

03/30/2023

2

3

4

5

6

7

8

9

CITY OF DETROIT

10 BOARD OF POLICE COMMISSIONERS MEETING

11 March 30, 2023 at 3:00 P.M.

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1 CHAIRPERSON FERGUSON: Good afternoon. This meeting
2 would now come the order. Can we have Chaplain Commander
3 Anthony Efis give us an invocation, please?

4 CHAPLAIN EFIS: Thank you, Mr. Chair. Let us pray. Oh
5 God, who by your exclusive grace, we have peace when we
6 come and go and who desires abundant and consistent
7 justice to flow by restorative water. We thank you for
8 the gift of life in this time of gathering. We invoke you
9 over and into our proceedings today. We pray to you for
10 the individuals that comprise of the Detroit Board of
11 Police Commissioners, that in their civic duties of
12 supervision and oversight and dispatch of this business
13 this day, that all in every one of them may serve to your
14 peaceful purposes for the city of Detroit and our law
15 enforcement officers. Remembering the account we all must
16 give at that last great day. Amen.

17 COMMISSIONERS: Amen.

18 CHAIRPERSON HOLLEY: Thank you.

19 CHAIRPERSON FERGUSON: Thank you. Mr. Brown. Has he
20 contacted you yet? So I'm going to have to first of all
21 I'm going to say my name is Bryan Ferguson. I'm the
22 Chairperson of the Board of Police Commissioner. I'm
23 going to have to humbly ask the audience in the Zoom to
24 give me five minutes. Give this Board five minutes
25 because the court reporter...

1 MS. SHAW: The court reporter. That's correct.

2 CHAIRPERSON FERGUSON: Yes, he hasn't checked in. He
3 or she hasn't checked in yet. So we're still trying to
4 get in contact with them. They're here. Great. Scratch
5 off that. Once again, my name is Bryan Ferguson. I'm the
6 Board of Commissioner's Chairperson. I'm going to start
7 off first by thanking everyone for coming out today. I
8 see a lot of new faces in here. I want to say welcome. I
9 released a media release today, so I'm going to read that
10 in its entirety. The BOPC assures the community
11 accountability and transparency. The Bord of Police
12 Commissioners and staff are currently under investigation
13 by an audit general office of the inspector general. The
14 Detroit Police Department Internal Affairs Unit, and the
15 current board and staff leadership. Some or all of these
16 investigations were initiated because inconsistencies
17 discovered by commissioners and or staff members who
18 recognized the importance of transparency,
19 accountability, and fiscal responsibility in our service
20 to the community.

21 CHAIRPERSON FERGUSON: The Board of Police,
22 Commissioners, and staff are committed to be fully
23 cooperative with these investigations. Staff will
24 continue to be given the opportunity for due process and
25 if warranted, any appropriate discipline will be brought

1 before the full Board for determination after the
2 conclusion of the investigations. In the meantime, the
3 Board will continue to operate in the best interests of
4 the residents of the city of Detroit by taking necessary
5 measures to maintain the security and integrity of all
6 documentation and potential evidence. This includes
7 limiting and or removing selected staff members access to
8 BOPC, OCI offices, citizen complaint records, personnel
9 records, and or operational systems based on proceed or
10 actual risks and the best corporate management practice.
11 We appreciate the community's patience and support as the
12 Board and staff go through the growing pains of improving
13 transparency, accountability, and fiscal responsibility
14 in order to provide a civilian oversight that Detroiters
15 deserve.

16 CHAIRPERSON FERGUSON: A full report will be made
17 available to the community upon the completion of the
18 investigations. This is Bryan Ferguson's words. This is
19 his report of the media. This is difficult. This is one
20 of the hardest things I had to do for this Board. Coming
21 into the Board of Police Commissioners, I knew this was
22 going to be a herculean pass from what I understood about
23 it. But I didn't think this was going to take all this.
24 I've been in the news. I've been asked questions more
25 than I've ever been asked in my entire career. But I'm up

1 for the challenge because this is what I'm led to do. I
2 ran on honesty, transparency, and integrity. I will not -
3 I'll say it again. I will not sacrifice any of that for
4 no one. On another note, criminals, please stop. Stop
5 doing what you're doing because you're going to get
6 caught. Yesterday was the outpouring of community people.
7 It was vast. It was a lot of people out there yesterday
8 searching for that monster that did that to 80-year-old
9 woman.

10 CHAIRPERSON FERGUSON: That was a lot of people. So
11 you see, if you do something in our community, the
12 community community's coming out. They're coming out and
13 they're talking. That no snitch rule, that's out of the
14 window. There're so many people coming forward it's
15 unbelievable. So I do believe in my heart, he will be
16 caught before this weekend is up. So I'm asking you, if
17 you're listening or somebody's on, come turn yourself in.
18 Just turn yourself in. The longer you wait, the worse
19 it's going to get. That one hit home for me because I
20 know her. I know her well. She's like a mother to me.
21 That one hit hard. Right. It did. Okay. As a reminder,
22 the administrative team is launching a community contract
23 collection campaign. Let me say that again. The
24 administrative team of the Board of Police Commissioners
25 is launching a community collection campaign and they're

1 doing it today. BOPC is collecting this information in
2 preparation to increase our community engagement.

3 CHAIRPERSON FERGUSON: Because when I go around to
4 community meetings, they don't even know what we do. They
5 just don't. We're going to make sure they do. If you have
6 the contact information of any community crew. So anybody
7 sitting there in the audience and you're a community
8 leader or you're in a community group, please leave your
9 information so we can know about it.

10 CHAIRPERSON HOLLEY: Chairman.

11 CHAIRPERSON FERGUSON: Yes.

12 CHAIRPERSON HOLLEY: This meeting has not started
13 until you call the roll call. Unless you're going into
14 the meeting, and we haven't had roll call vote to know
15 who's here.

16 CHAIRPERSON FERGUSON: Thanks, I'm going to do that
17 after this. Alright, can you give us a roll call?

18 MS. SHAW: I can Mr. Chair. Thank you.

19 CHAIRPERSON FERGUSON: Why didn't you all stop me
20 until he—

21 CHAIRPERSON HOLT: Because you kept going.

22 CHAIRPERSON FERGUSON: You all like me. Go ahead.

23 MS. SHAW: Okay. So for attendance starting with
24 Chairman Bryan Ferguson — Here.

25 MS. SHAW: Vice-Chair Annie Holt — Good afternoon.

1 Vice-Chair Annie Holt At-Large.

2 MS. SHAW: Commissioner Willie Bell – Present,
3 District 4.

4 MS. SHAW: Commissioner Linda Bernard – Attorney
5 Linda Bernard, District 2. Welcome everyone.

6 MS. SHAW: Commissioner Willie Burton –

7 MS. SHAW: Commissioner Lisa Carter had an excused
8 absence.

9 MS. SHAW: Commissioner Jesus Hernandez – Present.

10 MS. SHAW: Commissioner Jim Holley – Present.

11 MS. SHAW: Commissioner Ricardo Moore has an excused
12 absence and Commissioner QuanTez Pressley has an excused
13 absence.

14 MS. SHAW: Commissioner Cedric Banks – Present,
15 District 3.

16 MS. SHAW: Mr. Chair, you have a quorum.

17 CHAIRPERSON FERGUSON: Thank you. So you see how that
18 one shook me up. This one knocked me off my kilter. That
19 one hurt. So getting back to that. Please commissioners
20 if you know of any contact information.

21 PARLIAMENTARIAN DR. FRANCIS JACKSON: Mr. Chairman.

22 CHAIRPERSON FERGUSON: Yes.

23 PARLIAMENTARIAN DR. FRANCIS JACKSON: You've got to
24 do the agenda.

25 CHAIRPERSON FERGUSON: I'm sorry.

1 CHAIRPERSON FERGUSON: You have to do that.

2 CHAIRPERSON FERGUSON: I'm sorry.

3 PARLIAMENTARIAN DR. FRANCIS JACKSON: It's the role
4 here.

5 CHAIRPERSON FERGUSON: I would like to have a motion
6 for the approval of the March 30th agenda.

7 CHAIRPERSON HOLLEY: So Move.

8 CHAIRPERSON HOLT: Second.

9 CHAIRPERSON FERGUSON: Any discussion? No discussion.
10 All in favor?

11 COMMISSIONERS: Aye.

12 CHAIRPERSON FERGUSON: All opposed? The motion for
13 the agenda has been adopted. Approval of the minutes for
14 2023.

15 CHAIRPERSON HOLT: So moved.

16 COMMISSIONER BERNARD: Second.

17 CHAIRPERSON FERGUSON: Any discussion? All in favor?

18 COMMISSIONERS: Aye.

19 CHAIRPERSON FERGUSON: All opposed? That has been
20 approved. I'm sorry. Can we go to the introduction of
21 BOPC staff?

22 MS. SHAW: Thank you, Mr. Chair. For our BOPC staff,
23 we have present today Parliamentarian Dr. Jackson. We
24 also have Robert Brown, Candace Hayes, Jonya Underwood,
25 Pamela King, Adelle Rivera as well as Attorney Adam Saxby

1 for our staff today. Thank you.

2 CHAIRPERSON FERGUSON: Who do we have sitting in for
3 the Chief?

4 ASSISTANT CHIEF CICERO: Good afternoon, sir.
5 Assistant Chief Charles Cicero is sitting in for the
6 Chief. He's on vacation though it's hard to tell because
7 he's out there yesterday marching up and down the
8 streets. But sitting here for him. Thanks sir, for having
9 me.

10 CHAIRPERSON FERGUSON: Who do you have with you?

11 ASSISTANT CHIEF CICERO: I feel like I'm alone. Well,
12 we do have Mark Young from the Lieutenant Sergeant, Ron
13 Thomas from DPOA, Roman Alexander. Marcella from the
14 Chief Staff. Am I missing anyone else? Keith Baker right
15 behind me for DPOA as well. Fair enough, I guess.

16 CHAIRPERSON FERGUSON: Okay. Madam Secretary, who do
17 we have for elected officials or representatives?

18 MS. SHAW: We already had Lieutenant Mark Young, and
19 Ron Thomas mentioned. Thank you. We also have Marie
20 Overall from Rep. Tyrone Carter's Office.

21 CHAIRPERSON FERGUSON: All right. Thank you. Well, I
22 guess we can move to my Chair Report.

23 CHAIRPERSON HOLT: You already gave.

24 CHAIRPERSON FERGUSON: I already gave. Sorry about
25 that. Again, this one just threw me off. Threw me off. So

1 again, commissioners, if you can get with the
2 Administrator team and try to get those contacts to them
3 as soon as you can so they can get that out so we can
4 make sure we can get in contact with all these community
5 groups. There were a lot of community groups out at the
6 press conference yesterday. There were a lot. That
7 would've been awesome if we would have had some stuff in
8 to get out. But that opportunity was missed.

9 CHAIRPERSON HOLT: Through the Chair.

10 CHAIRPERSON FERGUSON: Yes.

11 CHAIRPERSON HOLT: I believe I sent an email to the
12 Board as well as Ms. Shaw suggesting even that we could
13 be allowed to present at the various council members
14 community relations meetings. Because as you indicated
15 earlier, civilian oversight is really an abstract term. A
16 lot of citizens basically need to be better educated and
17 whereby being who is best prepared to educate on civilian
18 oversight other than the Board. So I saw that as another
19 opportunity in congestion to the suggestion that has come
20 from the Secretary to the Board and of course, you.

21 CHAIRPERSON FERGUSON: Fantastic. Assistant Chief,
22 you're up.

23 MS. SHAW: Mr. Chair.

24 CHAIRPERSON FERGUSON: I'm sorry.

25 MS. SHAW: Through the Chair. We also have from

1 District 4 Community Advisory Panel, Scotty Boman.

2 CHAIRPERSON FERGUSON: Fantastic. Welcome. Alright.

3 Assistant Chief.

4 ASSISTANT CHIEF CICERO: Thank you, sir. I'll start
5 with our injured officers. We currently have 2 members
6 that are home recovering from on duty injuries. 1 officer
7 from the 10th Precinct and 1 officer from the Seventh
8 Precinct. Our Covid stats. 13 members are currently
9 quarantined or isolated. We had a total of 5 last week.
10 Unfortunately, I think we're already up to 6 this week.
11 We go down and then go right back up again. Our crime
12 data as of March 29th. Homicides we finally were seeing a
13 little bit of a dip. We have 52 compared to 55 last year.
14 We were still up 6% in non-fat shootings. 157 versus 148
15 from last year. Our robberies were still up about 14%.
16 Total part 1 crime. We were at a 5% increase.

17 ASSISTANT CHIEF CICERO: But the good men and women
18 department are doing everything they can to drive that
19 number down. The week of March 24th through 26th, our
20 Drifting and Drag Racing Enforcement Unit investigated 34
21 people and made 15 traffic stops. They wrote 11 tickets.
22 They investigated 25 cars. They impounded two of those
23 and made 2 felony arrests because some of the folks were
24 out there watching some of that nonsense. Had a weapon
25 with us, so they were arrested. Moving on to the mental

1 health related calls for service. We were seeing an
2 uptick versus last year. This year we're at a total
3 amount of call for service 3437 which is about a 15%
4 increase over last year. 2089 was that number.

5 ASSISTANT CHIEF CICERO: Just about every category
6 has gone up slightly. Versus with the non-violent mental
7 with armed, that kind of thing. But we are seeing that.

8 COMMISSIONER BERNARD: Microphone please.

9 ASSISTANT CHIEF CICERO: Chairperson, you talked
10 about it briefly in your comments. The horrific incident
11 that happened. The home invasion sexual assault that
12 happened on Sunday, March 26th. I really don't want to
13 get into too many of the details because they are just
14 horrific. No one should have to relive that. Detectives,
15 our community across the city, it was such an outpouring
16 yesterday. Trying to help and support and do what we can
17 to find this person. We can bring this person to justice.
18 The one thing I would ask, and I know everyone's heart is
19 in the right place, but we have to stop knocking on the
20 door of our victim, asking her if she's okay, if she
21 needs anything.

22 ASSISTANT CHIEF CICERO: What we need is to give this
23 incredibly strong woman time. Again, heart's in the right
24 place but there was a lot of disruption at her home
25 yesterday. So we're asking you to please respectfully

1 give the family some time to work through this. Again,
2 any tech you have. Crime Stoppers, 1-800-SpeakUp. We will
3 take anything. If you've seen that person walking in the
4 video that was released to the media, we'll take anything
5 you have. No lead will go unfollowed, I should say. We'll
6 look at every single thing that comes our way. So the
7 detective team has been working on the clock. We're
8 sending them home in shifts to get some sleep, but
9 they're coming right back in. So that's the first one.
10 Second incident. As many as you've seen as well, it was a
11 double shooting up on Grass Root Monday afternoon.

12 ASSISTANT CHIEF CICERO: The story was somewhat
13 convoluted from the get-go. This young man was waiting
14 outside of fish market when shots were fired. We couldn't
15 find out. The young man was with his father in a store
16 that's been closed for business for some time with three
17 other individuals. The three individuals came in, which
18 we believed allegedly tried to rob the place. They
19 exchanged gunfire and took off running. We do have the
20 suspect custody which we're trying to pursue further
21 charges. We're having a very difficult time at this point
22 with our victim cooperation. So much more to do on that.
23 We do have a second suspect identified. We're looking for
24 that individual. We're asking the community if they have
25 any information at all. So please once again, try Crime

1 Stoppers 1-800-SpeakUp and we'll take any lead that you
2 have for us.

3 ASSISTANT CHIEF CICERO: The third incident. A
4 carjacking happened Thursday, March 23rd. Officer
5 dispatched the 1900 block of Ashton. The victim was
6 beaten pretty severely, dragged from the vehicle with
7 broken bones in his face and everything else. Then
8 dragged away from it. The Commercial Auto Theft arrived
9 at the scene. Officers located the victim's vehicle near
10 Southfield Eight Mile. Detectives conducted surveillance
11 and an arrest was made. Detectives arrested him,
12 submitted the warrant to Wayne County's Persecutors
13 Office. I'm happy to report that the individual is
14 charged with carjacking habitual force and is being held
15 on \$750,000 cash bond. Some positive news out of DPD
16 which I'm sure you'd like to hear about my own. This week
17 we had Bring a Buddy to work today as part of our
18 recruiting efforts at the academy. All the student police
19 officers were allowed to bring a friend who may be
20 interested in joining the department.

21 ASSISTANT CHIEF CICERO: We received 9 interested
22 participants that came in and 3 that have already
23 submitted their initial paperwork to join the police
24 force. So, very excited about that. Captain Shell is
25 anticipating scheduling similar events in the upcoming

1 months. So we'll do what we can to get more officers on
2 the street. The Eight Precinct received a positive
3 appreciation letter this past Wednesday the 29th from an
4 anonymous person. It was a handwritten letter. It's been
5 posted on the Eighth Precinct's social media, just
6 thanking them for everything they do, which is really,
7 really nice to hear most days. Posts received a
8 significant engagement reaching of 15,805 people with 414
9 likes. So very excited about that. Tomorrow the folks
10 from the Third Precinct will be doing girls' time girl
11 empowerment workshop from 9 to 2:30 at 2937 East Grand
12 Boulevard. The workshops will cover a variety of topics
13 including mental health, physical health, social media,
14 education, dating, violence, and much, much more. So
15 another really nice event put on by the folks of the
16 Third Precinct. That is my report.

