish you the best and all the officers. I  
3 know, transition of NPOs. I used to know all them.

4 COMMISSIONER BELL: I have to really renew that  
5 effort in terms of this year. So I just want to apologize  
6 to you. I didn't have take the time to do that. So we  
7 talk about the Ninth Precinct, but it's still a wholesome  
8 people in terms of this precinct. So I just want to  
9 commend the people who still engage in civil manner in  
10 terms of concern that we have in the community. Thank you  
11 for the opportunity to speak.

12 CHAIRPERSON FERGUSON: Thank you, sir. All right. Now  
13 for questions. Commissioner Banks?

14 COMMISSIONER BANKS: No, I represent Ninth Precinct  
15 too.

16 CHAIRPERSON FERGUSON: You do?

17 CHAIRPERSON FERGUSON: Awesome.

18 COMMISSIONER BANKS: If you're 3205.

19 CHAIRPERSON FERGUSON: All right. Go right ahead. You  
20 can have some parting words if you'd like.

21 COMMISSIONER BANKS: All right. Thank you. Thank you,  
22 Mr. Chair. I just want to say congratulations to the  
23 Ninth Precinct, the commanders and captains and  
24 everything. The Ninth Precinct have really come a long  
25 way, a long, long way, because about a few years ago,

1 Ninth Precinct 48205 was one of the worst zip codes in  
2 the world. In the world. But through a great work ethic,  
3 hard work and determination, it has now turned into a  
4 respectable zip code and come from strategy planning and  
5 a great work ethic. Thank you so much.

6 CHAIRPERSON FERGUSON: Thank you, sir. Do you have  
7 any questions for the Chief?

8 COMMISSIONER BANKS: Yes, I do, Mr. Chair. There was  
9 a situation not long ago. A captain he was holding, the  
10 captain was holding a gentleman. He wouldn't let him go.  
11 Just recently, I think it was recently. He wouldn't let  
12 the young man go. I think he was 19 years old. He  
13 wouldn't let him go. I think the commander had called and  
14 told the captain and let him go. He still wouldn't let  
15 him go. What is going on? Are you aware of that  
16 situation, what is taking place?

17 DEPUTY CHIEF STEWART: No, I'm sorry. Unfortunately,  
18 I'm not.

19 COMMISSIONER BANKS: Huh?

20 DEPUTY CHIEF STEWART: I'm sorry. Unfortunately, I'm  
21 not.

22 COMMISSIONER BANKS: Okay.

23 CHAIRPERSON FERGUSON: We'll see if we can't get that  
24 information for you though.

25 COMMISSIONER BANKS: Okay. Thank you.

1 CHAIRPERSON FERGUSON: All right. Commissioner  
2 Hernandez. Commission Bell.

3 COMMISSIONER BELL: No question. Thank you.

4 CHAIRPERSON FERGUSON: Commissioner Holley.

5 CHAIRPERSON HOLLEY: Not question. Yeah, I do have a  
6 question. Thank you, Mr. Chairman. Thank you for the  
7 report as well. The person that was that was – somebody  
8 got in the back seat and carjack. Was it a random or was  
9 it target?

10 DEPUTY CHIEF STEWART: It would appear they were  
11 targeted because Skinny did get in the car with him. So  
12 he was known to him.

13 CHAIRPERSON FERGUSON: Right. What's always my  
14 curiosity, when we were pursuing someone, then you say we  
15 call the helicopter. I mean, I'm pursuing, I can't decide  
16 not to pursue. I call the helicopter. It's like the  
17 helicopter is always there or something that he or she  
18 can basically tag the person and follow the person to the  
19 destination that quick?

20 DEPUTY CHIEF STEWART: Yeah. Helicopters are pretty  
21 quick. We typically have someone working for any critical  
22 incidents and they get up and out pretty quickly.  
23 Probably 10 minutes or so. It doesn't take long because  
24 you're in a helicopter.

25 CHAIRPERSON HOLLEY: Right. So it is between the

1 coordination between what's on the ground.

2 DEPUTY CHIEF STEWART: Yes.

3 CHAIRPERSON HOLLEY: That's really interesting.

4 DEPUTY CHIEF STEWART: Yep.

5 CHAIRPERSON HOLLEY: That's really, I mean, from all  
6 indications, you guys do really well in terms of  
7 apprehending as a result of this I mean, 80 to 90% of the  
8 time.

9 DEPUTY CHIEF STEWART: That's great if I must say so  
10 myself. The Helicopter Units run out of our Metropolitan  
11 Unit. Sometimes they're just on-air patrol too, believe  
12 it or not.

13 CHAIRPERSON HOLLEY: Then finally and thank you for  
14 your patience with me. There were six or seven persons  
15 that were in the house that was standoff. There were some  
16 children in the house.

17 DEPUTY CHIEF STEWART: Yes.

18 CHAIRPERSON HOLLEY: They had about 60 cases in terms  
19 of the number of offenses that was going on. But to what  
20 relationship did the children have with the people that  
21 are doing the cook or the robbery.

22 DEPUTY CHIEF STEWART: So one of the suspects who  
23 fled knows someone who lives in the apartment.

24 CHAIRPERSON HOLLEY: Okay.

25 DEPUTY CHIEF STEWART: So just known to them. I'm not

1 sure whether or not they're related. But they are known  
2 to them. So that's where they felt comfortable going and  
3 staying until we came out and negotiated for them to come  
4 outside.

5 CHAIRPERSON HOLLEY: How many children were there?  
6 About five?

7 DEPUTY CHIEF STEWART: Five. Probably when I looked  
8 at them around 10 and under. Because they were little  
9 kids.

10 CHAIRPERSON HOLLEY: Right and you should be  
11 commended. No one got hurt, based upon the pursuit and so  
12 forth. Thank you so much.

13 DEPUTY CHIEF STEWART: Thank you, sir.

14 CHAIRPERSON FERGUSON: This is a public service  
15 announcement. If you're going to do crime here in the  
16 City of Detroit, don't. Because once the helicopter gets  
17 up, you might as well just pull over. Because it isn't  
18 going to run out of gas. Trust me. It isn't Commissioner  
19 Pressley.

20 COMMISSIONER PRESSLEY: Thank you Chair. No  
21 questions. I just want to make an announcement when I was  
22 on my way in it pains me to say this, but a kappa alpha  
23 psi license plate. You left the lights on. It's a Ford  
24 five club. So I just don't want you to leave here without  
25 your battery working. So if that's your vehicle, your

1 lights are on.

2 CHAIRPERSON FERGUSON: Fantastic.

3 CHAIRPERSON HOLLEY: This week cap just roll.

4 CHAIRPERSON FERGUSON: Commissioner Bernard.

5 COMMISSIONER BERNARD: Can I try to speak to you?

6 Because there's a feedback and an echo on the mic. It's  
7 good to see everyone this evening. I just have a question  
8 for you. I am a big film person and there is a movie out  
9 right now called She Ball, for girls who play Basketball.  
10 She Ball. The guy that's the star of it and that is very  
11 prominent, is the guy who also hosts the mass singer on  
12 tv. What's his name? Somebody in the audience help me.

13 UNNAMED SPEAKER: Nick Cannon.

14 COMMISSIONER BERNARD: What?

15 UNNAMED SPEAKER: Nick Cannon.

16 COMMISSIONER BERNARD: I didn't hear you.

17 UNNAMED SPEAKER: Nick Cannon.

18 COMMISSIONER BERNARD: Nick Cannon. That's who I was  
19 trying to say. Thank you so much. Anyway, I watched the  
20 movie and I've asked several other people in law  
21 enforcement to watch it because the emphasis in Detroit  
22 right now has been on juvenile crime. Also, Chris Brown  
23 and a lot of people that all of us would know that are  
24 all artists that are all in the age group of people that  
25 people think are criminals. In the movie, you see how to

1 stop juvenile crime, how to stop youth crime. I don't  
2 want to tell you exactly how it ends, but how they do it  
3 is by engaging youth and having activities for them that  
4 they really like. At one point, Nick Cannon tells a guy  
5 like I'm next to commissioner Pressley right here. He  
6 comes in the gym like in here right now. Of course, he's  
7 packing and he said, man, you know, this is a weapon free  
8 zone. This is a violence free. Can you give me your  
9 peace?

10 COMMISSIONER BERNARD: I'll keep it until you're  
11 ready to leave. You watch this interplay between young  
12 men and young women who are used to addressing issues  
13 through Mike. Mike makes right. Violence Makes right.  
14 Because they can take it out on the basketball court. I'm  
15 talking about really, really doing it. You see how that  
16 releases the tension and how it eliminates the violence  
17 that the chief has talked about among juveniles. So I  
18 just urge everyone to watch the movie. Let us know what  
19 you think. If you think there're ways we can do this kind  
20 of thing in Detroit. Well, it's just a judgment free  
21 zone. You are carrying, but when you come in here, you  
22 got to let it go. That kind of thing. I mean, it just  
23 starts the wheels rolling and in the end, you'll see how  
24 it makes a difference.

25 COMMISSIONER BERNARD: I won't tell you the end

1 because Chris Brown is one of the biggest offenders. You  
2 see but when he has that opportunity to do better through  
3 school, through other things, UCLA Officer, you see he  
4 makes that U-turn. So when we talk about juveniles, it's  
5 not just about locking them up. To me, it's about giving  
6 them real alternatives. Watch She Ball. It's on TV, like  
7 HBO, Showtime, or Star. One of those. But I don't know  
8 which one it was, but it's really good. I hope you let me  
9 know if you think it would work in Detroit, that kind of  
10 grassroots initiative. Not from the police, not from the  
11 commission, not from the mayor, not from anybody like  
12 that. Just grassroots. Thank you.

13 CHAIRPERSON FERGUSON: Thank you. VC Holt.

14 CHAIRPERSON HOLT: Thank you Deputy Chief Stewart. No  
15 questions and appreciate your report.

16 DEPUTY CHIEF STEWART: Thank you, sir. Thank you,  
17 ma'am. I'm sorry.

18 CHAIRPERSON FERGUSON: Thank you. Good report. I like  
19 it.

20 COMMISSIONER BELL: Mr. Chairman, I would like to the  
21 Deputy Chief to respond to our program, PAL explore. We  
22 do a whole lot of great things in Detroit. Because you  
23 sort of elaborate. I don't think we need to enlighten  
24 people in terms of, we have one of the top program for  
25 juvenile in the country.



1           DEPUTY CHIEF STEWART: Sure, we do. We have PAL and  
2   it's a great program. To Commissioner Barnard's point, I  
3   think the community should get involved. I think that  
4   various organizations and community outreach should be  
5   involved in interacting with the children and providing  
6   outlets that, quite frankly, we as law enforcement under  
7   commission and whatnot aren't always able to provide. But  
8   as law enforcement, we have the Brotherhood and  
9   Sisterhood. Commander Connor will be speaking about that  
10   when he come up as part of his community outreach. We do  
11   have PAL that's a historic program that many children  
12   have benefited from and youth athletes. We have a lot  
13   going on, but I do think that there's definitely another  
14   arm that we can have, and we can provide. I think she  
15   touched on it perfectly.

16           CHAIRPERSON FERGUSON: Commissioner Hernandez.

17           COMMISSIONER HERNANDEZ: Through the Chair. I'll add  
18   a tiny point to that as well, which Detroit PAL, to your  
19   question, sir hosts in partnership with Ford Motor  
20   Company, the critical conversations sessions, which are a  
21   six week very highly engaging course for youth in that  
22   area and really across the city for anyone who wants to  
23   join. But the interesting thing about Detroit PAL is  
24   Detroit PAL has been so successful that they are  
25   constantly benchmarked across the entire country. So that

1 critical conversations program, which launched here in  
2 Detroit, has now been expanded to Buffalo, to Memphis as  
3 of about two weeks ago, I think it was maybe, as well as  
4 Houston. There are going to be opportunities moving  
5 forward to explore other cities such as Chicago, St.  
6 Louis and others to expand that program. So great work on  
7 the Ford Fund side. Obviously, I'm a little biased, but  
8 great work on the Ford Fund side. But more than anything  
9 else, it's Detroit PAL. So to your point, Commissioner  
10 Bell, it's wonderful work.

11 CHAIRPERSON FERGUSON: Yes. Commissioner Burton.

12 COMMISSIONER BURTON: Through the Chair. I just  
13 wanted to say it is great to be at this community meeting  
14 and more importantly it's good to see that the community  
15 is engaged and here at today's Board of Police  
16 Commissioner's meeting. So I want them to know that we  
17 are working for them. But it's good to hear from our  
18 public. It was good to see Lori Parks in the audience  
19 from the National Action Network who also work with our  
20 youth over at NAN, along with Former Commissioner and  
21 Chair the Detroit National Action Network William Davis.  
22 So they are really working hard with our youth. It's good  
23 to hear about the initiatives that PAL is doing. But Nan  
24 also has been benchmarked across the country far as  
25 engaging with our youth, turning out the voter education

1 and so forth. So that's it, sir.

2 CHAIRPERSON FERGUSON: Fantastic. Now from the Ninth  
3 Precinct Community Council president, is Sandra Turner  
4 Handy here? Is she here? Yeah, there you are. Can you  
5 come up to the mic and say a few things for your  
6 beautiful place?

7 MS. HANDY: Oh, yes.

8 CHAIRPERSON FERGUSON: Yes. We want to hear from you.

9 MS. HANDY: Good evening, everyone. I'd like to  
10 welcome you here to the Ninth Precinct. I love it when  
11 you guys come over here. We're doing some awesome things  
12 in this neighborhood. As you know, we do have a new  
13 commander over here that we're working with over here.  
14 Our NPOs over here have really supported us as we try to  
15 transform our community. As you know, we have a very bad  
16 rep over here as being the most violent zip code in the  
17 city. We're changing that. That's not how we are anymore.  
18 Our community is coming together. We're really rebuilding  
19 and transforming our community and making things look  
20 nice in order to repopulate our community and drive down  
21 crime in our community. Our commander and our officers  
22 over here have been doing a awesome job and reducing  
23 crime over here. We're just thankful that they have been  
24 given the leadership to really come into community and do  
25 what they need to do.

1 MS. HANDY: We're not one of those people that say,  
2 oh no, don't call the police yet. We're going to call the  
3 police over here because they work with us and not  
4 against us over here. We are thankful that the police  
5 commissioner and the commander and the Chief of Police,  
6 I'm sorry – and the Chief of Police has allowed the  
7 commanders to really do the work that they need to do,  
8 especially here in the ninth. I just want to say real  
9 quickly, I say to everybody, you know, if they come over  
10 and they work in the ninth, they say they can work  
11 anywhere in the country because the ninth is the training  
12 ground. That's just how it is. But that's okay, because  
13 they learn and they're able to take that knowledge and  
14 utilize it throughout our city in order for our city to  
15 be safe. I thank you guys for your leadership in doing  
16 that.

17 CHAIRPERSON FERGUSON: Thank you. Thank you Ms.  
18 Turner Handy. It was a pleasure meeting you. Thank you so  
19 much.

20 CHAIRPERSON HOLT: Yeah, come again.

21 CHAIRPERSON FERGUSON: Yes, go ahead.

22 CHAIRPERSON HOLT: Okay. Thank you again for coming  
23 to the mic and sharing your enthusiasm for your  
24 community. What I'd like to share also is when US  
25 Attorney Ison came over here at the meeting and that

1 community was very, very focused as to the job they  
2 wanted her to undertake. Because if you recall, she was  
3 here to I guess arrest folks if they got caught with  
4 illegal weapons. This community had a list of criminal  
5 impact on the community that they wanted her to  
6 undertake. Personally, she expressed her enthusiasm and  
7 respect for your community.

8 CHAIRPERSON FERGUSON: Fantastic. I'm going to move  
9 on to oral communication. Mr. Brown.

10 MR. BROWN: Yeah. Good afternoon, Mr. Chair and this  
11 honorable Board. Currently we have nine speakers, and we  
12 have two in attendance so I'll start with those two. Ms.  
13 Kathy Montgomery, following Ms. Laura Parks.

14 MS. MONTGOMERY: I'm speaking in the wake of a recent  
15 murder of a young man by the name of Tyree Nichols in  
16 Memphis, Tennessee. The police officers that were  
17 involved in that assault and ultimate deaths of this  
18 young man are being prosecuted for murder and numerous  
19 other felonies. I'd like to know what has been done about  
20 the murder of Porter Burks in Detroit, Michigan a month  
21 or two ago. It was on the news for a week or two. Police  
22 officers I believe, were suspended with pay. To my  
23 knowledge, no criminal charges have been pressed. I'd  
24 like to know if this Board has reviewed the body cam  
25 video, or any video related to that killing of that young

1 man who was mentally ill having a breakdown and allegedly  
2 threatened the police officers with a pocket knife. When  
3 I saw the video on the news, the part that was shown on  
4 the news, he was at least 40 or 50 feet away from the  
5 police officers and in my mind, he was not a threat to  
6 those police officers that shot him to death. If this  
7 Board has not reviewed that video yet, I insist that that  
8 is your job. You were elected to protect the community  
9 from police officers who abused their authority. In my  
10 mind, if those officers were not at an imminent threat,  
11 they had no right to shoot and kill this young man who  
12 was having a breakdown. I'd like to hear comments from  
13 the Board afterwards to answer some of my questions.  
14 Thank you.

15 MR. BROWN: Ms. Parks.

16 CHAIRPERSON FERGUSON: Thank you. This Board has  
17 reviewed the body cam footage.

18 COMMISSIONER BERNARD: She wants the community to  
19 view it.

20 CHAIRPERSON FERGUSON: I can't speak on that.

21 COMMISSIONER BERNARD: I agree with her.

22 CHAIRPERSON FERGUSON: I can't speak on that. Only  
23 thing I can speak on, this Board has reviewed the body  
24 cam footage.

25 COMMISSIONER BERNARD: The community has not.

1 CHAIRPERSON FERGUSON: I can't speak on that. I can't  
2 speak on it, but I'll just let you know that I saw the  
3 body cam footage. I can't speak on it.

4 COMMISSIONER BERNARD: So the prosecutor's office  
5 refused to prosecute. It was taken to the prosecutor.

6 DEPUTY CHIEF STEWART: Yes.

7 CHAIRPERSON FERGUSON: It's in the prosecutor's hand.  
8 Yes. Go right here.

9 COMMISSIONER BERNARD: It said he wasn't prosecuted.

10 DEPUTY CHIEF STEWART: Well go ahead. As she stated.  
11 So every officer involved shooting that occurs a warrant,  
12 an investigation is conducted, a neutral investigation is  
13 conducted by a task force that includes Michigan State  
14 Police. The investigation was submitted to the Wayne  
15 County Prosecutor's office who declined to prosecute  
16 based on the investigation submitted. All of the  
17 information that you provided, all the information that  
18 you had a concern about was provided to the prosecutor.  
19 It was looked at and the determination was made to  
20 decline prosecution on those officers.

21 MS. MONTGOMERY: So they're not going to be  
22 prosecuted? None of them.

23 CHAIRPERSON FERGUSON: Okay. Ms. Parks, your time.

24 MS. PARKS: Good evening. Well, as you know, we have  
25 had a case in the past and it was Malace Breen. Malace

1 Breen was beat down by two racist officers here in this  
2 city over 30 years ago now. Those police officers were  
3 reprimanded and went to jail. As you know, your current  
4 supposed mayor was over the prosecutor's office at that  
5 time and fired the medical examiner because the medical  
6 examiner would not lie and say that Malace Breen died of  
7 a drug overdose. So if you don't know the case and you  
8 think I'm lying, all you got to do is go back and look.  
9 Also, Porter Burks. So, I guess none of these officers  
10 are going to be charged with shooting him over 20 times.  
11 Not only did he get shot, but they shot up buses and  
12 other things over there in that neighborhood also.

13 MS. PARKS: What I need to know is I don't hear  
14 anybody saying how many new officers are here in the city  
15 of Detroit and do they currently live in the city of  
16 Detroit and how many officers who are already on the  
17 force that live in the community where we are right now,  
18 that serve on the police force. The meetings that are  
19 held here and at the police headquarters, it's not a lot  
20 of community involvement. It's always mostly police  
21 officers who are attending these meetings. So I don't  
22 think the message is getting out as well as it should,  
23 because people need to attend these meetings.

24 CHAIRPERSON HOLLEY: Five police officers.

25 MS. PARKS: It's always more and when you have it at



1 the headquarters, I'm not going to come to the  
2 headquarters where all the police at to file a complaint.  
3 A lot of times that's a deterrence for people when  
4 they're coming to make a complaint about what's going on  
5 with the officer.

6 CHAIRPERSON FERGUSON: Okay. That's your time.

7 MS. PARKS: Thank you.

8 MR. BROWN: Mr. Chair, your next two speakers will be  
9 Skrill, followed by Minister Eric Blount.

10 UNNAMED SPEAKER: Real.

11 MR. SKRILL: Good evening.

12 CHAIRPERSON FERGUSON: Good evening, sir. You have  
13 two minutes.

14 MR. SKRILL: Yes. So I am Skrill. I'll go by Skrill.  
15 I am an organizer. I work with Force Detroit. We are our  
16 community organization. I appreciate it if you identify  
17 me as that. The mayor of the city council, the Chief of  
18 Police, everybody identifies me as that. I work with  
19 Force Detroit. I've been hearing a lot of concerns around  
20 the community violence. Our organizations lead, not just  
21 locally, but also nationally around models that  
22 implements community-based violence solutions. I will  
23 leave some of our proposals and our information in regard  
24 to our reports that we have put out over the last couple  
25 years around violence with inside of the city of Detroit,

1 but also nationally. This model was called CBI, which is  
2 a community-based violence intervention program providing  
3 wraparound services for those who are either directly  
4 impacted or are engaging in violent issues.

5 MR. SKRILL: Again, this is a national thing that is  
6 happening. Violence is no longer a public safety  
7 epidemic. It's a public health. If you go to the CDC  
8 website, it shows you around ACEs at-risk childhood  
9 behavior. Also, if you go onto the Biden administration,  
10 they have just made a billion-dollar investment through  
11 16 jurisdictions. I have traveled all around the United  
12 States studying from Oakland, California to New York to  
13 Washington, DC to Chicago, which is right next to us with  
14 these different types of models. We have been advocating  
15 for a while around CBI to be implemented inside of the  
16 city Detroit in regard to the public health aspects so we  
17 can provide direct services. Commissioner Bernard, what  
18 you describe is wraparound services and direct services  
19 that only a public health aspect can provide for that. So  
20 this type of work should be housed inside of the public  
21 health aspect. We need accountability to our police board  
22 to make sure that these initiatives that are community  
23 based and driven are provided to proper necessities and  
24 resources to provide. So I will leave these reports in  
25 the back for you all, but you can go on our website at

1 forcedetroit.org.

2 MR. BROWN: Minister Eric Blount.

3 CHAIRPERSON HOLT: Through the Chair.

4 CHAIRPERSON FERGUSON: Yes. Hold them for a second.

5 Go ahead. Go ahead.

6 CHAIRPERSON HOLT: Did I understand that your  
7 resources are at the back?

8 MR. SKRILL: They're right here. I'm going to leave  
9 them because I have a national call. I got to get on at  
10 seven, but I will leave them in the back for our reports.

11 CHAIRPERSON HOLT: Thank you.

12 CHAIRPERSON FERGUSON: Thank you.

13 MR. SKRILL: You can always go on our website,  
14 forcedetroit.org. We have multiple reports, but this is  
15 our newest report. Thank you.

16 CHAIRPERSON FERGUSON: All right, Mr. A Brown.

17 DEPUTY CHIEF STEWART: Thank you.

18 MR. BROWN: Minister Eric Blount.

19 CHAIRPERSON FERGUSON: Mr. Blount.

20 MINISTER BLOUNT: Can you hear me Board?

21 CHAIRPERSON FERGUSON: Yes, we can hear you.

22 MINISTER BLOUNT: Yes. This is Minister Eric Blount  
23 from Sacred Heart Catholic Church. No one really answered  
24 the question from the first commenter. What really  
25 happened to Porter Burks and his murder? It is a slick

1 move not to detail what the commissioners saw. If nothing  
2 is wrong with the actions of the officers who killed  
3 Porter Burks, then why not publicly released the footage?  
4 Something very important is being hidden. People far and  
5 wide, young and old are quick to point out the hypocrisy  
6 in the difference between the release of the footage of  
7 Hakim Littleton and Porter Burks. I'll remind you, the  
8 complete video footage of Hakim Littleton was released  
9 within hours from start to the last bullet. But no.  
10 Silence is betrayal. Silence is consent. Silence is  
11 violence. I say to you, this is what this Board is  
12 inflicting upon the citizens of the city of Detroit.

13 MINISTER BLOUNT: This Board's silence in the face of  
14 the most powerful Black woman in this country calling out  
15 the marching orders in regarding to police reform, Vice  
16 President Kamala Harris clearly stated that passage and  
17 enforcement of the George Floyd Justice and Policing Act  
18 is needed now. But this Board will never state whether or  
19 not it even stands with Vice President Kamala Harris.  
20 Instead, this Board continues its corruption by issuing a  
21 press statement this Monday, stating a lot of stuff, but  
22 always including a lie, a falsehood, a misleading  
23 statement that this Board is a national leader in  
24 oversight. No one is saying that about you, but you.  
25 Chairperson Ferguson, your opening statement only spoke

1 to your visit to the renovation of a precinct. No  
2 questions to the Chief about anything about crime.

3 MR. BROWN: Mr. Chair, your next three speakers would  
4 be President Buffington, followed by caller with the last  
5 three numbers 315 and Overwith.

