2	
3	
4	
5	
6	
7	
8	
9	CITY OF DETROIT
10	BOARD OF POLICE COMMISSIONERS
11	BOPC VIRTUAL MEETING
12	April 6, 2023 at 3:00 P.M.
13	
14	
15	
16	
17	
18	
19	
20	
21	
22	
23	
24	
25	



- 1 CHAIRPERSON FERGUSON: Can we do everything but vote
- 2 on the agenda and the minutes?
- 3 PARLIAMENTARIAN DR. FRANCIS JACKSON: No. Keep it
- 4 simple.
- 5 CHAIRPERSON FERGUSON: Okay. All right. Chaplain
- 6 Muhammad Ali, are you there on Zoom?
- 7 CHAPLAIN ALI: Yes. Good afternoon. I'm here.
- 8 CHAIRPERSON FERGUSON: Can you give us an invocation,
- 9 please?
- 10 CHAPLAIN ALI: Of course. [foreign language 00:22]
- 11 Peace and blessings be upon you all and good afternoon.
- 12 Let us pray. [foreign language 00:32] In the name of God,
- 13 the most compassionate, the most merciful, who holds you
- 14 and me in all peoples, in a single eternal embrace. Lord,
- 15 we are gathered here today with humble hearts, committed
- 16 to do your work. We praise you, glorify you, and thank
- 17 you for all that you have provided us and blessed us
- 18 with. As we undergo the Holy month of Ramadan, we pray
- 19 for strength and nourishment as we undertake this month
- 20 long fast, from sunrise to sunset. We pray for physical
- 21 endurance and faith to ease the pain of hunger, and bless
- 22 us with peace of mind, heart, body, and spirit. We pray
- 23 for knowing the joy of the blessings of a loving
- 24 community, mutually engaged in the difficult but
- 25 rewarding work to seek God's pleasure.



- 1 CHAPLAIN ALI: We pray that we all know the infinite
- 2 love and mercy of God who appreciates our struggles and
- 3 such us gently, yet securely back upon our feet. Ramada
- 4 commemorates the revelation of God's holy words in the
- 5 noble Koran and reminds us that we hear God most clearly
- 6 when we stand in unity with those most in need. We pray
- 7 that Ramadan be a time of empathy and solidarity, drawing
- 8 out the depths of human compassion. As we gather here
- 9 today, we remind ourselves of the sanctity of every human
- 10 life, regardless of race, religion, or status. We pray
- 11 for peace in our most holy spaces and places around the
- 12 world to allow those to worship you in safety and free
- 13 from harm. We praise you, Lord, glorify you and thank you
- 14 for all that you have provided us and blessed us with. We
- 15 ask you to perfect our worship of you and teach us how to
- 16 be grateful. Finally, we ask you, Lord, to bless this
- 17 meeting and those present here today with guidance,
- 18 wisdom, clarity, and good judgment, in our words and
- 19 actions, and to safely return to our homes in peace for
- 20 all praise, glory is due to you. [foreign language2:30].
- 21 Amen.
- 22 COMMISSIONERS: Amen.
- 23 CHAIRPERSON FERGUSON: Thank you. Thank you so much.
- 24 We do have a quorum. Ms. Shaw, can you do the
- 25 introduction of commissioners please?



- 1 MS. SHAW: Thank you, Mr. Chair.
- 2 MS. SHAW: Chair Bryan Ferguson Here.
- 3 MS. SHAW: Vice-Chair Annie Holt Good afternoon,
- 4 Vice-Chair Holt At-Large.
- 5 MS. SHAW: Commissioner Willie Bell Present,
- 6 District 4.
- 7 MS. SHAW: Commissioner Linda Bernard Attorney
- 8 Linda Bernard, District 2. Welcome everyone.
- 9 MS. SHAW: Commissioner Willie Burton -
- 10 MS. SHAW: Commissioner Lisa Carter -
- 11 MS. SHAW: Commissioner Jesus Hernandez -
- MS. SHAW: Commissioner Jim Holley submitted an
- 13 excuse of absence.
- 14 MS. SHAW: Commissioner Ricardo Moore Present,
- 15 District 7.
- 16 MS. SHAW: Commissioner QuanTez Pressley -
- 17 MS. SHAW: Commissioner Cedric Banks -
- MS. SHAW: At this time, you do not have a quorum,
- 19 Mr. Chair.
- 20 CHAIRPERSON FERGUSON: Okay. Can we take another
- 21 five-minute recess please? I humbly apologize. Another
- 22 five-minute recess. Thank you.
- 23 COMMISSIONER BERNARD: Can Mr. Brown get Mr. Burton
- 24 from the hallway?
- 25 CHAIRPERSON FERGUSON: He said he had an emergency.