17 CHAIRPERSON FERGUSON: Thanks. Before I go around to
18 ask questions. Assistant Chief, we have a lot of young
19 officers.

20 ASSISTANT CHIEF CICERO: A lot.

21 CHAIRPERSON FERGUSON: Yes. During roll call, our
22 sergeants and the lieutenants are telling them, hey, be
23 courteous to the citizens before they go out on the
24 patrol. Because there's a Facebook post that's popping up
25 and saying they stop the baby Detroit officers, the way

1 their attitude. They're talking mopping off, shoving the
2 badges out the window, stuff like that. I mean, they're
3 not above the badge. Right?

4 ASSISTANT CHIEF CICERO: Absolutely.

5 CHAIRPERSON FERGUSON: So is there any talking points
6 that some of the commanders or the lieutenants can do at
7 roll call to get that into their mindset?

8 ASSISTANT CHIEF CICERO: Again, through the Chair, we
9 can certainly push that out and continue to push that
10 out. We have roll call training all the time. We just use
11 teletypes for the same type of things about demeanor and
12 just your overall conduct towards folks and how you treat
13 them and treat folks respectfully. Most of the time
14 you're going to get that same kind of respect back. So we
15 do push that out quite a bit. We taught that very early
16 in the academy. But we can certainly refresh that and get
17 back out to all the roll calls.

18 CHAIRPERSON FERGUSON: I know sometimes when they're
19 in the academy, they go running around the other because
20 they've got so much, they're trying to get through. So
21 when they get on there, they're eager. I love the
22 eagerness, but they've got to be able to be a little bit
23 more respectful to the citizen. That would cut down on
24 some of our citizen complaints. Absolutely.

25 ASSISTANT CHIEF CICERO: All right.

1 CHAIRPERSON FERGUSON: That will cut down on a lot on
2 that, because some of our officers are just starting
3 their careers and they don't need that on there right
4 away when it's preventable. Right. They're some of the
5 best trained officers out there, so that should be part
6 of the tougher training too. Treat the citizens with
7 respect. Because at the time of need they will need us.
8 We really need them. So that's it. Commissioner Banks.

9 COMMISSIONER BANKS: Thank you. I forgot all about
10 that. Blessings and peace to you commander. Through the
11 Chair. Now you had mentioned, how is that 80-year-old
12 lady's wellbeing doing? How is she coming along that was
13 attacked?

14 ASSISTANT CHIEF CICERO: She's a strong, amazing
15 woman that needs a lot of recovery. So I'll leave it at
16 that. But she's just an incredible, incredible woman who
17 and the Chief even said yesterday when officers were
18 talking to her about the incident and going over it
19 again. She said she and her husband were praying for the
20 suspect.

21 COMMISSIONER BANKS: Wow.

22 ASSISTANT CHIEF CICERO: She's an incredible woman.

23 COMMISSIONER BANKS: Okay. I got one more too, Mr.
24 Chair. You said the police department are educating
25 people on dating violence. Is that correct?

1 ASSISTANT CHIEF CICERO: Yes.

2 COMMISSIONER BANKS: Okay. Now we know that there's a
3 lot of women and men out there that's looking for their
4 dream man, looking for a dream woman. How do you educate
5 them? I mean, what is the principles that you're teaching
6 in this dating violence? Do you get any yet? Can you put
7 anything out there, AC?

8 ASSISTANT CHIEF CICERO: Yeah, I'm sorry. I certainly
9 don't have the curriculum they're going to use that day.
10 But I'd like to get you a copy of it and I don't want to
11 speak about what they're teaching.

12 COMMISSIONER BANKS: Great. I'm all set, Mr. Chair.

13 CHAIRPERSON FERGUSON: Commissioner Bell.
14 Commissioner Bernard.

15 COMMISSIONER BERNARD: Thank you, Deputy Chief
16 Cicero. Just two things. One when a woman or a man is
17 sexually assaulted and the report is made, do we send a
18 social worker to talk to that person?

19 ASSISTANT CHIEF CICERO: Yes, ma'am.

20 COMMISSIONER BERNARD: So that's part of the
21 protocol?

22 ASSISTANT CHIEF CICERO: Yes, ma'am.

23 COMMISSIONER BERNARD: I just wanted to make sure
24 that it happened. I also just want to remark on what you
25 said about the young woman who's 80 years young who was

1 the victim of this assault to just remind everyone just
2 how strong women really are.

3 ASSISTANT CHIEF CICERO: Yes, ma'am.

4 COMMISSIONER BERNARD: We really are strong mentally
5 from a care standpoint, from an emotional standpoint. I'm
6 very, very happy to hear that she demonstrated that
7 strength to you and to the members of the department.

8 ASSISTANT CHIEF CICERO: Commissioner Hernandez.

9 COMMISSIONER HERNANDEZ: Not today.

10 CHAIRPERSON FERGUSON: Commissioner Holley.

11 CHAIRPERSON HOLLEY: Thank you, Mr. Chairman. Thank
12 you to the Assistant Chief. Are you in uniform today?

13 ASSISTANT CHIEF CICERO: If I am the uniform or in
14 uniform?

15 CHAIRPERSON HOLLEY: Are you in a uniform?

16 ASSISTANT CHIEF CICERO: Yes.

17 CHAIRPERSON HOLLEY: So you don't wear a tie with
18 that shirt?

19 ASSISTANT CHIEF CICERO: No, sir. With a class A
20 shirt, you wear a long sleeve but with a class B uniform,
21 yes. But not with this one.

22 COMMISSIONER BANKS: That's good.

23 ASSISTANT CHIEF CICERO: You don't like it
24 commissioner?

25 CHAIRPERSON HOLLEY: Not when you come to me?

1 ASSISTANT CHIEF CICERO: Got you.

2 CHAIRPERSON HOLLEY: But it's okay.

3 ASSISTANT CHIEF CICERO: Fair enough. It's okay. Let
4 me ask you this. My understanding is that by 38%
5 prosecution has been done by the arrest of police
6 officers. 38% basically that's all that we're getting in
7 terms of prosecution. That's my understanding. Is that
8 the number you've got in terms of people being arrested
9 and being prosecuted? Because if that's the situation, I
10 can understand why crime is so rapid. If there's 38% just
11 on the prosecution. It's done by about 38%, I can see
12 what's going on and why we got a lot of crime in the
13 city. Is that the number you've got? If you don't have
14 it, you can give it back to me at a later time.

15 ASSISTANT CHIEF CICERO: Yeah, I'd prefer to give you
16 a better number. I know that the overall part 1 crime
17 closure rate on our Monday meeting was right around 35%.
18 I know our homicide number sits a little bit higher. You
19 can do that. Just one second.

20 CHAIRPERSON HOLLEY: Because I know you're doing a
21 lot of arresting. I just want to know what the
22 prosecution is doing. How is that going?

23 ASSISTANT CHIEF CICERO: Yeah, a closure of a case is
24 based on an arrest and the warrant itself being signed,
25 so the two things have to happen. If it was just an

1 arrest it could be a lot higher. The warrants being
2 submitted could be a lot higher. But it is both. If I can
3 get you the number, I'll get you the actual hard numbers
4 on all of them.

5 CHAIRPERSON HOLLEY: But you understand why I'm
6 concerned.

7 ASSISTANT CHIEF CICERO: Certainly.

8 CHAIRPERSON HOLLEY: Thank you for that as well. Mr.
9 Chairman, I need you. Mr. Chairman.

10 CHAIRPERSON FERGUSON: Yes.

11 CHAIRPERSON HOLLEY: Are you listening?

12 CHAIRPERSON FERGUSON: Yes.

13 CHAIRPERSON HOLLEY: Well, I need you. I was
14 approached by our news people a couple days ago in terms
15 of the fact that we promoted someone that had a record of
16 big harassments. It's possibly my fault. But my concern
17 is that if that's the case I need to hear from the Chief
18 as to why a person like that was given to us to promote.
19 So the other thing about it Mr. Chairman, a lot of people
20 don't know we are just part-time. We're part-time. And
21 most likely we need to talk about full-time commissioners
22 sometimes in the future. Because I'm telling you it's the
23 whole stuff that's going on here that we need to be very
24 cognizant of. So I'm asking you staff, if we didn't catch
25 it, you should have caught it. I understand since you're

1 ahead of everything. Then I just feel like I'm
2 embarrassed by the fact that some people promoted someone
3 who basically had three harassments on their file. It's
4 my fault because I should have done everything in terms
5 of reading it. But it's on me.

6 ASSISTANT CHIEF CICERO: It's really on me. But I do
7 feel like the staff ought to also pick this thing up to
8 give us through the Chair, to the Secretary, to the Chair
9 to the Secretary to help us with this. Because this is
10 embarrassing. I have a lot of confidence in can you and
11 certainly my chief and the police department. So this is
12 not to be critical, it's to be basically more
13 constructive criticism. But it's really on me. It should
14 not get through without some discussion. I appreciate you
15 allowing me to have this conversation with you.

16 CHAIRPERSON FERGUSON: Yes. Commissioner Holley, it
17 was in your report? Did you read it? You saw it in there?

18 CHAIRPERSON HOLLEY: I just told you, Mr. Chairman,
19 I'm not up to this tonight for you to talk to me like I'm
20 some kid. I just want to understand, basically, this is
21 my fault. I should have picked it up. He was in the
22 files. I didn't read it like I should have. I do feel
23 like I'm not paid to do this, I'm volunteered but I have
24 staff. I'm asking that the staff will help us with this
25 so this will not go unnoticed. So I'm not trying to start

1 anything. I'm not trying to accuse anybody. It's on me. I
2 should have picked it up and I didn't. But I do feel like
3 I have a staff. You have a staff that should alert us in
4 terms of this may be a flag on this particular motion.
5 Don't you think? Don't you think Mr. Chairman, I should
6 have that opportunity to do check and balance?

7 CHAIRPERSON FERGUSON: Yes. Absolutely.

8 CHAIRPERSON HOLLEY: So you're not going to come back
9 at me to start fussing.

10 CHAIRPERSON FERGUSON: No.

11 CHAIRPERSON HOLLEY: You're just not up to it
12 tonight.

13 CHAIRPERSON FERGUSON: No.

14 CHAIRPERSON HOLLEY: Thank you so much for putting up
15 with me.

16 CHAIRPERSON FERGUSON: That's okay. VC Holt.

17 CHAIRPERSON HOLT: Thank you Chair. You mentioned
18 previously that there was a job fair, and we received an
19 email from commissioner Banks to Human Resource Director
20 Patillo. I'd like, through the Chair, Commissioner Banks,
21 have you received a response from your request that she
22 organized a recruiting at this particular event?

23 COMMISSIONER BANKS: From Patillo, I mean, Director
24 Patillo?

25 CHAIRPERSON HOLT: Correct.

1 COMMISSIONER BANKS: Not at this time, Vice-Chair.

2 CHAIRPERSON HOLT: Okay. Through the Chair, Ms. Shaw,
3 could you sort of nudge her to see where her schedule is
4 so that we can report back to that community person?

5 MS. SHAW: Absolutely.

6 CHAIRPERSON HOLT: Thank you.

7 CHAIRPERSON FERGUSON: That's it? Okay. I see some
8 new faces in the audience and if you haven't filled out a
9 comment or you'd like to, please fill one out and you can
10 hand it to Mr. Brown. Mr. Brown, can you raise your hand
11 there? Hand it to him and you get two minutes to speak.
12 Thank you, Assistant Chief. Thank you. Now we're going to
13 go to oral comments. Mr. Brown, how many do we have?

14 MR. BROWN: Good afternoon, Mr. Chair and this
15 honorable Board and citizens. We currently have 11
16 speakers and I'll call those in attendance first.
17 Minister. Eric Blount, followed by Ms. Fredia Butler,
18 followed by Ms. Victoria Brown Davis.

19 MINISTER BLOUNT: Good afternoon, Board. I'm Minister
20 Eric Blount from the Sacred Heart Catholic Church here in
21 Detroit. There's an old adage that fits this Board. A
22 fish rots from the head. So if most of my comments are
23 directed as the Chairperson, it's because I believe
24 that's where a lot of the problems start. First, I think
25 you were misleading in your opening statements. The

1 Inspector General's investigation was a surprise raid and
2 a lot like so many other surprise raid there's a fear
3 that the corruption is so pervasive that things and
4 documents of people could be manipulated. Your comments
5 about community outreach, no one knows what the Board of
6 Police Commissioner does. Is anyone surprised? Your lack
7 of addressing officer misconduct for years makes you
8 irrelevant and people just don't care what you do
9 anymore. I say this because as documented numerous times
10 by investigative reporters, this Board's lack of activity
11 and focus on police officer misconduct is as well
12 documented.

13 MINISTER BLOUNT: So this week's investigative report
14 detail why an officer with so many complaints of serious
15 battery complaints, still was allowed to be promoted. It
16 makes me understand you, commissioner Bernard. Because at
17 that promotion you offered your personal and professional
18 assistance to each and every one of those officers being
19 promoted. It was a clear violation of any conflict of
20 interest that anyone should ever know.

21 CHAIRPERSON FERGUSON: Thank you, sir.

22 MINISTER BLOUNT: My time is up.

23 MR. BROWN: Ms. Butler.

24 MS. BUTLER: Good afternoon, commissioners.

25 COMMISSIONERS: Good afternoon.

1 MS. BUTLER: As I stated before, I am a community
2 activist. Last week I explained—

3 COMMISSIONER BERNARD: Your microphone.

4 MS. BUTLER: Last week I explained why I attend these
5 meetings. I did not inform you that several years ago I
6 wrote letters to some of the largest churches in our
7 city, asking the minister to say something to improve our
8 city and not just give a feel-good sermon on Sunday,
9 receive money and leave. I received responses from less
10 than 10. On Thursday, March 16th, there was so much
11 discord, some of the commissioners were yelling at each
12 other. As I said before, the commissioners need to meet
13 and have discussions about concerns and perhaps to
14 eliminate these unprofessional behaviors. It seems as if
15 you want to be seen without too much thought as what you
16 are saying or hearing what has been said. As I stated
17 last week, I have come to learn and receive information
18 to help our communities.

19 MS. BUTLER: When Chief White and his staff give
20 their reports, they are often, I feel attacked. Our
21 communities need to hear from the Chief, and not only the
22 crime stats, but what they're doing to make a difference.
23 I can't recall any ideas that the Board suggested to help
24 make changes. Instead, I have heard complaints and
25 criticism of Chief White's plans, how they're working to

1 lower the stats of crime. I have even heard a
2 commissioner ask Chief White, how can they help? I will
3 refer you to one of the Michaels Jackson's songs, The Man
4 in the Mirror. We all can do something and let's be about
5 the business of doing something. We have a crisis as
6 children are being hurt. Thank you.

7 MR. BROWN: Ms. Davis.

8 MS. DAVIS: Good afternoon, commissioners.

9 COMMISSIONERS: Good afternoon.

10 MS. DAVIS: I'm with the Detroit Police Reserve and
11 under the City Charter It's with the established Section
12 7-818. My concern as a police volunteer is that we have
13 four things that I come to you to address. One of them is
14 we don't have the proper training. The second one is we
15 don't have the equipment to work with. The third is as of
16 April 1st, we are going from 16 hours to 24 hours. It was
17 mandated so when we were told by Chief White. The fourth
18 thing is that we need to be more of a team player and not
19 always criticize other people. That's all I want to say.

20 ASSISTANT CHIEF CICERO: Mr. Chair, your next
21 speaker—

22 CHAIRPERSON HOLT: Through the Chair.

23 COMMISSIONER: Mr. Chairman.

24 CHAIRPERSON HOLT: Yeah, through the Chair. The Chair
25 and I were in this building last week a couple weeks ago.

1 I believe we spoke to your commander. In the past, I know
2 that the Reserves have made a presentation to keep the
3 Board abreast as to what it is you're doing and obviously
4 again, to educate us on your existence in this universe.
5 We requested that the commander contact our Secretary to
6 the Board to get on our agenda. So if we could make that
7 happen I believe the Chair and the Board of Police
8 Commissioners would look forward to that opportunity.

9 MS. DAVIS: Because we are public tv, there's certain
10 things I will not say publicly. I need to really probably
11 talk to—

12 CHAIRPERSON HOLT: Okay. Thank you. But what I'm
13 suggesting in the past is we've had a presentation by the
14 Reserves. Again, that is to keep the Board current
15 because I know it's been two years given Covid and the
16 like. So if we could follow through the Secretary to the
17 Board to have that happen, we'd appreciate it.

18 MS. DAVIS: Thank you so much.

19 CHAIRPERSON FERGUSON: Thank you.

20 COMMISSIONER BERNARD: Mr. Chairman, I just want to
21 second that it'd be great if we had a presentation on the
22 Reserve. Thank Madam Vice-Chair.