6 MS. BUFFINGTON: Are you able to hear me?

7 CHAIRPERSON FERGUSON: Yes, we can hear you. Go right  
8 ahead.

9 MS. BUFFINGTON: Yes, this is President Buffington. I  
10 was just questioning the cleanup of the Chalmers Avenue  
11 area in regard to prostitution. If there's some  
12 information that could be given to the area in regard to  
13 the cleanup of the street walkers in the area, and to  
14 also speak on what the commissioner addressed in regards  
15 to the issue of the children in the neighborhood. There  
16 are a lot of good suggestions here, but you have people  
17 like, I know a young lady that just graduated, that's a  
18 nurse now. The housing development issue is what's going  
19 on with these children. You have a lot of displaced  
20 children. She has five children with her husband and  
21 they're living in a hotel currently. So that affects  
22 these youths.

23 MS. BUFFINGTON: Schools aren't looking into what's  
24 going on with the youth at home and the family as a  
25 whole. An environment of playtime and PAL and et cetera

1 is not going to resolve the household issue. So I don't  
2 think this is a venue. I don't think you all will be able  
3 to resolve that with the community affairs that you're  
4 speaking on. It's more than a health issue. It's a crisis  
5 of home and homelessness that is berating the East side  
6 area and a lot of other areas in the city of Detroit. I  
7 thank you for the cleanup that you have done in this  
8 precinct. Thank you.

9 MR. BROWN: Caller with the last three numbers 315.

10 CHAIRPERSON FERGUSON: 315, go right ahead.

11 CALLER 315: 8315 here.

12 CHAIRPERSON FERGUSON: Yes, we can hear you. Go right  
13 ahead.

14 CALLER 315: Thank you. This is Theo Broughton, co-  
15 founder of Hood Research Organization founded by your  
16 former police Commissioner, Reginal Crawford. I'm calling  
17 because number one, I'd like to know what happened to the  
18 white woman of Black children on their way to school.  
19 That seems like that's been covered up. Number two, we  
20 need leadership desperately. That thing in Memphis,  
21 Tennessee it seems. Secondly, officers who have been in  
22 these fraternities are in desperate need of leadership as  
23 well. It seems that hazing was carried on into the police  
24 department. So you need to look into the leadership in  
25 the city of Detroit's police department. Lastly, as it

1 relates to the movie that was spoken about, of course  
2 children are excited about coming to school for music as  
3 well as sport.

4 CALLER 315: They were also happy to come to school  
5 for the wood shops and the middle shops and the other  
6 vocational classes that introduced them to possibilities  
7 after they graduated from high school. Many of those have  
8 been removed. So that's something that people need to  
9 look into and tutoring our children. If students are  
10 taught badly, they make bad decisions. Tutoring is  
11 important. The number to call if you want to call the  
12 Let's Read program is 873-7490. That's 313- Detroit  
13 Public School, the Let's Read program. The more tutors we  
14 have for our children, the fewer children will grow and  
15 end up in prison. Thank you.

16 MR. BROWN: Overwith.

17 CHAIRPERSON FERGUSON: Yes. We hear you. Go right  
18 ahead, sir.

19 MR. OVERWITH: Can you hear me clearly. Tiffany  
20 Stewart, are you there? You oversee the Third Precinct. I  
21 mean in the 3rd District 11th Precinct. That's under your  
22 supervisor who's supposed to be the supervisor overseeing  
23 that. You know them jokers that took me to jail at 18  
24 months, seven time arrested. One guy lying five times on  
25 video camera line 911 called twice and then make his

1 false statements to the police and badge number 4798  
2 signed a petition full of lies. Had me committed and  
3 confined to the Samaritan Behavior Center for 13 days  
4 before I was able to get out that sugar honey, iced tea.  
5 Well, what Lori Parks and Minister Blount just said about  
6 that Porter Burks, that's absolutely true. Them officers  
7 need to be identified. We need to know who they is out  
8 here on the street with badges and gun running around  
9 doing all these devilish deeds and then hiding behind the  
10 color of authority.

11 MR. OVERWITH: Now I'm going to say this to Willie  
12 Bell. You denied me my right to file a complainant to  
13 OCI. I complained that Lawrence Akbar wouldn't take my  
14 complaint then you told me they're in violation of the  
15 city charter man. You told me not to do it. You country  
16 preacher snake for your salesman, Jim Holley. You knew  
17 that I sent you emails that never got to you because  
18 Melanie White intercepted them. But you never told any  
19 other commissioners. You kept it silent. Okay, well,  
20 right now, Kaniesha Coleman got a tag on her for suicide.  
21 It's physically impossible by physics law. Physics says  
22 you cannot suicide back gun without gun burns on the  
23 wound. That's an absolute, but yet the department got  
24 that tag on her. Now, Derrick Maye was not called in for  
25 his initial investigation until 94 days after the



1 complaint was made for her. You got 90 days to do the  
2 complaint. Now all this has been real talk until we get  
3 the rid of the BS political figures, Annie Holt, Willie  
4 Bell, Detroit people going to still suffer.

5 MR. BROWN: Mr. Chair, your last two speakers would  
6 be CAC Chair and Former Commission William Davis.

7 MR. BOMAN: Well, I'm hearing from some of my  
8 favorite people tonight. If I wasn't under the weather, I  
9 would love to be there. I'm joining those who I've heard  
10 from and seen in person and I'm also very happy to hear  
11 from some of our dedicated officers here online out in  
12 cyberspace. The tragedy of the homicide of Porter Burks  
13 is augmented by the additional tragedy of a police  
14 department and a Board of Police Commissioners that  
15 refuses to deal with this the way they should, and the  
16 prosecutor will call up Kim Worthy to here. I wish we  
17 could release the video for well, apparently  
18 commissioners saw it. But I mean, I saw enough to know  
19 that this guy had his hands up. He had a smaller  
20 pocketknife. I don't think he needed 20 shots for anyone  
21 to be protected.

22 MR. BOMAN: That needs to be investigated. Why are  
23 their names being kept a secret? Secrecy is coverup. It's  
24 a coverup of a homicide. The fact that Kaniesha Coleman's  
25 death, who Ruben just mentioned a minute ago, that they

1 keep calling that a suicide when it's impossible where  
2 the physical evidence works against that. That's a  
3 coverup. We need to put the light of day on these crimes.  
4 We need to make officers as accountable for crimes as  
5 civilians are accountable for crimes, as human beings  
6 should all be accountable for crimes that involve hurting  
7 or killing another human being. That's really all I got  
8 to say tonight.

9 MR. BROWN: Former Commissioner Davis.

10 MR. DAVIS: Good evening. I'd like to say a couple of  
11 things. First off, I'd like to say we need a greater  
12 effort to deal with all of these people that's running  
13 red lights because it's a lot of people running red  
14 lights. We need a greater effort to make sure the public  
15 is totally aware of what's going on and when officers are  
16 involved in shootings, their name should be released.  
17 That should be public knowledge. It's like whatever  
18 salaries people that work for the public make, then it's  
19 public knowledge. Also, my main point of calling in, I  
20 believe that everyone that puts in for Board Secretary  
21 and Chief of OCI should be able to know that the whole  
22 Board looks at all the applications. I know I just got a  
23 call from former judge Brenda K. Sanders, that says that  
24 she hasn't heard anything back.

25 MR. DAVIS: She put in for the officer Chief

1 Investigator. Each Board member should see the total  
2 package everybody put in, and the Board should interview  
3 in public at least three people for each title and that  
4 should be done in public. When you all start having these  
5 backroom deals and you have appointees making decisions,  
6 yet you all only want to see one person that's wrong. You  
7 all open yourself up to more potential lawsuits. In fact,  
8 I may be involved in the potential lawsuit if you all  
9 don't start acting right. Thank you.

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

11 CHAIRPERSON FERGUSON: Thank you.

12 COMMISSIONER PRESSLEY: Through the Chair.

13 CHAIRPERSON FERGUSON: Yes.

14 COMMISSIONER PRESSLEY: I just want to address two  
15 public comments that were made. One was actually echoed  
16 from last week's meeting, which was around the Board's  
17 support of the George Floyd Justice and Policing Act. So  
18 just for a public point of information this Board did  
19 pass a resolution in support of the George Floyd Justice  
20 and Policing Act. Correct?

21 COMMISSIONER BERNARD: Yes.

22 COMMISSIONER PRESSLEY: Okay. So let that be known to  
23 the community. Then secondly, there was a public comment  
24 relative to a housing insecurity and the unhoused  
25 community that are amongst our children. That is

1 absolutely an essential and necessary issue to have our  
2 focus. But I do want to let you know that at least from  
3 my understanding Bishop McClendon, who is the member of  
4 the Detroit Public School Community District Board has  
5 placed specific interest in the unhoused and the housing  
6 insecure children providing them with a number of  
7 resources. Now, while that is not enough, I do want the  
8 community to know that there is elected officials who are  
9 focused on this issue and try to do their best to  
10 mitigate it. Thank you, Chair.

11 CHAIRPERSON FERGUSON: Thank you. You're welcome. Now  
12 we're going to have a presentation from the Human  
13 Resources Bureau. Ms. Patillo, you're up.

14 MS. PATILLO: Good evening. Through the Chair. I'll  
15 be presenting the human resource report for the month of  
16 January. So I did provide slides because I think one of  
17 the comments last time was the audience could see, but  
18 you all couldn't see so I gave you. In front of you is a  
19 copy of the slide presentation that the audience can't  
20 see. So the report's going to cover the departmental  
21 staffing personnel. When I say audience, it's the  
22 audience that's on the Zoom. So I realize there's not a  
23 screen in here. The report's going to cover departmental  
24 staffing, personnel recruiting and recruiting  
25 initiatives. Then your packet that you were emailed has

1 additional demographic information. So next slide. Next  
2 slide just goes over the current departmental staffing  
3 for January. For the department, we were filled at 87%.  
4 For the sworn officers, we were filled at 89% vacancies,  
5 11% police assistance, 70% filled, and vacancies 30%.

6 MS. PATILLO: Then for civilians, it was 83% filled,  
7 17% vacancies. Next slide. Next slide should be the  
8 fiscal year data from January 1st, 2022 to – I mean July  
9 1st, 2022 to January 31st, 2023. So during that time, we  
10 had a total of 2,783 applications. 52 were in processing,  
11 161 applications were withdrawn, 1,428 applications were  
12 archived for various reasons. It could be lack of  
13 interest, it could have been waiting on information. 322  
14 were temporarily disqualified, 370 were permanently  
15 disqualified, 229 were waiting on MCOLE's testing and 18  
16 were archived. During that period, we hired 84 personnel.  
17 Next slide. Next slide is MCOLES' testing for January. For  
18 the written test, 59 we're scheduled, 51 appeared, 33  
19 passed. That was a 65% passing rate. 18 failed, 35%  
20 failure rate and 8 no-shows. For the physical agility,  
21 215 were scheduled, 108 personnel appeared, 60 passed  
22 with a 56% passing rate.

23 MS. PATILLO: 48 failed, 44% failure rate, 26 were  
24 rescheduled, 1 withdrawal, and then 80 no-shows. The next  
25 slide should be the total new hires for the month of

1 January. 24 sworn were hired, 11 civilians for a total of  
2 35 new personnel. The next slide covers the Detroit  
3 residency. I believe there was a question on how many  
4 Detroiters do we have. So for January for Detroiters  
5 sworn we had 529 personnel, 409 civilians, 15 police  
6 assistance. Fr non-Detroiters, we had 1,792 sworn, 231  
7 civilians, 23 police assistance. Out of those hiring  
8 rates 5 of Detroit residents were civilians, 4 Detroit  
9 residents were for new hires for sworn. Next slide. Next  
10 slide should be your attrition slide for January. We had  
11 15 personnel that separated. I have another slide that's  
12 going to talk about the trends that we're seeing  
13 downward. 12 civilians separated for total of 27.

14 MS. PATILLO: Next slide. So for leave or absences  
15 and restrictive duty. For FMLA continuous, you'll start  
16 to see that we are trending downward. For sworn, we had  
17 14, for F MMLA intermediate we had 61, medical leave 3,  
18 military leave 3, 163 were restricted, 27 disabled, 17  
19 sick. Then for our civilians, we had 5 civilians FMLA  
20 continuous 48 FMLA intermediate, medical leave 6, 12  
21 restricted, 1 disabled, 3 sick. Next slide. The next  
22 slide shows your monthly separations. We had 15. So as  
23 you can tell, I have another slide. You'll start to see  
24 that since the contract negotiation the separations has  
25 gone down 15 and that's where we want to try to keep it

1 at for each month. 15 separations, 11 were police  
2 officers, 1 sergeant, 2 lieutenants, 1 detective.

3 MS. PATILLO: Then we had 19 suspensions, 17 police  
4 officers, 1 corporal, 1 sergeant, and 542 personnel in  
5 the drop program. If you go to the section that says  
6 sworn separations. Right after that, it gives you the  
7 2022 data versus the 2023. You'll see that the contract  
8 renewal was between September and October. As you can  
9 see, we peaked in August. We had 39 separations September  
10 33 and then in October we had 27, November 15, December  
11 20. Then if you see the light blue chart, we are now in a  
12 new current year, but we had 15 in January and currently  
13 right now we have sixth in February.

14 MS. PATILLO: Next slide. So the next slide should be  
15 separations to other departments. That is a large topic  
16 that everybody's interested in. So that slide just gives  
17 you a depiction as to where we are and how we're trending  
18 down. You will notice that in September, we had 25  
19 personnel that's separated to other departments August  
20 23. In October, we started to trend down 12 in October 6  
21 in November and 6 in December, 3 in January, and as of  
22 February 1. So the contract negotiations are working. If  
23 you go to the next slide that says sworn appointments,  
24 basically new hires. From 2018 to 2023, you'll see that  
25 the highest year was 2019 with 304, in 2022 we had 234,

1 in 2023 we had 24 in that group and then we've had our  
2 first lateral.

3 MS. PATILLO: If you go to the next slide, you'll see  
4 the student police officer summary. We have a total of  
5 134 students out of 146 that are in the academy right  
6 now. So we have five classes that are there. The intent  
7 is to put a class in every month, and we will have a  
8 class that will graduate. The next class will graduate  
9 February 17th. Currently, right now there's 29 students.  
10 The class where it says to be determined, that's the  
11 class we just put in in January. They will be graduating  
12 in June. We just don't have the official date. The next  
13 class will start February 27th. We will have  
14 approximately 30 plus. That does not include the  
15 reinstatements. I'll tell you that before this meeting,  
16 we had 3 and 5 other reinstatements were just approved.  
17 They were returning from River Rouge, Livonia, Roseville,  
18 Oakland County Sheriff, and I forgot the other place.

19 MS. PATILLO: So apparently, we have 60 personnel in  
20 background, 24 in free background, and 70 in standby.  
21 Also, with that January class the governor published the  
22 Public Safeties Academy Assistance program where you  
23 could receive up to \$4,000 for up to 25 students that  
24 will come back to the department. So 22 out of the 24  
25 that started the January class were eligible for that



1 grant. Then we have three that will roll over into the  
2 February class. Next slide. Next slide should show 2022  
3 to 2023 reinstatements. Since the contract renewal, we  
4 have received 44 requests. We've hired 14. The chart to  
5 the left, you'll see the number of requests per month.  
6 Then to the charts to the right, you will see that 14 are  
7 approved, 5 have been denied, 23 are in processing, 2  
8 withdrew. 5 of the 23 were approved by Chief White today.

9 MS. PATILLO: Totally they've come back from Taylor,  
10 Livonia, Farmington Hills, Westland, Ann Arbor, Atlanta,  
11 and then the private sector. So as you can see, even in  
12 2022 we received the highest number of reinstatements  
13 since 2014. Just skip to the next slide is the hiring  
14 projection. So my goal is kind of lofty with this  
15 contract renewal. I'm going to be confident. Our attempt  
16 is going to be to hire over 300 police officers. The way  
17 we're going to do that, we need to put 40 candidates in  
18 each recruiting class, or we need to have a culmination  
19 of 40. So that could be 35 or 30 and 10 reinstatements.  
20 They will add to 40. We need to attend over 40 to 50  
21 events. We need to receive 600 applications a month.  
22 That's about 150 applications a week. We believe out of  
23 that 300 to 350 will be scheduled for the physical  
24 agility test.

25 MS. PATILLO: We know about 50% is going to show up.

1 Out of that, about 75 is probably going to pass. With  
2 that being said, we'll take the 75 approximately, they  
3 will move on to the written test. Approximately 70% of  
4 that will pass the written test. That gives you about 52  
5 to 53 candidates a month with a flex. If we can get 40  
6 out of that, we will be sitting pretty good. Some of the  
7 things that we plan to do or some of the resources that  
8 we have at our disposal is technology. We're going to be  
9 going on embarking on another media campaign. We're  
10 already doing career fairs, recruiting events,  
11 strengthening our partnerships, working with the  
12 physicians as well. So some of the individuals that were  
13 previously probably disqualified for suitability, not  
14 mentally, emotionally, but they might be coming up on  
15 their one year, their two year.

16 MS. PATILLO: We're going to go back and engage them  
17 because some of them was just employment history or  
18 suitability. Like what demographics have you been in,  
19 what's your work history and things like that. Education,  
20 as you all know, we have Cleary University. We had over a  
21 hundred students that graduated last May. Currently,  
22 right now we have 254 that is in Cleary University.  
23 Approximately about 40 is receiving their master's  
24 degree. The rest is receiving their bachelor's degree,  
25 and it's also applicable to the civilians as well. So

1 reinstatements, as I already said, is a big hit right now  
2 and then the lateral transfer program. So we're going to  
3 be heavily marketing that as well. The last slide, or I  
4 believe that might be the last slide, shows you our  
5 partnerships. So if you look at the current partnerships  
6 on the left, those are partnerships that we already have  
7 in place, and then some of our future partnerships are on  
8 the right hand side. Pending any questions. That  
9 concludes my presentation.

10 CHAIRPERSON FERGUSON: VC Holt.

11 CHAIRPERSON HOLT: Thank you, Human Resources  
12 Patillo. Another awesome report. Now I know you're  
13 familiar with the Public Act one that was just passed by  
14 the governor mandated that Michigan police officers now  
15 have additional training. So when is that training? I  
16 know it's post academy. So would those folks coming out  
17 of the academy, once they're out, will they be required  
18 to take the additional training? Along with that whole  
19 discussion, will members of the DPD executive ranks, will  
20 they be required to take the training as well?

21 MS. PATILLO: So I can't per se answer that. I don't  
22 know if DC Stewart can. But I do know one of the things  
23 that they were going to put into place over the academy  
24 is after they graduate, they're going to get another set  
25 of training, but they're going to be going to different

1 areas within the department. I don't know if DC Stewart  
2 can elaborate on that.

3 DEPUTY CHIEF STEWART: Yep. Through the Chair. So  
4 each officer is required to go to 40 hours of training  
5 twice a year and that covers a variety of topics  
6 including firearms training diversity, equity and  
7 inclusion training. Just a number of topics in 40 hours  
8 twice a year.

9 CHAIRPERSON HOLT: In addition to this training, or  
10 as it is today? I'm having the impression that this is  
11 new training that law enforcement members are required to  
12 take.

13 DEPUTY CHIEF STEWART: So I'm not aware of the  
14 training that you're talking about. I'd have to look into  
15 that to see if that's on top or advanced training that  
16 will be included into the 40 hours that they already  
17 take. I'm unsure.

18 CHAIRPERSON HOLT: Okay. Thank you.

19 COMMISSIONER BELL: Mr. Chairman.

20 CHAIRPERSON FERGUSON: Yes.

21 COMMISSIONER BELL: My understanding is that police  
22 officers in the state of Michigan is required to have  
23 that training. DPD is lead in the country once again, in  
24 terms of training those 40 hours since we're on the  
25 consent agreement in terms of we have complied with that

1 process. We're ahead and so, but it's going to be  
2 additional funding for that. So that's a key part of it.  
3 Thank you.

4 CHAIRPERSON FERGUSON: Yes. Commissioner Bernard.

5 COMMISSIONER BERNARD: Just a very good report. If I  
6 could make one recommendation it would be that you number  
7 the pages in our book. So when you move from page to  
8 page, I'll know where you are. You move quick. So I just  
9 need the reference like the page number.

10 MS. PATILLO: I could do that.

11 COMMISSIONER BERNARD: Helpful. This other one may be  
12 next time we could do it on big paper so you can read it.  
13 You can't read the little. It's really hard to see.

14 MS. PATILLO: I didn't want to burn a whole lot of  
15 trees, but if you want single pages, I can give you  
16 single pages.

17 COMMISSIONER BERNARD: Okay. But my question to you  
18 is, you indicated in your report that 229 people are  
19 awaiting MCOLE's testing. That means they've already  
20 passed through all of our stuff?

21 MS. PATILLO: No, ma'am. That means that they're  
22 being contacted. So they submitted their application,  
23 they're being contacted to be scheduled for the physical  
24 agility test and the written test. So that's what  
25 awaiting testing means.

1 COMMISSIONER BERNARD: So that's 229 people?

2 MS. PATILLO: Correct.

3 COMMISSIONER BERNARD: How soon can that test be  
4 arranged?

5 MS. PATILLO: So we are arranging them. Some of them,  
6 we get them arranged. We started testing twice a week in  
7 the physical agility part and then on the written test,  
8 we do those on Saturdays. Everybody did the holiday  
9 shutdown, so there was no testing during that week. So  
10 we're making up for that.

11 COMMISSIONER BERNARD: Because that's a big chunk of  
12 people.

13 MS. PATILLO: Yes, it is.

14 COMMISSIONER BERNARD: That we could move into the  
15 force and into serious training if we got to. Is there  
16 anything that you need the Board to do or the  
17 administration to do?

18 MS. PATILLO: Nope.

19 COMMISSIONER BERNARD: Don't we need people to work  
20 on Saturday. What do you need to do to get rid of the  
21 backlog like we do for the complaints?

22 MS. PATILLO: They're being scheduled. I don't have  
23 the results of Wednesday's testing. There was a test  
24 yesterday and then we have quite a bit that's going to be  
25 lined up for Saturday testing.

1 COMMISSIONER BERNARD: Please let us know if there's  
2 something that we can either talk to the Chief about or  
3 do something to get rid of the backlog. The Chairman does  
4 not like backlogs at all, so we need to move it.

5 MS. PATILLO: Yes, ma'am.

6 COMMISSIONER BERNARD: Get these people on the force  
7 if they can.

8 MS. PATILLO: I understand.

9 COMMISSIONER BERNARD: Pass MCOLEs.

10 CHAIRPERSON FERGUSON: All right about that  
11 Commissioner.

12 CHAIRPERSON HOLLEY: Don't need that.

13 CHAIRPERSON FERGUSON: Commissioner Pressley.

14 COMMISSIONER PRESSLEY: Thank you. Through the Chair.  
15 First is a point of clarification to DC Stewart. That 40  
16 hours, is it 40 hours twice a year or is that 40 hours  
17 split twice a year. I'm trying to get is that 40 hours  
18 collectively, or 80 hours?

19 DEPUTY CHIEF STEWART: 80 hours.

20 COMMISSIONER PRESSLEY: Okay. Thank you. Then my  
21 question is, again excellent report. My first question is  
22 relative to one of the public comments that was made  
23 relative to the demographics, obviously I'm sure they are  
24 satisfied to know the residency of the officers and your  
25 reports are already so very detailed. I hate to add

1 another layer to it, but maybe, is biannually twice a  
2 year or every year? I always get that mixed up, but twice  
3 a year maybe giving the data by zip code or precinct.

4 MS. PATILLO: Yes. So I owe that to you. We did start  
5 that two BOPCs ago. It just was not included in this  
6 report. Actually, that was the request of Commissioner  
7 Hernandez.

8 COMMISSIONER PRESSLEY: Look at that—

9 MS. PATILLO: Hernandez, just so—

10 COMMISSIONER PRESSLEY: Awesome.

11 MS. PATILLO: We'll probably have that for you  
12 tomorrow.

13 COMMISSIONER PRESSLEY: Well, thank you. I'm sure  
14 that—

15 MS. PATILLO: It's by precinct.

16 COMMISSIONER PRESSLEY: Excellent. I'm sure our  
17 public commenter will appreciate that. Then lastly with  
18 your lofty goals in 2023 what would you say is your  
19 greatest challenge? What is a challenge that you believe  
20 you might face in trying to reach your 2023 goals?

21 MS. PATILLO: So we're doing a little bit of  
22 restructuring. We need more people and we're doing that.  
23 The chief is helping us with that. Just getting more  
24 people out there with field recruiting. That's one part  
25 of it and then just continuing to build partnerships



1 going beyond the schools. Just building relationships or  
2 rekindling relationships that might have been there prior  
3 to Covid and somewhere along the line went away. So we're  
4 just rebuilding that. We're going to colleges. We are  
5 even working with Michigan Network work, Detroit at Work  
6 Job Corps. A matter of fact, I was on a phone call  
7 yesterday with a workforce development. Job Corps wants  
8 us to come in once a month. They actually have a Homeland  
9 Defense program that no one knew about. So they have  
10 about 40 students enrolled in that right now.

11 MS. PATILLO: I didn't know they stayed on site as  
12 well. So we're going to start to go in there once a  
13 month. We're going to start to. We've already started  
14 with some of the historical Black colleges. We're  
15 strengthening our ties with Eastern Michigan. Wayne State  
16 has invited us to a few virtual career fairs. Heavily  
17 targeted military as well because we realize a lot of  
18 them are returning from deployment and a lot of their  
19 commanders and captains have reached out saying they're  
20 not going to be employed once they come off active duty.  
21 So for some of the military brigades, it's going to be  
22 easy for them to come over to the department. So we've  
23 been heavily recruiting them as well.