- 1 He came and told us.
- 2 COMMISSIONER BERNARD: Oh, he's not staying. Oh,
- 3 okay. Through the Chair, I'm sorry. I didn't hear. I had
- 4 to figure out how to turn his phone off. Hold on. I'm
- 5 trying to figure out your secret. That's what I did.
- 6 That's what I'm doing. There it is. Okay.
- 7 ATTORNEY ADAM SAXBY: Quorum. That's between the
- 8 precinct.
- 9 PARLIAMENTARIAN DR. FRANCIS JACKSON: In this
- 10 instance, there are certain things you can do in the
- 11 absence of a quorum, but as I'm looking at the agenda,
- 12 the only thing that would be on there is the reports from
- 13 Ms. Shaw. So the Board may receive reports and comments
- 14 from the public or staff ask questions and comment on
- 15 matters of interest. It only means that those are the
- 16 things you wanted to. You could receive public comments.
- 17 COMMISSIONER: Or to the public.
- PARLIAMENTARIAN DR. FRANCIS JACKSON: So just that
- 19 the Board knows what's going on. The Open Meetings Act
- 20 does allow in the absence of a quorum to take public
- 21 comments and to take staff reports, meaning Ms. Shaw. So
- 22 I think the Chair may be. Commissioner Bell was leaving?
- 23 CHAIRPERSON FERGUSON: Yeah.
- COMMISSIONER BERNARD: He's leaving too? He's gone
- 25 through the Vice-Chair? What? Outrageous.



- 1 CHAIRPERSON FERGUSON: So I'm going to ask the Board.
- 2 We have two options right here. We can take public
- 3 comment and then hear from the Secretary's report then we
- 4 can adjourn the meeting. Or we can just adjourn the
- 5 meeting.
- 6 COMMISSIONER MOORE: Of course, we wat to hear from
- 7 the public.
- 8 CHAIRPERSON FERGUSON: Absolutely. So we can take a
- 9 vote on that.
- 10 COMMISSIONER BERNARD: Okay. This will be unanimous.
- 11 CHAIRPERSON HOLT: What am I agree to though?
- 12 COMMISSIONER BERNARD: Public comment.
- 13 CHAIRPERSON HOLT: Oh, that's a given.
- 14 CHAIRPERSON FERGUSON: Public comment and Ms. Shaw's
- 15 report.
- MS. SHAW: Mr. Chair.
- 17 CHAIRPERSON FERGUSON: Yes.
- 18 MS. SHAW: Go ahead.
- 19 CHAIRPERSON FERGUSON: Ms. Shaw's report.
- 20 CHAIRPERSON HOLT: Thank you.
- 21 CHAIRPERSON FERGUSON: Then after that we adjourn the
- 22 meeting.
- 23 CHAIRPERSON HOLT: Thank you, Chair.
- 24 CHAIRPERSON FERGUSON: All agree? All in favor?
- 25 COMMISSIONERS: Aye.



- 1 CHAIRPERSON FERGUSON: All opposed? No discussion.
- 2 Mr. Brown, public comments. Who do we have?
- 3 MR. BROWN: Good afternoon, Mr. Chair. We currently
- 4 have five speakers. I will call those in attendance.
- 5 Minister. Eric Blount, followed by Ms. Fredia Butler.
- 6 MINISTER BLOUNT: Good afternoon, Board.
- 7 COMMISSIONERS: Good afternoon.
- 8 MINISTER BLOUNT: How few of you there are. I'm
- 9 Minister Eric Blount from Sacred Heart Catholic Church
- 10 and I just want to express my deep concerns about this
- 11 Board not concentrating on police officer misconduct. I
- 12 believe all of you are intelligent and I think all of you
- 13 are intentional. So this employment crisis, I believe is
- 14 manufactured so everyone will get their attention away
- 15 from police officer misconduct. We still haven't seen the
- 16 full video footage from the body-worn camera of the
- 17 execution of Porter Burks. We see it 30-50 feet away and
- 18 then the police department cuts off the video. Even City
- 19 Council has admitted they have not seen the full body
- 20 worn camera footage. If you want us to believe you, if
- 21 you want us to trust you, do it like you have done so
- 22 many other cases and so many other areas. Even the most
- 23 mass shooting has shown the police officers going into
- 24 the private school from start to finish from the car to
- 25 the last shot. But all we see is Mr. Porter Burks 30 to