23 CHAIRPERSON HOLT: You're welcome.

24 COMMISSIONER BERNARD: Thank you for bringing it to
25 our attention, Miss.

1 MR. BROWN: Mr. Chair, your next three speakers will
2 be Mr. Ronald Foster, followed by Mr. Bob Carmack,
3 followed by Lieutenant Mark Young.

4 MR. FOSTER: Good afternoon.

5 CHAIRPERSON FERGUSON: Good afternoon.

6 MR. FOSTER: I've come here today to just speak on
7 the impact—

8 COMMISSIONER BERNARD: Microphone.

9 MR. FOSTER: To speak on the impact a lack of
10 resolved grievances does to a community. We just got 1.5
11 billion deal in this city, and we simply cannot afford
12 for not \$1 to go to police misconduct or to go to any
13 type of misconduct. Every unresolved grievance and every
14 lawsuit that comes out, comes directly out of the mouths
15 of our community, period. Simply put. The 30 million, and
16 I got their papers here from lawsuits. It's unacceptable.
17 This new Chief or Chair here, since he had a new
18 Secretary, I have reached out continually. I am not a
19 police guy, and I got a call asking for feedback. So the
20 only way that you can regain trust with the community is
21 through transparency and accountability. Don't be worried
22 about punishment.

23 MR. FOSTER: Anybody that is not supportive of a
24 Chair or any investigation is taken directly out of the
25 mouths of our children, it's contributing to our

1 overcrowding juvenile facilities, it's contributing to a
2 poverty and is contributing to every other malfeasance
3 condition in our community. It starts here. You cannot
4 enforce any laws if your law enforcement are not
5 enforced. It's a slap in the face to pull somebody over
6 for a light out if your light is out. So accountability
7 starts here and it starts right now. We can start with
8 this fresh new budget we have. You give the Chair all the
9 support he has during this investigation. I don't care
10 where it comes from. Anybody impeding it is against this
11 86% of this community. That's the bottom line to it.
12 Accountability is what we're asking for and what we are
13 demanding.

14 CHAIRPERSON FERGUSON: Thank you, sir. Thank you so
15 much.

16 MR. BROWN: Robert Carmack.

17 MR. CARMACK: Yeah. My name is Robert Carmack, and I
18 was charged with a false crime by the police department
19 here. Lieutenant Rebecca McKay, who was a lieutenant at
20 that period of time when I got charged. She is here now.
21 She got moved up the capitol. She's been on TV for
22 planted evidence. She went into car block on Eight Mile,
23 got thrown out, and came back with the SWAT team, beat up
24 the owners in there and told the people inside who were
25 Arabic, they shouldn't be in this country and then got

1 paid \$300,000. Three months this attorney did without
2 city council approval. That's against the charter.
3 There's also 14. She messed with Sherry Diego, who was a
4 state rep. Try to bring false charges on her, threaten
5 her. She's going around threatening. She meets with the
6 mayor twice a week. She doesn't go through the Chief or
7 through the chain of command like you're supposed to.

8 MR. CARMACK: She has her own little private business
9 with the mayor meeting twice a week. That's not how it
10 works in the police department. It's like the Army.
11 There's a chain of command. What an officer can do. She's
12 like the big four back in the day. She does whatever the
13 mayor does. I met with Internal Affairs, and I told them
14 about these four situations. I went to old Jack and
15 checked every person she messed with since 2014. Because
16 she answers the mayor because she does the dirty work for
17 the mayor. We need an investigation on her. How did she
18 get promoted? How do you do this stuff and get promoted?
19 Just like the other officer. You can't have this. You
20 can't have officers breaking the law, trying to throw
21 civilians in jail for not committing crimes and threaten
22 them. I was at this commission many times. Even when your
23 commissioner said I needed to bring so I followed the
24 law. I made state Police reports. They took my report.
25 They didn't investigate. They gave it to the Attorney

1 General. Who knows? The mayor, right? They did not
2 investigate.

3 CHAIRPERSON FERGUSON: Thank you, sir.

4 MR. CARMACK: Thank you.

5 MR. BROWN: Mr. Young.

6 CHAIRPERSON HOLT: Through the Chair.

7 CHAIRPERSON FERGUSON: Wait. Hang on. Commissioner
8 Holley.

9 CHAIRPERSON HOLLEY: Thank you, Mr. Chair. Yes. I
10 need it from our lawyer to the Chair and parliamentarian.
11 I'm uncomfortable when people are using names like this.
12 I know this is public, but I feel uncomfortable. The
13 Chair, he may be comfortable. He may know more about it
14 than I do. I'm just a country preacher. So I just feel
15 like I'm uncomfortable when people use names against
16 police officers and accusing them of things.

17 MR. CARMACK: I'm telling the truth.

18 CHAIRPERSON HOLLEY: I'm just saying-

19 CHAIRPERSON FERGUSON: Commissioner.

20 MR. CARMACK: You have to have the person's name.

21 CHAIRPERSON FERGUSON: Sir, you don't have the floor.

22 CHAIRPERSON HOLLEY: Do you feel comfortable if I can
23 ask the lawyer. Is that appropriate?

24 CHAIRPERSON FERGUSON: So do you have an opinion on
25 that now?

1 ATTORNEY ADAM SAXBY: Through the Chair. My
2 recommendation would be to look to the opinion of the law
3 depart has already given. It has already provided on
4 public comments and free speech. I would be happy to
5 discuss that further in closed session if the Board has
6 additional questions. But in the meantime, I recommend
7 allowing the public to provide the comments within the
8 time allotted.

9 CHAIRPERSON HOLLEY: Thank you, Mr. Chair.

10 MR. YOUNG: Good evening. How are the officers? How
11 are the officers, I didn't hear that today. How are the
12 officers? Because if it's traumatic to this community,
13 it's also traumatic to them. They face it every day. I'm
14 going to tell you something. No matter how much or how
15 much praise they get, it's tough on them. I want to thank
16 my colleagues for their outstanding work, their continued
17 courage, dedication, and sacrifice. No matter what
18 happens, they step up to the plate. They suit up and they
19 do what's right. I hear accusations all the time, but
20 that's my next point. Due process. Just like I could
21 comment on what's going on here, but due process should
22 play out. Due process should be the word of the day. Due
23 process should rule and that should happen for the
24 members that I represent and the great members of this
25 department while we go in daylight savings, and they face

1 these things.

2 MR. YOUNG: I also ask the Board to adopt comply now,
3 complain later. That will help the cops, and that will
4 help the citizens not behind by social media posts
5 telling them what they can do and what they cannot do on
6 a traffic stop. That's what you're here for, the Board of
7 Police Commissioners, to complain to. There's much I can
8 talk about. I do want to talk about license plate readers
9 and facial recognition. I want to talk about that because
10 they're important too. I also encourage everybody,
11 including myself and my neighbors, to get ring and other
12 video surveillance along with alarms and security and
13 protection devices to aid my colleagues that are doing an
14 outstanding job just bringing these people to justice.
15 That's what it's going to take, ring, cameras, and
16 everything else. That's what's going to aid. To the 80-
17 year-old lady, she has my love, my sympathy, and my
18 heart.

19 MR. YOUNG: I wish I could sit outside her house and
20 protect her. Lastly, community, we must protect each
21 other, males included, especially our youth, our females,
22 and our seniors. That is a catastrophe what happened to
23 that 80 year old lady. We almost bound together to
24 protect each other. Too long we've been silent. Enough.
25 It's past enough.

1 MR. BROWN: Mr. Chair, your next three speakers will
2 be caller with the last three numbers 061 followed by D4
3 CIC member Scotty Boman and Margaret Maddox. Caller 061.

4 CALLER 061: Hello police commissioners and police.
5 This is James Ford from the Obama Weekend Committee and
6 Real Talk News. I'm not in Detroit, but I understand that
7 you are making an effort to deal with this red light
8 running and drag racing. That's remarkable and
9 commendable. Keep on working because summer is coming.
10 The children, grandchildren, spouses, parents,
11 grandparents, and everybody else, is counting on you.
12 It's incumbent on you to keep pushing. It's reasonable to
13 think that if you catch some of these offenders and take
14 their car, let them spend some stiff jail time and give
15 them some stiff fines. They will send a message. Young
16 people talk too. Send some messages. Make some laws. Get
17 your judges. Just put some stiff signs out there. You'll
18 be surprised with better health. God bless everybody and
19 you guys keep working. Thank you very much. Bye-Bye.

20 CHAIRPERSON FERGUSON: Thank you.

21 MR. BROWN: Mr. Boman.

22 MR. BOMAN: Hello. I speak now on behalf of Detroit
23 residents advancing civilian oversight, DRACO. Something
24 isn't right. For the past few years, I've watched this
25 Board dance around hiring a permanent Secretary and Chief

1 Investigator. It seemed like they were committed to
2 keeping Melanie White and Lawrence Akbar in those interim
3 roles indefinitely. At one point the process was
4 completed, but finalists, including Diana Wilcoxon, were
5 rejected. Most recently, you hired Victoria Shaw and
6 Jerome Warfield. That's great. But then you turned around
7 and fired Mr. Warfield with no explanation. Now some
8 staff members are being investigated. Who are they? Is
9 there any connection? We shall see. News conference
10 outside the 36th District Court is coming Tuesday at 4:00
11 PM. On that same day, Mr. Dwayne Jones will be going to
12 yet another final pretrial hearing. Thank you and I
13 yield.

14 MR. BROWN: Ms. Maddox.

15 CHAIRPERSON FERGUSON: Ms. Maddox. Is she on mute Mr.
16 Brown?

17 MS. MADDOX: Yes. Good afternoon. Can you hear me?

18 CHAIRPERSON FERGUSON: Yes, we can hear you, Ms.
19 Maddox.

20 MS. MADDOX: Okay, thank you. I would like to figure
21 out something. If I come down, will I have to go through
22 security? Because I have a problem going through security
23 and I would like to educate everyone, that being the
24 first responders how to act with people with all
25 disabilities. Because I that affects me in a negative

1 way and I would like to send the perspective about people
2 with disability. all Thank you.

3 CHAIRPERSON FERGUSON: Thank you, Ms. Maddox.

4 MR. BROWN: Former Commissioner Davis.

5 CHAIRPERSON HOLT: Through the Chair. I believe I
6 heard Ms. Maddox indicate that she would like to come to
7 the public safety headquarters and if she were to come,
8 would she have issues clearing security? So I'm asking
9 through the Chair. Ms. Shaw, could you take up the
10 dialogue regarding her concerns?

11 COMMISSIONER BERNARD: Madam Vice-Chair, there is no
12 security search or identification required for our Board
13 meetings.

14 CHAIRPERSON HOLT: Okay.

15 COMMISSIONER BERNARD: You can come in, roll in in a
16 wheelchair if she has to come straight up.

17 CHAIRPERSON HOLT: Thank you, Commissioner Bernard.

18 CHAIRPERSON HOLLEY: I'll go and pick her up if you
19 want me to.

20 CHAIRPERSON HOLT: Well okay. Make it happen.

21 CHAIRPERSON FERGUSON: Okay. Who's next? I'm sorry.

22 MR. BROWN: Former Commissioner Davis.

23 MR. DAVIS: Hello? Can I be heard?

24 CHAIRPERSON FERGUSON: Yes, we can hear you.

25 MR. DAVIS: Okay. I'd like to start off by saying

1 since Friday I've gotten numerous calls from some of my
2 friends in NACOLE and others talking about this Board of
3 Police Commissioners. Some of the stuff that I've been
4 saying for years is being bailed out. How can you ask the
5 Detroit police officers to tell on their coworkers but
6 yet you all turn a blind eye to what's been going on
7 there with the Board of Police Commissioners and their
8 staff for years? I've been raising a number of concerns,
9 but of course I've talked to a number of people when they
10 were Chairs, even Holley, and especially Bell, how you
11 cannot continuously cover up the misdeeds of people just
12 because they're your friends and you like them. But
13 that's going on here. This Board is a poor example for
14 the Detroit police officers.

15 MR. DAVIS: A poor example. More needs to be done.
16 Just this week, a couple days ago, city council raised a
17 party about trying to raise your stipend and trying to do
18 something with you. But they stopped it because they
19 wanted to investigate more about the investigations
20 that's going on, about the concerns. Because while I was
21 still on the Board, I told a couple of the different
22 people that people at OCI were afraid they were being
23 harassed, but everything was being a blind eye because
24 they had protection from their boss who had protection
25 from a couple of those Board members sitting there at

1 that table. So we need to turn the table and start doing
2 what the public wants you all to do. Stop being so opaque
3 and be more transparent. There's corruption going on. The
4 corruption is sitting at that table. Thank you.

5 MR. BROWN: Ms. Hill.

6 CHAIRPERSON HOLLEY: It's tough being a commissioner.

7 MS. HILL: Yes. It is tough. It's tough being a
8 commissioner and it shouldn't be. This Board is the last
9 step in getting things right and you all should be above
10 reproach. You really don't have a tough time because
11 those of us who do call in is not even a percentage point
12 of the citizens in this city. There are issues on this
13 Board, and you all continue to act like you're getting it
14 right and you're not getting it right. You are not. The
15 fact that it took so long to get a Secretary shows that
16 there's some corruption or ineptness or both. There're
17 some things that are going on, people being investigated
18 and stuff. You're not transparent about that. Week after
19 week, I go away not feeling secure in your abilities.
20 That should not be there. I have other things, more
21 important things that I should be concerned about. About
22 the death of my son and his case has not been solved. I
23 need you all to make sure this police department is the
24 best it can be, so that I can have some kind of
25 resolution and not just week after week, year after year.

1 We're bogged down in BS on this Board. You all need to do
2 better. It's going to be tough, but it should be tougher.
3 Thank you.

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

5 CHAIRPERSON FERGUSON: Last speaker. Okay. A couple
6 of things. You guys just heard from Mr. Foster, he's a
7 prime example of this Board reaching back out. When they
8 reached in, we reached back out and he did that. I asked
9 him to come and tell us his experience. He did that so I
10 want to say thank you to Mr. Foster for that. As our VC
11 said, we're constantly asking, what can we do to help?
12 That's what we did for the commander of the – help me
13 out.

14 CHAIRPERSON HOLT: Reserve.

15 CHAIRPERSON FERGUSON: Reserve. We knew there was a
16 need, so we did that. Although it may have been a
17 surprise to the public that they went over to OCI, it
18 wasn't a surprise to myself. It wasn't. I'm not going to
19 just go rush shot in this saying, hey, they're going over
20 there. It wasn't. A lot of things happen behind the
21 scenes that I cannot say. The Board knows that I can't
22 say. Right. When I tell the Board, the Board, they can do
23 whatever they want. They can tell the media. They can
24 tell the news. I try to encourage them not to until we
25 get more information out. When it gets out, it's out. So

1 it's out now. So if it's just thus Board is not doing
2 what it needs to do to function for the city, it's not
3 fair. It's not fair for these 11 commissioners up here
4 because we do work hard. I know I do.

5 CHAIRPERSON FERGUSON: I take a lot of criticism and
6 that's what I sat in this seat for. I can take it. 'm a
7 big guy. I can handle it. But believe me, we're doing
8 this for the citizens. We're trying to get this right. I
9 got a couple of more months here. My job when I leave is
10 to the next Chair is to enhance what I tried to do. Try
11 not to go backwards, try to enhance it. So that's when I
12 employ the rest of the commissioners when they look for
13 another leader, find one that's going to enhance it. Try
14 not to take us backwards because you see what the
15 community is saying, the trust factor is not there. I'm
16 trying to get that trust factor back. That's my rant. Ms.
17 Shaw, your report, please.

18 MS. SHAW: Thank you, Mr. Chair. For the Board
19 Secretary report today, we have incoming correspondence
20 as outlined in your agenda. A specific specification, I'm
21 sorry, report for license plate reader technology, as
22 well as a correspondence from City Council President Mary
23 Sheffield regarding questions for the Board regarding the
24 budget. We have several communications from the Chair,
25 internal memorandum, as well as media release from

1 Chairperson Bryan Ferguson. We have two opinions from
2 Attorney Adam Saxby, as well as an opinion response from
3 Chair Ferguson and a complaint submitted as well on March
4 30th. Those communications are in the commissioner's
5 packets.

6 CHAIRPERSON FERGUSON: Sorry.

7 MS. SHAW: Sorry?

8 CHAIRPERSON FERGUSON: No, go ahead.

9 MS. SHAW: For additional administrative updates as
10 mentioned in the incoming correspondence. City council
11 sent some questions. The administrative team is working
12 on gathering those answers to respond to city council on
13 behalf of the Board. In addition to staff now are looking
14 at our processes for analyzing requests for promotions
15 and discipline of officers. We're looking at how we
16 present that information to the Board and how we improve
17 transparency around the rationale for the decisions that
18 are made by the board so that the public understands.
19 Regarding the correspondence from last week on March
20 23rd, Chief White sent in a request for administrative
21 leave without pay, but with medical benefits for police
22 Officer Robins badge 3622. That hearing will no longer
23 take place. It is not necessary due to retirement
24 effective today, March 30th. At the March 23rd meeting, I
25 also mentioned two policies currently in review process

1 with the Board.