24 COMMISSIONER PRESSLEY: Excellent. Thank you.

25 CHAIRPERSON FERGUSON: Commissioner Banks?

1 COMMISSIONER BANKS: Yes. Thank you. Through the  
2 chair. Director Patillo, you say 322 people were  
3 disqualified from the academy. Why were they  
4 disqualified?

5 MS. PATILLO: Yes, sir. So a correction, they were  
6 not disqualified from the academy. There could have been  
7 a million and one reasons why they were disqualified. So  
8 the 322 that were disqualified. So there's a difference  
9 between temporary disqualified and permanently  
10 disqualified. Permanently disqualified could mean that  
11 they were disqualified by psychologists that we have,  
12 meaning they had a mental or emotional. There was  
13 something in their background that deemed them unfit to  
14 go into the department. So most of those can come from  
15 that, or it could have been an arrest history. If there  
16 were things specific in their background that they were  
17 disqualified by MCOLEs. So that's part of that. A  
18 temporary disqualification could have been at the time.  
19 It could have just been disqualified. Suitability could  
20 also fall into that category as well. So a lot of times  
21 when the psychologist disqualify you, they can either go  
22 mentally emotional or suitability. Suitability could have  
23 been they found that you were immature, or they found  
24 that your employment history was not that great. Mentally  
25 emotionally, meaning there was something mentally they

1 found that you were not going to be able to make it in.

2 COMMISSIONER BANKS: So if they were temporary  
3 disqualified.

4 MS. PATILLO: Temporary means that they might have  
5 had a one-year disqualification or two year  
6 disqualification. So if those individuals—

7 COMMISSIONER BANKS: Got it.

8 MS. PATILLO: That's one of the comments that I made  
9 that if they fell into that parameter, if they're up on  
10 their one year or two years, those are individuals that  
11 we're going back out to. If those were the reasons and we  
12 are reattaching those individuals to see if they're still  
13 interested to come back to the department and then we'll  
14 get them back to the—

15 COMMISSIONER BANKS: Got it. I appreciate that,  
16 Director Patillo. Good job. I'm all set, Mr. Chair.

17 CHAIRPERSON FERGUSON: All right. Thank you.  
18 Commissioner Holley.

19 CHAIRPERSON HOLLEY: Thank you, Mr. Chairman. Ms.  
20 Patillo it's my understanding that the big challenge that  
21 we have is not in testing or in reading, in  
22 comprehension, but it's really the physical agility. Is  
23 that right or wrong?

24 MS. PATILLO: So as of now, we are doing pretty well  
25 with our physical agility. One of the things that we did

1 several months ago is we used to take the written test  
2 and the physical agility test on the same day.

3 CHAIRPERSON HOLLEY: I got you.

4 MS. PATILLO: We changed that. We put the physical  
5 agility test first.

6 CHAIRPERSON HOLLEY: Good.

7 MS. PATILLO: We have to pay for each one of those  
8 tests. So on the front side. The written test, we have to  
9 pay for that upfront. So whether they show or don't show.  
10 The physical agility we pay if they pass. So what we  
11 started doing was that's the reason why we created a  
12 third category which we call standby. We give them the  
13 opportunity to come take the physical agility test. If  
14 they fail, we put them through the program where we have  
15 someone in recruiting who works out with these  
16 individuals, and then we put them back through the  
17 pipeline.

18 CHAIRPERSON HOLLEY: That's great. That's really  
19 great. Thank you, Mr. Chair. Commissioner Hernandez.  
20 Commissioner Burton.

21 COMMISSIONER BURTON: Yes. Mr. Chair.

22 CHAIRPERSON FERGUSON: Yes.

23 COMMISSIONER BURTON: Ms. Patillo from a HR  
24 standpoint when it comes to hiring officers or civilians  
25 or even on executive level of management, can you explain

1 the normal processes for interviewing processes like how  
2 many interviews would go on, two or three, or do you see  
3 some of those being decided by one entity?

4 MS. PATILLO: So, that's a loaded question. So let me  
5 start with the sworn side.

6 COMMISSIONER BURTON: Thank you.

7 MS. PATILLO: So for the sworn side, there's an 11  
8 step process that you go through. So you go through the  
9 application, they start the lean process on you,  
10 basically a preliminary background check. From there, you  
11 go to a written test, you go to a physical agility, then  
12 you go through an oral board. That oral board is trained,  
13 and that is all made up of the police officers from  
14 various ranks all the way up to commander. Once you make  
15 it through the oral board, then there is a written  
16 psychological test that is given. Then you go see the  
17 psych, then you go to medical, and then you go through  
18 live scan, which is your fingerprinting. Then there's  
19 some individuals that might need a discussion. There's an  
20 executive board panel that is held by the leadership,  
21 that's the sworn side.

22 MS. PATILLO: So there's one oral board, but then  
23 there's a plethora of things that they have to go  
24 through. On the civil side, you have civil service jobs,  
25 and then you have jobs that are appointed at the

1 discretion of the Chief. So the civil service jobs, more  
2 than likely you're going to have to take a test. If you  
3 pass that test, then you go through an interview. There  
4 is a panel for the interview. Those panels are made up  
5 from the SMEs of those departments and also the human  
6 resource consultants. Once that is determined, there's a  
7 scoring. That scoring goes back into the system. Testing  
8 and development gives us the test. So there's not a test  
9 that HR produces. That test comes from the city of  
10 Detroit. Then there's things on the civilian side where  
11 it could be education that they look at, there's points  
12 for that.

13 MS. PATILLO: Military service, there's points for  
14 that. Experience, there's points for that. All of that  
15 information is put into a database, and there's a ranking  
16 that is given out. So then there's a ranking. Before  
17 hiring is made there is a ranking that you have to look  
18 at. So it's not like somebody can jump over the other  
19 person. For the appointments, they're more than likely  
20 there's not a test for those jobs. When I say  
21 appointments, those are your task positions, those are  
22 your executive secretaries and your administrative  
23 assistants. Those are appointed at the discretion of the  
24 Chief and de-appointed at the discretion of the Chief. So  
25 that does require an interview, and then the Chief signs

1 off on those.

2 CHAIRPERSON FERGUSON: Thank you.

3 COMMISSIONER BURTON: What about on executive  
4 management positions? If your office was looking to hire  
5 someone with certain executive positions.

6 MS. PATILLO: So it depends on what kind of executive  
7 position. So we have executive managers, and I can tell  
8 you as far as the executive managers that I've seen,  
9 there's an interview process. Then more than likely,  
10 they're going to go in front of the Chief and whatever  
11 panel that he decides. Depending on how many people apply  
12 for that position, there's going to be a rack and stock  
13 of those individuals based on their experience, based on  
14 that resume. Then before any decisions are made their  
15 references are going to be contacted. There's a  
16 background check. So civilians go through a CS, an RMS,  
17 and a lien, and a social media check as well. So every  
18 individual is thoroughly screened before there's a  
19 decision made on that.

20 COMMISSIONER BURTON: So do you see two interviews at  
21 least three or possibly more interviews when it comes to  
22 the executive positions for the city?

23 MS. PATILLO: So I can't speak for the city. I can  
24 only speak for DPD.

25 COMMISSIONER BURTON: Sure.

1 MS. PATILLO: Speaking for DPD, it depends on the  
2 position, the executive position. So they might have one  
3 screening based on for instance, I may sit on that board.  
4 But the finals, if there's a final interview, the Chief  
5 has the right to conduct a final interview with whatever  
6 panel is going to be made up with the Chief before a  
7 final decision is made. So I don't know if there's a  
8 specific job that you're looking for. But there has not  
9 been many executive positions since I've been here.  
10 There's been a diversity, equity and inclusion. There've  
11 been a director of media affairs, and that's pretty much  
12 – and I think an executive for management resources. But  
13 that's about all the executive positions.

14 COMMISSIONER BURTON: How many interviews do a  
15 officer goes through?

16 MS. PATILLO: As I said, they go through an 11-step  
17 process.

18 COMMISSIONER BURTON: 11 steps.

19 MS. PATILLO: So they go through an oral board, they  
20 have to go through a psych screen, but all the way  
21 through, they're going through some type of screening  
22 because they still have to make it through the background  
23 check.

24 COMMISSIONER BURTON: Got you.

25 MS. PATILLO: So you can make it through the



1 psychological screening, but your background may come  
2 back negative.

3 CHAIRPERSON FERGUSON: Commissioner Hernandez.

4 COMMISSIONER HERNANDEZ: Thank you. Through the  
5 Chair. I'll actually answer the question because it's  
6 informally directed to me. So I'll give an update once  
7 again for maybe the fourth time on the hiring process for  
8 Board Secretary and Chief Investigator. Every process  
9 that we're following is entirely consistent with city HR  
10 practices and guidance. Guidance is the key word there.  
11 This is not a process that myself or any other  
12 commissioner has made up or invented out of thin air.  
13 It's consistent with legal practices and guidance from  
14 the law department as well. That's why I entirely feel  
15 confident in that process. The discretion for an  
16 executive position that is appointment based is exactly  
17 what we're doing, which we're hosting these meetings or  
18 these interviews rather in-house, in committee.

19 COMMISSIONER HERNANDEZ: There was plenty of  
20 opportunity to have feedback provided to myself, to Chair  
21 Ferguson, to others, which that was not the case. We have  
22 interviews scheduled tomorrow morning, which I think is  
23 very irresponsible to try and suggest otherwise less than  
24 24 hours from when we have those meetings scheduled.  
25 There's been a lot of work from city HR and the law

1 department already to get us to this point. So with that  
2 process laid out and with us executing on that process,  
3 we're going to fill these positions in a manner that is  
4 legal and consistent with the policies that are in place.  
5 Not that I invented, but city HR. So if there are any  
6 questions, I would refer any commissioner that has a  
7 question to the law department and to city HR to ask them  
8 at this point, because I've provided this thoroughly and  
9 transparently on several occasions, and I won't do so  
10 again.

11 CHAIRPERSON FERGUSON: Yes. Thank you, sir. Thank  
12 you. Commissioner Bell.

13 COMMISSIONER BELL: No question.

14 CHAIRPERSON FERGUSON: Commissioner, you asked your  
15 question already? Ms. Patillo, thank you as always. No, I  
16 have one. The lateral. Is it lateral from a department  
17 outside of us and came over? So one lateral.

18 MS. PATILLO: There're two things. A reinstatement,  
19 say for instance, if they were DPD, left DPD, went to  
20 Livonia. That's a reinstatement. A lateral was they've  
21 would never serve time with DPD. So if they just did like  
22 Livonia Taylor and things like that, and they wanted to  
23 come to DPD, that is a lateral.

24 CHAIRPERSON FERGUSON: Okay. Nice.

25 MS. PATILLO: Then you have out-of-state laterals.

1 CHAIRPERSON FERGUSON: Thank you.

2 COMMISSIONER BERNARD: Can I have one quick question,  
3 if that's okay?

4 CHAIRPERSON FERGUSON: Yes, go ahead.

5 COMMISSIONER BERNARD: Director Patillo, you are an  
6 ex-military person, I believe, retired coronel. Is that  
7 correct as I recall?

8 MS. PATILLO: Yes ma'am. Lieutenant Coronel.

9 COMMISSIONER BERNARD: So my question to you because  
10 you bring a level of experience because of your military  
11 history, that is different from other HR directors. My  
12 question relates to officers who have been involved in  
13 officer related shootings. Since you're in charge of  
14 training and everything as well, do you think that when  
15 an officer is involved in a shooting, that maybe it might  
16 be a good idea to bring them back to do some, even though  
17 I'm not saying whether it's justified or unjustified,  
18 that's not the issue. The issue for me is that the  
19 department makes every effort to deescalate situations,  
20 but just assume that obviously it didn't deescalate. Do  
21 you think that additional training when there are officer  
22 related shootings would be helpful?

23 MS. PATILLO: So there's a correction. So I am not  
24 over training. Officer professional development is over  
25 training.

1 COMMISSIONER BERNARD: Your professional opinion.

2 MS. PATILLO: In my professional opinion, should  
3 officers receive training?

4 COMMISSIONER BERNARD: If you're involved in a  
5 shooting, just like a refresher. You always learn more  
6 things the more you talk about it and do it.

7 MS. PATILLO: Yeah. So I would refer that to DC  
8 Stewart.

9 CHAIRPERSON FERGUSON: Thank you. I knew. There we  
10 go.

11 MS. PATILLO: Because my experience is different than  
12 military. I mean, my experience as military is different  
13 than the police department.

14 DEPUTY CHIEF STEWART: I understand that.

15 COMMISSIONER BERNARD: The military police and the  
16 police department.

17 CHAIRPERSON HOLT: But the deputy--

18 COMMISSIONER BERNARD: I mean, in the army--

19 CHAIRPERSON HOLT: Deputy Chief.

20 CHAIRPERSON FERGUSON: Go ahead.

21 DEPUTY CHIEF STEWART: Through the Chair. I would  
22 submit that there would be a need for training if upon  
23 review of the officer involved shooting, you notice any  
24 policy violations or any tactical issues of concern. So  
25 when you see issues like that, officers definitely would

1 need to be retrained. Also, as a point of clarification  
2 because I misspoke earlier regarding the training. It's  
3 40 hours of training, and the range is twice a year.

4 COMMISSIONER BERNARD: I'm thinking of the four  
5 officers that shot the young man that had the three-inch  
6 knife. To me, they could use additional training just as  
7 an observer, as a member of the community. Because as  
8 you've heard, people think that was inappropriate, even  
9 though the prosecutor found no responsibility. That's  
10 different from us. We have the ability to have the best  
11 and the brightest and trained for that. That's why I said  
12 every time—

13 DEPUTY CHIEF STEWART: They wouldn't be retrained.

14 COMMISSIONER BERNARD: There's an officer related  
15 shooting, I think there additional summer training would  
16 be appropriate.

17 DEPUTY CHIEF STEWART: Ms. Bernard, they may be  
18 retrained. We do have tactical reviews of all officer  
19 involved trainings, and we just really unpack them and go  
20 through it for a ten. Sometimes you see issues that need  
21 to be retrained. They need to be debriefed. Oftentimes  
22 the training academy will come in and make different  
23 recommendations and retrain officers in certain things,  
24 just as a FYI.

25 CHAIRPERSON FERGUSON: Okay. Thank you.

1 COMMISSIONER BERNARD: It should be ma'am.

2 CHAIRPERSON FERGUSON: Thank you so much. Thank you,  
3 Ms. Patillo. Thank you.

4 CHAIRPERSON HOLT: Through the Chair.

5 CHAIRPERSON FERGUSON: Yes.

6 CHAIRPERSON HOLT: Now that commissioner Bernard  
7 brought up that concern. Okay. Deputy Chief Stewart, now  
8 based on the public act that was passed by the governor,  
9 it reads as if every law enforcement member in the state  
10 of Michigan will receive additional training. Because it  
11 looks as if this additional training is going to be  
12 pricey tag for the state. In the example that the  
13 Commissioner Bernard posed, I mean, it would be an  
14 assumption that those law enforcement members would  
15 engage in additional training. Will that additional  
16 training come along with this new public act?

17 DEPUTY CHIEF STEWART: So again, I don't have  
18 clarification regarding all the facts of the act. But if  
19 the governor passed an act stating that officers would be  
20 retrained or trained in certain issues, then we'll uphold  
21 her act, and we'll train officers especially if she's  
22 providing the funding. We believe in training, so that  
23 wouldn't be an issue at all.

24 CHAIRPERSON FERGUSON: Thank you. Thank you again,  
25 Ms. Patillo.

1 CHAIRPERSON HOLT: Thank you, Deputy Chief.

2 CHAIRPERSON FERGUSON: Commander, you're up. Tell us  
3 who you are and where you're from, sir.

4 COMMANDER CONNOR: Good evening. I'm Commander Ryan  
5 Connor. I'm from the Ninth Precinct. I'm here to present  
6 for the Ninth Precinct. I brought with me tonight  
7 Sergeant Edison and Sergeant Krause from Ninth Precinct  
8 Special Ops, NPO Krushatski, and Officer Woolen and NPO  
9 Gardner and NPO Mitchell. So to begin, I want to talk  
10 about the Ninth Precinct weekly crime stats comparisons.  
11 So to begin we've had no change in homicides through the  
12 last week. In fact, we are down 57% on the year. CSC one  
13 and three, we've had no change over the week, and we're  
14 down 11% on the year. Aggravated assault, we've had no  
15 change over the week, and we are actually up 78% over the  
16 year. Robberies, we've seen a significant change, and  
17 I'll talk about that in a little while. We've had six  
18 armed robberies over the week versus one last week.

19 That's a 500% increase, and we are up 83% over the year.

20 COMMANDER CONNOR: So for property offenses we've had  
21 eight this week, and that's consistent with last week.  
22 Larcenies, we are actually down 80%, and that's primarily  
23 due to a lot of focus in nine tens area and nine sevens  
24 area where we had the focal point in larceny and stolen  
25 vehicles. Our motor vehicle theft we're up 10%. That's 21

1 this week, as opposed to 19 last week. So for total  
2 property crimes, we're actually up 20% on the year.  
3 Further breakdown of our year-to-date statistics, the  
4 Ninth Precinct has an overall decrease of 12% in major  
5 crimes. We have an overall decrease of 36% reported  
6 violent crimes over the past 28 days. We have an overall  
7 decrease of 2% in property crimes over the past 28 days,  
8 and we've had eight non-fatal shootings compared to seven  
9 non-fatal shootings last year. So that's a 10% increase  
10 for non-fatal shootings. Two of those occurred as of last  
11 night. We have one in custody, and we have a good lead on  
12 the suspect from last night. Arrest is imminent.  
13 Aggravated assaults. We have a hundred year to date in  
14 comparison to 85 year to date in 2022. That's a 17%  
15 increase in aggravated assaults.

16       COMMANDER CONNOR: More than half of these assaults  
17 are domestic violence in nature. Less than half have a  
18 firearm nexus, and none of these aggravated assaults have  
19 a gang nexus. Breaking down by scout car area with  
20 aggravated assaults. A significant amount of these happen  
21 in Scout nine sevens area, and that's 21% followed by  
22 nine 11s area. That's 15% of all aggravated assaults.  
23 Homicides, we have three year to date as opposed to seven  
24 year to date last year. That's a 57% decrease in  
25 homicides year to date. Robberies we're at 22 year to



1 date, as opposed to 12 year to date in 2022. That's an  
2 83% increase in robberies year to date. A breakdown by  
3 scout car areas. 92 is by far the largest increase.  
4 That's 29%, followed by 95 and 97, both at 14%. By  
5 incident, 10 of these robberies are with a firearm that's  
6 71% and 4 of these are strong arm, that's 29%.  
7 Carjackings, there's been 2 year to date as opposed to 1  
8 last year. That's a 100% increase. Our strategies have  
9 had an impact on homicides and non-fatal shootings. We've  
10 had a decreased year-to-date.

11       COMMANDER CONNOR: Additionally, a two-day operation  
12 has commenced tonight through tomorrow night. There will  
13 be a focus on further investigation of firearms offenses.  
14 Our current trend in the Ninth Precinct is obviously  
15 armed robberies with the 83%. The spike in robberies are  
16 being addressed and there has been an 18% decrease in  
17 incidents over the last 14 days. In a collaborative  
18 effort between multiple Ninth Precinct units, a suspect  
19 was recently taken in custody for an armed robbery at a  
20 dollar store located at 11525 A's. Detectives from the  
21 Ninth Precinct Detective Unit, they put a lot of time and  
22 effort into tracking the suspect down, setting up a  
23 surveillance where they believed that this individual was  
24 going to hit next, followed him to a abandoned house.  
25 They were able to take him into custody. Their thorough

1 efforts and their interrogation. They were able to find  
2 out that he confessed to a string of family dollar  
3 robberies, and that was 5 in total.

4       COMMANDER CONNOR: So we were able to close out 6  
5 family dollar robberies with his arrests. Some of our  
6 precinct strategies include our continued investigation  
7 and follow up on priority ShotSpotter locations with an  
8 overall goal of a 100 search warrants for 2023. A  
9 prioritization of ShotSpotter locations, those that  
10 include an automatic weapon nexus, multiple guns and  
11 convicted felons registered to the address. Currently 10  
12 ShotSpotter warrants have been conducted year to date  
13 with 4 felony arrests and 10 weapons recovered. However,  
14 today I can add to that statistic. We hit 3 more search  
15 warrants today, Sergeant Edison and Sergeant Krause. We  
16 hit three ShotSpotter warrants. We successfully took 2  
17 individuals into custody, and we recovered 7 firearms.  
18 Four of those were handguns and we recovered 3 rifles.  
19 Continued overall reduction in shift response time with a  
20 two minute overall reduction to priority one calls.

21       COMMANDER CONNOR: The overall goal for the Ninth  
22 Precinct non-fatal shooting team is a 5% decrease in  
23 closure by arrest. Our 22 closures by arrest was nearly  
24 30%. We're aiming for 35% in 2023. Additionally, the  
25 Ninth Precinct Detective Unit goals for 2023 are a 10%

1 increase in closures for part 1 property crime, including  
2 burglary, and 5% increase in closures for violent crime,  
3 including aggravated assault. Right now, we've put  
4 together our violent crime impact team. I'm adding 2 more  
5 detectives to the non-fatal shooting team. These  
6 detectives will have a primary responsibility of  
7 responding to robberies after hours, along with non-fatal  
8 shootings and critical incidents. I believe getting that  
9 quick response by detectives to add to the investigative  
10 efforts on the street is critical to solving crimes. Some  
11 of our ongoing strategies, we've taken 63 guns off the  
12 street year to date for 2023. We've targeted high impact  
13 offenders. We followed up with specialized units.

14       COMMANDER CONNOR: We conduct restore order  
15 operations. We continue to conduct ceasefire custom  
16 notifications. We prioritize juvenile victims of crime.  
17 Any juvenile victim of a crime, the ceasefire team will  
18 be visiting them. We'll be offering them resources. Our  
19 partnerships include the Michigan Department of  
20 Corrections with our home check program, homicide gang  
21 intelligence, narcotics, major violators and vice  
22 enforcement. Our federal partners, our AUSA assigned to  
23 the Ninth Precinct, AUSA Landing, and the City of Detroit  
24 DC Building Safety and Engineering Department. Flight  
25 Enforcement, also by NPOs, year to date, we have 292

1 tickets issued. Some of our community programs are the  
2 brotherhood. Just talk a little bit about the Brotherhood  
3 Program. We currently have a member inside. He's a  
4 student police officer. He was a former Brotherhood  
5 member. About a year ago, when he graduated from high  
6 school he joined the Brotherhood Program.

7       COMMANDER CONNOR: He was referred to the Brotherhood  
8 program through Catch Up, a youth program ran by Toson  
9 Knight. Since he began taking part in the brotherhood the  
10 student police officer had an interest in law  
11 enforcement. With the guidance and the support from the  
12 brotherhood, he decided to make his dream a reality. He's  
13 going to graduate I think next week.

14       DEPUTY CHIEF STEWART: Oh, really?

15       COMMANDER CONNOR: Yeah.

16       DEPUTY CHIEF STEWART: Okay.

17       COMMANDER CONNOR: So, our NPOs are conducting  
18 several programs in the Ninth Precinct. These include the  
19 community CompStat meetings, community events, school  
20 events, mentoring programs and trainings, Detroit at  
21 work, neighborhood cleanups, working with block clubs and  
22 block clubs associations, working with churches. Some of  
23 those churches include Assumption Grotto, Charity  
24 Lutheran, and Community Christian. They work with  
25 nonprofit organizations, Black Family Development, Camp

1 Restore, Righteous Sons, Debe Alliance. They address  
2 quality of life issues, neighborhood complaints, squatter  
3 disturbance, blight violations, and parking complaints.  
4 They also assist with removal of abandoned vehicles, and  
5 they work with Project Green Light Businesses. Some of  
6 our upcoming community events within the precinct include  
7 the Black Family Development Brunch luncheon. That's on  
8 February 18th, that's at 10:30 AM and the senior game  
9 day, that's also on the 18th, that's at 1:30 PM. That's  
10 my presentation.

11 CHAIRPERSON FERGUSON: Wow. Awesome. You might have  
12 just moved in the first place there.

13 COMMANDER CONNOR: Thank you, sir.

14 CHAIRPERSON FERGUSON: Commissioner Hernandez.

15 COMMISSIONER HERNANDEZ: Thank you. Through the  
16 Chair. Sir, we stopped by unannounced today, and you  
17 welcomed us. You gave us a tour. You answered any and all  
18 questions that we had, including the one that I posed  
19 last week about renovations and construction, all of  
20 that. I think that's just a testament to the type of  
21 leadership that you bring. Even though your tenure at  
22 nine is still a little bit limited, but it's a testament  
23 to the leadership that you bring to this team. I know  
24 that the Board entirely expects great things from you,  
25 and I think you're accomplishing that already.

1           COMMANDER CONNOR: Thank you.

2           COMMISSIONER HERNANDEZ: I do have one question. I  
3 know between Commissioner Pressley and I, we've kind of  
4 alternated asking this question at community meetings. If  
5 you had a magic wand, what would that mean for Ninth  
6 Precinct for you? It's a tough question.

7           COMMANDER CONNOR: Obviously, I would like to bring  
8 significant, I'd like to bring down our crime level  
9 significant levels. I'd like to have safer streets. I'd  
10 like all of our residents in the Ninth Precinct to feel  
11 safe when they're out there visiting friends and visiting  
12 businesses. So, with a magic wand, I'd probably reduce  
13 crime 90%.

14          COMMISSIONER HERNANDEZ: Thank you.

15          CHAIRPERSON FERGUSON: Okay. Commissioner Bell.

16          COMMISSIONER BELL: If I was the commander, I would  
17 say manpower. Manpower because I'm old school. The more  
18 you saturate the precinct in each scout car area, you  
19 have an impact hand on. You get to know that area. You  
20 probably know that in terms of you're not as old as I am,  
21 but manpower is the key. But when I look at these stats,  
22 I think something is missing. You mentioned 63 guns.