- 1 50 feet away and that's it. The last thing we know is
- 2 that the police officers shot him at least 19 times. Just
- 3 the volume of bullets themselves makes you wonder how
- 4 many bullets did it take to stop or to kill or to maim
- 5 Porter Burks? Was it 5 or 15? Who said that was enough?
- 6 Did they just empty their guns? We don't know.
- 7 CHAIRPERSON FERGUSON: Thank you, sir.
- 8 MR. BROWN: Ms. Butler.
- 9 COMMISSIONER BERNARD: Mr. Chairman, the young lady
- 10 is coming forward. Can we ask the department when that
- 11 video is going to be available? Can you have a report to
- 12 us by the next meeting when the full video is going to be
- 13 available to the public and us in this form?
- 14 DEPUTY CHIEF SLOAN: Through the Chair. Yes, ma'am.
- 15 COMMISSIONER BERNARD: Thank you. Thank you, Mr.
- 16 Chairman.
- 17 CHAIRPERSON FERGUSON: You're welcome.
- 18 MS. BUTLER: Good afternoon.
- 19 COMMISSIONERS: Good afternoon.
- 20 MS. BUTLER: A group of us, Commissioner -
- 21 COMMISSIONER BERNARD: Microphone please. Thank you.
- 22 MS. BUTLER: A group of us all ladies formed a group
- 23 before the last election in 2022 registering citizens to
- 24 vote. We worked in our four supermarkets in District 7.
- 25 We worked for six weeks. Some people did not know that we



- 1 were even having an election. Some asked whether
- 2 President Obama was running. Since the election, I have
- 3 begun to get ready for the election in 2024. My work is
- 4 more than being president of the Second Precinct. I know
- 5 how many voted in each district in the past election. The
- 6 total number of people who voted was dismal, 172,919 out
- 7 of our population of 639,111. Of that number 23,418 were
- 8 18- to 25-year-olds who voted. Commissioners, there's
- 9 plenty of work for us to do to change our condition and
- 10 we can make a difference by helping people to become
- 11 educated and voting. Commissioners, our city is divided
- 12 in seven districts, and I don't hear what you are doing
- 13 in your district. As I have requested, I'm sorry. As I
- 14 have reported that each of us should be doing something.
- 15 If there is a school in your district, why not visit to
- 16 show support to the administrators and students? They
- 17 need help. By getting acquainted with businesses owners
- 18 and attending meetings in the communities will help stop
- 19 some bad behaviors that's hurting our children and all of
- 20 us. There are a few ideas. These are a few ideas and
- 21 please do not accept gifts of any kind from the business
- 22 owners. There's more to come. Thanks for listening.
- 23 CHAIRPERSON FERGUSON: Thank you.
- MR. BROWN: Mr. Chair, your next two speakers will be
- 25 District 4, Community Advisory Council member Scotty



- 1 Boman and Ms. Marguerite Maddox. Mr. Boman?
- 2 MR. BOMAN: Yes. I am now speaking and wearing my
- 3 founder of Detroit residence advancing civilian oversight
- 4 hat. In that role, I'd like to say that myself and some
- 5 devoted activists were outside of the 36th district court
- 6 while a hearing or after a hearing was scheduled to
- 7 happen concerning DPD Sergeant now Dwayne Jones. Well,
- 8 what happened? Is someone trying to say something? I
- 9 thought I heard a comment. What happened was they had it
- 10 posted as if there was no hearing going on. But then the
- 11 next day, it turns out there was a hearing. Yesterday we
- 12 found out there was a hearing. At that hearing, the court
- 13 changed the charge as part of a deal to disorderly
- 14 conduct. But Mr. Jones did plead Nolo Contendere to
- 15 disturbing the peace and was convicted of disturbing the
- 16 peace yesterday.
- 17 MR. BOMAN: Then the following they set up a court
- 18 date for sentencing on May 12th. So you do now have a
- 19 convicted criminal serving as sergeant who was promoted
- 20 from corporal to sergeant indicating how broken the
- 21 system is largely because you still have not fixed a flaw
- 22 in the contract that allowed this to happen. So it
- 23 happened because the contract does not specify that that
- 24 policies be in order with the charter and they still are
- 25 not. That's why you were all able, or your predecessors



- 1 were able to vote for removal and or against a promotion.
- 2 I'm sorry, against a promotion and the promotion still
- 3 went through anyway. So this is a problem we have. It's
- 4 ongoing. As far as I know, we still have not been trained
- 5 in use of force that way either.
- 6 MR. BROWN: Ms. Maddox?
- 7 CHAIRPERSON FERGUSON: Ms. Maddox?
- 8 MS. MADDOX: Hello? Can you hear me?
- 9 CHAIRPERSON FERGUSON: Yes, we can hear you.
- 10 MS. MADDOX: Okay. I would like to come down to the
- 11 school but we need to pick another day to come down to
- 12 have some conversation with some of you about training.
- 13 How to act with people with all disabilities. Because we
- 14 all need to be educated on how to deal with all
- 15 disabilities. So please pick a day or time when I can
- 16 come down and meet before the commission meetings. Thank
- 17 you. I'm done and happy Easter to all of you.
- 18 COMMISSIONER BERNARD: You as well Ms. Maddox.
- MR. BROWN: Mr. Chair, your next two speakers will be
- 20 former Commissioner William Davis and Ms. Brenda Hill.
- 21 MR. DAVIS: Good evening. Can I be heard?
- 22 CHAIRPERSON FERGUSON: Yes, we can hear you.
- MR. DAVIS: Okay. I'd like to start off by saying I
- 24 still think this Board has a lot of major issues. I think
- 25 that one of the issues you all continue to allow is the