2 MS. SHAW: Those are, the gunshot detection
3 technology 307.8 and officer shooting investigations
4 205.11 policies from October 22nd. These policies are
5 pending Board approval. The next policy committee meeting
6 is April 12th. At the pleasure of the Board and the
7 Policy Committee Chair, we can place those policies on
8 the agenda to dust them off and proceed with the review
9 and approval process, if that's okay, Mr. Chair.

10 CHAIRPERSON FERGUSON: Yes.

11 MS. SHAW: I have a few updates regarding open
12 positions. So the Chief Investigator position is on the
13 agenda for today and is before this Board. In addition,
14 we are starting interviews with investigators. We had 31
15 applicants after HR screening. We are targeting to select
16 6 to 8 candidates to present as recommendations to this
17 Board. 13 preferred candidates were sent to Mr. Tipton on
18 Sunday, and 6 backup candidates were sent on Monday
19 requesting interviews. We are waiting for those interview
20 dates. In addition, open positions that are budgeted for,
21 an attorney to the Board, executive manager for finance
22 and legal assistant. Those requisitions are being
23 submitted before the close of business this week. Lasty,
24 our OCI updates. We have 14 investigators currently on
25 staff. 12 of those investigators are currently in

1 rotation for receiving new cases.

2 MS. SHAW: One is still in the training status and
3 gets cases under observation and one is covering for
4 supervisor while out of the office. Supervisors are now
5 following a structured process for monitoring their
6 investigator's caseloads and the progress that they're
7 making on a weekly basis. That includes better monitoring
8 of productivity during overtime. In our database, we
9 currently have 502 open cases. That's 17 more than we had
10 last week. 295 of those are 90 days or overaged. That's
11 the same as last week. Then 207 are under 90 days aged.
12 That concludes my report, Mr. Chair. Chair.

13 CHAIRPERSON FERGUSON: Thank you.

14 CHAIRPERSON HOLT: Through the Chair.

15 CHAIRPERSON FERGUSON: Yes.

16 CHAIRPERSON HOLT: There is no excuse for the Board
17 to support the promotion of law enforcement members who
18 have tainted ask. I'm asking is it Deputy Chief Cicero?

19 ASSISTANT CHIEF CICERO: Assistant Chief.

20 CHAIRPERSON HOLT: But that's not supposed to...

21 Okay. Through the Chair. I'm asking if we could have a
22 revisit to the risk management presentation that helped
23 me when Chief White came on Board. As I came to
24 understand how an officer, a law enforcement member was
25 obtained pass, gets into the promotion cycle. So again,

1 through the Chair, if Ms. Shaw could request a risk
2 management presentation, that would be another
3 opportunity for us to understand again how that kind of
4 activity could have transpired.

5 CHAIRPERSON FERGUSON: Okay. Thank you.

6 COMMISSIONER HERNANDEZ: Through the Chair.

7 COMMISSIONER BELL: Mr. Chairman.

8 CHAIRPERSON FERGUSON: Yes.

9 COMMISSIONER BELL: Responding to the media who
10 Karls-

11 COMMISSIONER BERNARD: Microphone.

12 COMMISSIONER BELL: Meeting Karls here in the last
13 several days, and we have a strong opinion from the
14 section corporation council that has been writing in
15 detail in terms of recommendation. We are missing four
16 commissioners. I would offer that we should have that
17 close session next week in terms of addressing these
18 concerns.

19 COMMISSIONER BERNARD: Put that in motion, through
20 the Chair.

21 COMMISSIONER BELL: I'm just pursuing the dialogue.

22 CHAIRPERSON FERGUSON: Put it in writing and send it
23 to the Chair. We can see if we can get that on an agenda.
24 Correct?

25 COMMISSIONER BELL: Okay.

1 COMMISSIONER HERNANDEZ: Mr. Chairman.

2 CHAIRPERSON FERGUSON: Yes.

3 COMMISSIONER HERNANDEZ: Thank you. Sort of a follow
4 up to the request from Vice-Chair, if we could actually
5 schedule through you, obviously. If we could schedule a
6 revisit of the promotional process. I'd assume it would
7 come maybe from Director Patillo, just so that we can
8 better understand how that promotional process plays out
9 and the different nuances that exist when promoting.

10 COMMISSIONER BERNARD: Mr. Chairman if I may. In
11 terms of our discussions with the Chief. As you know,
12 when we promote people, I have requested, and he has
13 complied to give us a summary on all of the complaints
14 that have been filed against that officer and whether
15 they were sustained or not sustained. Those long sheets
16 that we get indicate that. But in dialogue with the
17 Chief, he has indicated, Commissioner Hernandez, that
18 where there are allegations that have either been
19 sustained or allegations that were, let's say, of
20 physical abuse by an officer. He personally looks into
21 those and determines whether or not he thinks that they
22 had merit and that he doesn't bring people to us. Unless
23 he has looked into those sorts of serious allegations to
24 make a determination. I don't know what happened in the
25 case obviously that Commissioner Holley is talking about.

1 I don't recall it, quite frankly.

2 COMMISSIONER BERNARD: But I just want the Board to
3 be and the community to be aware. I know they have
4 tremendous confidence in the Chief as us this Board that
5 he does personally review citizen complaints against an
6 officer that have been sustained and those involved -
7 I've forgotten the actual words, Chief Cicero. But
8 there's been some sort of I always look for that category
9 first. But there's been some sort of, I call an abuse by
10 the police of an individual.

11 ASSISTANT CHIEF CICERO: Excessive use of force.

12 COMMISSIONER BERNARD: I'm sorry.

13 ASSISTANT CHIEF CICERO: Excessive force.

14 COMMISSIONER BERNARD: Excessive force. That's
15 correct. So if that helps at all. But I agree that we can
16 look at it again, commissioner.

17 CHAIRPERSON FERGUSON: No, let's revisit this. The
18 day of the promotions, you can go back. I was on the
19 record. I too had concerns with some officers. Can I put
20 that on the record. I did not see that officer that had
21 had those 3 complaints in here. I didn't see that. But I
22 was on the record letting the public know and the
23 audience, that we're going to hold those officers
24 accountable. I said they were going to give us a report
25 30 days, 60 days, 90 days, six months, and a year.

1 Because that's when they come off of probation. This
2 Board is going to be asking for their report to see how
3 they're doing. I did do that. That's accountability.

4 CHAIRPERSON HOLLEY: Mr. Chairman.

5 CHAIRPERSON FERGUSON: Thank you.

6 CHAIRPERSON HOLLEY: You did do that. I think one of
7 the things I thank Commissioner Bernard for is that we
8 have faith in the Chief but at the same time, the city
9 has us oversight. How do we weigh having faith in the
10 police department and having faith with the community
11 oversight? What I'm suggesting is that when a flag comes
12 up that the staff should notify the Chairperson. The
13 Chairperson lets us know what's the flag and we could ask
14 questions before the date before promotion times. Because
15 otherwise we represent the community. That's the big
16 problem. Sometimes, Mr. Chairman, the community accused
17 of us that we are too weak, we are like the hoops with
18 the police department because I watch too much
19 television. But that's not the right word. But I
20 understand to you how to balance that. I think that's why
21 I'm trying, because it doesn't mean we don't have the
22 faith on this side. But I have a responsibility on this
23 side for the community to make sure every I is dotted and
24 every T is crossed.

25 COMMISSIONER BERNARD: I agree.

1 CHAIRPERSON HOLLEY: Before we make that vote. So I'm
2 suggesting through the Chairperson to my colleague
3 attorney that we have when a flag comes up we ought to be
4 notified. Yes, it's in our package. You're right. But we
5 have other, well, I keep saying I don't mean no harm, but
6 we're not full time. We all got jobs except for you, Mr.
7 Chairman. You're the only ones that provides the plane
8 and the helicopter and everything. But I'm just saying to
9 you that we got to have a way of having transparency and
10 making sure that the community has faith in us. So I'm
11 dependent on the staff as a backup.

12 COMMISSIONER BERNARD: Yes. Mr. Chairman, if I may.

13 CHAIRPERSON FERGUSON: Yes.

14 COMMISSIONER BERNARD: The direction that we had been
15 pointed in was of course to look to see if the
16 allegations were sustained and if there had been
17 allegations that were not sustained, then for the most
18 part that means that they've been reviewed and
19 investigated and there was no substance to the
20 allegations. I think that has been sort of the way that
21 we have proceeded. But I agree 100% with, with Reverend
22 Holley, that we can look deeper even when it comes to
23 those allegations that have not been sustained. So Deputy
24 Chief, you should communicate that back, obviously to
25 your team and to the Chief so he knows now that we're

1 going beyond the not sustained. We want something more
2 from the department on their recommendations where there
3 are not sustained allegations that have been made or
4 complaints that have been made, and why even though with
5 that he thinks it's appropriate so that we can do our due
6 diligence.

7 ASSISTANT CHIEF CICERO: Through the Chair.

8 CHAIRPERSON FERGUSON: Yes.

9 ASSISTANT CHIEF CICERO: The Chief would not present
10 a name if he didn't feel comfortable presenting that
11 name. He agonizes over the names that come forward. We've
12 recently skipped over a member because he wasn't going to
13 present that name. So he doe due diligence. The names you
14 get he's comfortable with. He sends them to you for your
15 approval.

16 CHAIRPERSON FERGUSON: Thank you. Mr. Brown,
17 announcements. I'm sorry. Ms. Shaw, announcements.

18 MS. SHAW: Your announcements today. So our next
19 meeting is Thursday, April 6th at 3:00 PM here at Detroit
20 Public Safety Headquarters. Then our next community
21 meeting is Thursday, April 13th at 6:30 PM. It will be
22 the 11th Precinct presenting at King David Missionary
23 Baptist Church, 18001 Sunset in Detroit. For the April
24 monthly committee meetings, we have the Budget Committee
25 meeting on Wednesday, April 12th at 2:00 PM, followed by

1 the Policy Committee meeting on that same day at 3:00 PM
2 and the Citizen Complaints Committee meeting on that same
3 day, April 12th at 3:30 PM. Personnel and Training
4 Committee meeting will be on April 19th, the following
5 week at 2:30 PM. All committee meetings take place at
6 Detroit Public Safety Headquarters.

7 CHAIRPERSON FERGUSON: Unfinished business.

8 CHAIRPERSON HOLT: Through the Chair.

9 CHAIRPERSON FERGUSON: Yes.

10 CHAIRPERSON HOLT: I move that we accept the—

11 CHAIRPERSON FERGUSON: Wait. Let me do the thing
12 first.

13 COMMISSIONER HERNANDEZ: Sorry, sir.

14 CHAIRPERSON FERGUSON: Commissioner Hernandez.

15 COMMISSIONER HERNANDEZ: Thank you. Unfinished
16 business and as part of this agenda we have a committee
17 report out of Personnel and Training. As we know, a few
18 weeks ago a motion which was adopted by his body to refer
19 the item of Chief Investigator hiring back to the
20 Personnel and Training Committee with the due date of
21 today. So we held a special committee meeting on Tuesday,
22 March 28th at 4:30 PM both virtually as well as here out
23 of Public Safety Headquarters. During that meeting, we
24 came out with a recommendation after reevaluating the
25 current pool of candidates that were in front of us that

1 have been interviewed and have remained in the process
2 and in the running for Chief Investigator. As such, I'm
3 going to have two motions, which are coming out of
4 committee. They would be as follows. The first would be
5 on behalf of the Personnel and Training Committee to
6 adopt the recommendation to hire Courtney Blakes, the
7 position of Chief Investigator within the salary range of
8 \$80,922 and \$135,088.

9 CHAIRPERSON HOLT: Second.

10 COMMISSIONER HERNANDEZ: No second is required for
11 that motion since it's coming out of committee.

12 CHAIRPERSON HOLT: Alrighty.

13 CHAIRPERSON FERGUSON: Roll call vote.

14 MS. SHAW: Chair Bryan Ferguson – Yes.

15 MS. SHAW: Vice-Chair Holt – Yes.

16 MS. SHAW: Commissioner Willie Bell – No.

17 MS. SHAW: Commissioner Linda Bernard – Yes.

18 MS. SHAW: Commissioner Jesus Hernandez – Yes.

19 MS. SHAW: Commissioner Jim Holley – Yes.

20 MS. SHAW: Commissioner Cedric Banks – Yes.

21 MS. SHAW: Mr. Chair, you had 6 = Yes votes and 1 =
22 No vote.

23 CHAIRPERSON FERGUSON: Okay.

24 COMMISSIONER HERNANDEZ: Through the Chair, if I can
25 continue. Oh, sorry. Go ahead.

1 CHAIRPERSON FERGUSON: The motion has passed for
2 Courtney Blakes. Go ahead.

3 COMMISSIONER HERNANDEZ: Thank you, sir. With that in
4 mind, the second motion would be to provide a contingent
5 offer letter to Courtney Blakes the position of Chief
6 Investigator at a salary of \$105,000 pending further the
7 negotiations. No second is required.

8 CHAIRPERSON FERGUSON: Roll call vote.

9 CHAIRPERSON HOLLEY: I have a point of order.

10 PARLIAMENTARIAN DR. FRANCIS JACKSON: Please ask for
11 debate, Mr. Chair.

12 CHAIRPERSON FERGUSON: Yes. Discussion?

13 CHAIRPERSON HOLLEY: I don't understand. The first
14 motion said 80,000 and the second motion is I mean,
15 what's the difference between the two? I'm looking at you
16 but be merciful.

17 COMMISSIONER HERNANDEZ: Through the Chair, I might
18 be able to articulate a little bit. So as part of the
19 hiring process, it's really procedural. There's a series
20 of motions that are needed to be adopted by this body in
21 order to actually hire an appointed member. So, as such,
22 you may recall how we hired our current Board Secretary.
23 The first is to adopt the recommendation out of the
24 Personnel and Training Committee within that range, which
25 is the allocated range to the position of Chief

1 Investigator. After we adopted that, which we just did,
2 the second motion that that would allow for is for us to
3 actually put a specific dollar amount to a contingent
4 offer letter. So now again, just educationally, if
5 adopted the second motion that would allow City HR to
6 then provide that offer letter to the candidate and
7 negotiate if needed, which would then come back here to
8 this body with a potential follow up motion to appoint.

9 CHAIRPERSON HOLLEY: Mr. Chairman, why would I hire
10 somebody I'd never seen? I mean I'm never going to give
11 somebody \$90,000 and I don't know what he looks like.
12 Don't I have a right to see the person?

13 COMMISSIONER HERNANDEZ: Through the Chair.

14 CHAIRPERSON HOLLEY: That's not the right thing to do
15 either?

16 COMMISSIONER HERNANDEZ: I can expound upon that as
17 well. As part of the Personnel and Training Committee,
18 which I'm the Chair of, we actually have five
19 commissioners that are a part of that committee. So none
20 of this process was done blindly. There was an interview
21 process, election process, ultimately a recommendation
22 process, which has brought us to this point. Again,
23 similar to how we hired the Board Secretary, which is
24 essentially our executive director. It's the same process
25 that follows for this appointment.

1 CHAIRPERSON HOLLEY: I'm trying to be a trouble to
2 you, Mr. Hernandez. Five of you were not here. So you had
3 three people there. There's 11 of us. I'm just asking
4 you. I have a right before I hire somebody to see the
5 person, that's all I'm asking. Is that how the city
6 council does it? Is that how the mayor does it? Is this
7 how the Chief does it?

8 COMMISSIONER HERNANDEZ: Through the Chair again. So
9 typically, what you'll find in a lot of government
10 institutions is a lot of work does trickle down on the
11 groundwork trickles down into-

12 CHAIRPERSON HOLLEY: I get it.

13 CHAIRPERSON HOLT: Through the Chair.

14 COMMISSIONER HERNANDEZ: No, I think this is
15 important public here as well if I can finish.

16 CHAIRPERSON FERGUSON: Go ahead sir.

17 COMMISSIONER HERNANDEZ: A lot of this groundwork and
18 legwork happens in committee and then formally comes out
19 a committee with or without a recommendation. So that's
20 what's happening here, and I feel entirely confident
21 about that process. I will add one other piece, which is
22 the packet of applications which was actually previously
23 provided by at the time, Mr. Brown. So resume and all
24 that information is available and has been available to
25 all commissioners.

1 PARLIAMENTARIAN DR. FRANCIS JACKSON: Mr. Chairman.

2 CHAIRPERSON FERGUSON: Hang on. Yes.

3 PARLIAMENTARIAN DR. FRANCIS JACKSON: The first
4 motion that was just adopted was what? What was the
5 language of the motion that was just adopted?

6 CHAIRPERSON FERGUSON: Go ahead.

7 COMMISSIONER HERNANDEZ: Through the Chair, I can
8 restate the motion. It was on behalf of the Personnel and
9 Training Committee to adopt the recommendation to hire
10 Courtney Blakes to the position of Chief Investigator
11 within the salary range of \$80,922.

12 PARLIAMENTARIAN DR. FRANCIS JACKSON: So the Board
13 just adopted a motion to hire Courtney Blakes. The
14 discussion about the process at this point is out of
15 order for the motion that was adopted.

16 COMMISSIONER HERNANDEZ: Thank you.

17 PARLIAMENTARIAN DR. FRANCIS JACKSON: The issue about
18 having seen the person and being reluctant is certainly
19 something any commissioner has the right to bring up
20 before that motion was adopted. Unless the commissioner
21 is going to move the consideration, which she could,
22 since she voted in favor of the motion. This discussion
23 is out of order.