23          COMMANDER CONNOR: Yes sir.

24          COMMISSIONER BELL: Confiscated.

25          COMMANDER CONNOR: Yes.

1 COMMISSIONER BELL: I think we need to know Deputy  
2 Chief, what are we talking about in terms of gun? Are  
3 they legal, illegal, registered? I think we need to have  
4 more breakdown in terms of guns. We are in a gun society,  
5 and people talk about mentally ill, but we are in a gun  
6 society. So I think we need to have an idea how much we  
7 confiscate these weapons. Are they registered CP that  
8 hold, whatever. Could we address that issue in route to  
9 you.

10 DEPUTY CHIEF STEWART: Yeah. Through the Chair. I'll  
11 push that information along, sir.

12 COMMISSIONER BELL: I think they're sort of key in  
13 terms of what are we talking about. Are they returning  
14 these guns back to these people? Probably not.

15 COMMANDER CONNOR: I'd have to go through these.

16 COMMISSIONER BELL: That type of breakdown. I don't  
17 think. Okay. Think I'll rest on that note. Thank you.

18 CHAIRPERSON FERGUSON: That's a good one about the  
19 guns because I want to know what you do when them  
20 afterwards.

21 COMMISSIONER BELL: Right.

22 CHAIRPERSON FERGUSON: Do you melt them down? Do you  
23 crush them? I want to buy a ticket so I could press a  
24 button to crush the guns. I mean, that would be a big  
25 money grab there. Commissioner Holley.

1 CHAIRPERSON HOLLEY: I really don't have a question.  
2 I thought you made it wonderful. When I listened to the  
3 first part of this meeting, I'm not familiar with the  
4 Ninth Precinct in terms of all the things that people  
5 were saying, where you come from and where you are now  
6 and how bad it was then and that. But it just seems like  
7 you got this thing. I'm looking at other precincts  
8 compared to your precinct. This seems like you got this  
9 thing, you're working on it real hard to make this thing,  
10 get it down. I want to let you know that I'm appreciative  
11 of your effort and of your officers. What's the  
12 demographics? It seemed like you got a lot of turd. I got  
13 lost coming here and even though I was here three years  
14 ago, and I still got lost. But it's a big place. I mean,  
15 what's the demographics that you have here?

16 COMMANDER CONNOR: Well, I believe the precincts just  
17 under 12 square miles. I think were about 11.7 square  
18 miles. I believe we have about 70 to 8,000 residents.

19 CHAIRPERSON HOLLEY: Right. How many businesses do  
20 you have? Have you got an idea how many businesses  
21 operate in that population of 80,000?

22 COMMANDER CONNOR: I don't have that.

23 CHAIRPERSON HOLLEY: Do you have an idea how many  
24 churches you have in this area? I guess you don't have  
25 the business.



1           COMMANDER CONNOR: I believe we have about 17  
2 churches last I looked. Yes.

3           CHAIRPERSON HOLLEY: Very good. Are the pastors  
4 working? You mentioned three. I saw some of the young  
5 people, the young lady that was up first who was working  
6 in your community, working in your outreach. I always  
7 feel like a safe city is a safe city. If you're safe, you  
8 should be safe. So I'm just wondering in terms of  
9 anything that people like Bishop Banks and Commissioner  
10 Pressley and I basically can do to help you. I'm sure I  
11 speak for them in terms of helping you in getting  
12 preachers and churches and people like them involved in  
13 this effort. I'd like to see more than three people that  
14 you mentioned. I'd like to see all 17 of them really on  
15 the list.

16          CHAIRPERSON HOLLEY: If I could help in any way I  
17 would like to do that. I'm touched by your effort based  
18 upon what I thought I heard in the beginning, what I'm  
19 listening to right now. So I want you to know if there's  
20 anything we can do to help you to get that magic wand  
21 that you had down to 90%. If we can do it through the  
22 churches, that's my specialty along with the other  
23 commissioners that's on the Board, like Banks and  
24 Pressley. If we can do anything to help you, let us know.  
25 Let us know. We're just not here to criticize you or try

1 to see if we can find some dents in your presentation. We  
2 are here as you are. We want to make sure that every part  
3 of this city is safe. I really wanted, again, without  
4 being too redundant to let you know how grateful I am as  
5 a commissioner of the effort that I've seen in your  
6 report. I'm looking at statistics from last year to this  
7 year. Thank you so much.

8 COMMANDER CONNOR: Thank you.

9 CHAIRPERSON FERGUSON: VC Holt.

10 CHAIRPERSON HOLT: Thank you Chair. Thank you,  
11 Commander Connor. Also thank you for being so comfortable  
12 welcoming us in all of your renovation. Last Thursday, I  
13 believe it was, Commissioner Hernandez brought the  
14 subject up that you were in fact engaging in the  
15 renovation. Okay. You said February the 18th is when  
16 you're going to have your Black Family Development  
17 luncheon.

18 COMMANDER CONNOR: Correct. That one's at 10:30 AM  
19 and then we have I think it's a bingo thing? Yeah, it's a  
20 senior bingo tournament, I guess on the 18th at 1:30.

21 CHAIRPERSON HOLT: Through the Chair. That too will  
22 be at the precinct?

23 COMMANDER CONNOR: Yes.

24 CHAIRPERSON HOLT: Thank you. Well, you mentioned a  
25 young person that apparently, you've been mentoring or

1 been involved with, will be graduating the academy on the  
2 17th. Did I understand that?

3 COMMANDER CONNOR: Yes.

4 CHAIRPERSON HOLT: Okay. Let me say this. The Academy  
5 now is involved in CIT training, which is to train those  
6 law enforcement members who volunteer to receive the  
7 training so that they know how to help to deescalate a  
8 situation involving a citizen that's in a mental crisis.  
9 I went to the academy Monday this week and I saw two  
10 potentials because you have to volunteer first of all,  
11 and then your supervisor has to okay that application. I  
12 saw two candidates that I believe will be almost perfect  
13 for the opportunity, because now in their example,  
14 obviously they're just in studying. But these two cadets  
15 were so focused, they asked some of the most  
16 sophisticated questions. So I'm hoping that one. It was a  
17 female and a young male. I'm hoping the young man that  
18 you referenced earlier will align himself up so that he  
19 can volunteer.

20 CHAIRPERSON HOLT: They have to be in probation for a  
21 year, the cadets. But after then, if they volunteer, and  
22 I guess the supervisor is okay. The CIT training, Crisis  
23 Intervention Training is well renowned as it relates to  
24 the City of Detroit. Hopefully, we'll see more of that  
25 intervention as it relates to situations that need to

1 have that counter intervention.

2 COMMISSIONER BERNARD: Commissioner Bernard.

3 COMMISSIONER BERNARD: Excellent report Commander. I  
4 look forward to working with you in the future. If  
5 there's anything I can do for you either as a  
6 commissioner or as a lawyer, do you want me to come talk  
7 to kids or do anything like that? I'd be happy to do  
8 that. I want to help you in any way that I can here in  
9 the Ninth Precinct.

10 COMMANDER CONNOR: Thank you.

11 COMMISSIONER BERNARD: My community. You are my  
12 people. That's the way I feel about it. So let me know.

13 COMMANDER CONNOR: Thank you.

14 COMMISSIONER BERNARD: Thank you.

15 CHAIRPERSON FERGUSON: Commissioner Pressley.

16 COMMISSIONER PRESSLEY: Thank you Chair. Through the  
17 Chair. Commander, excellent presentation. I have two  
18 questions. The first one is relative to mental health  
19 runs. What kind of capacity does the Ninth Precinct have  
20 in addressing those mental health runs and is there  
21 anything that we can do to assist?

22 COMMANDER CONNOR: We're very well equipped at the  
23 Ninth Precinct. So we do run on 98 car. Excuse me. That  
24 car is staffed by two police officers who have both went  
25 through the CIT training. We also have a mental health

1 professional in that car. They receive a lot of  
2 additional training. We also have a supervisor respond  
3 out to any type of mental health police run. So we not  
4 only have our CIT car that responds, we also have a  
5 supervisor responding with them. If that's happening  
6 after that unit's tour of duty. So a supervisor will  
7 respond to any scout car responding to a mental run. So  
8 they have to stand by and a supervisor has to go to that  
9 run with them just for the extra checks and balances.

10 COMMISSIONER PRESSLEY: Excellent. My second question  
11 has to do with the fact that a lot of the citizen  
12 complaints that we receive rely on body-worn camera  
13 footage. We have found that in certain instances there's  
14 been a challenge with having enough for each precinct.  
15 Then there are also these other circumstances that we've  
16 been made aware of where officers aren't able to turn on  
17 their body worn camera footage. So I'm just wondering  
18 from the ninth Precinct, is that something that you see  
19 as an issue officers wearing and utilizing their body  
20 worn cameras footage? Or is there overwhelming adherence  
21 to the policy?

22 COMMANDER CONNOR: No, I don't find that to be a big  
23 challenge at the Ninth Precinct. We have occasional  
24 battery life issues. However, with proper supervision and  
25 proper management of our resources, we're able to handle

1 our problems.

2 COMMISSIONER PRESSLEY: Thank you.

3 CHAIRPERSON FERGUSON: Yes. Good. Commissioner Banks.

4 COMMISSIONER BANKS: Thank you. Through the Chair.

5 Peace and blessing to your commander. You were promoted

6 about six months ago through the Board of Police

7 Commissioners. How are you adjusting to your new position

8 as a commander of the Ninth Precinct? How are you making

9 the adjustment? How's your adjustment coming,

10 COMMANDER CONNOR: The adjustments coming well. I

11 have a lot of resources. I have an excellent Deputy Chief

12 who I probably call too often with questions, but she's

13 always very helpful. I have a great command staff that I

14 can go to with any challenges or any problems. I also

15 have a great captain at the Ninth Precinct, unable to be

16 here. He's feeling under the weather. But Captain Purefoy

17 is a great asset to the Ninth Precinct as well.

18 COMMISSIONER BANKS: Okay. I got one more. The Ninth

19 Precinct have came a long way. I don't know. No, you

20 weren't there when it was one of the worst zip codes in

21 the world, 25. I don't think. But anyway, it had made a

22 lot of progress, great work ethic. I know you were

23 mentioning that you still want to improve, you want to

24 get it up to 90% ratio of improvement. Where are the

25 hotspots at in number nine, in the 2-zip code? Where are

1 the hotspots at, Commander?

2       COMMANDER CONNOR: As we go through, we have  
3 different crime in different areas. Scout 97 is always  
4 with our aggravated assaults. We're seeing a lot of auto  
5 theft in 94, 92s areas. So we're strategically deploying  
6 officers to these areas with different type of restore  
7 order operations. We have task force operations with  
8 commercial auto theft section, so we can address some of  
9 these stolen vehicles. With our robberies, we put task  
10 force together. We've partnered up with gang  
11 intelligence, we've partnered up with neighboring  
12 precincts, and we just throw assets at the problem areas.

13       COMMISSIONER BANKS: Okay. One more, Commander. How  
14 effective has Green Light been the number nine? Have  
15 Green Light been effective in number nine any kind of  
16 way. Any kind of results as far as Green Light in number  
17 Ninth Precinct?

18       COMMANDER CONNOR: Yeah. Green Light's extremely  
19 effective not only with our precinct intelligence units.  
20 We have analysts monitoring these businesses 24 hours a  
21 day. Our Precinct Intelligence Unit is staffed 24 hours a  
22 day, seven days a week. They're monitoring Green Light  
23 locations. Green light video has been helpful in numerous  
24 crime scene investigations. So it's a great partnership.

25       COMMISSIONER BANKS: I'm all set, Mr. Chair. Thank

1 you, Commander.

2 CHAIRPERSON FERGUSON: Commissioner Burton.

3 COMMISSIONER BURTON: Yes, Mr. Chairman. I just want  
4 to say Commander, I really enjoyed hearing your report. I  
5 had to step out for a bit, but I did hear you from the  
6 rear. I didn't want to interrupt you because you have so  
7 much that you like to enlighten not only the community,  
8 but enlighten the Board about some of the successes that  
9 you have in your precinct. So I just want you to know  
10 that I always appreciate the work you all are doing in  
11 number nine. Is Officer Wade still at number nine? I used  
12 to see him every year at was it National Police Week or  
13 something? But I remember he was one of your NPOs.

14 COMMANDER CONNOR: Yeah, he's still at number nine.  
15 He's still an NPO. He was unable to attend tonight.  
16 However, he's still quite an asset with the NPOs.

17 COMMISSIONER BURTON: I appreciated his service with  
18 our Detroit community as well as your other NPOs that you  
19 have today. I appreciate your leadership and the work you  
20 are doing at number nine as well. Whenever I come to  
21 number nine, I always think of the one person I always  
22 have. His smile that lights up a room and its Officer  
23 Wade.

24 CHAIRPERSON FERGUSON: Thank you. Thank you, sir.  
25 Thank you.



1           COMMANDER CONNOR: Thank you.

2           CHAIRPERSON FERGUSON: Wow. Mr. Brown.

3           MR. BROWN: Mr. Chair, there's no reports. The two  
4 listed incoming is in your package.

5           CHAIRPERSON FERGUSON: Oh, all right. Announcements.

6           MR. BROWN: The announcements for the BOPC Board  
7 meetings. Thursday, February the 16th at 3:00 PM the  
8 location would be Detroit Public Safety Headquarters, and  
9 the next community meeting would be March 9th, 2023, at  
10 6:30 PM with downtown service hosting at Historic Second  
11 Baptist Church. That address is 441 Monroe Street. The  
12 monthly community meeting for fifth February. But we had  
13 those, and I believe for the month of March would be  
14 Budget Committee meeting March 9th, I want to say at 2:30  
15 PM. Policy Committee meeting, March 9th at 3:00 PM.  
16 Citizen Complaint committee meeting, March 9th at 3:30 PM  
17 and Personnel and Training would be this Friday, but they  
18 have a meeting March 9th, also at 3:30 PM. Mr. Chair,  
19 that's all the announcements.

20           CHAIRPERSON FERGUSON: All the announcements. So that  
21 would be not March the ninth, that'll probably be March  
22 the 8th.

23           MR. BROWN: March the 8th, okay.

24           CHAIRPERSON FERGUSON: March the 8th. All right. I  
25 have an announcement. Oh, Committee Report, that's right.

1 VC.

2 CHAIRPERSON HOLT: May I?

3 CHAIRPERSON FERGUSON: Yes.

4 CHAIRPERSON HOLT: Okay, thank you. Last night, the  
5 Chair and I attended the Detroit Election Official  
6 Compensation Commission meeting. They adopted a  
7 resolution, and I'll read parts of the resolution for the  
8 sake of time. Whereas section 3-107 of the 2012 Detroit  
9 City Charter provides that the elected officials of the  
10 city of Detroit are the mayor, the nine city council  
11 members, the city clerk, and the seven elected members of  
12 the Board of Police Commissioners. Again, in part,  
13 whereas in accordance with section 2-2-3 of the 2019  
14 Detroit City Code, the Detroit Elected Officials'  
15 Compensation Commission may recommend adjustments to the  
16 salaries of city elected officials, subject to the city  
17 council rejection through adoption of a resolution by two  
18 third vote within 30 days after the filing of the  
19 commissioner's determination with the city clerk. Now,  
20 what has happened in the case of the Board of Police  
21 Commissioners, even though you can see that the Detroit  
22 Election Official Compensation Commission has some regard  
23 for us as an elected body. However, based on charter  
24 under article seven, the executive branch program,  
25 services and activities, chapter eight, police. I'll read

1 the third paragraph down.

2 CHAIRPERSON HOLT: Unless required by state law,  
3 elected members shall not be entitled to salaries,  
4 retirement benefits, health benefits, or other French  
5 benefits. Appointed members and elected members not  
6 entitled to compensation by state law may receive by  
7 ordinance reimbursements for parking, mileage and other  
8 reasonable expenses. So even though the commission  
9 demonstrated its respect and regard for Detroit Board of  
10 Police Commissioners, the seven elected, unfortunately,  
11 charter has prevented the Board for being a recipient of  
12 that possible stipend increase. So, any questions,  
13 commissioners?

14 COMMISSIONER BERNARD: I agree with that in view of  
15 what's happening with the other commissions for the city.  
16 I mentioned to you that the zoning commission, which  
17 doesn't do even a 10th of the work than we do, receives a  
18 better stipend a much better. When I worked on this as  
19 the lawyer for the Board, there was never a discussion  
20 that it was illegal, quote or inappropriate under the  
21 charter. It just had to be approved internally. This is  
22 new. Totally new.

23 COMMISSIONER BERNARD: I'll be happy to read it with  
24 good time.

25 CHAIRPERSON HOLT: Well, no. Through the Chair. It is

1 not new because 2019, we undertook the same conversation  
2 in the office of then President Brenda Jones. So, through  
3 the Chair, obviously, it doesn't seem to me to be fair,  
4 even though I'm an appointed. So therefore, not a  
5 recipient of that proposed stipend. We did. We explained  
6 how rigorous we worked, the fact that we only take three  
7 holidays off, Christmas, Thanksgiving, and 4th of July.  
8 So yeah, it's a disparity that's not fair for the Board  
9 of Police Commissioners and obviously more dialogue needs  
10 to transpire to make it short of an election and to  
11 modify charter.

12 CHAIRPERSON FERGUSON: Yes. So I'm going to let the  
13 commissioners know, I'm still fighting for this. I'm not  
14 going to give this up. Still fighting for it. So I just  
15 want you to know it's not a done deal so far.

16 COMMISSIONER BERNARD: The department, as I said at  
17 our last budget meeting, Mr. Chairman could allocate  
18 resources to the commission. Not only that, if the  
19 commission had a grant writer, we could apply for funds  
20 in order to support the mission of the commission. But  
21 clearly the department with almost a \$600 million budget  
22 could supplement what we're getting through that other  
23 organization you just said.

24 CHAIRPERSON FERGUSON: Yes. Well, we already had the  
25 Personnel and Training gave his report, so, okay. Any

1 other announcements? No? You have one. No?

2 COMMISSIONER BANKS: I don't know if it's an  
3 appropriate time, but I'll mentioned it. We don't open up  
4 in prayer no more, Mr. Chair?

5 CHAIRPERSON FERGUSON: We did already. You missed it.  
6 You missed it.

7 COMMISSIONER BANKS: Oh, I'm sorry.

8 CHAIRPERSON FERGUSON: Okay. That's okay. I have an  
9 announcement.

10 CHAIRPERSON HOLLEY: Benediction, that's what I want  
11 to give. Yes.

12 CHAIRPERSON FERGUSON: I have an announcement. The  
13 Rosedale Grandma baseball team, baseball league rather  
14 online, and registrations is now open. All you got to do  
15 is type in Rosedale Grandma baseball. Grandmont.

16 CHAIRPERSON HOLLEY: Grandmont.

17 CHAIRPERSON FERGUSON: Grandmont.

18 CHAIRPERSON HOLLEY: I got you.

19 CHAIRPERSON FERGUSON: Grandmont. That's from boys  
20 and girls, ages three to 16. They have T-ball, coach  
21 pitch, and baseball. I'd like you to know that I'm a  
22 coach of the Rosedale grades and I've been a coach.  
23 This'll be my 19th year being a coach. I want you guys to  
24 try to get your kids and sign up and hopefully you can  
25 get them on my team and we can win the championship this

1 year. I coached 7, 8, 9-year-olds.

2 CHAIRPERSON HOLT: May I share with the Deputy Chief?

3 CHAIRPERSON FERGUSON: Yes.

4 CHAIRPERSON HOLT: I'm sorry, Deputy Chief Stewart, I  
5 forgot. We made a request with the department to have  
6 someone come out to the same Grandmont Rosedale  
7 developmental area to make a presentation on ShotSpotter.  
8 We're scoring real high. We're going to get Commander  
9 Harris to come out and make the presentation at our  
10 neighborhood safety meeting. So please thank the  
11 department for him agreeing to come out.

12 DEPUTY CHIEF STEWART: Oh, okay. I would say, should  
13 I push the message along that he's coming, but he already  
14 knows.

15 CHAIRPERSON HOLT: Yeah. He agreed.

16 DEPUTY CHIEF STEWART: Okay.

17 CHAIRPERSON HOLT: Thumbs up.

18 DEPUTY CHIEF STEWART: I'll let him know that you  
19 said thank you.

20 CHAIRPERSON HOLLEY: If I'm in order, I'd like to  
21 give the – what you say when you get ready to leave.

22 CHAIRPERSON FERGUSON: Not yet. We got new business.

23 CHAIRPERSON HOLLEY: Oh, I'm sorry.

24 CHAIRPERSON FERGUSON: That's new business? We  
25 already did the new business for the committee reports.

1 Go ahead, sir.

2 COMMISSIONER BURTON: I wanted to put something out  
3 on new business, or I can go?

4 CHAIRPERSON FERGUSON: Yes, go ahead. Hang on, hang  
5 on. New business

6 COMMISSIONER BURTON: For new business, I'd like to  
7 put a motion out that I like to move that we put a hold.  
8 I'll start over. My apologies. I'd like to move that we  
9 postponed the interviewing process until we get a full  
10 list from the city's HR on all the applicants that apply  
11 for the Executive Secretary position, as well as the  
12 Chief Investigator's position. We just learned that there  
13 are people that apply for the position, and right now we  
14 have a short list that commissioners went through, but we  
15 did not get the full list. We don't know how individuals  
16 ranked along that list. But for full transparency and  
17 accountability and to protect this Board from possibly  
18 future lawsuits it's best that we get that list and that  
19 we work off the full list instead of doing something  
20 prematurely that we may regret later.

21 CHAIRPERSON FERGUSON: Is there a second? Hearing  
22 none.

23 COMMISSIONER BERNARD: Yes, I'll support that. We  
24 should know about the — I don't support.

25 CHAIRPERSON FERGUSON: Is that a second?

1 COMMISSIONER BERNARD: Yes.

2 CHAIRPERSON FERGUSON: You second it. Any discussion?

3 Mr. Brown let's take a roll call vote.

4 COMMISSIONER BERNARD: Entitled to the full list of  
5 applicants. That's all I'm saying.

6 MR. BROWN: Chairperson Ferguson - No.

7 MR. BROWN: Vice-Chairperson Holt - No

8 MR. BROWN: Commissioner Bernard - Yes.

9 MR. BROWN: Commissioner Banks - No.

10 MR. BROWN: Commissioner Bell -

11 COMMISSIONER: I couldn't hear you.

12 COMMISSIONER BELL: No.

13 MR. BROWN: Commissioner Burton - Yes.

14 MR. BROWN: Commission Hernandez - No.

15 MR. BROWN: Commissioner Holley - No.

16 MR. BROWN: Commissioner Pressley - No.

17 MR. BROWN: Mr. Chair, the motion failed.

18 CHAIRPERSON FERGUSON: That vote was seven to two.

19 MR. BROWN: Yes, sir.

20 CHAIRPERSON FERGUSON: All right. Motion fails. Now

21 I'd like to entertain a motion to adjourn.

22 CHAIRPERSON HOLLEY: So move.

23 CHAIRPERSON FERGUSON: Any discussion?

24 COMMISSIONER BERNARD: Unanimous.

25 CHAIRPERSON FERGUSON: All in favor?



1 COMMISSIONERS: Aye.

2

3

4 (Meeting Adjourned at 8:42pm)

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1 STATE OF MICHIGAN )

2 )

3 COUNTY OF WAYNE )

4

5 RECORDER'S CERTIFICATE AND NOTARIZATION

6

7 I, Donald Handyside, Court Recorder, do  
8 hereby certify that on February 9, at 6:30 p.m., I  
9 did record the Detroit BOPC meeting, the same being  
10 later reduced to typewriting and that the foregoing  
11 is a true and accurate transcription of said  
12 electronic recording taken at such time and place.