- 1 fact that if you look at the charter article seven
- 2 section 7-802, there's 11 members of this Board, 7
- 3 elected and 4 appointed. Nowhere in the city charter does
- 4 it indicate that the appointees are At-Large. It is
- 5 almost as if they're trying to hide the fact that they
- 6 are mayor appointees and frequently it seems like they
- 7 just representing the mayor, not the community. I think
- 8 it's horrible that you're about to offer a job to
- 9 bedrock. I mean to a white lady from Bedrock. It's almost
- 10 like this is going to be end up being called the Gilbert
- 11 Board because you are all just representing the interest
- 12 of rich white people. This Board is drifting, drifting,
- 13 drifting down, down, down. You have appointees doing a
- 14 whole bunch of stuff, being responsible for stuff like
- 15 this whole mess with picking somebody. Historically, the
- 16 full Board would interview three people, and from those
- 17 three people they would make a selection. But now this
- 18 whole thing looks like everything is undercover, dirty,
- 19 and corrupt. Have a good day. Bye.
- 20 MR. BROWN: Ms. Hill.
- 21 MS. HILL: Yes. Good afternoon. We have a problem.
- 22 Nobody on this Board can say there's no problem. If you
- 23 do, you need to walk away. There's a problem with this
- 24 Board. This Board and this city is one of the few in this
- 25 country that has police oversight. This is historical



- 1 what you're doing and it's going to go down in history.
- 2 There is no way we spent two years arguing about whether
- 3 four of you are appointees versus At-Large. Nothing says
- 4 that you're At-Large. You just made it up. But week
- 5 after, week after week after week, there was no argument
- 6 about it. Just do your job. It doesn't matter what they
- 7 call you. Period. Willie Burton was dragged by cops out
- 8 of a meeting, and you all thought that was right. Not
- 9 you, Ferguson, you weren't on there. But you all thought
- 10 that crap was right.
- MS. HILL: But meanwhile, we find out that over 70
- 12 police officers can't even sign a police report. Those
- 13 are the ones the public knows about. What about the stuff
- 14 we don't know? I want the best police department in this
- 15 country. The best. I want the best Board because we are
- 16 in a unique position to have you all. We've got
- 17 corruption with towing, corruption with being friends of
- 18 towers. Because you don't like this one you all gang up.
- 19 What's her name? Griffey would always go in and attack
- 20 and take his voice away. They voted for him. Somebody who
- 21 was appointed gets to railroad someone who was elected.
- 22 MR. BROWN: Mr. Chair, your next speaker would be
- 23 caller with the last three numbers 061.
- 24 CHAIRPERSON FERGUSON: 061.
- 25 CALLER 061: Hello. I know two people sitting in that



- 1 room there that has been hit by a speeding car and I'd
- 2 just like to bring this to the forefront. This is James
- 3 Ford from the Obama weekend, and real talk news. Summer
- 4 is coming. How can you ask your relatives to come to this
- 5 city and visit you if you know that they're going to get
- 6 hit or know that they might get killed? Everybody sitting
- 7 in that room knows and they see it. It's going to take
- 8 some work. Make it your business. Talk to the mayor, the
- 9 city council and others, and the judges. Have the judges
- 10 give obnoxious fines, outrageous jail time, and take the
- 11 people's cars. You'll send a message to these young
- 12 people, they talk too. If they know that something is
- 13 going to happen to them and it's going to be outlandish,
- 14 they will stop. God bless everybody and you keep having
- 15 your meeting. Thank you very much. Bye-Bye.
- MR. BROWN: Mr. Chair, that was the last speaker.
- 17 CHAIRPERSON FERGUSON: Last speaker. All right, Ms.
- 18 Shaw, you want to go ahead and give your...
- 19 MS. SHAW: Thank you, Mr. Chair.
- 20 CHAIRPERSON FERGUSON: You're welcome.
- 21 MS. SHAW: For incoming correspondence, they're
- 22 outlined in your agenda. Commissioners, your incoming
- 23 correspondence are printed in your binder, and they were
- 24 emailed to you as well. Just as an announcement, the
- 25 Youth Advisory Panel will be featured in an upcoming