24 ATTORNEY ADAM SAXBY: Through the Chair. If I could
25 add, every commissioner here has the right to exercise

1 their will through vote. That is, that is their right. If
2 they have an objection to the process, they may certainly
3 do that through their vote as well.

4 CHAIRPERSON FERGUSON: Continue, sir.

5 COMMISSIONER HERNANDEZ: I have no further
6 discussion.

7 CHAIRPERSON FERGUSON: Can we have the second to the
8 motion?

9 COMMISSIONER BERNARD: No, that's withdrawn because
10 the parliamentarian has indicated to us that that was
11 incorrect.

12 CHAIRPERSON FERGUSON: No.

13 COMMISSIONER BERNARD: Essentially.

14 CHAIRPERSON FERGUSON: No.

15 ATTORNEY ADAM SAXBY: Through the Chair, this next
16 motion will be for a specific amount to provide an offer
17 before it was adopted to enter into those negotiations.
18 At this time, this is the starting point.

19 COMMISSIONER HERNANDEZ: Yes.

20 CHAIRPERSON FERGUSON: Roll call vote.

21 MS. SHAW: So for roll call vote, do you want to
22 repeat the motion?

23 COMMISSIONER HERNANDEZ: Yes, I'm happy to.

24 CHAIRPERSON FERGUSON: Thank you.

25 CHAIRPERSON FERGUSON: Go ahead. Repeat.

1 COMMISSIONER HERNANDEZ: Again, a motion out of
2 committee, which does not require a second motion to
3 provide a contingent off the letter to Courtney Blakes to
4 the position of Chief Investigator at the salary of
5 \$105,000 pending further negotiations.

6 MS. SHAW: Roll call vote.

7 CHAIRPERSON FERGUSON: Yes. Roll call vote.

8 MS. SHAW: No Second is necessary so roll call vote.

9 MS. SHAW: Chair Bryan Ferguson – Yes.

10 MS. SHAW: Vice-Chair Annie Holt – Yes.

11 MS. SHAW: Commissioner Willie Bell – No.

12 MS. SHAW: Commissioner Linda Bernard – Yes.

13 MS. SHAW: Commissioner Jesus Hernandez – Yes.

14 MS. SHAW: Commissioner Jim Holley – Yes.

15 MS. SHAW: Commissioner Cedric Banks –

16 COMMISSIONER BANKS: Are we still open for debate?

17 CHAIRPERSON FERGUSON: No. No debate.

18 COMMISSIONER BANKS: Yes.

19 MS. SHAW: Mr. Chair, you have 6 = Yes votes, and no

20 –I'm sorry, 1 = No vote. The motion passed.

21 CHAIRPERSON FERGUSON: So the motion passed to send
22 an offer letter to Ms. Courtney Blakes.

23 COMMISSIONER HERNANDEZ: I have one through the
24 Chair. Additional Personnel and Training Committee item.

25 CHAIRPERSON FERGUSON: Absolutely.

1 COMMISSIONER HERNANDEZ: So part of it was covered by
2 Ms. Shaw in regards to the 6 vacant positions for
3 investigator. Just again, procedurally those interviews
4 will occur in partnership with City HR. As appropriate
5 and as recommended, those candidates will then come to
6 the Personnel and Training Committee. At that point, we
7 may adopt a recommendation to come then to the full body.
8 So Personnel and Training is involved in every step of
9 that way as well, just for clarity, so that there's no
10 confusion in the future.

11 CHAIRPERSON FERGUSON: Do we have a timeline on that?

12 COMMISSIONER HERNANDEZ: Yes. I believe it's April
13 19th.

14 CHAIRPERSON FERGUSON: April 19th.

15 MS. SHAW: That's correct.

16 CHAIRPERSON FERGUSON: Okay. All right. Looking
17 forward to that. April 19th.

18 MS. SHAW: For the committee, just to clarify, April
19 19th is the date of the next Personnel and Training
20 Committee meeting where we plan to have some
21 recommendations for the interview.

22 CHAIRPERSON FERGUSON: Fantastic. For the interviews.
23 Okay.

24 CHAIRPERSON HOLT: Through the Chair.

25 CHAIRPERSON FERGUSON: Yes.

1 CHAIRPERSON HOLT: May I please ask the Chair of the
2 Personnel and Training. So now that we've supported an
3 offer to go to Ms. Blakes and if she accepts, what kind
4 of timeline should we expect as it relates to do the
5 onboarding and to have her involved with Ms. Shaw as it
6 relates to her responsibilities?

7 COMMISSIONER BERNARD: It has to be negotiated.

8 CHAIRPERSON HOLT: Well, okay. Back and forth.

9 COMMISSIONER HERNANDEZ: Through the Chair if I can
10 answer.

11 CHAIRPERSON FERGUSON: Yes.

12 COMMISSIONER HERNANDEZ: Just a general timeline
13 would be dependent on the candidate, whether they accept
14 or not. They'll also be in consultation with City HR. If
15 I were to give you a wishful estimate, it would be within
16 the next month. Three to four weeks, hopefully.

17 CHAIRPERSON HOLT: Thank you, Commissioner Hernandez.

18 COMMISSIONER HERNANDEZ: That would conclude my
19 report, Mr. Chair.

20 CHAIRPERSON FERGUSON: Yes.

21 COMMISSIONER BANKS: Through the Chair.

22 CHAIRPERSON FERGUSON: Yes.

23 COMMISSIONER BANKS: Now 5 commissioners asked for
24 credentials on this person being hired for Chief
25 Investigator. Right. Some information. Background

1 information. Is that correct?

2 CHAIRPERSON FERGUSON: All the commissions got it.

3 You had hard copies and email.

4 COMMISSIONER BANKS: Email was sent?

5 CHAIRPERSON FERGUSON: Emails and hard copies.

6 COMMISSIONER BANKS: Okay.

7 CHAIRPERSON FERGUSON: I'll make sure of that.

8 COMMISSIONER BANKS: I'm all set.

9 CHAIRPERSON FERGUSON: Okay.

10 COMMISSIONER BANKS: Great.

11 CHAIRPERSON HOLT: Through the Chair.

12 CHAIRPERSON FERGUSON: Yes.

13 CHAIRPERSON HOLT: One other comment. Okay. These

14 candidates were interviewed via public Zoom.

15 COMMISSIONER BANKS: Okay.

16 CHAIRPERSON HOLT: This last emergency meeting was
17 viewed by the public via Zoom. So commissioners, we had
18 the opportunity to experience this interview process
19 whereby we could come today and perhaps to be better to
20 prepare to make this decision. So this was all done in
21 front of the public as well.

22 CHAIRPERSON FERGUSON: New business. No new business.

23 CHAIRPERSON HOLLEY: Mr. Chairman.

24 CHAIRPERSON FERGUSON: Oh, I'm sorry.

25 CHAIRPERSON HOLLEY: New business.

1 CHAIRPERSON FERGUSON: Yes.

2 CHAIRPERSON HOLLEY: Through the Chair. I'd really
3 like for the Chair for your administration that we will
4 basically consider having based upon all the things that
5 been going on that the next budget that we have an audit
6 report each year for commissioners. We part-time. I think
7 at some point I'd like for you to consider. You don't
8 have to do it today, but my time is running out and I
9 want to make sure that I get this in. I do feel like we
10 need to have an audit on each year to make sure
11 everything's copacetic. I really feel like that. Then
12 also I'm asking for an excuse of absence for next
13 Thursday. I'm asking that you don't have a meeting at all
14 because I'm not going to be here.

15 CHAIRPERSON FERGUSON: No.

16 CHAIRPERSON HOLLEY: But I'm asking for an excuse of
17 absence if you don't mind. If you could hold off on that
18 stuff that's so passion, I'd like to participate in that.
19 But if it's department, I'm okay with it.

20 CHAIRPERSON FERGUSON: Yes.

21 COMMISSIONER HERNANDEZ: Through you, I think we need
22 to put forth a motion to accept the HR report, if I'm not
23 mistaken. If I can get clarity on that.

24 CHAIRPERSON FERGUSON: No.

25 PARLIAMENTARIAN DR. FRANCIS JACKSON: Which HR report

1 are you talking about?

2 COMMISSIONER HERNANDEZ: The Personnel and Training
3 Committee report? Is there a need for—

4 PARLIAMENTARIAN DR. FRANCIS JACKSON: No, you adopt a
5 motion. You don't adopt a report. You don't adopt the
6 report.

7 COMMISSIONER HERNANDEZ: Okay.

8 PARLIAMENTARIAN DR. FRANCIS JACKSON: You adopt the
9 motions that came out of that committee report.

10 COMMISSIONER HERNANDEZ: Thank you.

11 PARLIAMENTARIAN DR. FRANCIS JACKSON: It is dangerous
12 to adopt committee reports.

13 COMMISSIONER HERNANDEZ: Thank you. I just want to
14 make sure.

15 CHAIRPERSON FERGUSON: You're fine. I'm right here.
16 I'm keeping tabs right throughout.

17 COMMISSIONER BANKS: How are we coming with the
18 backlog?

19 CHAIRPERSON FERGUSON: They just said it. Say it
20 again Ms. Shaw.

21 COMMISSIONER BANKS: Repeat that back to me again if
22 you could please.

23 MS. SHAW: Sure, no problem. Through the Chair. Just
24 an update on our complaints inventory. So we have 502
25 total cases open. That's 17 more than we had last week.

1 295 of those are 90 days plus age. So we have the backlog
2 at 295 and then 207 are under 90 days age at this time.

3 CHAIRPERSON FERGUSON: We'll make sure you get an
4 email for that and in a hard copy if you continue to keep
5 that up.

6 COMMISSIONER HERNANDEZ: Motion to adjourn.

7 CHAIRPERSON HOLT: I have an announcement.

8 COMMISSIONER HERNANDEZ: We already had
9 announcements.

10 CHAIRPERSON HOLT: No, not mine. Through the Chair.
11 Can we recall Amanda Gardner was here, I don't know,
12 three weeks ago. She indicated that it's called Girl Time
13 and it's tomorrow from 9 to 2:30 at 2937 East Grand
14 Boulevard. So if anyone can make provisions to have young
15 people to attend this forum I'm going. I lay odd. It's
16 going to be phenomenal. So thank you Chair for allowing
17 me to make that announcement.

18 CHAIRPERSON FERGUSON: Well, you made me make you.
19 Since she's calling out announcements, if you have little
20 ones age from, I think age 3 all the way to 16. Baseball
21 sign up for Grandmont Rosedale baseball. Go online. Sign
22 up for Grandmont Rosedale baseball. It's still time to do
23 that. I'd like to have a motion to adjourn.

24 CHAIRPERSON HOLT: So moved.

25 COMMISSIONER HERNANDEZ: Second.

1 CHAIRPERSON FERGUSON: Second. Any discussion? All in
2 favor?

3 COMMISSIONERS: Aye.

4 CHAIRPERSON FERGUSON: All opposed? This meaning is
5 now adjourned.

6

7

8

9 (Meeting Adjourned at 4:31 p.m.)

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

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

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

RECORDER'S CERTIFICATE AND NOTARIZATION

I, Donald Handyside, Court Recorder, do hereby certify that on March 30, 2023 at 3:00 p.m., I did record the Detroit BOPC meeting, the same being later reduced to typewriting and that the foregoing is a true and accurate transcription of said electronic recording taken at such time and place.

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



DONALD HANDYSIDE (CER 1464)
Notary Public
My Commission Expires: 5/6/2027

\$

\$1 29:12
\$105,000 53:6 58:5
\$135,088 52:8
\$300,000 31:1
\$750,000 14:15
\$80,922 52:8 56:11
\$90,000 54:11

0

061 35:2,3,4

1

1 11:6,7,16 20:16 52:21 58:20
1-800-speakup 13:2 14:1
1.5 29:10
10 26:10
100% 49:21
10th 11:7
11 11:21 24:15 41:3 55:3
11th 50:22
12 43:25
12th 43:6 50:25 51:3
13 11:8 43:17
13th 50:21
14 31:3 43:24
14% 11:15
148 11:14
15 11:21
15% 12:3
15,805 15:8
157 11:14
16 27:16 64:20

16th 26:10
17 44:9 63:25
18001 50:23
1900 14:5
19th 51:4 59:13,14,17,19
1st 27:16

2

2 7:5 11:5,23
2014 31:15
2023 8:14
205.11 43:4
207 44:11 64:2
2089 12:4
22nd 43:4
23rd 14:4 42:20,24
24 27:16
24th 11:19
25 11:22
26th 11:19 12:12
28th 51:22
2937 15:11 64:13
295 44:10 64:1,2
29th 11:12 15:3
2:00 50:25
2:30 15:11 51:5 64:13

3

3 7:15 14:22 47:21 64:20
30 29:15 47:25
307.8 43:3
30th 8:6 42:4,24
31 43:14
34 11:20

3437 12:3
35% 20:17
3622 42:22
36th 36:10
38% 20:4,6,10,11
3:00 50:19 51:1
3:30 51:3

4

4 7:3 11:1
414 15:8
4:00 36:10
4:30 51:22
4:31 65:9

5

5 11:9 60:23
5% 11:16
502 44:9 63:24
52 11:13
55 11:13

6

6 11:10 43:16,18 52:21 58:19 59:2
6% 11:14
60 47:25
6:30 50:21
6th 50:19

7

7-818 27:12

8

8 43:16

80 18:25 34:23**80,000** 53:14**80-** 34:16**80-year-old** 5:8 17:11**86%** 30:11

9

9 14:21 15:11 64:13**90** 44:10,11 47:25 64:1,2

A

abilities 39:19**abreast** 28:3**absence** 7:8,12,13 62:12,17**Absolutely** 16:4,24 23:7 24:5 58:25**abstract** 10:15**abundant** 2:6**abuse** 46:20 47:9**AC** 18:7**academy** 14:18 16:16,19**accept** 51:10 60:13 62:22**accepts** 60:3**access** 4:7**account** 2:15**accountability** 3:11,19 4:13 29:21 30:6,12 48:3**accountable** 47:24**accusations** 33:19**accuse** 23:1**accused** 48:16**accusing** 32:16**act** 36:24 39:13**activist** 26:2**activity** 25:10 45:4**actual** 4:10 21:3 47:7**adage** 24:21**Adam** 8:25 33:1 42:2 56:24 57:15**add** 55:21 56:25**addition** 42:13 43:13,20**additional** 33:6 42:9 58:24**address** 27:13**addressing** 25:7 45:17**Adelle** 8:25**adjourn** 64:6,23**adjourned** 65:5,9**administration** 62:3**administrative** 5:22,24 42:9, 11,20**Administrator** 10:2**adopt** 34:2 52:6 53:23 56:9 59:7 63:4,5,8,12**adopted** 8:13 51:18 53:20 54:1,5 56:4,5,13,15,20 57:17**advancing** 35:23**Advisory** 11:1**Affairs** 3:14 31:13**affects** 36:25**afford** 29:11**afraid** 38:22**afternoon** 2:1 6:25 9:4 13:11 24:14,19 25:24,25 27:8,9 29:4,5 36:17**age** 64:1,2,20**aged** 44:11**agenda** 7:24 8:6,13 28:6 41:20 43:8,13 45:23 51:16**agonizes** 50:11**agree** 47:15 48:25 49:21**ahead** 6:22 22:1 42:8 52:25 53:2 55:16 56:6 57:25**aid** 34:13,16**Akbar** 36:2**alarms** 34:12**alert** 23:3**Alexander** 9:13**allegations** 46:18,19,23 49:16, 17,20,23 50:3**allegedly** 13:18**allocated** 53:25**allotted** 33:8**allowed** 10:13 14:19 25:15**allowing** 22:15 33:7 64:16**Alright** 6:17 11:2**Alrighty** 52:12**Amanda** 64:11**amazing** 17:14**Amen** 2:16,17**amount** 12:3 54:3 57:16**analyzing** 42:14**Annie** 6:25 7:1 58:10**announcement** 64:7,17**announcements** 50:17,18 64:9,19**anonymous** 15:4**answers** 31:16 42:12**Anthony** 2:3**anticipating** 14:25**anymore** 25:9**applicants** 43:15**applications** 55:22**appoint** 54:8**appointed** 53:21**appointment** 54:25**appreciation** 15:3**approached** 21:14

approval 8:6,13 31:2 43:5,9
50:15
approved 8:20
April 27:16 43:6 50:19,21,23,
25 51:3,4 59:12,14,17,18
Arabic 30:25
armed 12:7
Army 31:10
arrest 14:11 20:5,24 21:1
arrested 11:25 14:11 20:8
arresting 20:21
arrests 11:23
arrived 14:8
articulate 53:18
Ashton 14:5
assault 12:11 19:1
assaulted 18:17
assistance 25:18
assistant 9:4,5,11 10:21 11:3,
4,17 12:5,9,22 13:12 14:3,21
15:18,20 16:4,8,25 17:14,22
18:1,8,19,22 19:3,8,12,13,16,
19,23 20:1,3,15,23 21:7 22:6
24:12 27:20 43:22 44:19
47:11,13 50:7,9
assume 46:6
assures 3:10
At-large 7:1
attacked 17:13 26:20
attend 26:4 64:15
attendance 6:23 24:16
attention 28:25
attitude 16:1
attorney 7:4 8:25 31:1,25 33:1
42:2 43:21 49:3 56:24 57:15
audience 2:23 6:7 24:8 47:23
audit 3:13 62:5,10