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

16



17

18 DONALD HANDYSIDE (CER 1464)

19 Notary Public

20 My Commission Expires: 5/6/2027

21

22

23

24

25

---

**\$**

---

**\$4,000** 48:23  
**\$600** 92:21

---

**1**

---

**1** 9:10,16,22 45:24 46:21 47:2,4,22 73:7 75:1  
**1,428** 45:11  
**1,792** 46:6  
**1-800** 13:17  
**10** 15:12 19:23 21:8 49:19 73:5 74:11,13  
**10%** 9:23 71:25 72:9 74:25  
**100** 74:8  
**100%** 73:8  
**101** 15:17  
**108** 45:21  
**10:30** 77:8 82:18  
**10th** 15:6,21 91:17  
**11** 46:1 47:1 61:7 64:18  
**11%** 45:5 71:14  
**11-step** 64:16  
**11.7** 80:17  
**110** 15:12  
**11525** 73:20  
**11s** 72:22  
**11th** 39:21  
**12** 46:13,20 47:20 73:1 80:17  
**12%** 72:4  
**125** 15:12  
**127** 10:5  
**1290** 15:22  
**13** 9:11 40:3  
**134** 48:5

**14** 46:17 49:4,6 73:17  
**14%** 73:4  
**146** 48:5  
**14th** 13:21  
**15** 46:5,11,22,25 47:1,10,12  
**15%** 72:22  
**15,000** 11:19  
**150** 49:22  
**16** 34:11 93:20  
**161** 45:11  
**163** 46:18  
**16th** 89:7  
**17** 46:18 47:3 81:1,14  
**17%** 45:7 72:14  
**17th** 48:9 83:2  
**18** 39:23 45:15,19  
**18%** 73:16  
**18,000** 10:11  
**18th** 77:8,9 82:15,20  
**19** 18:12 47:3 72:1  
**19th** 93:23  
**1:30** 77:9 82:20  
**1st** 45:8,9

---

**2**

---

**2** 47:2 49:7 73:7 74:16 75:4  
**2%** 72:7  
**2,783** 45:10  
**2-2-3** 90:13  
**2-zip** 86:25  
**20** 32:10 41:20 47:11  
**20%** 72:2  
**2000** 12:19  
**2012** 90:8

**2014** 49:13  
**2018** 47:24  
**2019** 10:15 47:25 90:13 92:1  
**2022** 9:19 45:8,9 47:7,25 49:2,12 72:14 73:1  
**2023** 4:12,21 5:2 9:21 11:18 12:18 45:9 47:7,24 48:1 49:3 56:18,20 74:8,24,25 75:12 89:9  
**21** 71:25  
**21%** 72:21  
**215** 45:21  
**22** 48:24 72:25 74:23  
**229** 45:15 53:18 54:1  
**23** 46:7 47:20 49:7,8  
**231** 46:6  
**234** 47:25  
**235** 15:11  
**24** 46:1 48:1,20,24 65:24 87:20,21  
**25** 47:18 48:23 86:21  
**254** 50:22  
**26** 11:18 45:23  
**27** 46:13,18 47:10  
**27th** 48:13  
**28** 72:6,7  
**29** 48:9  
**29%** 9:18 73:4,6  
**292** 75:25  
**298** 10:8  
**2:00** 15:16  
**2:30** 89:14  
**2nd** 5:2

---

**3**

---

**3** 16:21 46:17,18,21 47:21

48:16 74:14,18  
**3-107** 90:8  
**30** 32:2 48:14 49:19 90:18  
**30%** 9:20 45:5 74:24  
**300** 49:16,23  
**304** 47:25  
**30th** 10:11  
**313-** 39:12  
**315** 37:5 38:9,10,11,14 39:4  
**31st** 11:5 45:9  
**3205** 17:18  
**322** 45:13 58:2,8  
**33** 10:6 45:18 47:10  
**332** 10:7  
**35** 10:4 46:2 49:19  
**35%** 45:19 74:24  
**350** 49:23  
**36%** 72:5  
**370** 45:14  
**39** 47:9  
**3:00** 89:7,15  
**3:30** 89:16,18  
**3rd** 39:21

---

**4**

---

**4** 3:2 16:20,21,22 46:8 73:6  
74:13  
**4%** 9:16  
**40** 30:4 49:17,19,20 50:5,23  
52:4,7,16,24 55:15,16,17  
57:10 69:3  
**409** 46:5  
**44** 49:4  
**44%** 45:23  
**441** 89:11

**4798** 40:1  
**48** 45:23 46:20  
**48205** 18:1  
**4th** 92:7  


---

**5**

---

**5** 9:12,14 46:8,19 48:16 49:7,8  
74:3  
**5%** 74:22 75:2  
**50** 30:4 49:20  
**50%** 49:25  
**500%** 71:19  
**51** 45:18  
**52** 45:10 50:4  
**529** 46:5  
**53** 50:5  
**54** 11:19  
**542** 47:4  
**55** 9:20  
**56%** 45:22  
**57%** 71:12 72:24  
**59** 45:18  
**5th** 11:18 12:18

---

**6**

---

**6** 46:20 47:20,21 74:4  
**60** 14:16 20:18 45:21 48:19  
**600** 49:21  
**61** 46:17  
**63** 10:6 75:11 78:22  
**65%** 45:19  
**6:30** 89:10

---

**7**

---

**7** 74:17 94:1

**70** 48:20 80:18  
**70%** 45:5 50:3  
**71** 9:19  
**71%** 73:6  
**74** 10:4  
**75** 50:1,2  
**78%** 71:15  
**7:00** 15:22  


---

**8**

---

**8** 45:20 94:1  
**8,000** 80:18  
**80** 20:7 45:24 55:18,19  
**80%** 71:22  
**80,000** 80:21  
**83%** 45:6 71:19 73:2,15  
**8315** 38:11  
**84** 45:16  
**85** 72:14  
**87%** 45:3  
**873-7490** 39:12  
**89%** 45:4  
**8:42pm** 97:4  
**8th** 13:20 89:22,23,24

---

**9**

---

**9-year-olds** 94:1  
**90** 41:1  
**90%** 20:7 78:13 81:21 86:24  
**911** 13:11 39:25  
**92** 73:3  
**92s** 87:5  
**94** 40:25 87:5  
**95** 73:4

**97** 73:4 87:3  
**98** 84:23  
**9th** 4:12 89:9,14,15,16,18

---

**A**

---

**A's** 73:20  
**abandoned** 73:24 77:4  
**ability** 69:10  
**ablaze** 12:16  
**absence** 3:6  
**absences** 46:14  
**absent** 3:7  
**absolute** 40:23  
**absolutely** 40:6 44:1  
**Abuse** 12:10  
**abused** 30:9  
**academy** 48:5,22 51:16,17,23  
58:3,6 69:22 83:1,4,9  
**accelerants** 12:13  
**accomplishing** 77:25  
**accord** 2:14  
**accordance** 90:13  
**accountability** 34:21 95:17  
**accountable** 42:4,5,6  
**ACES** 34:8  
**act** 36:17 43:17,20 51:13 70:8,  
16,18,19,21  
**acting** 43:9  
**Action** 26:19,21  
**actions** 36:2  
**active** 57:20  
**activities** 23:3 90:25  
**Adam** 5:13  
**add** 25:17 49:20 55:25 74:14  
75:9

**adding** 75:4  
**addition** 52:9  
**additional** 9:17 14:20 41:13  
45:1 51:15,18 53:2 67:21  
69:6,15 70:10,11,15 85:2  
**Additionally** 15:14 73:11  
74:24  
**address** 43:14 74:11 77:1 79:8  
87:8 89:11  
**addressed** 37:14 73:16  
**addressing** 23:12 84:20  
**adherence** 85:20  
**adjacent** 7:4  
**adjourn** 96:21  
**Adjourned** 97:4  
**adjusting** 86:7  
**adjustment** 86:9  
**adjustments** 86:10 90:15  
**administration** 34:9 54:17  
**administrative** 62:22  
**adopted** 90:6  
**adoption** 90:17  
**adults** 14:13  
**advanced** 52:15  
**advantage** 8:14  
**advocating** 34:14  
**affairs** 38:3 64:11  
**affects** 37:21  
**afternoon** 5:10 16:11 29:10  
**age** 22:24  
**agenda** 4:12  
**ages** 93:20  
**aggravated** 71:14 72:13,15,  
18,20,22 75:3 87:4  
**agility** 45:20 49:24 53:24 54:7  
59:22,25 60:2,5,10,13 61:11

**agree** 30:21 91:14  
**agreed** 94:15  
**agreeing** 94:11  
**agreement** 52:25  
**ahead** 17:19 28:21 31:10 35:5  
37:8 38:10,13 39:18 53:1 67:4  
68:20 95:1,4  
**aid** 13:12  
**aiming** 74:24  
**Ainsley** 5:11  
**air** 14:5,6 65:12  
**Akbar** 40:13  
**Alan** 5:15  
**align** 83:18  
**allegedly** 30:1  
**Alliance** 77:1  
**allocate** 92:17  
**allowed** 28:6  
**allowing** 2:8  
**alpha** 21:22  
**alternated** 78:4  
**alternatives** 24:6  
**Ambassador** 7:5  
**Amen** 2:16,17  
**America** 7:7  
**American** 5:13  
**amount** 72:20  
**analysts** 87:20  
**Ann** 49:10  
**Annie** 2:22 41:3  
**announcement** 21:15,21  
89:25 93:9,12  
**announcements** 89:5,6,19,20  
93:1  
**anymore** 27:17

**apartment** 20:23  
**apartments** 14:7  
**apologies** 95:8  
**apologize** 17:5  
**apparently** 41:17 48:19 82:25  
**appeared** 45:18,21  
**applicable** 50:25  
**applicants** 95:10 96:5  
**application** 53:22 61:9 83:11  
**applications** 42:22 45:10,11 49:21,22  
**apply** 63:11 92:19 95:10,13  
**appointed** 61:25 62:23 91:5 92:4  
**appointees** 43:5  
**appointment** 65:16  
**appointments** 47:23 62:19,21  
**appreciated** 88:17  
**appreciative** 80:10  
**apprehending** 20:7  
**approached** 11:12  
**approval** 4:8,11,18 5:1  
**approve** 4:18  
**approved** 5:1,8 48:16 49:7,8 91:21  
**approximately** 48:14 50:2,3, 23  
**Arbor** 49:10  
**archived** 45:12,16  
**area** 11:7 12:5 25:22 37:11,12, 13 38:6 71:23,24 72:19,21,22 78:18,19 80:24 94:7  
**areas** 38:6 52:1 73:3 87:3,5,6, 12  
**arm** 25:14 73:6  
**armed** 10:5 71:18 73:15,19

**army—** 68:18  
**arranged** 54:4,6  
**arranging** 54:5  
**arrest** 10:10 11:12 14:12 29:3 58:15 72:12 74:23  
**arrested** 11:9 12:8 39:24  
**arresting** 11:10  
**arrests** 74:5,13  
**arrived** 11:3 12:21,25 13:13, 25  
**arson** 11:17 12:12  
**article** 90:24  
**artists** 22:24  
**aspect** 34:19,21  
**aspects** 34:16  
**assault** 29:17 71:14 75:3  
**assaults** 72:13,15,16,18,20,22 87:4  
**asset** 86:17 88:16  
**assets** 87:12  
**assigned** 75:22  
**assignment** 16:23  
**assist** 77:4 84:21  
**assistance** 11:8 45:5 46:6,7 48:22  
**assistants** 62:23  
**associations** 76:22  
**assume** 67:20  
**assumption** 70:14 76:23  
**At-large** 2:23  
**at-risk** 34:8  
**athletes** 25:12  
**Atlanta** 49:10  
**attempt** 11:14 49:15  
**attempted** 11:11

**attend** 32:23 49:20 88:15  
**attendance** 29:12  
**attended** 90:5  
**attending** 32:21  
**Attorney** 5:13 28:25  
**attrition** 46:10  
**audience** 22:12 26:18 44:17, 19,21,22  
**audio** 5:15  
**augmented** 41:13  
**August** 47:9,19  
**AUSA** 75:22,23  
**authority** 30:9 40:10  
**auto** 11:3 87:4,8  
**automatic** 74:10  
**Avenue** 15:23 37:10  
**awaiting** 53:19,25  
**aware** 18:15 42:15 52:13 85:16  
**awesome** 8:20 16:8 17:17 27:11,22 51:12 56:10 77:11  
**Aye** 4:16,24 5:6 97:1

---

**B**

---

**baby** 11:23  
**bachelor's** 50:24  
**back** 6:24,25 19:8 32:8 34:25 35:7,10 40:22 42:24 48:24 49:9 50:16 59:11,13,14 60:16 62:7 65:2 67:16 79:14  
**background** 48:20 58:13,16 61:10 63:16 64:22 65:1  
**backlog** 54:21 55:3  
**backlogs** 55:4  
**backroom** 43:5  
**backseat** 10:20,22

**bad** 27:15 39:10 80:6

**badge** 40:1

**badges** 40:8

**badly** 39:10

**balances** 85:9

**Ball** 22:9,10 24:6

**Bank** 7:9

**Banks** 2:25 4:3,5 17:13,14,18,  
21 18:8,19,22,25 57:25 58:1  
59:2,7,15 81:9,23 86:3,4,18  
87:13,25 93:2,7 96:9

**Baptist** 89:11

**Barnard's** 25:2

**baseball** 93:13,15,21

**based** 12:6 13:22 21:11 31:16  
34:23 63:13 64:3 65:16 70:8  
81:17 90:23

**basically** 19:18 47:24 61:10  
81:10

**basketball** 16:3,4 22:9 23:14

**battery** 21:25 85:24

**battle** 11:20

**beat** 32:1

**Beatty** 5:14

**beautiful** 8:11 27:6

**bedroom** 11:22

**began** 10:19 11:4 12:25 13:12  
76:9

**begin** 71:9,11

**beginning** 81:18

**begun** 9:25

**behavior** 34:9 40:3

**beings** 42:5

**believed** 73:23

**Bell** 3:1 16:13,14,16,19 17:4  
19:2,3 24:20 26:10 40:12 41:4  
52:19,21 66:12,13 78:15,16,

24 79:1,12,16,21 96:10,12

**benchmarked** 25:25 26:24

**Benediction** 93:10

**benefited** 25:12

**benefits** 91:4,5

**berating** 38:5

**Bernard** 2:24 16:9,11 22:4,5,  
14,16,18 23:10,25 30:18,21,  
25 31:4,9 34:17 43:21 53:4,5,  
11,17 54:1,3,11,14,19 55:1,6,  
9 67:2,5,9 68:1,4,15,18 69:4,  
14,17 70:1,6,13 84:2,3,11,14  
91:14,23 92:16 95:23 96:1,4,  
8,24

**betrayal** 36:10

**biannually** 56:1

**biased** 26:7

**Biden** 34:9

**big** 22:8 51:1 53:12 54:11  
59:20 79:24 80:14 85:22

**biggest** 24:1

**billion-dollar** 34:10

**bingo** 82:19,20

**Bishop** 44:3 81:9

**bit** 54:24 56:21 76:2 77:22  
88:5

**Black** 36:14 38:18 57:14 76:25  
77:7 82:16

**bless** 2:9,10,12

**blessing** 86:5

**blight** 77:3

**block** 7:11 10:11 11:20 12:19  
13:22 76:21,22

**Blossom** 5:11

**Blount** 33:9 35:2,18,19,20,22  
36:13 40:5

**blue** 16:4 47:11

**board** 2:2,10 6:14,21,22 26:15

29:11,24 30:7,13,16,23 34:21  
35:20 36:11,18,20,23 41:14  
42:20,22 43:1,2,18 44:4 54:16  
61:12,15,20,22 64:3,19 65:8  
77:24 81:23 86:6 88:8 89:6  
90:12,20 91:9,11,19 92:8  
95:17

**Board's** 36:13 43:16

**bodies** 12:1

**body** 29:24 30:17,23 31:3  
85:17,19 90:23

**body-worn** 85:12

**BOMAN** 41:7,22

**book** 53:7

**BOPC** 5:8 89:6

**BOPCS** 56:5

**bore** 8:25

**bow** 2:6

**boys** 93:19

**branch** 90:24

**breakdown** 30:1,12 72:3 73:2  
79:4,16

**breaking** 13:24 72:19

**breathing** 12:24

**Breen** 31:25 32:1,6

**Brenda** 42:23 92:2

**Bridge** 7:5

**brigades** 57:21

**brightest** 69:11

**bring** 7:18 67:10,16 77:21,23  
78:7,8

**brochure** 8:1

**brotherhood** 25:8 76:2,4,6,7,  
9,12

**brought** 70:7 71:6 82:13

**Broughton** 38:14

**Brown** 2:19,21,22,24,25 3:1,3,  
5,8,9,11,12,14,17,19 4:6 5:8,

10 6:7,9 22:22 24:1 29:9,10  
30:15 33:8 35:2,16,18 37:3  
38:9 39:16 41:5 42:9 43:10  
89:2,3,6,23 96:3,6,7,8,9,10,  
13,14,15,16,17,19

**Brunch** 77:7

**Bryan** 2:1,21 6:13

**BS** 41:3

**budget** 89:14 92:17,21

**Buffalo** 26:2

**Buffington** 37:4,6,9,23

**build** 56:25

**building** 57:1 75:24

**bullet** 36:9

**bunch** 8:13

**Bureau** 44:13

**burglaries** 14:14

**burglary** 13:19,23 75:2

**Burks** 29:20 32:9 35:25 36:3,7  
40:6 41:12

**burn** 53:14

**burns** 11:23 40:22

**Burton** 3:3 6:4,6 26:11,12  
60:20,21,23 61:6 63:3,20,25  
64:14,18,24 88:2,3,17 95:2,6  
96:13

**buses** 32:11

**business** 9:1 15:2 80:25  
94:22,24,25 95:3,5,6

**businesses** 13:25 77:5 78:12  
80:19,20 87:20

**button** 79:24

**buy** 79:23

---

**C**

---

**CAC** 41:6

**cadets** 83:14,21

**California** 34:12

**call** 13:17,22 19:15,16 28:2  
35:9 39:11 41:16 42:23 57:6  
60:12 86:12 96:3

**called** 2:15 13:11 14:5,6 18:13  
22:9 34:1 39:25 40:24

**caller** 37:4 38:9,11,14 39:4

**calling** 36:14 38:16 42:1,19

**calls** 10:3,4,5,7,8 74:20

**cam** 29:24 30:17,24 31:3

**camera** 39:25 85:12,17

**cameras** 85:20

**Camp** 76:25

**campaign** 50:9

**Candace** 5:12

**candidates** 49:17 50:5 83:12

**Cannon** 22:13,15,17,18 23:4

**canvassed** 12:5

**cap** 22:3

**capacity** 84:19

**captain** 18:9,10,14 86:15,16

**captains** 17:23 57:19

**car** 12:4 19:11 72:19 73:3  
78:18 84:23,24 85:1,4,7

**card** 15:15

**care** 12:25 15:4,8,11,13,15,20

**career** 50:10 57:16

**carjack** 19:8

**carjacking** 10:10,12 11:16

**Carjackings** 73:7

**carried** 4:18 38:23

**carrying** 23:21

**Carter** 3:5

**case** 31:25 32:7 65:21 90:20

**cases** 14:16 20:18

**Catch** 76:8

**category** 58:20 60:12

**Catholic** 35:23

**CATS** 11:5,13

**caught** 29:3

**Cavalry** 12:19 13:8

**CBI** 34:1,15

**CDC** 34:7

**ceasefire** 7:20 75:15,17

**Cedric** 2:25 4:5

**celebrate** 15:24

**celebrations** 7:14

**center** 6:16,18 7:1 8:10,11  
40:3

**Centers** 7:6

**Centra** 10:16

**cetera** 37:25

**chair** 3:12 5:10 6:9,11 9:5  
17:22 18:8 21:20 25:17 26:12,  
21 29:10 33:8 35:3 37:3 41:5,  
6 43:10,12 44:10,14 52:3  
55:14 58:2 59:16 60:19,21  
65:5,20 68:21 70:4 77:16  
79:10 82:10,21 84:16,17 86:4  
87:25 89:3,18 90:5 91:25 92:3  
93:4 96:17

**Chairman** 19:6 24:20 52:19  
55:3 59:19 88:3 92:17

**Chairperson** 2:1,2,18,21 3:4,  
13,15,16,18,20,21,23,25 4:2,  
3,4,7,9,10,13,14,15,17,20,21,  
22,23,24,25 5:3,4,5,7,18,21,  
24 6:3,7,12,14,20 7:25 8:1,5,8  
9:4 16:6,8,12,18 17:12,16,17,  
19 18:6,23 19:1,4,5,13,25  
20:3,5,13,18,24 21:5,10,14  
22:2,3,4 24:13,14,18 25:16  
26:11 27:2,8 28:17,20,21,22  
29:8 30:16,20,22 31:1,7,23  
32:24 33:6,12 35:3,4,6,11,12,  
16,19,21 36:25 37:7 38:10,12  
39:17 43:11,13 44:11 51:10,



11 52:9,18,20 53:4 55:10,12,  
13 57:25 59:17,19 60:3,6,18,  
22 63:2 65:3 66:11,14,24  
67:1,4 68:9,17,19,20 69:25  
70:2,4,5,6,24 71:1,2 77:11,14  
78:15 79:18,22 80:1,19,23  
81:3,16 82:9,10,21,24 83:4,20  
84:15 86:3 88:2,24 89:2,5,20,  
24 90:2,3,4 91:2,25 92:12,24  
93:5,8,10,12,16,17,18,19  
94:2,3,4,15,17,20,22,23,24  
95:4,21,25 96:2,6,18,20,22,  
23,25  
**challenge** 56:19 59:20 85:14,  
23  
**challenges** 86:14  
**challenging** 17:1  
**Chalmers** 37:10  
**championship** 93:25  
**chance** 8:10,12,17  
**change** 71:11,13,15,16  
**changed** 60:4  
**changing** 27:17  
**Chaplain** 2:4,6,18  
**chapter** 90:25  
**charge** 67:13  
**charged** 32:10  
**charges** 29:23  
**Charity** 76:23  
**chart** 47:11 49:4  
**charter** 40:15 90:9,23 91:11,  
21 92:11  
**charts** 49:6  
**check** 61:10 63:16,17 64:23  
75:20  
**checking** 13:14  
**checks** 85:9  
**chest** 12:22  
**Chicago** 26:5 34:13

**chief** 5:19,20,23,25 6:1 9:3,5,  
22 10:13 11:8 12:2,18 13:11  
14:1,17 15:10 16:7,24 18:7,  
17,20 19:10,20 20:2,4,9,17,  
22,25 21:7,13 23:17 24:14,16,  
21 25:1 28:5,6 31:6,10 33:17  
35:17 37:2 42:21,25 49:8  
52:3,13 55:2,19 56:23 62:1,  
24,25 63:10 64:4,6 65:8  
68:14,19,21 69:13,17 70:7,17  
71:1 76:14,16 79:2,10 86:11  
94:2,4,12,16,18 95:12  
**Chief's** 15:3  
**child** 12:8,10  
**childhood** 34:8  
**children** 14:10 20:16,20 21:5  
25:5,11 37:15,19,20 38:18  
39:2,9,14 43:25 44:6  
**Chris** 22:22 24:1  
**Christian** 76:24  
**Christmas** 92:7  
**chunk** 54:11  
**Church** 35:23 89:11  
**churches** 76:22,23 80:24  
81:2,12,22  
**circumstances** 85:15  
**Circus** 15:17  
**CIT** 83:5,22 84:25 85:4  
**cities** 14:15 26:5  
**citizen** 83:8 85:11 89:16  
**citizens** 2:11 36:12  
**city** 16:2,4 21:16 25:22 27:17  
28:14 32:2,14,15 33:17,25  
34:16 36:12 38:6,25 40:15  
62:9 63:22,23 65:9,25 66:5,7  
75:23 81:7 82:3 83:24 90:9,  
10,11,14,16,19 91:15  
**city's** 95:10  
**civil** 17:9 61:24 62:1  
**civilian** 62:10

**civilians** 42:5 45:6 46:1,5,7,8,  
13,19 50:25 60:24 63:16  
**clarification** 55:15 69:1 70:18  
**class** 48:7,8,10,11,13,21,25  
49:2,18  
**classes** 39:6 48:6  
**cleaning** 14:23  
**cleanup** 37:10,13 38:7  
**cleanups** 76:21  
**Cleary** 50:20,22  
**Clemons** 2:4,6,18  
**clerk** 90:11,19  
**clinics** 7:8  
**close** 74:4  
**closed** 5:1  
**closure** 74:23  
**closures** 74:23 75:1,2  
**club** 21:24  
**clubs** 7:11 76:21,22  
**co-** 38:14  
**coach** 93:20,22,23  
**coached** 94:1  
**code** 18:4 27:16 56:3 86:25  
90:14  
**codes** 18:1 86:20  
**Coleman** 40:20  
**Coleman's** 41:24  
**collaborating** 15:1  
**collaborative** 73:17  
**collectively** 55:18  
**colleges** 57:4,14  
**color** 40:10  
**comfortable** 21:2 82:11  
**command** 86:13  
**commander** 5:25 17:2 18:13

25:9 27:13,21 28:5 61:14  
71:2,4,20 72:16 73:11 74:4,21  
75:14 76:7,15,17 77:13 78:1,  
7,16,23,25 79:15 80:16,22  
81:1 82:8,11,18,23 83:3 84:3,  
10,13,17,22 85:22 86:5,8,10  
87:1,2,13,18 88:1,4,14 89:1  
94:8

**commanders** 17:23 28:7  
57:19

**commenced** 73:12

**commend** 17:9

**commended** 21:11

**comment** 43:23

**commenter** 35:24 56:17

**comments** 30:12 43:15 44:17  
55:22 59:8

**commercial** 11:3 87:8

**commission** 19:2 24:11 25:7  
41:6 90:6,15,22 91:8,16  
92:18,19,20 96:14

**commissioner** 2:24,25 3:1,3,  
5,6,8,9,11 4:1,5,9,10,11 6:4,5,  
6,10 8:17 16:9,10,11,13,14,  
16,19 17:4,13,14,18,21 18:8,  
19,22,25 19:1,3,4 21:18,20  
22:4,5,14,16,18 23:5,10,25  
24:20 25:2,16,17 26:9,11,12,  
20 28:5 30:18,21,25 31:4,9  
34:17 37:14 38:16 42:9 43:12,  
14,21,22 52:19,21 53:4,5,11,  
17 54:1,3,11,14,19 55:1,6,9,  
11,13,14,20 56:6,8,10,13,16  
57:24,25 58:1 59:2,7,15,18  
60:19,20,21,23 61:6 63:3,20,  
25 64:14,18,24 65:3,4,12,19  
66:6,12,13,14 67:2,5,9 68:1,4,  
15,18 69:4,14 70:1,6,13  
77:14,15 78:2,3,14,15,16,24  
79:1,12,16,21,25 81:9 82:5,13  
84:2,3,6,11,14,15,16 85:10  
86:2,3,4,18 87:13,25 88:2,3,  
17 91:14,23 92:16 93:2,7  
95:2,6,23 96:1,4,8,9,10,11,12,  
13,15,16,24