- 1 Bridge Detroit article. So that it's exciting.
- 2 COMMISSIONER: Yes.
- 3 MS. SHAW: I have some updates here regarding open
- 4 positions. So for the Chief Investigator, the candidate
- 5 Rihanna Lockhart declined the Board's contingent offer.
- 6 So the Personnel and Training committee and the Board
- 7 will need to discuss next steps to appoint a Chief
- 8 Investigator. For the open investigator position, six
- 9 candidates were interviewed this week and we have
- 10 additional interviews scheduled from Monday, April 10th.
- 11 We have open positions for an attorney to the Board,
- 12 executive manager finance, as well as legal assistant.
- 13 Those requisitions were submitted last week, and they are
- 14 still making their way through the requisition approval
- 15 chain before recruiting can actually post those to the
- 16 website. But they should be up soon.
- MS. SHAW: We do have some updates regarding citizen
- 18 complaints from OCI. If we can have those slides shown on
- 19 the screen. We know the citizen complaints are very
- 20 important to the community and we do want to be
- 21 transparent about our performance. So as I continue to
- 22 peel back the layers at OCI, I'll increase the data and
- 23 analysis that I'll be sharing about inventory cases. So
- 24 to start out, can we show the display mode on the slide
- 25 please? Thank you. Perfect. We can go to the next slide.



- 1 So we have been focused on some recent improvements and
- 2 initiatives. We have increased investigation capacity by
- 3 reassigning two of our senior investigators back to
- 4 actually investigating cases full-time rather than
- 5 splitting their time performing administrative type
- 6 functions. So that should allow us to move through cases
- 7 more quickly as a whole. We've implemented weekly
- 8 spreadsheet process for the supervisors to coach
- 9 investigators and senior investigators to close their
- 10 cases timely.
- 11 MS. SHAW: In addition to working on the backlog
- 12 cases, there is a focus to ensure that new cases get
- 13 closed timely, the most recent cases that are coming in
- 14 and that they do not contribute to an even greater
- 15 backlog that we have. In addition to that, as I mentioned
- 16 before, we do have interviews in progress for
- 17 investigators. I do want to on the next slide here, just
- 18 kind of clarify some definitions for the sake of talking
- 19 about the data that will be in this presentation. So a
- 20 closed case is a case that actually closed when the
- 21 investigator has completed their investigation and
- 22 written their report and that report's been approved by
- 23 their supervisor. Letters then go out to the complaint
- 24 within 45 days after the closure date. Commissioners also
- 25 review cases, but that happens after a case is closed and



- 1 they go to the commissioners for review and sign off.
- 2 Cases that are sitting with commissioners for review are
- 3 not included in the open case numbers that we will be
- 4 reviewing today. Sign off must happen within the above
- 5 45-day window so that we can get that letter out to the
- 6 complaint.
- 7 MS. SHAW: This next slide shows week after week
- 8 starting with March 16th, open cases by age. So as you
- 9 can see, our total open cases have been increasing
- 10 slightly over the last several weeks. We have this broken
- 11 out with the age cases, which are 91 or more days old. We
- 12 have in yellow the cases that are between 61- and 90-days
- 13 age. Then in green, the cases that are 60 days or under.
- 14 We do have cases that are with the commissioners. Next
- 15 slide please. We do have 33 closed cases that are
- 16 currently with the commissioners for review and sign off,
- 17 expecting many of those to be turned in today. Then we do
- 18 have 11 new closed cases that are being distributed to
- 19 commissioners after today's meeting. So one other thing
- 20 that we're doing is taking a look at our 2023
- 21 performance. So we know we have a backlog. We are over 90
- 22 days into 2023 at this point. So anything from last year
- 23 is going to be included in the backlog. So in addition to
- 24 working on that, we want to make sure that our new cases
- 25 are being closed, preferably in under 60 days, but at



- 1 worst case scenario under 90 days.
- 2 MS. SHAW: So we'll start to look at how we're
- 3 performing to that. So currently we have received 338
- 4 cases in 2023 and 111 of those are closed already. 94 of
- 5 them were closed in 60 days and 17 of them were closed
- 6 between 61 and 90 days. None of them were closed in over
- 7 90 days. Then going on to the next slide, we do have
- 8 cases that were submitted obviously in 2023 that are
- 9 still open. There's 227 of those. 8 of them are aged over
- 10 90 days and they are contributing to the backlog at this
- 11 point and 51 are approaching the 91-day mark. So the team
- 12 is focusing very much on the cases in yellow and red
- 13 because we do not want the 2023 cases to contribute to
- 14 the backlog. So there's a focus there. That concludes my
- 15 report, Mr. Chair.
- 16 CHAIRPERSON FERGUSON: Thank you. Now I'd like to
- 17 have a motion to adjourn. Questions?
- 18 COMMISSIONER BERNARD: I want to ask questions.
- 19 CHAIRPERSON FERGUSON: Okay. Sorry. I thought we
- 20 couldn't ask questions. Okay.
- 21 PARLIAMENTARIAN DR. FRANCIS JACKSON: You can't vote
- 22 on anything.
- 23 CHAIRPERSON FERGUSON: Okay, go ahead. Commissioner
- 24 Bernard.
- 25 COMMISSIONER BERNARD: Oh, no. She was first.