Auto 14:8
aware 47:3
awesome 10:7
Aye 8:11,18 65:3

B

baby 15:25
back 7:19 11:11 13:9 16:14,17
20:14 23:8 24:4 30:23 31:12
40:7,8 41:16 47:18 49:24
51:19 54:7 60:8 63:21
Background 60:25
backlog 63:18 64:1
backup 43:18 49:11
backwards 41:11,14
badge 16:3 42:22
badges 16:2
bailed 38:4
Baker 9:14
balance 23:6 48:20
Banks 7:14 17:8,9,21,23 18:2,
12 19:22 23:19,20,23 24:1
52:20 58:15,16,18 60:21,23
61:4,6,8,10,15 63:17,21
Baptist 50:23
baseball 64:20,21,22
based 4:9 20:24 62:4
basically 10:16 20:6 22:3,12,
20 62:4
basis 44:7
battery 25:15
beat 30:23
beaten 14:6
behalf 35:22 42:13 52:5 56:8
behaviors 26:14
believed 13:18

Bell 7:2 18:13 38:10 45:7,9,12,
21,25 52:16 58:11
benefits 42:21
Bernard 7:4,5 8:16 12:8 18:14,
15,20,23 19:4 25:16 26:3
28:20,24 29:8 37:11,15,17
45:11,19 46:10 47:2,12,14
48:7,25 49:12,14 52:17 57:9,
13 58:12 60:7
big 21:16 31:12 41:7 48:15
billion 29:11
bit 11:13 16:15,22 20:18 53:18
Blakes 52:6 53:2,5 56:10,13
58:3,22 60:3
bless 35:18
Blessings 17:10
blind 38:6,23
blindly 54:20
block 14:5 30:22
Blount 24:17,19,20 25:13,22
board 2:10,22,24 3:6,15,21
4:1,3,12,20,21 5:24 10:12,18,
20 24:15,19,21 25:5 26:23
28:3,6,7,14,17 33:5 34:2,6
35:25 37:12 38:2,7,13,21,25
39:8,13 40:1,7,21,22 41:1,18,
23 42:13,16,18 43:1,5,6,13,
17,21 44:16,23 47:2,4 48:2
53:22 54:23 56:12
Board's 25:10
Bob 29:2
body 51:18 53:20 54:8 59:7
bogged 40:1
Boman 11:1 35:3,21,22
bond 14:15
bones 14:7
BOPC 3:10 4:8 6:1 8:21,22
Bord 3:11
boss 38:24

bottom 30:11
Boulevard 15:12 64:14
bound 34:23
breaking 31:20
briefly 12:10
bring 12:17 14:17,19 31:4,23
 46:22 56:19
bringing 28:24 34:14
broken 14:7
brought 3:25 54:22
Brown 2:19 8:24 24:10,13,14,
 18 25:23 27:7 29:1 30:16 32:5
 35:1,21 36:14,16 37:4,22 39:5
 40:4 50:16 55:23
Bryan 2:21 3:5 4:18 6:24 42:1
 52:14 58:9
BS 40:1
Buddy 14:17
budget 30:8 41:24 50:24 62:5
budgeted 43:20
building 27:25
Burton 7:6
business 2:12 13:16 27:5 31:8
 43:23 51:7,16 61:22,25
Butler 24:17 25:23,24 26:1,4,
 19
Bye-bye 35:19

C

call 6:13,14,17 12:3 15:21
 16:7,10 24:16 29:19 39:11
 47:9 52:13 53:8 57:20,21
 58:6,7,8
called 64:12
caller 35:2,3,4
calling 64:19
calls 12:1 16:17 38:1

cameras 34:15
campaign 5:23,25
Candace 8:24
candidate 54:6 60:13
candidates 43:16,17,18 51:25
 59:5 61:14
capitol 30:21
Captain 14:24
car 30:22 35:14
care 19:5 25:8 30:9
career 4:25
careers 17:3
carjacking 14:4,14
Carmack 29:2 30:16,17 31:8
 32:4,17,20
cars 11:22
Carter 7:7
Carter's 9:20
case 20:23 21:17 39:22 46:25
caseloads 44:6
cases 44:1,3,9 63:25
cash 14:15
catastrophe 34:22
catch 21:24 35:13
category 12:5 47:8
Catholic 24:20
caught 5:6,16 21:25
Cedric 7:14 52:20 58:15
chain 31:7,11
Chair 2:4 6:18 7:16 8:22 9:22
 10:9,23,25 16:8 17:11,24
 18:12 22:8 23:17,20 24:2,14
 27:20,22,24 28:7 29:1,17,24
 30:8 32:6,9,10,13 33:1,9 35:1
 37:5,9 40:4 41:10,18,24 42:3
 43:7,9 44:12,14,21 45:1,6,20,
 23 50:7 51:8 52:14,21,24

53:11,17 54:13,18 55:8,13
 56:7,24 57:15 58:9,19,24
 59:24 60:1,9,19,21 61:11
 62:2,3 63:23 64:10,16
Chairman 6:10,24 7:21 19:11
 21:9,19 22:18 23:5 27:23
 28:20 45:7 46:1,10 48:4,16
 49:7,12 54:9 56:1 61:23
Chairperson 2:1,18,19,22 3:2,
 6,21 4:16 5:10 6:3,10,11,12,
 16,19,21,22 7:17,22,25 8:1,2,
 5,7,8,9,12,15,17,19 9:2,10,16,
 21,23,24 10:9,10,11,21,24
 11:2 12:9 15:17,21 16:5,18
 17:1 18:13 19:10,11,15,17,25
 20:2,20 21:5,8,10,11,12,13
 22:16,18 23:7,8,10,11,13,14,
 16,17,25 24:2,6,7,23 25:21
 27:22,24 28:12,19,23 29:5
 30:14 32:3,6,7,9,18,19,21,22,
 24 33:9 35:20 36:15,18 37:3,
 5,14,17,18,20,21,24 39:6
 40:5,14,15 41:5 42:1,6,8
 43:10 44:13,14,15,16,20 45:5,
 8,22 46:2 47:17 48:4,5,6,12,
 13 49:1,2,13 50:8,16 51:7,8,9,
 10,11,14 52:9,12,13,23 53:1,
 8,9,12,13 54:9,14 55:1,12,13,
 16 56:2,6 57:4,7,12,14,20,24,
 25 58:7,17,21,25 59:11,14,16,
 22,24,25 60:1,8,11,17,20,22
 61:2,5,7,9,11,12,13,16,22,23,
 24,25 62:1,2,15,16,20,24
 63:15,19 64:3,7,10,18,24
 65:1,4

Chairs 38:10
challenge 5:1
Chaplain 2:2,4
charged 14:14 30:18,20
charges 13:21 31:4
Charles 9:5
charter 27:11 31:2
check 23:6
checked 3:2,3 31:15

chief 9:3,4,5,6,11,14 10:21
11:3,4,17 12:5,9,22 13:12
14:3,21 15:18,20 16:4,8,25
17:14,17,22 18:1,8,15,19,22
19:3,8,12,13,16,19,23 20:1,3,
15,23 21:7,17 22:6,11 24:12
26:19,21,25 27:2,17,20 29:17
31:6 35:25 42:20 43:12 44:18,
19,23 46:11,17 47:4,7,11,13
48:8 49:24,25 50:7,9 51:19
52:2,7 53:5,25 55:7 56:10
58:4 60:24

children 27:6 29:25 35:10

Church 24:20 50:23

churches 26:6

CIC 35:3

Cicero 9:4,5,11 11:4,17 12:5,
9,22 13:12 14:3,21 15:20
16:4,8,25 17:14,22 18:1,8,16,
19,22 19:3,8,13,16,19,23
20:1,3,15,23 21:7 22:6 27:20
44:18,19 47:7,11,13 50:7,9

citizen 4:8 16:23,24 47:5 51:2

citizens 10:16 15:23 17:6
24:15 34:4 39:12 41:8

city 2:14 4:4 12:15 20:13 26:7,
8 27:11 29:11 31:2 38:16
39:12 41:2,22 42:10,12 48:8
54:5 55:5 59:4 60:14

civic 2:11

civilian 4:14 10:15,17 35:23

civilians 31:21

clarify 59:18

clarity 59:9 62:23

class 19:19,20

clear 25:19

clearing 37:8

clock 13:7

close 43:23 45:17

closed 13:16 33:5

closure 20:17,23

cognizant 21:24

colleague 49:2

colleagues 33:16 34:13

collecting 6:1

collection 5:23,25

comfortable 32:13,22 50:10,
14

command 31:7,11

commander 2:2 17:10 28:1,5
40:12

commanders 16:6

commendable 35:9

comment 24:9 33:21 61:13

comments 12:10 24:13,22
25:4 33:4,7

Commercial 14:8

commission 31:22

commissioner 2:22 7:2,4,6,7,
9,10,11,12,14 8:16 12:8 17:8,
9,21,23 18:2,12,13,14,15,20,
23 19:4,8,9,10,22,24 22:16
23:19,20,23 24:1 25:6,16 26:3
27:2,23 28:20,24 29:8 31:23
32:7,19 37:4,11,15,17,22
39:6,8 45:6,7,9,11,12,19,21,
25 46:1,3,10,17,25 47:2,12,
14,16 48:7,25 49:12,14 51:13,
14,15 52:10,16,17,18,19,20,
24 53:3,17 54:13,16 55:8,14,
17 56:7,16,19,20,25 57:5,9,
13,19,23 58:1,11,12,13,14,15,
16,18,23 59:1,12 60:7,9,12,
17,18,21,23 61:4,6,8,10,15
62:21 63:2,7,10,13,17,21
64:6,8,25

commissioner's 3:6 42:4

commissioners 2:11,17 3:12,
17,22 4:21 5:24 7:19 8:11,18
10:1 21:21 25:24,25 26:11,12
27:8,9 28:8 34:7 35:4 38:3,7
41:3,12 45:16 54:19 55:25

60:23 61:17 62:6 65:3

commissions 61:2

committed 3:22 36:1

committee 35:5 43:5,7 50:24
51:1,2,4,5,16,20,21 52:4,5,11
53:24 54:17,19 55:18,19 56:9
58:2,24 59:6,18,20 63:3,9,12

committing 31:21

communicate 49:24

communications 41:24 42:4

communities 26:18,21

community 3:10,20 4:17 5:6,
11,12,22,25 6:2,4,6,7,8 10:4,
5,14 11:1 12:15 13:24 24:4
25:5 26:1 29:10,15,20 30:3,11
33:12 34:20 41:15 47:3 48:10,
15,16,23 49:10 50:20

community's 4:11 5:12

compared 11:13

complain 34:3,7

complaint 4:8 42:3

complaints 16:24 25:14,15
26:24 46:13 47:5,21 50:4 51:2
63:24

completed 36:4

completion 4:17

complied 46:13

comply 34:2

comprise 2:10

concern 21:16 27:12

concerned 21:6 39:21

concerns 26:13 37:10 38:8,20
45:18 47:19

conclude 60:18

concludes 44:12

conclusion 4:2

condition 30:3

conduct 16:12
conducted 14:10
conference 10:6 36:9
confidence 22:10 47:4
confident 55:20
conflict 25:19
confusion 59:10
congestion 10:19
connection 36:9
consideration 56:21
consistent 2:6
constantly 40:11
constructive 22:13
consultation 60:14
contact 3:4 6:6 7:20 10:4 28:5
contacted 2:20
contacts 10:2
contingent 53:4 54:3 58:3
continually 29:18
continue 3:24 4:3 16:9 39:13
 52:25 57:4 64:4
continued 33:16
continuously 38:11
contract 5:22
contributing 29:25 30:1,2
conversation 22:15
convoluted 13:13
cooperation 13:22
cooperative 3:23
copacetic 62:11
copies 61:3,5
cops 34:3
copy 18:10 64:4
corporate 4:10

corporation 45:14
correct 3:1 17:25 23:25 45:24
 47:15 59:15 61:1
correspondence 41:19,22
 42:10,19
corruption 25:3 39:3,4,16
council 10:13 31:2 38:16
 41:22 42:10,12 45:14 55:6
counting 35:11
country 30:25 32:14
County's 14:12
couple 21:14 27:25 38:16,21,
 25 40:5 41:9
courage 33:17
court 2:25 3:1 36:10
courteous 15:23
Courtney 52:6 53:2,5 56:10,13
 58:3,22
cover 15:12 38:11
covered 59:1
covering 44:3
Covid 11:8 28:15
coworkers 38:5
credentials 60:24
crew 6:6
crime 11:11,16 13:2,25 20:10,
 12,16 26:22 27:1 30:18
crimes 31:21
criminals 5:4
crisis 27:5
critical 22:12
criticism 22:13 26:25 41:5
criticize 27:19
crossed 48:24
current 3:15 28:14 51:25
 53:22

curriculum 18:9
custody 13:20
cut 16:23 17:1
cycle 44:25

D

D4 35:2
dance 35:25
dangerous 63:11
data 11:12
database 44:8
date 48:14 51:20 59:19
dates 43:20
dating 15:14 17:25 18:6
David 50:22
Davis 24:18 27:7,8,10 28:9,18
 37:4,22,23,25 38:15
day 2:13,16 18:9 31:12 33:13,
 22 36:11 47:18 51:1,3
daylight 33:25
days 15:7 21:14 38:16 44:10,
 11 45:13 47:25 64:1,2
deal 29:11 35:7
death 39:22
debate 53:11 58:16,17
decision 61:20
decisions 42:17
dedication 33:17
deeper 49:22
demanding 30:13
demeanor 16:11
demonstrated 19:6
depart 33:3
department 3:14 11:18 14:20
 17:24 19:7 22:11 30:18 31:10
 33:25 39:23 48:10,18 50:2

62:19
dependent 49:11 60:13
Deputy 18:15 44:18 49:23
deserve 4:15
desires 2:6
detail 25:14 45:15
details 12:13
detection 43:2
detective 13:7
Detectives 12:14 14:10,11
determination 4:1 46:24
determines 46:21
Detroit 2:10,14 3:14 4:4 15:25
 24:21 27:10 35:6,22 38:5,14
 50:19,23 51:6
Detroiters 4:14
devices 34:13
dialogue 37:10 45:21 46:16
Diana 36:4
Diego 31:3
difference 26:22 53:15
difficult 4:19 13:21
diligence 50:6,13
dip 11:13
directed 24:23
direction 49:14
directly 29:14,24
director 23:19,23 46:7 54:24
dirty 31:16
disabilities 36:25
disability 37:2
discipline 3:25 42:15
discord 26:11
discovered 3:17
discuss 33:5

discussion 8:9,17 22:14 53:12
 56:14,22 57:6 65:1
discussions 26:13 46:11
dispatch 2:12
dispatched 14:5
disruption 12:24
District 7:3,5,15 11:1 36:10
documentation 4:6
documented 25:9,12
documents 25:4
doe 50:13
doesn't 31:6
dollar 54:3
door 12:20
dotted 48:23
double 13:11
DPD 14:15
DPOA 9:13,15
DRACO 35:23
drag 11:20 35:8
dragged 14:6,8
dream 18:4
Drifting 11:20
drive 11:18
due 3:24 33:20,21,22 42:23
 50:5,13 51:20
dust 43:8
duties 2:11
duty 11:6
Dwayne 36:11

E

eager 16:21
eagerness 16:22
earlier 10:15

early 16:15
East 15:11 64:13
educate 10:17 18:4 28:4 36:23
educated 10:16
educating 17:24
education 15:14
educationally 54:4
effective 42:24
effort 35:7
efforts 14:18
Efis 2:3,4
Eighth 15:5
elected 9:17
election 54:21
eliminate 26:14
email 10:11 23:19 61:3,4 64:4
Emails 61:5
embarrassed 22:2
embarrassing 22:10
emergency 61:16
emotional 19:5
employ 41:12
empowerment 15:11
encourage 34:10 40:24
enforce 30:4
enforced 30:5
enforcement 2:15 11:20 30:4
 44:17,24
engagement 6:2 15:8
enhance 41:10,11,13
enter 57:17
entire 4:25
entirety 3:10
equipment 27:15

Eric 24:17,20
 essentially 54:24 57:13
 established 27:11
 estimate 60:15
 evening 33:10
 event 15:15 23:22
 events 14:25
 everyone's 12:18
 everything's 62:11
 evidence 4:6 30:22
 Excessive 47:11,13,14
 exchanged 13:19
 excited 14:24 15:9
 exclusive 2:5
 excuse 44:16 62:12,16
 excused 7:7,11,12
 executive 43:21 54:24
 exercise 56:25
 exist 46:9
 existence 28:4
 expect 60:4
 experience 40:9 61:18
 explained 26:4
 explained— 26:2
 explanation 36:7
 expound 54:16
 eye 38:6,23