**commissioner's** 6:22 26:16  
90:19

**commissioners** 2:3,17,20  
4:16 5:6 6:14 36:1 40:19  
41:14,18 81:23 86:7 90:12,21  
91:10,13 92:9,13 95:14 97:1

**commissions** 91:15

**committed** 40:2

**committee** 65:18 89:14,15,16,  
25 94:25

**communication** 29:9

**community** 7:3,9,11,15 15:7  
17:10 25:3,4,10 26:13,14  
27:3,15,18,19,20,21,24 28:24  
29:1,4,5,7 30:8,18,25 32:17,  
20 33:16,20 34:22 38:3 43:23,  
25 44:4,8 69:7 76:1,19,24  
77:6 78:4 81:6 84:11 88:7,18  
89:9,12

**community-based** 33:22 34:2

**Company** 25:20

**compared** 72:8 80:8

**comparison** 72:14

**comparisons** 71:10

**compensation** 90:6,15,22  
91:6

**complainant** 40:12

**complained** 40:13

**complaint** 33:2,4 40:14 41:1,2  
89:16

**complaints** 54:21 77:2,3  
85:12

**complete** 36:8

**complied** 52:25

**comprehension** 59:22

**compressions** 12:22

**Compstat** 76:19

**concern** 17:10 31:18 68:24  
70:7

**concerns** 33:19

**concludes** 51:9

**conduct** 13:3 64:5 75:14,15

**conducted** 31:12,13 74:12

**conducting** 12:11 13:13 76:17

**conference** 15:4,7,16,18

**confessed** 74:2

**confident** 49:15 65:15

**confined** 40:3

**confiscate** 79:7

**Confiscated** 78:24

**congratulations** 17:22

**Connor** 5:25 25:9 71:4,5,20  
72:16 73:11 74:4,21 75:14  
76:7,15,17 77:13 78:1,7,23,25  
79:15 80:16,22 81:1 82:8,11,  
18,23 83:3 84:10,13,22 85:22  
86:10 87:2,18 88:14 89:1

**consent** 36:10 52:25

**consistent** 65:9,13 66:4 71:21

**constantly** 25:25

**construction** 77:19

**consultants** 62:6

**contact** 12:6

**contacted** 53:22,23 63:15

**continue** 2:10,11 75:15

**continued** 74:6,19

**continues** 36:20

**continuing** 56:25

**continuous** 46:15,20

**contract** 46:24 47:7,22 49:3,  
15

**conversation** 10:20 92:1

**conversations** 25:20 26:1

**convicted** 74:11

**cook** 20:21

**coordination** 20:1  
**copy** 44:19  
**coronel** 67:6,8  
**corporal** 47:4  
**Corps** 57:6,7  
**correct** 8:14 16:13,14 43:20  
 54:2 67:7 82:18  
**correction** 58:5 67:23  
**Corrections** 75:20  
**corruption** 36:20  
**cost** 7:3  
**council** 27:3 33:17 90:10,17  
**counter** 84:1  
**counties** 14:25  
**country** 24:25 25:25 26:24  
 28:11 36:14 40:15 52:23  
**Counts** 5:17  
**County** 11:15 12:9 14:15,16,  
 22 31:15 48:18  
**couple** 33:24 42:10  
**court** 5:17 14:7 16:2 23:14  
**cover** 44:20,23  
**covered** 38:19  
**covers** 46:2 52:5  
**coverup** 41:23,24 42:3  
**covid** 6:23 9:11,14 57:3  
**CP** 79:7  
**Crawford** 38:16  
**created** 60:11  
**crew** 13:24  
**crime** 9:15,22 13:17 14:19  
 21:15 22:22 23:1 27:21,23  
 37:2 71:10 75:1,2,4,16,17  
 78:8,13 87:3,24  
**crimes** 42:3,4,5,6 72:2,5,6,7  
 75:10

**criminal** 29:4,23  
**criminals** 22:25  
**crisis** 38:4 83:8,22  
**critical** 19:21 25:20 26:1 75:8,  
 10  
**criticize** 81:25  
**Cromwell** 5:11  
**Cruise** 16:3  
**crush** 79:23,24  
**CS** 63:16  
**CSC** 71:12  
**culmination** 49:18  
**curiosity** 19:14  
**current** 32:3 45:2 47:12 51:5  
 73:14  
**custody** 72:11 73:19,25 74:17  
**custom** 75:15  
**cyberspace** 41:12

## D

**data** 9:15 45:8 47:7 56:3  
**database** 62:15  
**date** 9:16 48:12 72:13,14,23,  
 24,25 73:1,2,7 74:12 75:12,25  
**Davis** 6:10 26:21 41:6 42:9,10,  
 25  
**day** 2:7 42:3 60:2 77:9 87:21,  
 22  
**days** 10:4,7 40:3,25 41:1 72:6,  
 7 73:17 87:22 90:18  
**DC** 9:2 34:13 51:22 52:1 55:15  
 68:7 75:24  
**de-appointed** 62:24  
**deal** 41:15 42:12 92:15  
**deals** 43:5  
**death** 30:6 41:25

**deaths** 29:17  
**Debe** 77:1  
**debriefed** 69:21  
**December** 47:10,21  
**decide** 19:15  
**decided** 61:3 76:12  
**decides** 63:11  
**decision** 63:19 64:7  
**decisions** 39:10 43:5 63:14  
**decline** 31:20  
**declined** 31:15  
**decrease** 72:4,5,7,24 73:16  
 74:22  
**decreased** 73:10  
**dedicated** 41:11  
**deeds** 40:9  
**deemed** 58:13  
**deescalate** 67:19,20 83:7  
**Defense** 57:9  
**degree** 50:24  
**demanding** 10:23  
**demographic** 45:1  
**demographics** 50:18 55:23  
 80:12,15  
**demonstrated** 91:9  
**denied** 40:12 49:7  
**dents** 82:1  
**department** 9:7 11:18 13:23  
 38:24,25 40:23 41:14 45:3  
 48:24 52:1 57:22 58:14 59:13  
 65:14 66:1,7,16 67:19 68:13,  
 16 75:19,24 92:16,21 94:5,11  
**departmental** 44:20,23 45:2  
**departments** 14:4,23,24  
 47:15,19 62:5  
**Depending** 63:11

**depends** 63:6 64:1  
**depiction** 47:17  
**deploying** 87:5  
**deployment** 57:18  
**Deputy** 5:20,23,25 6:1 9:3,5, 22 10:13 11:8 12:2,18 13:11 14:1,17 15:10 16:7 18:17,20 19:10,20 20:2,4,9,17,22,25 21:7,13 24:14,16,21 25:1 31:6,10 35:17 52:3,13 55:19 68:14,19,21 69:13,17 70:7,17 71:1 76:14,16 79:1,10 86:11 94:2,4,12,16,18  
**deputy—** 68:17  
**Derrick** 40:24  
**describe** 34:18  
**desperate** 38:22  
**desperately** 38:20  
**destination** 19:19  
**detail** 36:1  
**detailed** 55:25  
**detective** 47:2 73:21 74:25  
**detectives** 12:10 13:2,13 73:20 75:5,6,9  
**determination** 18:3 31:19 90:19  
**determine** 14:20  
**determined** 48:10 62:6  
**deterrence** 33:3  
**Detroit** 2:11 7:4,6,20 11:3,18, 24 14:14,17,21 15:11,18,20, 21,23,25 16:1 21:16 22:21 23:20 24:9,22 25:18,23,24 26:2,9,21 29:20 32:15,16 33:15,19,25 34:16 36:12 38:6 39:12 41:4 44:4 46:2,8 57:5 62:10 75:23 76:20 83:24 88:18 89:8 90:5,8,10,14,21 91:9  
**Detroit's** 38:25

**Detroiters** 15:8 46:4  
**developed** 11:5  
**development** 37:18 57:7 62:8 67:24 76:25 77:7 82:16  
**developmental** 94:7  
**devilish** 40:9  
**dialogue** 92:9  
**died** 11:17 32:6  
**difference** 23:24 36:6 58:8  
**direct** 34:17,18  
**directed** 65:6  
**direction** 13:9  
**directly** 34:3  
**director** 5:12 6:18,19,21 7:12 8:3,7 58:2 59:16 64:11 67:5  
**directors** 67:11  
**disabled** 9:7 46:18,21  
**discovered** 11:22 13:3  
**discovering** 11:25  
**discretion** 62:1,23,24 65:15  
**discussion** 4:15,23 5:5 51:19 61:19 91:19 96:2,23  
**disparity** 92:8  
**dispatched** 10:11 11:19,24  
**displaced** 37:19  
**disposal** 50:8  
**disqualification** 58:18 59:5,6  
**disqualified** 45:14,15 50:13 58:3,4,6,7,8,9,10,11,17,19 59:3  
**disqualify** 58:21  
**disseminated** 14:2  
**distributions** 7:9  
**District** 3:2 16:20,21,22 39:21 44:4  
**disturbance** 77:3

**diversity** 52:6 64:10  
**dollar** 73:20 74:2,5  
**domestic** 72:17  
**Don** 5:16  
**downtown** 89:10  
**downward** 46:13,16  
**DPD** 14:4 15:10 51:19 52:23 63:24 64:1 66:19,21,23  
**DPDS** 15:6  
**drag** 9:24  
**dream** 76:12  
**drifting** 9:24  
**drive** 13:6 27:20  
**driven** 34:23  
**driver** 10:14  
**driver's** 10:25  
**driveway** 12:4  
**driving** 10:15  
**drop** 47:5  
**drove** 11:2  
**drug** 32:7  
**due** 9:8 71:23  
**duty** 46:15 57:20 85:6

---

**E**

---

**earlier** 8:15 69:2 83:18  
**East** 38:5  
**Eastern** 57:15  
**easy** 57:22  
**echo** 22:6  
**echoed** 43:15  
**Edison** 71:7 74:15  
**education** 26:25 50:19 62:11  
**effective** 87:14,15,19

**effort** 17:5 42:12,14 67:19  
73:18,22 80:11 81:13,17 82:5  
**efforts** 74:1 75:10  
**Eighth** 11:9  
**elaborate** 24:23 52:2  
**elected** 6:8 30:8 44:8 90:9,11,  
14,16,23 91:3,5,10  
**election** 90:5,22 92:10  
**electrical** 12:14  
**eligible** 48:25  
**eliminates** 23:16  
**Ellen** 5:17  
**email** 8:3  
**emailed** 44:25  
**emails** 40:17  
**embarking** 50:9  
**emergency** 12:25  
**emotional** 58:12,22  
**emotionally** 50:14 58:25  
**emphasis** 22:21  
**employed** 57:20  
**employment** 50:17 58:24  
**end** 10:1 23:23,25 39:15  
**ends** 23:2  
**enforcement** 9:24 15:1 22:21  
25:6,8 36:17 52:11 70:9,14  
75:22,25 76:11 83:6  
**engage** 7:14 17:9 50:16 70:15  
**engaged** 26:15  
**Engagement** 6:16,17 7:6  
**engaging** 23:3 25:21 26:25  
34:4 82:14  
**Engine** 11:19  
**Engineering** 75:24  
**enjoyed** 88:4  
**enlighten** 24:23 88:7,8

**enrolled** 57:10  
**entered** 6:4 13:5 16:10  
**entertain** 96:21  
**enthusiasm** 28:23 29:6  
**entire** 25:25  
**entitled** 91:3,6 96:4  
**entity** 61:3  
**environment** 37:25  
**epidemic** 34:7  
**equipped** 84:22  
**equity** 52:6 64:10  
**Eric** 33:9 35:2,18,22  
**essential** 15:12 44:1  
**ethic** 18:2,5 86:22  
**evening** 2:1,23 5:23 6:19,20  
15:25 22:7 27:9 31:24 33:11,  
12 42:10 44:14 71:4  
**events** 49:21 50:10 76:19,20  
77:6  
**eventually** 12:5  
**everybody's** 47:16  
**evidence** 12:13 42:2  
**ex-military** 67:6  
**examiner** 32:5,6  
**excellent** 55:21 56:16 57:24  
84:3,17 85:10 86:11  
**excited** 6:24 39:2  
**excuse** 3:5 84:23  
**excused** 3:6  
**executing** 66:2  
**executive** 51:19 60:25 61:20  
62:22 63:3,5,6,7,8,22 64:2,9,  
12,13 65:16 90:24 95:11  
**exited** 10:24  
**expand** 26:6  
**expanded** 26:2

**expects** 77:24  
**expenses** 91:8  
**experience** 62:14 63:13 67:10  
68:11,12  
**experiences** 16:2  
**experiencing** 15:9  
**explain** 60:25  
**explained** 92:5  
**explore** 24:21 26:5  
**expressed** 29:6  
**extinguishing** 11:21  
**extra** 85:9  
**extremely** 87:18

---

**F**

---

**face** 16:3 36:13 56:20  
**fact** 41:24 43:7 57:6 71:12  
82:14 85:11 92:6  
**facts** 70:18  
**fail** 60:14  
**failed** 45:19,23 96:17  
**fails** 96:20  
**failure** 45:20,23  
**fair** 92:3,8  
**fairs** 50:10 57:16  
**fall** 58:20  
**false** 40:1  
**falsehood** 36:22  
**familiar** 51:13 80:3  
**family** 37:24 74:2,5 76:25 77:7  
82:16  
**Fantastic** 5:18 6:3 7:25 8:8  
22:2 27:2 29:8  
**Farmington** 49:10  
**fatal** 9:18 11:17 12:16

**Father** 2:7,9,10  
**favor** 4:15,23 5:5 96:25  
**favorite** 41:8  
**February** 4:11,18 5:2 11:18  
 12:18 13:20 15:6,21 47:13,22  
 48:9,13 49:2 77:8 82:15 89:7,  
 12  
**February—** 4:8  
**federal** 75:22  
**feedback** 22:6 65:20  
**feel** 65:14 78:10 81:7 84:12  
**feeling** 86:16  
**feet** 30:4  
**fell** 59:9  
**felonies** 29:19  
**felons** 74:11  
**felony** 74:13  
**felt** 21:2  
**female** 83:17  
**Ferguson** 2:1,2,18,21 3:15,21  
 4:2,4,7,10,15,17,21,23,25 5:5,  
 7,18,21,24 6:3,7,12,13,20  
 7:25 8:8 9:4 16:6,8,12,18  
 17:12,16,17,19 18:6,23 19:1,  
 4,13 21:14 22:2,4 24:13,18  
 25:16 26:11 27:2,8 28:17,21  
 29:8 30:16,20,22 31:1,7,23  
 33:6,12 35:4,12,16,19,21  
 36:25 37:7 38:10,12 39:17  
 43:11,13 44:11 51:10 52:20  
 53:4 55:10,13 57:25 59:17  
 60:22 63:2 65:3,21 66:11,14,  
 24 67:1,4 68:9,20 69:25 70:2,  
 5,24 71:2 77:11,14 78:15  
 79:18,22 82:9 84:15 86:3  
 88:2,24 89:2,5,20,24 90:3  
 92:12,24 93:5,8,12,17,19  
 94:3,22,24 95:4,21,25 96:2,6,  
 18,20,23,25  
**fewer** 39:14  
**field** 15:22 56:24

**fighting** 92:13,14  
**figures** 41:3  
**file** 33:2 40:12  
**filing** 90:18  
**fill** 66:3  
**filled** 15:11 45:3,4,5,6  
**film** 22:8  
**final** 64:4,5,7  
**finally** 20:13  
**finals** 64:4  
**find** 12:13 14:9,13 74:1 82:1  
 85:22  
**fingerprinting** 61:18  
**finished** 8:19  
**fire** 11:17,18,20,21,24 12:15  
**firearm** 72:18 73:5  
**firearms** 52:6 73:13 74:17  
**fired** 12:20 32:5  
**firefighters** 11:21,25  
**firing** 13:7  
**fiscal** 45:8  
**flagged** 10:17  
**fled** 14:1,8 20:23  
**flex** 50:5  
**Flight** 75:24  
**Floyd** 36:17 43:17,19  
**FMLA** 46:15,19,20  
**focal** 71:24  
**focus** 44:2 71:23 73:13  
**focused** 29:1 44:9 83:15  
**folks** 29:3 51:16  
**follow** 12:11 13:14 19:18 74:7  
**follow-up** 13:3  
**food** 7:9

**footage** 30:17,24 31:3 36:3,6,  
 8 85:13,17,20  
**force** 31:13 32:17,18 33:15,19  
 54:15 55:6 87:7,10  
**forcedetroit.org.** 35:1,14  
**Ford** 6:15,17 7:5 21:23 25:19  
 26:7,8  
**fordfund.org** 7:23  
**forgot** 48:18 94:5  
**forward** 26:5 84:4  
**found** 58:23 59:1 69:9 85:13  
**founded** 38:15  
**founder** 38:15  
**fourth** 13:18 65:7  
**Fr** 46:6  
**frankly** 25:6  
**fraternities** 38:22  
**free** 7:3,7 8:14,15 23:7,8,20  
 48:20  
**French** 91:4  
**Friday** 15:5,21 89:17  
**friend** 10:16  
**friends** 78:11  
**front** 44:18 60:8 63:10  
**full** 7:14 40:2 95:9,15,16,19  
 96:4  
**Fund** 26:7,8  
**funding** 53:2 70:22  
**funds** 92:19  
**future** 51:7 84:4 95:18  
**FYI** 69:24

---

**G**

---

**game** 77:8  
**gang** 72:19 75:20 87:10  
**Gardner** 71:9



**gas** 21:18  
**gave** 44:18 77:17 92:25  
**gentleman** 18:10  
**George** 36:17 43:17,19  
**girls** 22:9 93:20  
**give** 2:4 15:2 23:8 53:15 60:12  
 65:6 92:14 93:11 94:21  
**giving** 12:22 16:16 24:5 56:3  
**glad** 8:22  
**Gleaners** 7:9  
**glove** 15:14  
**goal** 49:14 74:8,21  
**goals** 56:18,20 74:25  
**God** 2:7,12  
**good** 2:1,22 5:10,23 6:19,20  
 16:11 22:7 24:8,18 26:14,17,  
 18,22 27:9 29:10 31:24 33:11,  
 12 37:16 42:10 44:14 50:6  
 53:5 59:16 60:6 67:16 71:4  
 72:11 79:18 81:3 86:3 91:24  
**governor** 48:21 51:14 70:8,19  
**grab** 3:21 79:25  
**grabbing** 3:22  
**grades** 93:22  
**graduate** 48:8 51:24 76:13  
**graduated** 37:17 39:7 50:21  
 76:5  
**graduating** 48:11 83:1  
**grand** 10:7 15:17  
**Grandma** 93:13,15  
**Grandmont** 93:15,16,17,19  
 94:6  
**grant** 49:1 92:19  
**grassroots** 24:10,12  
**grateful** 82:4  
**great** 14:25 18:2,5 20:9 24:22  
 25:2 26:6,8,13 58:24 60:18,19

77:24 86:13,15,17,22 87:24  
**greater** 42:11,14  
**greatest** 56:19  
**Green** 77:5 87:14,15,16,18,22,  
 23  
**Grotto** 76:23  
**ground** 20:1 28:12  
**group** 22:24 48:1  
**grow** 39:14  
**guess** 29:3 32:9 80:24 82:20  
 83:22  
**guidance** 11:1 65:10,13 76:11  
**gun** 40:8,22 79:2,4,5  
**guns** 74:10 75:11 78:22 79:4,  
 14,19,24  
**guy** 22:10,11 23:4 39:24 41:19  
**guys** 6:24 15:2 20:6 27:11  
 28:15 93:23  
**gym** 8:20 23:6

---

**H**

---

**Hakim** 36:7,8  
**half** 72:16,17  
**hand** 15:13 31:7 51:8 78:19  
**handgun** 11:11  
**handguns** 74:18  
**handle** 85:25  
**hands** 41:19  
**Handy** 27:4,7,9 28:1,18  
**Handyside** 5:16  
**hang** 95:4  
**happen** 72:20  
**happened** 35:25 38:17 90:20  
**happening** 34:6 85:5 91:15  
**happy** 6:24 7:16 39:4 41:10  
 84:7 91:23

**hard** 18:3 26:22 53:13 80:9  
**Harris** 36:16,19 94:9  
**hate** 55:25  
**hats** 15:13  
**Hayes** 5:12  
**hazing** 38:23  
**HBO** 24:7  
**headquarters** 32:19 33:1,2  
 89:8  
**health** 10:2 15:11 34:7,16,19,  
 21 38:4 84:18,20,25 85:3 91:4  
**hear** 22:16 26:17,23 27:8  
 30:12 32:13 35:20,21 37:6,7  
 38:12 39:17,19 41:10 88:5  
 96:11  
**heard** 41:9 42:24 69:8 81:18  
**hearing** 33:19 41:7 88:4 95:21  
**Heart** 35:23  
**heaters** 12:15  
**heavily** 51:3 57:16,23  
**held** 32:19 61:20  
**helicopter** 19:15,16,17,24  
 20:10 21:16  
**Helicopters** 19:20  
**helpful** 53:11 67:22 86:13  
 87:23  
**helping** 56:23 81:11  
**Hernandez** 3:8 4:10 8:17 19:2  
 25:16,17 56:7,9 60:19 65:3,4,  
 19 77:14,15 78:2,14 82:13  
 96:14  
**hidden** 36:4  
**hiding** 40:9  
**high** 39:7 75:12 76:5 94:8  
**highest** 47:25 49:12  
**highlights** 15:25  
**highly** 25:21

**Hills** 49:10  
**hire** 49:16 63:4  
**hired** 45:16 46:1 49:4  
**hires** 45:25 46:9 47:24  
**hiring** 46:7 49:13 60:24 62:17 65:7  
**historic** 25:11 89:10  
**historical** 57:14  
**history** 50:17,19 58:15,24 67:11  
**hit** 51:1 73:24 74:14,16  
**hold** 35:4 79:8 95:7  
**holding** 18:9,10  
**holiday** 54:8  
**holidays** 92:7  
**Holley** 3:4,9,13,16,18,20,23 4:3,13,20 5:4 8:1,5 19:4,5,25 20:3,5,13,18,24 21:5,10 22:3 32:24 40:16 55:12 59:18,19 60:3,6,18 79:25 80:1,19,23 81:3,16 93:10,16,18 94:20,23 96:15,22  
**Holt** 2:22 3:25 4:9,14,22,24 5:3 8:16 24:13,14 28:20,22 35:3,6,11 41:3 51:10,11 52:9,18 68:17,19 70:4,6 71:1 82:9,10,21,24 83:4,20 90:2,4 91:2,25 94:2,4,15,17 96:7  
**home** 7:16 9:8 12:15 14:10 37:24 38:5 75:20  
**Homeland** 57:8  
**homelessness** 15:9 38:5  
**homicide** 9:17 13:2,13 41:12,24 75:20  
**homicides** 9:16 71:11 72:23,25 73:9  
**honey** 40:4  
**honor** 6:15  
**honorable** 29:11

**Hood** 38:15  
**hope** 6:2 24:8  
**hoping** 83:16,17  
**host** 7:1,10 15:7  
**hosted** 6:23  
**hosting** 7:10 65:17 89:10  
**hosts** 15:4,20 22:11 25:19  
**hotel** 37:21  
**hotspots** 86:25 87:1  
**hours** 36:9 52:4,7,16,24 55:16,17,18,19 65:24 69:3 75:7 87:20,21  
**house** 11:20 12:16 15:22 16:21 20:15,16 73:24  
**housed** 34:20  
**household** 38:1  
**houses** 13:10  
**housing** 37:18 43:24 44:5  
**Houston** 26:4  
**How's** 86:9  
**HR** 5:12 60:23 62:9 65:9,25 66:5,7 67:11 95:10  
**human** 42:5,7 44:12,15 51:11 62:5  
**hundred** 50:21 72:13  
**hurt** 21:11  
**hurting** 42:6  
**husband** 37:20  
**hypocrisy** 36:5

---

**I**

---

**iced** 40:4  
**idea** 67:16 79:6 80:20,23  
**identified** 40:7  
**identifies** 33:18  
**identify** 11:14 33:16

**ill** 30:1 79:5  
**illegal** 29:4 79:3 91:20  
**immature** 58:23  
**imminent** 30:10 72:12  
**impact** 7:20 29:5 73:9 75:4,12 78:19  
**impacted** 34:4  
**implemented** 34:15  
**implements** 33:22  
**important** 36:4 39:11  
**importantly** 26:14  
**impossible** 40:21 42:1  
**impression** 52:10  
**improve** 86:23  
**improvement** 86:24  
**in-house** 65:18  
**inappropriate** 69:8 91:20  
**incident** 11:16 12:16 13:16,18 73:5  
**incidents** 10:9 19:22 73:17 75:8  
**include** 48:14 74:6,10 75:19 76:18,23 77:6  
**included** 52:16 56:5  
**includes** 15:15 31:13  
**including** 36:22 52:6 75:1,3 77:18  
**inclusion** 52:7 64:10  
**incoming** 89:4  
**increase** 9:16,18,20 71:19 72:9,15 73:2,3,8 75:1,2 91:12  
**indications** 20:6  
**individual** 63:18 73:23  
**individuals** 50:12 59:10,12 60:16 61:19 63:13 74:17 95:15



**individuals—** 59:6  
**inflicting** 36:12  
**informally** 65:6  
**information** 7:22 8:4 11:6 12:6  
 13:16 18:24 31:17 33:23  
 37:12 43:18 45:1,13 62:15  
 79:11  
**initial** 40:25  
**initiative** 24:10  
**initiatives** 26:23 34:22 44:25  
**injured** 9:6  
**injury** 9:8  
**insecure** 44:6  
**insecurity** 43:24  
**inside** 14:8 33:25 34:15,20  
 76:3  
**insist** 30:7  
**instance** 64:3 66:19  
**instances** 85:13  
**Integrated** 15:11  
**intelligence** 14:19 75:21  
 87:11,19,21  
**intent** 48:6  
**interacting** 25:5  
**intercepted** 40:18  
**interest** 44:5 45:13 76:10  
**interested** 47:16 59:13  
**interesting** 20:3 25:23  
**intermediate** 46:17,20  
**internally** 91:21  
**interplay** 23:11  
**interrogation** 74:1  
**interrupt** 88:6  
**intersection** 10:18,19  
**intervention** 34:2 83:23,25  
 84:1