- 1 CHAIRPERSON FERGUSON: Go ahead. I'm sorry.
- 2 CHAIRPERSON HOLT: Thank you, Ms. Shaw. You had a
- 3 very graphic thorough report. We really, really
- 4 appreciate you. You mentioned three positions that we
- 5 agree need to be filled. Attorney to the Board, executive
- 6 financial manager, and what was the third one?
- 7 MS. SHAW: Legal assistant.
- 8 CHAIRPERSON HOLT: Okay. Now, you said it was
- 9 somewhere in the process. May I know?
- 10 MS. SHAW: Yes. So we have to submit requisitions for
- 11 positions to be filled and then they go through a series
- 12 of approvals through budget and different entities. So
- 13 they are moving through approval. I think we're at the
- 14 last signature before it goes to talent acquisition to be
- 15 posted. So we're very close. So we are in touch with
- 16 those who have to approve to make sure that they are
- 17 aware that we're waiting for them so that that can get
- 18 signed and approved to post.
- 19 CHAIRPERSON HOLT: Okay. Who are they?
- MS. SHAW: So I don't have the names in front of me
- 21 right now. I can get the names to you.
- 22 CHAIRPERSON HOLT: I'd appreciate that.
- MS. SHAW: No problem.
- 24 CHAIRPERSON HOLT: Okay. I received some CCRs, and I
- 25 returned them back because you have my name in the email.



- 1 What happened previously was that I thought it was policy
- 2 practice that each investigator, once they turn the CCR
- 3 over to, well let's say they turn it over to
- 4 commissioners, it's basically that it's at a point
- 5 whereas we clearly can see what might be lacking. When I
- 6 discovered previously that some investigators do in fact
- 7 indicate on that page where we sign off that the citizen
- 8 is going to receive correspondences indicating once the
- 9 particular CCR was resolved. Okay. I received 12, well,
- 10 12. I don't know, maybe three or four of them had that
- 11 notation. So my question, Ms. Shaw, is that practice or
- 12 is that at the realm of the particular investigator to
- 13 include that notice that is to go out and it's noted in
- 14 the CCI that that particular action will take place. Is
- 15 that practice or is it just at the realm of
- 16 investigators?
- 17 MS. SHAW: So each citizen will get a letter at the
- 18 end of the investigation process. So that is not at the
- 19 discretion of the investigator.
- 20 CHAIRPERSON HOLT: Perhaps I'm not making myself
- 21 clear.
- MS. SHAW: Okay.
- 23 CHAIRPERSON HOLT: Some of the CCRs, it is actually
- 24 presented that the citizen will be informed.
- MS. SHAW: It's a notice to commissioner. You're



- 1 saying it's noted to the commissioner and some of the
- 2 cases that you receive, and then some of them they're not
- 3 noting that at the bottom.
- 4 CHAIRPERSON HOLT: It's not for the commissioner,
- 5 it's part of the ritual.
- 6 MS. SHAW: Got you. Right. Okay. I can check in for
- 7 that.
- 8 CHAIRPERSON HOLT: Again, I'm trying to figure out is
- 9 that a professional decision on the parts of some
- 10 investigators or is it the case that you don't have to do
- 11 this if you don't want to?
- 12 MS. SHAW: I'll check into that Vice-Chair.
- 13 CHAIRPERSON HOLT: Okay. Then one last thing because
- 14 I moved the motion. What is happening to the task
- 15 investigators? Is that a wish list that we can strike off
- 16 our list?
- MS. SHAW: So the most recent update that I've
- 18 received is that HR will not onboard them on our behalf.
- 19 So I know that the Board would like to pursue that and
- 20 I'll continue to have conversations. But at this point we
- 21 do need to get buy-in to have them onboarded into the
- 22 systems and with the access that they need to perform the
- 23 functions.
- 24 CHAIRPERSON HOLT: From where is that buy-in to come?
- 25 Through the Chair. I'm sorry.