F

face 14:7 30:5 33:13,25
 Facebook 15:24
 faces 3:8 24:8
 facial 34:9
 facilities 30:1

fact 21:15 22:2 39:15
 factor 41:15,16
 fair 9:15 20:3 23:18 41:3
 faith 48:8,9,10,22 49:10
 false 30:18 31:4
 family 13:1
 Fantastic 10:21 11:2 59:22
 father 13:15
 fault 21:16 22:4,21
 favor 8:10,17 56:22 65:2
 fear 25:2
 feedback 29:19
 feel 9:11 22:1,7,22 23:2 26:20
 32:12,14,22 50:10 55:20 62:9,
 11
 feel-good 26:8
 feeling 39:19
 felony 11:23
 females 34:21
 Ferguson 2:1,19,21 3:2,5,21
 4:16 5:10 6:3,11,16,19,22,24
 7:17,22,25 8:1,2,5,9,12,17,19
 9:2,10,16,21,24 10:10,21,24
 11:2 15:17,21 16:5,18 17:1
 18:13 19:10 21:10,12 22:16
 23:7,10,13,16 24:7 25:21
 28:19 29:5 30:14 32:3,7,19,
 21,24 35:20 36:15,18 37:3,21,
 24 40:5,15 41:5 42:1,3,6,8
 43:10 44:13,15 45:5,8,22 46:2
 47:17 48:5 49:13 50:8,16
 51:7,9,11,14 52:13,14,23
 53:1,8,12 55:16 56:2,6 57:4,7,
 12,14,20,24,25 58:7,9,17,21,
 25 59:11,14,16,22,25 60:11,
 20,22 61:2,5,7,9,12,22,24
 62:1,15,20,24 63:15,19 64:3,
 18 65:1,4
 Ferguson's 4:18
 figure 36:20

file 22:3
 filed 46:14
 files 22:22
 fill 24:9
 filled 24:8
 final 36:12
 finalists 36:4
 finally 11:12
 finance 43:21
 find 12:17 13:15 41:13 55:9
 fine 63:15
 fines 35:15
 finish 55:15
 fired 13:14 36:7
 fiscal 3:19 4:13
 fish 13:14 24:22
 fits 24:21
 flag 23:4 48:11,13 49:3
 floor 32:21
 flow 2:7
 focus 25:11
 folks 11:23 15:9,15 16:12,13
 follow 28:16 46:3 54:8
 force 14:14,24 47:11,13,14
 Ford 35:5
 forgot 17:9
 forgotten 47:7
 formally 55:18
 forum 64:15
 forward 5:14 28:8 50:11 59:17
 for— 63:3
 Foster 29:2,4,6,9,23 40:6,10
 fourth 27:17
 FRANCIS 7:21,23 8:3 53:10

56:1,3,12,17 62:25 63:4,8,11
frankly 47:1
Fredia 24:17
free 33:4
fresh 30:8
Friday 38:1
friend 14:19
friends 38:2,12
front 51:25 61:21
full 4:1,16 49:6 59:7
full-time 21:21
fully 3:22
function 41:2
fussing 23:9
future 21:22 59:10

G

Gardner 64:11
gathering 2:8 42:12
gave 9:23,24 31:25
general 3:13 32:1 60:12
General's 25:1
get-go 13:13
gift 2:8
girl 15:10 64:12
girls' 15:10
give 2:3,16,24 6:17 12:22 13:1
 20:14,15 22:8 26:8,19 30:8
 35:14 46:13 47:24 54:10
 60:15
God 2:5 35:18
good 2:1 6:25 9:4 11:17 19:22
 24:14,19 25:24,25 27:8,9
 29:4,5 33:10 36:17
government 55:9
grace 2:5

Grand 15:11 64:13
grandchildren 35:10
Grandmont 64:21,22
grandparents 35:11
Grass 13:11
great 2:16 3:4 18:12 28:21
 33:24 36:6 61:10
grievance 29:13
grievances 29:10
groundwork 55:11,17
group 6:8
groups 10:5
growing 4:12
guess 9:15,22
gunfire 13:19
gunshot 43:2
guy 29:19 41:7
guys 35:19 40:6

H

habitual 14:14
hand 24:10,11
handle 41:7
handwritten 15:4
Hang 32:7 56:2
happen 20:25 28:7,17 33:23
 37:20 40:20
happened 12:11,12 14:4
 18:24 34:22 46:24
happening 55:20
happy 14:13 19:6 33:4 57:23
harassed 38:23
harassments 21:16 22:3
hard 5:21 9:6 21:3 41:4 61:3,5
 64:4

hardest 4:20
harm 49:5
Hayes 8:24
head 24:22
headquarters 37:7 50:20 51:6,
 23
health 12:1 15:13 35:18
hear 14:16 15:7 19:6 21:17
 26:21 33:11,19 36:17,18
 37:24
heard 26:24 27:1 37:6,23 40:6
hearing 26:16 36:12 42:22
heart 5:15 12:18 24:20 34:18
heart's 12:23
held 14:14 51:21
helicopter 49:8
helped 44:22
helps 47:15
herculean 4:22
Hernandez 7:9 19:8,9 45:6
 46:1,3,17 51:13,14,15 52:10,
 18,24 53:3,17 54:13,16 55:2,
 8,14,17 56:7,16 57:5,19,23
 58:1,13,23 59:1,12 60:9,12,
 17,18 62:21 63:2,7,10,13
 64:6,8,25
hey 15:22 40:19
he's 50:14
he— 6:20
higher 20:18 21:1,2
Hill 39:5,7
hire 52:6 53:21 54:9 55:4 56:9,
 13
hired 36:5 53:22 54:23 60:24
hiring 35:25 51:19 53:19
hit 5:19,21
hold 47:23 62:17

Holley 2:18 6:10,12 7:10 8:7
19:10,11,15,17,25 20:2,20
21:5,8,11,13 22:16,18 23:8,
11,14 32:8,9,18,22 33:9 37:18
38:10 39:6 46:25 48:4,6 49:1,
22 52:19 53:9,13 54:9,14
55:1,12 58:14 61:23,25 62:2,
16

Holt 6:21,25 7:1 8:8,15 9:23
10:9,11 23:16,17,25 24:2,6
27:22,24 28:12,23 32:6 37:5,
14,17,20 40:14 44:14,16,20
51:8,10 52:9,12,15 55:13
58:10 59:24 60:1,8,17 61:11,
13,16 64:7,10,24

home 5:19 11:6 12:11,24 13:8

homicide 20:18

Homicides 11:12

honesty 5:2

honorable 24:15

hoops 48:17

horrific 12:10,14

hours 27:16

house 34:19

HR 43:15 54:5 59:4 60:14
62:22,25

Human 23:19

humbly 2:23

hurt 7:19 27:6

husband 17:19

I

ideas 26:23

identification 37:12

identified 13:23

impact 29:9

impact— 29:7

impeding 30:10

importance 3:18

important 34:10 39:21 55:15

impounded 11:22

improve 26:7 42:16

improving 4:12

incident 12:10 13:10 14:3
17:18

included 34:21

includes 4:6 44:7

including 15:13 34:11 36:4

incoming 41:19 42:10

inconsistencies 3:16

incorrect 57:11

increase 6:2 11:16 12:4

incredible 17:16,22

incredibly 12:23

incumbent 35:12

indefinitely 36:3

individual 13:24 14:13 47:10

individuals 2:10 13:17

ineptness 39:16

inform 26:5

information 6:1,6,9 7:20 13:25
26:17 40:25 42:16 55:24
60:25 61:1

initial 14:23

initiated 3:16

injured 11:5

injuries 11:6

inside 30:24

inspector 3:13 25:1

institutions 55:10

integrity 4:5 5:2

interest 25:20

interested 14:20,21

interests 4:3

interim 36:2

internal 3:14 31:13 41:25

interview 43:19 54:20 59:21
61:18

interviewed 52:1 61:14

interviews 43:14,19 59:3,22

into— 55:11

introduction 8:20

invasion 12:11

inventory 63:24

investigate 31:25 32:2 38:19

investigated 11:20,22 36:8
39:17 49:19

investigation 3:12 25:1 29:24
30:9 31:17

investigations 3:16,23 4:2,18
38:19 43:3

investigative 25:10,13

investigator 36:1 43:12 51:19
52:2,7 53:6 54:1 56:10 58:4
59:3 60:25

investigator's 44:6

investigators 43:14,24,25

invocation 2:3

invoke 2:8

involved 47:6 59:8 60:5

irrelevant 25:8

isn't 35:24

isolated 11:9

issue 56:17

issues 37:8 39:12

item 51:19 58:24

it's 5:14 34:25

J

Jack 31:14
Jackson 7:21,23 8:3,23 53:10
 56:1,3,12,17 62:25 63:4,8,11
Jackson's 27:3
jail 31:21 35:14
James 35:5
Jerome 36:6
Jesus 7:9 52:18 58:13
Jim 7:10 52:19 58:14
job 23:18 34:14 41:9
jobs 49:6
join 14:23
joining 14:20
Jones 36:11
Jonya 8:24
judges 35:17
justice 2:7 12:17 34:14
juvenile 30:1

K

Karls 45:12
Karls— 45:10
keeping 36:2 63:16
Keith 9:14
kid 22:20
kilter 7:18
kind 12:7 16:14 39:24 45:3
 60:3
King 8:25 50:22
knew 4:21 40:15
knocked 7:18
knocking 12:19

L

lack 25:6,10 29:9
lady 34:17,23
lady's 17:12
language 56:5
largest 26:6
Lastly 34:20
Lasty 43:23
launching 5:22,25
law 2:14 30:4 31:20,24 33:2
 44:17,24
Lawrence 36:2
laws 30:4 35:16
lawsuit 29:14
lawsuits 29:16
lawyer 32:10,23
lay 64:15
lead 13:5 14:1
leader 6:8 41:13
leadership 3:15
learn 26:17
leave 6:8 17:15 26:9 41:9
 42:21
led 5:1
legal 43:22
legwork 55:18
lets 48:13
letter 15:3,4 53:5 54:4,6 58:3,
 22
letters 26:6
letting 47:22
let's 27:4
license 34:8 41:21
lieutenant 9:12,18 29:3 30:19

lieutenants 15:22 16:6
life 2:8
light 30:6 35:7
likes 15:9
limiting 4:7
Linda 7:4,5 52:17 58:12
Lisa 7:7
listening 5:17 21:11
located 14:9
long 19:20 34:24 39:15 46:15
longer 5:18 42:22
looked 46:23
lot 3:8 5:7,10 10:5,6,16 12:24
 15:18,20 17:1,15 18:3 20:12,
 21 21:1,2,19 22:10 24:24 25:2
 40:20 41:5 55:9,10,17
love 16:21 34:17
lower 27:1

M

Madam 9:16 28:22 37:11
Maddox 35:3 36:14,15,17,19,
 20 37:3,6
made 4:16 11:21,23 14:11
 18:17 28:2 31:24 42:18 50:3,4
 64:18
maintain 4:5
make 6:5 10:4 18:23 26:22,24
 28:6 35:16 37:20 39:23 46:24
 48:23 49:1 61:7,20 62:9,10
 63:14 64:3,14,17,18
makes 25:7,16
making 35:7 44:7 49:10
males 34:21
malfease 30:2
man 13:13,15 18:4,16 27:3
management 4:10 44:22 45:2

manager 43:21
mandated 27:17
manipulated 25:4
Marcella 9:13
March 8:6 11:12,19 12:12 14:4
 26:10 42:3,19,24 51:22
marching 9:7
Margaret 35:3
Marie 9:19
Mark 9:12,18 29:3
market 13:14
Mary 41:22
matter 33:14,17
mayor 31:6,9,13,16,17 32:1
 55:6
Mckay 30:19
meaning 65:4
means 49:18
meantime 4:2 33:6
measures 4:5
media 3:9 4:19 13:4 15:5,13
 34:4 40:23 41:25 45:9
medical 42:21
meet 26:12
meeting 2:1 6:12,14 20:17
 31:9 42:24 43:5 45:12 50:19,
 21,25 51:1,2,4,21,23 59:20
 61:16 62:13 65:9
meetings 6:4 10:14 26:5 37:13
 50:24 51:5
meets 31:5
Melanie 36:2
member 35:3 44:24 50:12
 53:21
members 3:17 4:7 10:13 11:5,
 8 19:7 33:24 36:8 38:25 44:17
memorandum 41:25

men 11:17 18:3
mental 11:25 12:6 15:13
mentally 19:4
mentioned 9:19 17:11 23:17
 42:10,25
merciful 53:16
merit 46:22
message 35:15
messages 35:16
messed 31:3,15
met 31:13
Michaels 27:3
microphone 12:8 26:3 29:8
 45:11
Mile 14:10 30:22
million 29:15
mind 53:4 62:17
mindset 16:7
mine 64:10
minister 24:17,19 25:13,22
 26:7
minutes 2:24 8:13 24:11
Mirror 27:4
misconduct 25:7,11 29:12,13
misdeeds 38:11
misleading 24:25
missed 10:8
missing 9:14 45:15
Missionary 50:22
mistaken 62:23
Monday 13:11 20:17 43:18
money 26:9
monitoring 44:5,7
monster 5:8
month 60:16

monthly 50:24
months 15:1 31:1 41:9 47:25
Moore 7:11
mopping 16:1
mother 5:20
motion 8:5,12 23:4 45:19
 51:18 52:11 53:1,4,14 54:2,5,
 8 56:4,5,8,13,15,20,22 57:8,
 16,22 58:1,2,20,21 62:22 63:5
 64:6,23
motions 52:3 53:20 63:9
mouths 29:14,25
move 8:7 9:22 51:10 56:21
moved 8:15 30:21 64:24
Moving 11:25
mute 36:15

N

NACOLE 38:2
names 32:11,15 50:11,13
needed 31:23 53:20 54:7
negative 36:25
negotiate 54:7
negotiated 60:7
negotiations 53:7 57:17 58:5
neighbors 34:11
news 4:24 14:15 21:14 35:6
 36:9 40:24
nice 15:7,15
non-fat 11:14
non-violent 12:6
nonsense 11:24
note 5:4
notified 49:4
notify 48:12
nuances 46:9

nudge 24:3
 number 11:19 12:4 20:8,13,
 16,18 21:3 38:8,9
 numbers 21:3 35:2
 numerous 25:9 38:1

O

Obama 35:5
 objection 57:2
 observation 44:3
 obtained 44:25
 occur 59:4
 OCI 4:8 38:22 40:17 43:24
 October 43:4
 odd 64:15
 offenders 35:13
 offer 45:16 53:5 54:4,6 57:16
 58:22 60:3
 offered 25:17
 office 3:13 9:20 14:13 44:4
 officer 11:6,7 14:4 25:7,11,14
 31:11,19 42:22 43:3 44:24
 46:14,20 47:6,20
 officers 2:15 11:5 14:9,19
 15:1,19,25 17:2,5,17 20:6
 25:18 31:20 32:16 33:10,11,
 12 38:5,14 42:15 47:19,23
 offices 4:8
 officials 9:17
 onboarding 60:5
 online 64:21
 opaque 39:2
 open 43:11,20 44:9 58:16
 63:25
 opening 24:25
 operate 4:3

operational 4:9
 opinion 32:24 33:2 42:2 45:13
 opinions 42:1
 opportunity 3:24 10:8,19 23:6
 28:8 45:3 61:18
 opposed 8:12,19 65:4
 oral 24:13
 order 2:2 4:14 53:9,21 56:15,
 23
 organized 23:22
 outlined 41:20
 outpouring 5:6 12:15
 outreach 25:5
 outstanding 33:16 34:14
 overaged 44:10
 overcrowding 30:1
 oversight 2:12 4:14 10:15,18
 35:23 48:9,11
 overtime 44:8
 owners 30:24

P

p.m. 65:9
 package 49:4
 packet 55:22
 packets 42:5
 paid 22:23 31:1
 pains 4:12
 Pamela 8:25
 Panel 11:1
 papers 29:16
 paperwork 14:23
 parents 35:10
 parliamentarian 7:21,23 8:3,
 23 32:10 53:10 56:1,3,12,17
 57:10 62:25 63:4,8,11

part 11:16 14:17 17:5 18:20
 20:16 49:18 51:16 53:18
 54:17,19 59:1
 part-time 21:20 62:6
 participants 14:22
 participate 62:18
 partnership 59:4
 party 38:17
 pass 4:22 44:25
 passed 53:1 58:20,21
 passion 62:18
 past 15:3 28:1,13 34:25 35:24
 patience 4:11
 Patillo 23:20,23,24 46:7
 patrol 15:24
 pay 42:21
 peace 2:5 17:10
 peaceful 2:14
 pending 43:5 53:6 58:5
 people 5:6,7,10,14 11:21 15:8
 17:25 20:8 21:14,19 22:2
 25:4,8 27:19 30:24 32:11,15
 34:14 35:16 36:24 37:1 38:9,
 11,22 39:17 46:12,22 55:3
 64:15
 percentage 39:11
 period 29:15 30:20
 permanent 35:25
 Persecutors 14:12
 person 12:17 13:3 15:4 18:18
 21:18 24:4 31:15 54:12 55:5
 56:18 60:24
 person's 32:20
 personal 25:17
 personally 46:20 47:5
 personnel 4:8 51:3,17,20 52:5
 53:24 54:17 56:8 58:24 59:6,
 8,19 60:2 63:2

perspective 37:1
pervasive 25:3
phenomenal 64:16
physical 15:13 46:20
pick 22:7 37:18
picked 22:21 23:2
piece 55:21
place 12:19,24 13:18 42:23
 43:7 51:5
plan 59:20
plane 49:7
plans 26:25
planted 30:22
plate 33:18 34:8 41:21
play 33:22
player 27:18
plays 46:8
pleasure 43:6
PM 36:11 50:19,21,25 51:1,3,
 5,22
point 13:21 33:20 36:3 39:11
 53:9 54:22 56:14 57:18 59:6
 62:7
pointed 49:15
points 16:5
police 2:11,22 3:11,14,21 4:21
 5:24 14:18,23 17:24 20:5
 22:11 25:6,11 27:10,12 28:7
 29:12,19 30:18 31:10,24
 32:16 34:7 35:4 38:3,5,7,14
 39:23 42:21 47:10 48:10,18
policies 42:25 43:4,7
policy 43:5,7 51:1
pool 51:25
poor 38:13,15
popping 15:24
position 43:12 52:7 53:5,25