**interview** 43:2 62:3,4,25 63:9  
 64:4,5  
**interviewing** 61:1 95:9  
**interviews** 61:2 63:20,21  
 64:14 65:18,22  
**introduced** 39:6  
**introduction** 2:19 5:8  
**invented** 65:12 66:5  
**investigate** 10:12 12:20  
**investigated** 41:22  
**investigation** 11:4,13 12:7,11  
 13:3,14 31:12,14,16 40:25  
 73:13 74:6  
**investigations** 14:23 87:24  
**investigative** 75:9  
**Investigator** 5:17 16:25 43:1  
 65:8  
**Investigator's** 95:12  
**investment** 34:10  
**invite** 2:13  
**invited** 15:24 57:16  
**invocation** 2:4  
**involve** 42:6  
**involved** 25:3,5 29:17 31:11  
 42:16 43:8 67:12,15 68:4,23  
 69:19 81:12 83:1,5  
**involvement** 32:20  
**involving** 83:8  
**irresponsible** 65:23  
**isn't** 21:17,18  
**isolated** 9:12,13  
**Ison** 28:25  
**issue** 37:15,18 38:1,4 44:1,9  
 67:18 70:23 79:8 85:19  
**issued** 76:1  
**issues** 23:12 34:4 68:24,25  
 69:20 70:20 77:2 85:24

**issuing** 36:20  
**items** 15:13  


---

**J**

---

**jail** 32:3 39:23  
**January** 10:10 11:5 44:16  
 45:3,8,9,17 46:1,4,10 47:12,  
 21 48:11,21,25  
**Jefferson** 14:7  
**Jesus** 3:8  
**Jim** 3:9 40:16  
**job** 7:8 27:22 29:1 30:8 57:6,7  
 59:16 64:8  
**jobs** 61:24,25 62:1,20  
**join** 25:23  
**joined** 76:6  
**joining** 41:9  
**jokers** 39:23  
**Jones** 92:2  
**Jonya** 5:12  
**Joy** 6:2  
**judge** 42:23  
**judgment** 23:20  
**July** 45:8 92:7  
**jump** 62:18  
**June** 48:12  
**jurisdictions** 34:11  
**Justice** 36:17 43:17,19  
**justified** 67:17  
**Justin** 6:18  
**juvenile** 22:22 23:1 24:25  
 75:16,17  
**juveniles** 23:17 24:4

---

**K**

---

**Kamala** 36:16,19  
**Kaniesha** 40:20 41:24  
**kappa** 21:22  
**Kathy** 29:13  
**Katrina** 5:13  
**key** 53:2 65:10 78:21 79:12  
**kids** 21:9 84:7 93:24  
**kill** 30:11  
**killed** 36:2  
**killing** 29:25 42:7  
**Kim** 41:16  
**Kimberly** 2:4  
**Kimpson** 6:18,19,21 7:12 8:3, 7,13  
**kind** 7:13 23:19,22 24:9 49:14 63:6 78:3 84:19 87:15,16  
**Kira** 6:1  
**knew** 40:16 57:9 68:9  
**knife** 30:2 69:6  
**Knight** 76:9  
**knowledge** 28:13 29:23 42:17, 19  
**Krause** 71:7 74:15  
**Krushatski** 71:8

---

**L**

---

**lack** 45:12  
**Ladder** 11:18  
**lady** 37:17 81:5  
**laid** 12:22 66:2  
**Landing** 75:23  
**Language** 5:14  
**Larcenies** 71:22

**larceny** 71:24  
**large** 47:15  
**largest** 73:3  
**lastly** 38:25 56:17  
**late** 4:3  
**lateral** 48:2 51:2 66:16,17,20, 23  
**laterals** 66:25  
**launched** 26:1  
**Laura** 29:13  
**law** 15:1 22:20 25:6,8 40:21 52:11 65:14,25 66:7 70:9,14 76:10 83:6 91:2,6  
**Lawrence** 40:13  
**lawsuit** 43:8  
**lawsuits** 43:7 95:18  
**lawyer** 84:6 91:19  
**layer** 56:1  
**lead** 13:15 33:20 52:23 72:11  
**leader** 36:23  
**leadership** 27:24 28:15 38:20, 22,24 61:20 77:21,23 88:19  
**league** 93:13  
**lean** 61:9  
**learn** 2:14 28:13 68:5  
**learned** 95:12  
**leave** 21:24 23:11 33:23 34:24 35:8,10 46:14,17,18,20 94:21  
**left** 21:23 49:5 51:6 66:19  
**legal** 7:8 65:13 66:4 79:3  
**level** 60:25 67:10 78:8  
**levels** 78:9  
**liaison** 15:4  
**license** 21:23  
**lie** 32:6 36:22  
**lien** 63:17

**lies** 40:2  
**Lieutenant** 67:8  
**lieutenants** 47:2  
**life** 77:2 85:24  
**light** 42:3 47:11 77:5 87:14,15, 16,22,23  
**Light's** 87:18  
**lights** 21:23 22:1 42:13,14 88:22  
**limited** 77:22  
**Linda** 2:24  
**Lindsey** 11:20  
**lined** 54:25  
**link** 8:3  
**Lisa** 3:5  
**list** 29:4 81:15 95:10,14,15,16, 18,19 96:4  
**listed** 89:4  
**listen** 2:14  
**listened** 80:2  
**listening** 81:19  
**Littleton** 36:7,8  
**live** 32:15,17 61:18  
**lives** 7:20 20:23  
**living** 37:21  
**Livonia** 48:17 49:10 66:20,22  
**loaded** 61:4  
**local** 14:24 15:15  
**locally** 33:21  
**located** 15:17,22 73:20  
**location** 11:21,23,25 12:12 13:2 14:6,8,12 16:21 89:8  
**locations** 7:5,23 13:24 74:7,9 87:23  
**locking** 24:5  
**lofty** 49:14 56:18

**long** 16:4 17:24,25 18:9 19:23 86:19  
**longer** 34:6  
**looked** 21:7 31:19 81:2  
**Lord** 2:8,11  
**Lori** 26:18 40:5  
**lost** 80:13,14  
**lot** 7:12 22:23 24:22 25:12 32:19 33:3,19 36:21 37:16,19 38:6 42:13 53:14 57:17,18 58:20 65:25 71:23 73:21 80:12 85:1,11 86:11,22 87:4  
**Louis** 26:6  
**love** 2:15 8:24 27:10 41:9  
**loves** 8:15  
**luncheon** 77:7 82:17  
**Lutheran** 76:24  
**lying** 32:8 39:24

**M**

**Mack** 13:22  
**Macomb** 14:16  
**made** 12:5 13:2 31:19 34:10 41:1 43:15 55:22 59:8 61:13 62:4,17 63:14,19 64:6,7 65:12 80:2 85:16 86:21 94:5  
**magic** 78:5,12 81:20  
**main** 42:19  
**major** 72:4 75:21  
**make** 7:20 21:21 33:4 34:22 39:10,25 42:4,14,18 53:6 59:1 61:14 64:22,25 69:22 76:12 80:9 82:2 92:10 94:7,9  
**makes** 23:13,24 24:4 67:19  
**making** 27:19 43:5 54:10 86:8  
**Malace** 31:25 32:6  
**male** 10:22,25 83:17

**man** 18:12 23:7 29:15,18 30:1, 11 40:15 69:5 83:17  
**management** 60:25 63:4 64:12 85:25  
**managers** 63:7,8  
**mandated** 51:14  
**manner** 17:9 66:3  
**manpower** 78:17,21  
**March** 10:1 89:9,13,14,15,16, 18,21,23,24  
**marching** 36:15  
**Marie** 6:10  
**marketing** 51:3  
**mass** 22:11  
**master's** 50:23  
**matter** 57:6  
**Maye** 40:24  
**mayor** 24:11 32:4 33:17 90:10  
**Mcclendon** 44:3  
**MCOLE's** 45:15 53:19  
**MCOL'S** 55:9 58:17  
**MCOL'S TESTING** 45:17  
**meaning** 58:12,25  
**means** 53:19,21,25 58:10 59:4  
**media** 5:15 13:19 14:3 50:9 63:17 64:11  
**Medic** 12:24  
**medical** 12:25 32:5 46:17,20 61:17  
**meeting** 2:3,13 6:22,23 26:13, 16 28:18,25 43:16 48:15 80:3 89:9,12,14,15,16,18 90:6 92:17 94:10 97:4  
**meetings** 32:18,21,23 65:17, 24 76:19 78:4 89:7  
**Melanie** 40:18  
**melt** 79:22

**member** 43:1 44:3 69:7 70:9 76:3,5  
**members** 9:7,11,13 12:11 15:6,18,24,25 51:19 52:11 70:14 83:6 90:11 91:3,5  
**Memphis** 26:2 29:16 38:20  
**men** 15:12 23:12  
**mental** 10:2,4,5 58:12 83:8 84:18,20,25 85:3,7  
**mentally** 30:1 50:14 58:22,24, 25 79:5  
**mentioned** 41:25 78:22 81:4, 14 82:24 91:16 93:3  
**mentioning** 86:23  
**mentoring** 76:20 82:25  
**Mercato** 7:4  
**message** 32:22 94:13  
**Metro** 14:14  
**Metropolitan** 20:10  
**mic** 22:6 27:5 28:23  
**Michigan** 4:3 15:23 29:20 31:13 51:14 52:22 57:5,15 70:10 75:19  
**middle** 39:5  
**Mike** 23:13  
**mileage** 91:7  
**miles** 80:17,18  
**military** 46:18 57:17,21 62:13 67:10 68:12,15  
**million** 58:7 92:21  
**mind** 30:5,10  
**Minister** 33:9 35:2,18,20,22 36:13 40:5  
**minute** 41:25 74:20  
**minutes** 4:18 5:2 10:21 19:23 33:13  
**misleading** 36:22

**missed** 93:5,6  
**missing** 78:22  
**mission** 92:20  
**misspoke** 69:2  
**Mitchell** 71:9  
**mitigate** 44:10  
**mixed** 56:2  
**MMLA** 46:17  
**model** 34:1  
**models** 33:21 34:14  
**modify** 92:11  
**Monday** 10:10 36:21 83:9  
**money** 79:25  
**monitoring** 87:20,22  
**Monroe** 89:11  
**Montgomery** 29:13,14 31:21  
**month** 10:1,2 29:20 44:15  
 45:25 47:1 48:7 49:5,21 50:5  
 57:8,13 89:13  
**monthly** 46:22 89:12  
**months** 39:24 60:1 86:6  
**Moore** 3:6  
**morning** 13:21 14:12 65:22  
**mother** 12:6,8  
**mother's** 12:3  
**motion** 4:17 95:7 96:17,20,21  
**motor** 16:2 25:19 71:25  
**move** 4:13,20 29:8 36:1 50:3  
 53:7,8 54:14 55:4 95:7,8  
 96:22  
**moved** 5:3 77:12  
**movie** 22:8,20,25 23:18 39:1  
**moving** 9:15,23 26:4  
**multiple** 35:14 73:18 74:10  
**murder** 29:15,18,20 35:25

**music** 39:2

---

**N**

---

**named** 10:17  
**names** 41:23  
**Nan** 26:20,23  
**narcotics** 75:21  
**national** 26:19,21 34:5 35:9  
 36:23 88:12  
**nationally** 33:21 34:1  
**nature** 72:17  
**necessities** 34:23  
**needed** 15:14 36:18 41:20  
**negative** 65:2  
**neglect** 12:8  
**negotiated** 21:3  
**negotiation** 46:24  
**negotiations** 47:22  
**neighborhood** 7:19 10:17  
 15:4 27:12 32:12 37:15 76:21  
 77:2 94:10  
**neighboring** 87:11  
**neighbors** 12:3  
**Network** 15:11 26:19,21 57:5  
**neutral** 31:12  
**newest** 35:15  
**news** 15:4,7,16,18 29:21 30:3,  
 4  
**nexus** 72:18,19 74:10  
**nice** 27:20 66:24  
**Nichols** 11:7 29:15  
**Nick** 22:13,15,17,18 23:4  
**night** 15:20,21 72:11,12 73:12  
 90:4  
**ninth** 6:1,15 7:17,21 8:10,18  
 9:10 16:20,23 17:7,14,23,24

18:1 27:2,10 28:8,10,11 71:5,  
 6,7,10 72:4 73:14,18,21  
 74:21,25 75:23 76:18 78:5,10  
 80:4 84:9,19,23 85:18,23  
 86:8,15,17,18 87:17 89:21  
**Nissan** 10:15  
**no-shows** 45:20,24  
**non-** 9:17  
**non-detroiters** 46:6  
**non-fatal** 72:8,9,10 73:9 74:22  
 75:5,7  
**non-violent** 10:4  
**nonprofit** 76:25  
**normal** 61:1  
**north** 13:8  
**note** 79:17  
**notice** 47:18 68:23  
**notifications** 75:16  
**November** 47:10,21  
**NPO** 71:8,9 88:15  
**NPOS** 17:3 27:14 75:25 76:17  
 88:13,16,18  
**number** 14:14 20:19 38:17,19  
 39:11 40:1 44:6 49:5,12 52:7  
 53:6,9 86:25 87:14,15,16  
 88:11,14,20,21  
**numbers** 37:5 38:9  
**numerous** 29:18 87:23  
**nurse** 37:18

---

**O**

---

**Oakland** 14:15 34:12 48:18  
**observed** 10:16 12:21 13:23  
**observer** 69:7  
**occasional** 85:23  
**occasions** 66:9  
**occurred** 10:10 13:19 72:10

**occurs** 31:11  
**OCI** 40:13 42:21  
**October** 47:8,10,20  
**offenders** 24:1 75:13  
**offenses** 20:19 71:20 73:13  
**offering** 75:18  
**office** 11:16 12:10 14:22 15:6  
 16:24 31:4,15 32:4 63:4 92:2  
**officer** 3:23,24 9:9,10 24:3  
 31:11 33:5 42:25 48:4 52:4  
 64:15 67:13,15,21,24 68:23  
 69:14,18 71:8 76:4,10 88:11,  
 22  
**officers** 2:12 7:19 9:6 10:11,  
 13 11:2,5,8,10,12,13,24 12:2,  
 5,7,19,21,24 13:14,21,22 17:2  
 27:21 29:16,22 30:2,5,6,9,10  
 31:20 32:1,2,9,14,16,21,24  
 36:2 38:21 40:6 41:11 42:4,15  
 45:4 47:2,4 49:16 51:14 52:22  
 55:24 60:24 61:13 67:12 68:3,  
 25 69:5,23 70:19,21 80:11  
 84:24 85:16,19 87:6  
**official** 48:12 90:5,22  
**officials** 6:8 44:8 90:9,16  
**Officials'** 90:14  
**Oftentimes** 69:21  
**Oklahoma** 16:3  
**on-air** 20:11  
**on-duty** 9:8  
**one's** 82:18  
**one-off** 7:13  
**one-year** 59:5  
**ongoing** 11:13 75:11  
**online** 41:11 93:14  
**open** 43:7 93:3,14  
**opening** 36:25  
**operate** 80:21

**operation** 73:11  
**operations** 75:15 87:7  
**opinion** 68:1,2  
**opportunities** 26:4  
**opportunity** 16:17 17:11 24:2  
 60:13 65:20 83:13  
**opposed** 4:17,25 5:7 72:1,23  
 73:1,7  
**Ops** 71:8  
**oral** 29:9 61:12,15,22 64:19  
**order** 2:3 27:20 28:14 75:14  
 87:7 92:20 94:20  
**orders** 36:15  
**ordinance** 91:7  
**organization** 33:16 38:15  
 92:23  
**organizations** 7:11 25:4 33:20  
 76:25  
**organizer** 33:15  
**out-of-state** 66:25  
**outlets** 25:6  
**outreach** 15:8 25:4,10 81:6  
**overdose** 32:7  
**oversee** 39:20  
**overseeing** 39:22  
**oversight** 36:24  
**overwhelming** 85:20  
**Overwith** 37:5 39:16,19 40:11  
**owe** 56:4  
**owners** 15:3

---

**P**

---

**package** 15:15 43:2 89:4  
**packages** 15:5,8,12,20  
**packet** 44:25  
**packing** 23:7

**pages** 53:7,15,16  
**pains** 21:22  
**PAL** 15:20,21,23,25 16:1  
 24:21 25:1,11,18,23,24 26:9,  
 23 37:25  
**panel** 61:20 62:4 63:11 64:6  
**panels** 62:4  
**paper** 53:12  
**paragraph** 91:1  
**parameter** 59:9  
**Park** 15:17  
**parking** 77:3 91:7  
**Parks** 26:18 29:13 30:15  
 31:23,24 32:13,25 33:7 40:5  
**part** 8:22 9:22 16:20 25:10  
 30:3 53:2 54:7 56:24 58:17  
 75:1 76:9 80:3 82:2 90:12  
**participants** 16:1  
**participate** 16:1  
**parting** 17:20  
**partnered** 87:10,11  
**partners** 75:22  
**partnership** 15:10 25:19 87:24  
**partnerships** 50:11 51:5,6,7  
 56:25 75:19  
**parts** 90:7  
**pass** 15:19 43:19 50:1,4 55:9  
 60:10 62:3  
**passage** 36:16  
**passed** 45:19,21 51:13 53:20  
 70:8,19  
**passenger** 10:14 11:1  
**passing** 45:19,22  
**past** 31:25 72:6,7  
**pastors** 81:3  
**patience** 20:14

**Patillo** 5:13 44:13,14 45:6,23  
46:14 47:3,14 48:3,19 49:9,25  
50:16 51:12,21 53:10,14,21  
54:2,5,13,18,22 55:5,8 56:4,9,  
11,15,21 57:11 58:2,5 59:4,8,  
16,20,24 60:4,7,23 61:4,7,22  
62:13 63:6,23 64:1,16,19,25  
66:15,18,25 67:5,8,23 68:2,7,  
11 70:3,25

**patrol** 20:11

**pay** 29:22 60:7,9,10

**peace** 23:9 86:5

**peaked** 47:9

**Pending** 51:8

**people** 6:25 7:21 17:8,9 20:20  
22:20,23,24,25 24:24 28:1  
32:23 33:3 36:4 37:16 39:8  
41:4,8 42:12,13,18 43:3 53:18  
54:1,12,19 55:6 56:22,24 58:2  
63:11 69:8 79:5,14 80:4 81:5,  
9,12,13 84:12 95:13

**perfect** 83:12

**perfectly** 25:15

**period** 45:16

**permanently** 45:14 58:9,10

**person** 2:9 19:7,18 22:8 41:10  
43:6 62:19 67:6 82:25 88:21

**personal** 15:13

**Personally** 29:6

**personnel** 44:21,24 45:16,21  
46:2,5,11 47:4,19 48:19 89:17  
92:25

**persons** 20:14

**petition** 40:2

**phone** 57:6

**physical** 42:2 45:20 49:23  
53:23 54:7 59:22,25 60:2,4,  
10,13 61:11

**physically** 40:21

**physicians** 50:12

**physics** 40:21

**picked** 10:18

**Pickford** 10:18

**pipeline** 60:17

**pitch** 93:21

**place** 15:21 18:16 27:6 48:18  
51:7,23 66:4 77:12 80:14

**placement** 7:8

**plan** 50:7

**planning** 18:4

**plate** 21:23

**play** 22:9

**playtime** 37:25

**pleasure** 6:21 28:18

**plenty** 65:19

**plethora** 61:23

**PM** 15:16,22 77:9 89:7,10,15,  
16,18

**pocket** 30:2

**pocketknife** 41:20

**point** 12:14 14:18 23:4 25:2,18  
26:9 36:5 42:19 43:18 55:15  
66:1,8 69:1 71:24

**pointed** 10:23

**points** 62:11,13,14

**police** 2:2,12 3:23 6:14,22  
7:19 9:9,10 10:12 11:3,24  
12:20 13:13,23 14:22 24:10  
26:15 28:2,3,4,5,6 29:16,21  
30:2,5,6,9 31:14 32:2,18,19,  
20,24 33:2,18 34:21 36:15  
38:16,23,25 40:1 41:13,14  
45:5 46:5,7 47:1,3 48:4 49:16  
51:14 52:21 61:13 68:13,15,  
16 76:4,10 84:24 85:3 86:6  
88:12 90:12,20,25 91:10 92:9

**policies** 66:4

**Policing** 36:17 43:17,20

**policy** 68:24 85:21 89:15

**political** 41:3

**population** 15:5,19 80:21

**Porter** 29:20 32:9 35:25 36:3,7  
40:6 41:12

**posed** 70:13 77:18

**position** 63:7,12 64:2 65:16  
86:7 95:11,12,13

**positions** 62:21 63:4,5,22  
64:9,13 66:3

**positive** 9:14

**positives** 15:3

**possibilities** 39:6

**possibly** 63:21 95:17

**post** 51:16

**postponed** 95:9

**potential** 43:7,8

**potentials** 83:10

**powerful** 36:14

**practices** 65:10,13

**prayer** 93:4

**preacher** 40:16

**preachers** 81:12

**precinct** 6:1,15 7:17,21 8:10,  
18 9:9,10,11 11:9 14:3 16:12,  
15,20,23,25 17:1,7,8,14,23,24  
18:1 27:3,10 37:1 38:8 39:20,  
21 56:3,15 71:5,6,7,10 72:4  
73:14,18,21 74:6,22,25 75:23  
76:18 77:6 78:6,10,18 80:4,8  
82:22 84:9,19,23 85:14,18,23  
86:8,15,17,19 87:17,19,21  
88:9

**precincts** 80:7,16 87:12

**preliminary** 61:10

**prematurely** 95:20

**prepared** 12:9

**present** 3:1 71:5



**presentation** 44:12,19 51:9  
77:10 82:1 84:17 94:7,9

**presenting** 44:15

**president** 27:3 36:16,19 37:4,  
9 92:2

**press** 36:21 79:23

**pressed** 29:23

**Pressley** 3:11 16:10 21:19,20  
23:5 43:12,14,22 55:13,14,20  
56:8,10,13,16 57:24 78:3  
81:10,24 84:15,16 85:10 86:2  
96:16

**pretty** 19:20,22 50:6 59:24  
64:11

**prevented** 91:11

**previously** 50:13

**pricey** 70:12

**primarily** 71:22

**primary** 75:6

**prior** 6:23 57:2

**prioritization** 74:9

**prioritize** 75:16

**priority** 74:7,20

**prison** 39:15

**private** 49:11

**probation** 83:20

**problem** 87:12

**problems** 86:1,14

**process** 53:1 61:8,9 63:9  
64:17 65:7,8,11,15 66:2 95:9

**processes** 61:1

**processing** 45:10 49:7

**produces** 62:9

**products** 15:13

**professional** 67:24 68:1,2  
85:1

**program** 8:4 24:21,24 25:2,11

26:1,6 34:2 39:12,13 47:5  
48:22 51:2 57:9 60:14 75:20  
76:3,6,8 90:24

**programs** 7:1,13 15:25 76:1,  
18,20

**progress** 10:6 12:20 86:22

**Project** 77:5

**projection** 49:14

**prominent** 22:11

**promoted** 86:5

**proper** 34:23 85:24,25

**property** 71:20 72:2,7 75:1

**proposals** 33:23

**proposed** 92:5

**prosecute** 31:5,15

**prosecuted** 29:18 31:9,22

**prosecution** 31:20

**prosecutor** 14:24 31:5,18  
41:16 69:9

**prosecutor's** 11:15 12:10  
14:22 31:4,7,15 32:4

**prostitution** 37:11

**protect** 30:8 95:17

**protected** 41:21

**provide** 7:2,22 25:7,14 34:17,  
19,24 44:16

**provided** 31:17,18 34:23  
65:20 66:8

**providing** 25:5 34:2 44:6  
70:22

**psi** 21:23

**psych** 61:17 64:20

**psychological** 61:16 65:1

**psychologist** 58:21

**psychologists** 58:11

**public** 15:24 21:14 26:18 34:6,  
7,16,19,20 39:13 42:14,17,18,

19 43:3,4,15,18,23 44:4 48:22  
51:13 55:22 56:17 70:8,16  
89:8

**public's** 13:15

**publicly** 36:3

**published** 48:21

**pull** 21:17

**pulled** 10:22

**Purefoy** 86:16

**pursue** 14:5 19:16

**pursuing** 19:14,15

**pursuit** 21:11

**push** 79:11 94:13

**put** 13:6 33:24 42:3,25 43:2  
48:7,11 49:17 51:23 60:4,14,  
16 62:15 73:21 75:3 87:9  
95:2,7

**puts** 42:20

---

**Q**

---

**quality** 77:2

**Quantez** 3:11

**quarantined** 9:12,13

**question** 19:3,5,6 22:7 25:19  
35:24 46:3 53:17 55:21 61:4  
65:5 66:7,13,15 67:2,9,12  
78:2,4,6 80:1 85:10

**questioning** 37:10

**questions** 7:24 16:7 17:13  
18:7 21:21 24:15 30:13 37:2  
51:8 66:6 77:18 83:16 84:18  
86:12 91:12

**quick** 19:19,21 36:5 53:8 67:2  
75:9

**quickly** 19:22 28:9

**Quinn** 5:15

**quorum** 3:12,15 4:6,7

**quote** 91:20

---

**R**

---

**rac**ing 9:24  
**rac**ist 32:1  
**rack** 63:12  
**ran** 13:8 76:8  
**random** 19:8  
**range** 69:3  
**ranked** 95:16  
**ranking** 62:15,16,17  
**ranks** 51:19 61:14  
**rate** 45:19,20,22,23  
**rates** 46:8  
**ratio** 86:24  
**reach** 56:20  
**reached** 57:19  
**read** 39:12,13 53:12,13 90:7, 25 91:23  
**reading** 59:21  
**reads** 70:9  
**ready** 9:3 23:11 94:21  
**real** 24:6 28:8 33:10 41:2 80:9 94:8  
**reality** 76:12  
**realize** 44:22 57:17  
**rear** 11:22 88:6  
**reason** 60:11  
**reasonable** 91:8  
**reasons** 45:12 58:7 59:11  
**reattaching** 59:12  
**rebuilding** 27:18 57:4  
**recall** 29:2 67:7  
**receive** 48:23 49:21 68:3 70:10 83:6 85:1,12 91:6  
**received** 11:23 12:7 49:4,12