- 1 MS. SHAW: That's okay. We would need to get buy-in
- 2 from City HR in order to onboard new staff.
- 3 CHAIRPERSON HOLT: Thank you, Ms. Shaw.
- 4 MS. SHAW: Thank you, Vice-Chair.
- 5 CHAIRPERSON HOLT: Thank you, Chair.
- 6 CHAIRPERSON FERGUSON: Yes. Commissioner Bernard.
- 7 COMMISSIONER BERNARD: First, I want to thank you for
- 8 an excellent report that tells us at a glance exactly
- 9 what's going on. I needed that. Thank you very, very
- 10 much.
- 11 MS. SHAW: Through the Chair. You're welcome.
- 12 COMMISSIONER BERNARD: Tons of words and so forth. I
- 13 had only one question, Mr. Chairman. That is I was
- 14 informed by city council representatives that they had
- 15 pulled off the agenda. They were getting ready to approve
- 16 our getting new computers. I mean the staff and
- 17 everything, getting new computers for the office, for our
- 18 investigators, everybody, and a whole bunch of new
- 19 technology. Then they squashed it because of the press
- 20 regarding the issues that are currently being
- 21 investigated by the Board itself. So have you heard
- 22 anything where they have approved those expenditures?
- 23 That's my only question.
- 24 MS. SHAW: Through the Chair. I have not gotten word
- 25 from City Council that they have taken our budget



- 1 proposal off the table. I owe them some responses to some
- 2 questions, and we'll be getting those to them within the
- 3 next few business days. So we are still in discussion
- 4 with City Council about our budget is not off the table.
- 5 COMMISSIONER BERNARD: Okay. I was told by a council
- 6 member that they asked that they pulled them off.
- 7 MS. SHAW: Okay. I'll reach out.
- 8 COMMISSIONER BERNARD: I'd like to see the responses
- 9 that we've presented to their questions as soon as
- 10 they're available.
- 11 MS. SHAW: Absolutely. The board will get a copy when
- 12 that goes out.
- 13 COMMISSIONER BERNARD: Before it goes out.
- MS. SHAW: Yes.
- 15 COMMISSIONER BERNARD: Thank you.
- 16 CHAIRPERSON FERGUSON: Any other questions? I'd like
- 17 to make a motion to adjourn.
- 18 CHAIRPERSON HOLT: So moved.
- 19 COMMISSIONER BERNARD: Second.
- 20 CHAIRPERSON FERGUSON: All in favor?
- 21 COMMISSIONERS: Aye.
- 22 CHAIRPERSON FERGUSON: All opposed? All right. The
- 23 meeting is now adjourned.

24

25 (Meeting Adjourned at 3:36 p.m.)



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



25

0
00:22 2:10
00:32 2:12
061 13:23,24,25
1
10th 15:10
11 12:2 17:18
111 18:4
12 20:9,10
12th 10:18
15 8:5
16th 17:8
17 18:5
172,919 9:6
18- 9:8
19 8:2
2
2 4:8
2022 8:23
2023 17:20,22 18:4,8,13
2024 9:3
227 18:9
23,418 9:7
25-year-olds 9:8
3
30 7:25
30-50 7:17
33 17:15

338 18:3

36th 10:5

	4	
4 4:6 9:25	12:3	
45 16:24		
45-day 17	':5	
	5	
5 8:5		
50 8:1		
51 18:11		
	6	
60 17:13,2	25 18:5	
61 18:6		
61- 17:12		
639,111 9	:7	
	7	
7 4:15 8:2	4 12:2	
7-802 12:	2	
70 13:11		
	8	
8 18:9		
	9	
90 17:21	18:1,6,7,10	
90-days 1		
91 17:11		
91-day 18	3:11	

absence 4:13 5:11,20 **Absolutely** 6:8 23:11 accept 9:21 **access** 21:22 acquainted 9:17 acquisition 19:14 act 5:19 11:13 action 20:14 actions 3:19 activists 10:5 **ADAM** 5:7 addition 16:11,15 17:23 additional 15:10 adjourn 6:4,21 18:17 23:17 adjourned 23:23,25 administrative 16:5 administrators 9:16 admitted 7:19 advancing 10:3 **Advisory** 9:25 14:25 afternoon 2:7,11 4:3 7:3,6,7 8:18,19 12:21 **age** 17:8,11,13 aged 18:9 agenda 2:2 5:11 14:22 22:15 agree 6:11,24 19:5 ahead 6:18 14:18 18:23 19:1 **Ali** 2:6,7,10 3:1 allowed 10:22 **Amen** 3:21,22 analysis 15:23 Annie 4:3

Α



announcement 14:24

apologize 4:21

appoint 15:7

appointed 12:3 13:21

appointees 12:4,6,13 13:3

appreciates 3:2

approaching 18:11

approval 15:14 19:13

approvals 19:12

approve 19:16 22:15

approved 16:22 19:18 22:22

April 15:10

areas 7:22

arguing 13:2

argument 13:5

article 12:1 15:1

assistant 15:12 19:7

At-large 4:4 12:4 13:3,4

attack 13:19

attendance 7:4

attending 9:18

attention 7:14

attorney 4:7 5:7 15:11 19:5

aware 19:17

Aye 6:25 23:21

В

back 3:3 15:22 16:3 19:25

backlog 16:11,15 17:21,23 18:10.14

bad 9:19

Banks 4:17

basically 20:4

bedrock 12:9

04/06/202 begun 9:3

behalf 21:18

behaviors 9:19

Bell 4:5 5:22

Bernard 4:7,8,23 5:2,24 6:10, 12 8:9,15,21 11:18 18:18,24, 25 22:6,7,12 23:5,8,13,15,19

binder 14:23

bless 2:21 3:16 14:14

blessed 2:17 3:14

blessings 2:11,23

Blount 7:5,6,8,9

board 5:13,19 6:1 7:6,11 11:24 12:2,11,12,16,22,24 13:15 15:6,11 19:5 21:19 22:21 23:11