56:10 58:4
positions 43:12,20 59:2
positive 14:15 15:2
possibly 21:16
post 15:24
posted 15:5
posts 15:7 34:4
potential 4:6 54:8
poverty 30:2
practice 4:10
praise 33:15
pray 2:4,9
praying 17:19
preacher 32:14
Precinct 11:7,8 15:2,10,16
 50:22
Precinct's 15:5
prefer 20:15
preferred 43:17
preparation 6:2
prepare 61:20
prepared 10:17
present 7:2,9,10,14 8:23
 10:13 42:16 43:16 50:9,13
presentation 28:2,13,21 44:22
 45:2
presenting 50:10,22
President 41:22
press 10:6
Pressley 7:12
pretrial 36:12
pretty 14:6
preventable 17:4
previously 23:18 55:22
prime 40:7

principles 18:5
private 31:8
probation 48:1
problem 36:22 48:16 63:23
problems 24:24
procedural 53:19
procedurally 59:3
proceed 4:9 43:8
proceeded 49:21
proceedings 2:9
process 3:24 33:20,21,22,23
 36:3 42:25 43:9 44:5 46:6,8
 52:1 53:19 54:20,21,22,24
 55:21 56:14 57:2 61:18
processes 42:14
productivity 44:8
professional 25:17
progress 44:6
promote 21:18 46:12
promoted 21:15 22:2 25:15,19
 31:18
promoting 46:9
promotion 25:17 44:17,25
 48:14
promotional 46:6,8
promotions 42:14 47:18
proper 27:14
prosecuted 20:9
prosecution 20:5,7,11,22
protect 34:20,24
protection 34:13 38:24
protocol 18:21
provide 4:14 33:7 53:4 54:6
 57:16 58:3
provided 33:3 55:23
provisions 64:14

public 28:9 32:12 33:4,7 37:7
39:2 40:17 42:18 47:22 50:20
51:6,23 55:15 61:14,17,21

publicly 28:10

pull 30:5

punishment 29:22

purposes 2:14

pursue 13:20

pursuing 45:21

push 16:9,15

pushing 35:12

put 15:15 18:6 29:15 35:17
45:19,22 47:19 54:3 62:22

putting 23:14

Q

Quantez 7:12

quarantined 11:9

questions 4:24 15:18 33:6
41:23 42:11 48:14

quorum 7:16

R

racing 11:20 35:8

raid 25:1,2

raise 24:10 38:17

raised 38:16

raising 38:8

ran 5:2

range 52:7 53:24,25 56:11

rant 41:16

rapid 20:10

rate 20:17

rationale 42:17

reached 29:18 40:8

reaching 15:8 40:7

read 3:9 22:17,22

reader 41:21

readers 34:8

reading 22:5

Real 35:6

reasonable 35:12

Rebecca 30:19

recall 26:23 47:1 53:22 64:11

receive 26:9,17

received 14:21 15:2,7 23:18,
21 26:9

receiving 44:1

recently 36:5 50:12

recognition 34:9

recognized 3:18

recommend 33:6

recommendation 33:2 45:15
51:24 52:6 53:23 54:21 55:19
56:9 59:7

recommendations 43:16 50:2
59:21

recommended 59:5

record 21:15 47:19,20,22

records 4:8,9

recovering 11:6

recovery 17:15

recruiting 14:18 23:22

red 35:7

reevaluating 51:24

refer 27:3 51:18

refresh 16:16

regain 29:20

rejected 36:5

related 12:1

relates 60:4,6

relations 10:14

release 3:9 41:25

released 3:9 13:4

relive 12:14

reluctant 56:18

remained 52:1

remark 18:24

remarkable 35:8

Remembering 2:15

remind 19:1

reminder 5:21

removing 4:7

rep 9:20 31:4

repeat 57:22,25 63:21

report 4:16,19 9:22 14:13
15:16 18:17 22:17 24:4 25:13
31:24 41:17,19,21 44:12
47:24 48:2 51:17 60:19 62:6,
22,25 63:3,5,6,9

reporter 2:25 3:1

reporters 25:10

reports 26:20 31:24 63:12

represent 33:24 48:15

representatives 9:17

reproach 39:10

request 23:21 42:20 45:1 46:4

requested 28:5 46:12

requesting 43:19

requests 42:14

require 58:2

required 37:12 52:10 53:7

requisitions 43:22

Reserve 27:10 28:22 40:14,15

Reserves 28:2,14

residents 4:4 35:23
resolution 39:25
resolved 29:10
Resource 23:19
respect 16:14 17:7
respectful 16:23
respectfully 12:25 16:13
respond 42:12
responders 36:24
Responding 45:9
response 23:21 42:2
responses 26:9
responsibilities 60:6
responsibility 3:19 4:13 48:22
rest 41:12
restate 56:8
restorative 2:7
resume 55:23
retirement 42:23
Reverend 49:21
review 42:25 43:8 47:5
reviewed 49:18
revisit 44:22 46:6 47:17
Ricardo 7:11
ring 34:11,15
risk 44:22 45:1
risks 4:10
Rivera 8:25
rob 13:18
robberies 11:15
Robert 8:24 30:16,17
Robins 42:22
role 8:3
roles 36:3

roll 6:13,14,17 15:21 16:7,10,
 17 37:15 52:13 53:8 57:20,21
 58:6,7,8
Roman 9:13
Ron 9:12,19
Ronald 29:2
Root 13:11
Rosedale 64:21,22
rotation 44:1
rots 24:22
rule 5:13 33:23
running 13:19 16:19 35:8 52:2
 62:8
rush 40:19

S

Sacred 24:20
sacrifice 5:3 33:17
safety 37:7 50:20 51:6,23
salary 52:7 53:6 56:11 58:4
sat 41:6
savings 33:25
Saxby 8:25 33:1 42:2 56:24
 57:15
saying— 32:18
scene 14:9
scenes 40:21
schedule 24:3 46:5
scheduling 14:25
Scotty 11:1 35:3
Scratch 3:4
screening 43:15
search 37:12
searching 5:8
seat 41:6

Secretary 9:16 10:20 22:8,9
 28:5,16 29:18 35:25 39:15
 41:19 53:22 54:23
section 27:11 45:14
secure 39:19
security 4:5 34:12 36:22 37:8,
 12
select 43:15
selected 4:7
send 18:17 35:15,16 37:1
 45:22 58:21
sending 13:8
sends 50:14
seniors 34:22
Sergeant 9:12
sergeants 15:22
series 53:19
sermon 26:8
serve 2:13
service 3:19 12:1,3
session 33:5 45:17
set 18:12 61:8
Seventh 11:7
severely 14:6
sexual 12:11
sexually 18:17
Shaw 3:1 6:18,23,25 7:2,4,6,7,
 9,10,11,14,16 8:22 9:18
 10:12,23,25 24:2,5 36:5 37:9
 41:17,18 42:7,9 43:2,11 44:2
 45:1 50:17,18 52:14,15,16,17,
 18,19,20,21 57:21 58:6,8,9,
 10,11,12,13,14,15,19 59:2,15,
 18 60:5 63:20,23
sheets 46:15
Sheffield 41:23
Shell 14:24

Sherry 31:3
shifts 13:8
shirt 19:18,20
shook 7:18
shooting 13:11 43:3
shootings 11:14
shot 40:19
shots 13:14
shoving 16:1
shows 39:15
side 48:22,23
sign 64:21
signed 20:24
significant 15:8
signs 35:17
silent 34:24
similar 14:25 54:23
simply 29:11,15
single 13:6
sir 9:4,8 11:4 19:19 25:21
 30:14 32:3,21 51:13 53:3
 55:16 57:4
sit 34:19
sits 20:18
sitting 6:7 9:2,5,8 38:25 39:4
situation 20:9
situations 31:14
skipped 50:12
slap 30:5
sleep 13:8
sleeve 19:20
slightly 12:6
snitch 5:13
social 15:5,13 18:18 34:4
solved 39:22

somebody's 5:17
son 39:22
songs 27:3
sort 24:3 46:3 47:8,9 49:20
sorts 46:23
Southfield 14:10
speak 18:11 24:11 29:6,9
 35:22
speaker 40:4,5
speakers 24:16 29:1 35:1
speaker— 27:21
special 51:21
specific 41:20 54:3 57:16
specification 41:20
speech 33:4
spend 35:14
spoke 28:1
spouses 35:10
staff 3:12,15,17,22,23 4:7,12
 8:21,22 9:1,14 21:24 22:7,24
 23:3 26:19 36:8 38:8 42:13
 43:25 48:12 49:11
standpoint 19:5
start 3:6 11:4 22:25 23:9 24:24
 30:7 37:25 39:1
started 6:12
starting 6:23 17:2 43:14 57:18
starts 30:3,7
state 31:4,24
stated 26:1,16
statements 24:25
stats 11:8 26:22 27:1
status 44:2
step 33:18 39:9 59:8
stiff 35:14,15,17
stipend 38:17

stop 5:4 6:19 12:19 15:25 34:6
 39:2
stopped 38:18
Stoppers 13:2 14:1
stops 11:21
store 13:15
story 13:12
straight 37:16
street 15:2
streets 9:8
strength 19:7
strong 12:23 17:14 19:2,4
 45:13
structured 44:5
student 14:18
stuff 10:7 16:2 21:23 31:18
 38:3 39:18 62:18
submitted 14:12,23 21:2 42:3
 43:23
substance 49:19
suggested 26:23
suggesting 10:12 28:13 48:11
 49:2
suggestion 10:19
suit 33:18
summary 46:13
summer 35:9
Sunday 12:12 26:8 43:18
Sunset 50:23
supervision 2:12
supervisor 44:4
Supervisors 44:4
support 4:11 12:16 30:9 44:17
supported 60:2
supportive 29:23
supposed 31:7 44:20

surprise 25:1,2 40:17,18
surprised 25:6 35:18
surveillance 14:10 34:12
suspect 13:20,23 17:20
sustained 46:15,19 47:6
 49:16,17,23 50:1,3
SWAT 30:23
sympathy 34:17
systems 4:9

T

table 39:1,4
tabs 63:16
tainted 44:18
taking 4:4
talk 18:18 21:21 22:19 28:11
 34:8,9 35:6,16
talked 12:9 38:9
talking 5:13 16:1,5 17:18 38:2
 46:25 63:1
targeting 43:15
taught 16:15
teaching 18:5,11
team 5:22,24 10:2 13:7 27:18
 30:23 42:11 49:25
tech 13:2
technology 41:21 43:3
teletypes 16:11
television 48:19
telling 15:22 21:22 32:17 34:5
term 10:15
terms 20:7,8 21:14 22:4 23:4
 45:15,17 46:11
thanking 3:7 15:6
Theft 14:8
There're 5:14 39:16

there's 28:9
the— 51:10
thing 12:7,18 13:6 21:19 22:7
 27:18 51:11 54:14
things 4:20 16:11 18:16 20:25
 25:3 27:13 28:10 32:16 34:1
 39:9,17,20,21 40:6,20 48:7
 62:4
thinks 46:21 50:5
Thomas 9:13,19
thought 26:15
threaten 31:4,21
threatening 31:5
threw 9:25
throw 31:20
thrown 30:23
Thursday 14:4 26:10 50:19,21
 62:13
tickets 11:21
tie 19:17
time 2:8 12:23 13:1,16,21
 15:10 16:10,13 17:7 20:14
 24:1 25:22 30:20 33:8,19
 35:14 39:10 48:8 49:6 55:23
 57:18 62:8 64:2,12,22
timeline 59:11 60:4,12
times 25:9 31:22 48:14
Tipton 43:17
today 2:9 3:7,9 6:1 8:23 9:1
 14:17 19:9,12 29:6 33:11
 41:19 42:24 43:13 50:18
 51:21 61:19 62:8
told 22:18 27:17 30:24 31:13
 38:21
tomorrow 15:9 64:13
tonight 22:19 23:12
topics 15:12
total 11:9,16 12:2 63:25

tough 33:15 39:6,7,10 40:2
tougher 17:6 40:2
to— 28:11
traffic 11:21 34:6
trained 17:5
training 16:10 17:6 27:14 44:2
 51:3,17,20 52:5 53:24 54:17
 56:9 58:24 59:6,8,19 60:2
 63:2
transparency 3:11,18 4:13 5:2
 29:21 42:17 49:9
transparent 39:3,18
transpired 45:4
traumatic 33:12,13
treat 16:12,13 17:6
tremendous 47:4
trickle 55:10
trickles 55:11
trouble 55:1
trust 29:20 41:15,16
truth 32:17
Tuesday 36:10 51:21
turn 5:17,18 38:6 39:1
turned 36:6
tv 28:9 30:21
type 16:11 29:13
typically 55:9
Tyrone 9:20

U

ultimately 54:21
unacceptable 29:16
unbelievable 5:15
uncomfortable 32:11,12,15
understand 20:10 21:5,25
 22:20 25:16 35:6 44:24 45:3

46:8 48:20 53:13
understanding 20:4,7
understands 42:18
understood 4:22
Underwood 8:24
Unfinished 51:7,15
unfollowed 13:5
uniform 19:12,13,14,15,20
Unit 3:14 11:20
universe 28:4
unnoticed 22:25
unprofessional 26:14
unresolved 29:13
upcoming 14:25
update 63:24
updates 42:9 43:11,24
uptick 12:2

V

vacant 59:2
vacation 9:6
variety 15:12
vast 5:7
VC 23:16 40:10
vehicle 14:6,9
versus 11:14 12:2,6
Vice-chair 6:25 7:1 24:1 28:22
 37:11 46:4 52:15 58:10
victim 12:20 13:22 14:5 19:1
victim's 14:9
Victoria 24:18 36:5
video 13:4 34:12
viewed 61:17
violation 25:19

violence 15:14 17:25 18:6
virtually 51:22
volunteer 27:12
volunteered 22:23
vote 6:14 49:1 52:13,22 53:8
 57:1,3,20,21 58:6,7,8,20
voted 56:22
votes 52:21 58:19

W

wait 5:18 32:7 51:11
waiting 13:13 43:19
walking 13:3
wanted 18:23 38:19
Warfield 36:6,7
warrant 14:12 20:24
warranted 3:25
warrants 21:1
watch 48:18
watched 35:24
watching 11:24
water 2:7
Wayne 14:12
weapon 11:24
wear 19:17,20
Wednesday 15:3 50:25
week 11:9,10,19 14:16 26:2,4,
 17 27:25 31:6,9 38:16 39:18,
 19,25 42:19 43:23 44:10,11
 45:17 48:17 51:5 63:25
week's 25:13
weekend 5:16 35:5
weekly 44:7
weeks 27:25 51:18 60:16
 64:12
weigh 48:9

wellbeing 17:12
we're 30:12
we've 28:13
wheelchair 37:16
White 26:19 27:2,17 36:2
 42:20 44:23
White's 26:25
Wilcoxon 36:4
Willie 7:2,6 52:16 58:11
window 5:14 16:2
wishful 60:15
withdrawn 57:9
woman 5:9 12:23 17:15,16,22
 18:4,16,25
women 11:17 18:3 19:2
word 33:22 48:19
words 4:18 47:7
work 13:1 14:17 27:15 31:16
 33:16 41:4 55:10
worker 18:18
working 13:7 26:25 35:9,19
 42:11
works 31:10
workshop 15:11
workshops 15:12
worried 29:21
worse 5:18
would've 10:7
Wow 17:21
writing 45:14,22
wrote 11:21 26:6

Y

year 11:13,15 12:2,4 34:23
 39:25 47:25 62:6,10
year-old 34:17

years 18:25 25:7 26:5 28:15
35:24 38:4,8

yelling 26:11

yesterday 5:6,7 9:7 10:6
12:16,25 17:17

yield 36:13

young 9:12,18 13:13,15 15:18
18:25 29:3 32:5 33:10 34:2,19
35:15 64:14

youth 34:21

Z

Zoom 2:23 61:14,17

—

—i'm 58:20