**receives** 91:17  
**receiving** 50:23,24  
**recent** 29:14  
**recently** 18:11 73:19  
**recipient** 91:11 92:5  
**recommend** 90:15  
**recommendation** 53:6  
**recommendations** 69:23  
**record** 4:4 6:3 16:9  
**recovered** 11:11 74:13,17,18  
**recovering** 9:8  
**Recreation** 6:17  
**recruiting** 44:24 49:18 50:10 56:24 57:23 60:15  
**red** 42:13  
**reduce** 78:12  
**reducing** 27:22  
**reduction** 74:19,20  
**redundant** 82:4  
**refer** 66:6 68:7  
**reference** 53:9  
**referenced** 83:18  
**references** 63:15  
**referred** 76:7  
**reflect** 4:4 16:9  
**reform** 36:15  
**refresher** 68:5  
**refused** 31:5  
**refuses** 41:15  
**regard** 7:15 33:23 34:16 37:11,12 90:22 91:9  
**Reginal** 38:16  
**registered** 74:11 79:3,7  
**registrations** 93:14  
**regret** 95:20

**reimbursements** 91:7  
**reinstatement** 66:18,20  
**reinstatements** 48:15,16 49:3, 12,19 51:1  
**rejection** 90:17  
**rekindling** 57:2  
**related** 10:2 21:1 29:25 67:13, 22 69:14  
**relates** 39:1 67:12 83:23,25  
**relations** 14:3  
**relationship** 20:20  
**relationships** 57:1,2  
**relative** 43:24 55:22,23 84:18  
**release** 36:6 41:17  
**released** 36:3,8 42:16  
**releases** 23:16  
**rely** 85:12  
**remarks** 6:17  
**remember** 88:13  
**remind** 36:7  
**removal** 77:4  
**removed** 39:8  
**render** 13:12  
**renew** 17:4  
**renewal** 47:8 49:3,15  
**renovation** 37:1 82:12,15  
**renovations** 8:18 77:19  
**renowned** 83:23  
**rep** 27:16  
**repopulate** 27:20  
**report** 8:23 16:4,22 19:7 24:15,18 35:15 44:15 51:12 53:5,18 55:21 56:6 82:6 84:3 88:4 89:25 92:25  
**report's** 44:20,23  
**reported** 72:5



**reporter** 5:17  
**reports** 33:24 34:24 35:10,14  
55:25 89:3 94:25  
**represent** 17:14  
**representatives** 6:8  
**represented** 16:12  
**reprieve** 15:3  
**reprimanded** 32:3  
**request** 56:6 94:5  
**requests** 49:4,5  
**require** 62:25  
**required** 51:17,20 52:4,11,22  
91:2  
**rescheduled** 45:24  
**Rescue** 11:19  
**Research** 38:15  
**residency** 46:3 55:24  
**residential** 11:20  
**residents** 46:8,9 78:10 80:18  
**Resiliency** 15:7  
**resolution** 43:19 90:7,17  
**resolve** 38:1,3  
**resource** 6:15 7:6 15:15 44:15  
62:6  
**resources** 7:10 8:13 34:24  
35:7 44:7,13 50:7 51:11 64:12  
75:18 85:25 86:11 92:18  
**respect** 29:7 91:9  
**respectable** 18:4  
**respond** 24:21 85:2,7  
**responded** 12:19 13:21  
**responding** 75:7 85:5,7  
**responds** 85:4  
**response** 15:19 74:19 75:9  
**responsibility** 69:9 75:6  
**rest** 50:24 79:17

**restore** 75:14 77:1 87:6  
**restricted** 46:18,21  
**restrictive** 46:15  
**restructuring** 56:22  
**result** 20:7  
**results** 54:23 87:16  
**resume** 63:14  
**retired** 67:6  
**retirement** 91:4  
**retrain** 69:23  
**retrained** 69:1,13,18,21 70:20  
**returning** 48:17 57:18 79:13  
**Reverend** 3:9  
**review** 68:23  
**reviewed** 29:24 30:7,17,23  
**reviews** 69:18  
**Ricardo** 3:6  
**rid** 41:3 54:20 55:3  
**rifles** 74:18  
**Righteous** 77:1  
**rigorous** 92:6  
**River** 48:17  
**RMS** 63:16  
**robberies** 9:21 71:16,18 72:25  
73:2,5,15 74:3,5 75:7 87:9  
**robbery** 20:21 73:19  
**roll** 22:3 49:1 96:3  
**rolling** 23:23  
**room** 88:22  
**Rosedale** 93:13,15,22 94:6  
**Roseville** 48:17  
**Rouge** 48:17  
**roughly** 14:11,16  
**route** 79:8

**Ruben** 41:25  
**run** 10:12 12:20 20:10 21:18  
84:23 85:3,7,9  
**running** 40:8 42:12,13  
**runs** 84:19,20  
**Ryan** 5:25 71:4

---

**S**

---

**Sacred** 35:23  
**safe** 14:11 28:15 78:11 81:7,8  
82:3  
**safer** 78:9  
**Safeties** 48:22  
**safety** 34:6 75:24 89:8 94:10  
**sake** 90:8  
**salaries** 42:18 90:16 91:3  
**salesman** 40:16  
**Samaritan** 40:3  
**Sanders** 42:23  
**Sandra** 27:3  
**sat** 10:20  
**satisfied** 55:24  
**saturate** 78:18  
**Saturday** 54:20,25  
**Saturdays** 54:8  
**Saxby** 5:13  
**scan** 61:18  
**scene** 11:4,10 12:2,21,25 13:2  
14:1 87:24  
**scheduled** 15:16 45:18,21  
49:23 53:23 54:22 65:22,24  
**school** 7:13 24:3 38:18 39:2,4,  
7,13 44:4 76:6,19 78:17  
**schools** 37:23 57:1  
**scoring** 62:7 94:8  
**scout** 72:19,21 73:3 78:18

85:7 87:3  
**screen** 44:23 64:20  
**screened** 63:18  
**screening** 64:3,21 65:1  
**search** 74:8,14  
**seat** 10:25 11:1 19:8  
**seated** 13:4  
**second—** 4:19  
**Secrecy** 41:23  
**secret** 41:23  
**secretaries** 62:22  
**Secretary** 42:20 65:8 95:11  
**section** 11:3 47:5 87:8 90:8,13  
**sector** 49:11  
**selected** 16:1  
**send** 3:23  
**senior** 77:8 82:20  
**separated** 46:11,13 47:19  
**separations** 46:22,24 47:1,6, 9,15  
**September** 47:8,9,18  
**sergeant** 5:14 9:9 47:2,4 71:7 74:15  
**serve** 32:18 66:21  
**service** 5:16 7:15 10:3,8 21:14 61:24 62:1,13 88:17 89:10  
**services** 7:2,7,8,22 15:8,16 34:3,17,18 90:25  
**session** 5:1  
**sessions** 25:20  
**set** 12:16 51:24 59:16 87:25  
**setting** 73:22  
**seven-** 11:16  
**sevens** 71:23 72:21  
**Seventh** 9:10

**share** 28:24 94:2  
**sharing** 28:23  
**Sheriff** 48:18  
**shift** 74:19  
**shocker** 8:24  
**shoot** 30:11  
**shooting** 12:17 31:11 32:10 67:15 68:5,23 69:15 74:22 75:5  
**shootings** 9:18 42:16 67:13, 22 72:8,9,10 73:9 75:8  
**shops** 39:5  
**short** 92:10 95:14  
**shot** 12:23 30:6 32:11 69:5  
**shots** 12:20 41:20  
**Shotspotter** 74:7,9,12,16 94:7  
**show** 6:3 49:2,25 60:9  
**shown** 30:3  
**shows** 34:8 46:22 51:4  
**Showtime** 24:7  
**shutdown** 54:9  
**sick** 46:19,21  
**side** 26:7,8 38:5 51:8 60:8 61:5,7,21,24 62:10  
**sign** 5:13 93:24  
**signed** 11:15 40:2  
**significant** 10:9 71:16 72:20 78:8,9  
**signs** 62:25  
**silence** 36:10,13  
**silent** 40:19  
**singer** 22:11  
**single** 53:15,16  
**sir** 2:6 5:23 8:8 16:18 17:12 18:6 21:13 24:16 25:19 27:1 33:12 39:18 58:5 66:11 71:3 77:13,16 78:23 79:11 88:24

95:1 96:19  
**Sisterhood** 25:9  
**sit** 64:3  
**site** 57:11  
**sitting** 5:19 9:19,20 50:6  
**situation** 18:9,16 83:8  
**situations** 67:19 83:25  
**sixth** 47:13  
**Skinny** 10:17,19,20,22,25 11:6 19:11  
**skip** 49:13  
**Skrill** 33:9,11,14 34:5 35:8,13  
**slick** 35:25  
**slide** 44:19 45:1,2,7,17,25 46:2,9,10,11,14,21,22,23 47:14,16,23 48:3 49:2,13 51:3,4  
**slides** 44:16  
**smaller** 41:19  
**SMES** 62:5  
**smile** 88:22  
**snake** 40:16  
**social** 63:17  
**society** 79:4,6  
**socks** 15:14  
**solutions** 33:22  
**solving** 75:10  
**Sons** 77:1  
**sophisticated** 83:16  
**sort** 24:23 79:12  
**Southwest** 7:4  
**so—** 56:9  
**space** 7:3,11 12:15  
**speak** 13:17 17:11 22:5 30:20, 22,23 31:1,2,3 37:14 63:23,24 81:11

**speaker** 22:13,15,17 33:10 43:10  
**speakers** 29:11 33:8 37:3 41:5  
**speaking** 14:9 25:9 29:14 38:4 64:1  
**Special** 71:8  
**specialized** 75:13  
**specialty** 81:22  
**specific** 44:5 58:16 64:8  
**spike** 73:15  
**split** 55:17  
**spoke** 10:13,21 12:3 36:25  
**spoken** 39:1  
**sport** 39:3  
**square** 80:17  
**squatter** 77:2  
**St** 26:5  
**staff** 5:8 6:2 86:13  
**staffed** 84:24 87:21  
**staffing** 44:21,24 45:2  
**stand** 85:8  
**standby** 48:20 60:12  
**standoff** 14:9 20:15  
**standpoint** 60:24  
**stands** 36:19  
**star** 22:10 24:7  
**start** 9:5 29:12 36:9 43:4,9 46:15,23 48:13 56:4 57:12,13 61:5,9 95:8  
**started** 7:17 13:7 47:20 48:25 54:6 57:13 60:11  
**starting** 9:25  
**starts** 23:23  
**state** 15:22 31:13 36:18 52:22 57:15 70:9,12 91:2,6  
**stated** 10:15 12:3,23 31:10

36:16  
**statement** 36:21,23,25  
**statements** 40:1  
**states** 13:8 34:12  
**stating** 36:21 70:19  
**statistic** 74:14  
**statistics** 72:3 82:6  
**stats** 9:11 71:10 78:21  
**stayed** 11:1 57:11  
**staying** 21:3  
**step** 61:8 88:5  
**Stephanie** 5:14  
**steps** 64:18  
**Stewart** 5:20,23,25 9:2,3,5,22 10:13 11:8 12:2,18 13:11 14:1,17 15:10 16:7 18:17,20 19:10,20 20:2,4,9,17,22,25 21:7,13 24:14,16 25:1 31:6,10 35:17 39:20 51:22 52:1,3,13 55:15,19 68:8,14,21 69:13,17 70:7,17 76:14,16 79:10 94:4, 12,16,18  
**stipend** 91:12,18 92:5  
**stock** 63:12  
**stolen** 71:24 87:9  
**stop** 23:1  
**stopped** 77:16  
**Stoppers** 13:17  
**store** 73:20  
**strategically** 87:5  
**strategies** 73:8 74:6 75:11  
**strategy** 18:4  
**street** 7:17 12:23 13:9 15:2,17 37:13 40:8 75:10,12 89:11  
**streets** 78:9  
**strengthening** 50:11 57:15  
**striking** 13:7

**string** 74:2  
**strong** 16:25 73:6  
**student** 48:4 76:4,10  
**students** 39:9 48:5,9,23 50:21 57:10  
**studying** 34:12 83:14  
**stuff** 36:21 53:20  
**subject** 82:14 90:16  
**submit** 68:22  
**submitted** 11:15 12:9 31:14, 16 53:22  
**submitting** 14:21,24  
**successes** 88:8  
**successful** 25:24  
**successfully** 74:16  
**succumbed** 11:23 13:1  
**suffer** 41:4  
**sugar** 40:4  
**suggest** 65:23  
**suggestions** 37:16  
**suicide** 10:6 40:20,22 42:1  
**suicides** 10:6  
**suitability** 50:13,18 58:19,22  
**summary** 48:4  
**summer** 69:15  
**Sunday** 11:17 12:18  
**supervision** 85:24  
**supervisor** 39:22 83:11,22 85:2,5,6,8  
**supplement** 92:22  
**supplies** 15:14  
**support** 14:5,6 43:17,19 76:11 92:20 95:23,24  
**supported** 27:14  
**supposed** 32:4 39:22

**surveillance** 73:23  
**suspect** 11:1,6,9,10,11,14  
13:5,7,8 72:12 73:18,22  
**suspects** 20:22  
**suspended** 29:22  
**suspensions** 47:3  
**sworn** 45:4 46:1,5,6,9,16 47:6,  
23 61:5,7,21  
**system** 62:7

---

**T**

---

**T-BALL** 93:20  
**tactical** 68:24 69:18  
**tag** 19:18 40:20,24 70:12  
**taking** 18:16 76:9  
**talk** 8:25 10:9 13:18 17:7 24:4  
41:2 46:12 55:2 68:6 71:9,17  
76:2 79:5 84:6  
**talked** 23:17  
**talking** 23:15 52:14 79:2,13  
**target** 7:16 19:9  
**targeted** 19:11 57:17 75:12  
**task** 31:13 62:21 87:7,9  
**taught** 39:10  
**tax** 7:7  
**Taylor** 49:9 66:22  
**tea** 40:4  
**team** 7:19 15:19 16:3,4 74:22  
75:4,5,17 77:23 93:13,25  
**technology** 50:8  
**telling** 8:19  
**tells** 23:4  
**temporarily** 45:14  
**temporary** 58:9,18 59:2,4  
**ten** 69:20  
**Tennessee** 29:16 38:21

**tens** 71:23  
**tension** 23:16  
**tenure** 77:21  
**terms** 16:21 17:5,8,10 20:6,18  
24:24 52:24,25 78:20 79:2,4,  
13 80:4 81:8,11  
**test** 45:18 49:24 50:3,4 53:24  
54:3,7,23 60:1,2,5,8,13 61:11,  
16 62:2,3,8,9,20  
**testament** 77:20,22  
**testing** 45:15 53:19,25 54:6,9,  
23,25 59:21 62:7  
**tests** 60:8  
**thankful** 27:23 28:4  
**Thanksgiving** 92:7  
**that'll** 89:21  
**that—** 56:8,14  
**theft** 11:3 71:25 87:5,8  
**Theo** 38:14  
**there're** 23:19  
**There've** 64:10  
**Theresa** 5:11 8:3  
**There're** 66:18  
**the—** 59:14  
**thin** 65:12  
**thing** 23:20,22 25:23 30:23  
34:5 38:20 80:7,9 82:19  
**things** 7:12 24:3,22 27:5,11,19  
32:12 42:11 50:7,19 51:22  
58:16 59:25 61:23 62:10  
66:18,22 68:6 69:23 77:24  
80:4  
**thinking** 69:4  
**This'll** 93:23  
**thought** 80:2 81:18  
**thousand** 13:21  
**threat** 30:5,10

**threatened** 30:2  
**threats** 10:6  
**three-inch** 69:5  
**throw** 11:12 87:12  
**Thumbs** 94:17  
**Thursday** 82:12 89:7  
**Thursdays** 7:16  
**ticket** 79:23  
**tickets** 76:1  
**ties** 16:25 57:15  
**Tiffany** 5:20 39:19  
**time** 8:9,21 9:17,23 12:24  
14:11,18 17:6 20:8 31:23 32:5  
33:6 39:24 44:17 45:9 53:12  
58:18 65:7 66:21 73:21 74:19  
90:8 91:24 93:3  
**times** 32:10 33:3 39:24 58:20  
**time—** 69:12  
**tiny** 25:18  
**title** 43:3  
**today** 8:16,23 9:15 16:5 49:8  
52:10 74:14,15 77:16 88:19  
**today's** 26:15  
**told** 13:5 18:14 40:14,15,18  
**tomorrow** 56:12 65:22 73:12  
**tonight** 41:8 42:8 71:6 73:12  
88:15  
**top** 24:24 52:15  
**topic** 47:15  
**topics** 52:5,7  
**Toson** 76:8  
**total** 9:22 10:7 43:1 45:10,25  
46:1,13 48:4 72:1 74:3  
**totally** 42:15 49:9 91:22  
**touched** 25:15 81:17  
**tough** 78:6

**tour** 8:12 77:17 85:6  
**tournament** 82:20  
**tracking** 73:22  
**tragedy** 41:12,13  
**train** 70:21 83:5  
**trained** 61:12 69:11 70:20  
**training** 28:11 51:15,18,20,25  
 52:4,6,7,9,11,14,15,23,24  
 54:15 67:14,21,24,25 68:3,22  
 69:2,3,6,15,22 70:10,11,15,  
 16,22 83:5,7,22,23 84:25 85:2  
 89:17 92:25  
**trainings** 69:19 76:20  
**transfer** 51:2  
**transferred** 16:24  
**transform** 27:15  
**transforming** 27:19  
**transition** 17:3  
**transparency** 95:16  
**transparently** 66:9  
**transpire** 92:10  
**traveled** 34:11  
**trees** 53:15  
**trend** 47:20 73:14  
**trending** 46:16 47:17  
**trends** 46:12  
**true** 40:6  
**Trust** 21:18  
**Tuesday** 11:4  
**turd** 80:12  
**turn** 85:16  
**turned** 18:3  
**Turner** 27:3 28:18  
**turning** 26:25  
**tutoring** 39:9,10  
**tutors** 39:13

**tv** 22:12 24:6  
**two-day** 73:11  
**type** 34:20 64:21 77:20 79:16  
 85:3 87:6 93:15  
**types** 34:14  
**typically** 19:21  
**Tyree** 29:15

---

**U**

---

**U-TURN** 24:4  
**UCLA** 24:3  
**ultimate** 29:17  
**unable** 86:15 88:15  
**Unanimous** 96:24  
**unannounced** 77:16  
**undercover** 13:22  
**understand** 35:6 55:8 68:14  
 83:2  
**understanding** 44:3 52:21  
 59:20  
**undertake** 29:2,6  
**undertook** 92:1  
**Underwood** 5:12  
**unfit** 58:13  
**unhoused** 43:24 44:5  
**Unit** 12:10 14:19 20:11 73:21  
 74:25 87:21  
**unit's** 85:6  
**United** 34:11  
**units** 20:10 73:18 75:13 87:19  
**University** 50:20,22  
**unjustified** 67:17  
**unknown** 10:22,25 13:9  
**UNNAMED** 22:13,15,17 33:10  
**unnecessary** 8:25

**unpack** 69:19  
**unsheltered** 15:5,19  
**unsure** 52:17  
**upcoming** 77:6  
**update** 9:6 65:6  
**upfront** 60:9  
**uphold** 70:20  
**uptick** 9:23  
**urge** 8:12 23:18  
**utilize** 28:14  
**utilizing** 85:19

---

**V**

---

**vacancies** 45:4,5,7  
**variety** 7:10 52:5  
**VC** 8:16 24:13 51:10 82:9 90:1  
**vehicle** 10:20,24 11:2 13:4,5,6  
 14:1,2,5 21:25 71:25  
**vehicles** 71:25 77:4 87:9  
**venue** 38:2  
**versus** 47:7 71:18  
**vice** 36:15,19 75:21  
**Vice-chair** 2:23  
**Vice-chairperson** 2:22 96:7  
**victim** 11:22 12:22,23 13:1,4,  
 5,6,7,12 75:17  
**victim's** 10:15,23,24 11:2,25  
 12:3  
**victims** 10:13,18,21,24 13:1  
 75:16  
**video** 5:15,16 29:25 30:3,7  
 36:8 39:25 41:17 87:23  
**view** 30:19 91:14  
**violation** 40:14  
**violations** 68:24 77:3  
**violators** 75:21

**violence** 23:8,13,16 33:20,22,  
25 34:2,6 36:11 72:17  
**violent** 9:22 10:5 27:16 34:4  
72:6 75:2,4  
**VIPS** 6:11  
**virtual** 57:16  
**visit** 37:1  
**visiting** 75:18 78:11  
**vocational** 39:6  
**volunteer** 83:6,10,19,21  
**vote** 90:18 96:3,18  
**voter** 26:25

---

**W**

---

**Wade** 88:11,23  
**wait** 3:21 8:22  
**waiting** 45:13,15  
**wake** 29:14  
**walk** 8:10  
**walkers** 37:13  
**wand** 78:5,12 81:20  
**wanted** 14:2,10,14 26:13 29:2,  
5 66:22 82:3 95:2  
**warmers** 15:13  
**warrant** 11:14 12:8 31:11  
**warrants** 14:21 74:8,12,15,16  
**Warren** 13:23 15:23  
**Washington** 34:13  
**watch** 22:21 23:11,18 24:6  
**watched** 22:19  
**Wayne** 11:15 12:9 14:15,22  
15:11,22 31:14 57:15  
**ways** 23:19  
**weapon** 10:23 11:12 13:7 23:7  
74:10  
**weapons** 29:4 74:13 79:7

**wearing** 85:19  
**weather** 10:2 41:8 86:16  
**website** 34:8,25 35:13  
**Wednesday** 13:20  
**Wednesday's** 54:23  
**week** 9:12,14 10:3 22:3 25:21  
29:21 49:22 54:6,9 71:12,13,  
15,18,21 72:1 76:13 77:19  
83:9 87:22 88:12  
**week's** 43:16  
**weekly** 7:8 71:10  
**weeks** 26:3  
**welcomed** 77:17  
**welcoming** 82:12  
**West** 15:23  
**Westback** 11:7  
**Westland** 49:10  
**We're** 74:24  
**we—** 4:5  
**whatnot** 25:7  
**wheels** 23:23  
**white** 38:18 40:18 49:8  
**wholesome** 17:7  
**wide** 36:5  
**William** 6:10 26:21 41:6  
**Willie** 3:1,3 40:11 41:3  
**win** 93:25  
**Winthrop** 10:12,18 11:7  
**withdrawal** 45:24  
**withdrawn** 45:11  
**withdrew** 49:8  
**Witherell** 15:17  
**woman** 36:14 38:18  
**women** 15:12 23:12  
**wonderful** 26:10 80:2

**wondering** 81:8 85:17  
**wood** 39:5  
**Woolen** 71:8  
**word** 65:10  
**words** 16:15 17:20  
**work** 2:8,15 7:15 8:5 14:25  
18:2,3,5 24:9 26:6,8,10,19  
28:3,7,10 33:15,18 34:20  
42:18 50:19 54:19 57:5 65:25  
76:21,24 77:5 86:22 88:10,19  
91:17 95:19  
**worked** 91:18 92:6  
**workforce** 57:7  
**working** 6:25 7:19 19:21 21:25  
26:17,22 27:13 47:22 50:11  
57:5 76:21,22 80:9 81:4,5,6  
84:4  
**Workplace** 15:6  
**works** 42:2 60:15  
**world** 18:2 86:21  
**worn** 85:17,20  
**worst** 18:1 86:20  
**Worthy** 41:16  
**wound** 40:23  
**wounds** 13:1  
**Wow** 8:9,21 77:11 89:2  
**wraparound** 34:3,18  
**writer** 92:19  
**written** 45:18 50:3,4 53:24  
54:7 60:1,8 61:11,15  
**wrong** 36:2 43:6 59:23

---

**Y**

---

**Yakata** 5:14  
**year** 9:16,17,18,19,23,25 17:5  
45:8 47:12,25 50:15 52:5,8  
55:16,17 56:2,3 59:5,10 69:3  
71:12,14,16,19 72:2,9,13,14,

23,24,25 73:1,2,7,8 74:12  
75:12,25 76:5 82:6,7 83:21  
88:12 93:23 94:1

**year-old** 11:17

**year-to-date** 72:3 73:10

**years** 6:23 7:18 17:25 18:12  
32:2 33:25 59:10 80:13

**yesterday** 13:19 14:13 54:24  
57:7

**yield** 4:1

**York** 34:12

**young** 7:21 18:12 23:11,12  
29:15,18,25 30:11 36:5 37:17  
69:5 81:4,5 82:25 83:17

**youth** 7:13,14 23:1,3 25:12,21  
26:20,22,25 37:24 76:8

**youths** 37:22

---

**Z**

---

**zip** 18:1,4 27:16 56:3 86:20

**zone** 23:8,21

**zoning** 91:16

**Zoom** 44:22