Board's 15:5

body 2:22 7:19

body-worn 7:16

Boman 10:1,2,17

bottom 21:3

Brenda 11:20

Bridge 15:1

bring 14:2

broken 10:20 17:10

Brown 4:23 7:2,3 8:8 9:24 11:6,19 12:20 13:22 14:16

Bryan 4:2

budget 19:12 22:25 23:4

bullets 8:3,4

bunch 12:14 22:18

Burks 7:17,25 8:5

Burton 4:9,23 13:7

business 9:21 14:8 23:3

businesses 9:17

Butler 7:5 8:8,18,20,22

buy-in 21:21,24 22:1

Bye 12:19

Bye-bye 14:15

C

call 7:4 13:7

called 12:10

caller 13:23,25

camera 7:16,20

candidate 15:4

candidates 15:9

capacity 16:2

car 7:24 14:1

cars 14:11

Carter 4:10

case 16:20,25 17:3 18:1 21:10

cases 7:22 15:23 16:4,6,10, 12,13,25 17:2,8,9,11,12,13, 14,15,18,24 18:4,8,12,13 21:2

Catholic 7:9

CCI 20:14

CCR 20:2,9

CCRS 19:24 20:23

Cedric 4:17

chain 15:15

Chair 4:1,2,19 5:3,22 6:16,23 7:3 8:14 9:24 11:19 13:22 14:16,19 18:15 21:25 22:5,11, 24

Chairman 8:9,16 22:13

CHAIRPERSON 2:1,5,8 3:23 4:20,25 5:23 6:1,8,11,13,14, 17,19,20,21,23,24 7:1 8:7,17 9:23 11:7,9,22 13:24 14:17,20 18:16,19,23 19:1,2,8,19,22,24 20:20,23 21:4,8,13,24 22:3,5, 6 23:16,18,20,22

change 9:9

changed 10:13

Chaplain 2:5,7,10 3:1

charge 10:13

charter 10:24 12:1,3

check 21:6,12

Chief 8:14 15:4,7

children 9:19

Church 7:9

citizen 15:17,19 20:7,17,24

citizens 8:23

city 7:18 9:11 12:3,24 14:5,9

22:2,14,25 23:4

civilian 10:3

clarify 16:18

clarity 3:18

clear 20:21

close 16:9 19:15

closed 16:13,20,25 17:15,18,

25 18:4,5,6

closure 16:24

coach 16:8

commemorates 3:4

comment 5:14 6:3,12,14 10:9

comments 5:13,16,21 7:2

commission 11:16

commissioner 4:5,7,9,10,11,

12,14,16,17,23 5:2,17,22,24 6:6,10,12 8:9,15,20,21 11:18,

20 15:2 18:18,23,25 20:25

21:1,4 22:6,7,12 23:5,8,13,15,

commissioners 3:22.25 6:25

7:7 8:19 9:8,11 14:22 16:24

17:1,2,14,16,19 20:4 23:21

committed 2:15

committee 15:6

communities 9:18

community 2:24 9:25 12:7

15:20

compassion 3:8

compassionate 2:13

complaint 16:23 17:6

complaints 15:18,19

completed 16:21

computers 22:16,17

concentrating 7:11

concerns 7:10

concludes 18:14

condition 9:9

conduct 10:14

Contendere 10:14

contingent 15:5

continue 11:25 15:21 21:20

contract 10:22,23

contribute 16:14 18:13

contributing 18:10

conversation 11:12

conversations 21:20

convicted 10:15,19

cops 13:7

copy 23:11

corporal 10:20

correspondence 14:21,23

correspondences 20:8

corrupt 12:19

corruption 13:17

council 7:19 9:25 14:9 22:14,

25 23:4,5

country 12:25 13:15

court 10:5,12,17

crap 13:10

criminal 10:19

crisis 7:13

cuts 7:18

D

data 15:22 16:19

date 10:18 16:24

Davis 11:20,21,23

day 10:11 11:11,15 12:19

days 16:24 17:11,13,22,25

18:1,5,6,7,10 23:3

deal 10:13 11:14

decision 21:9

declined 15:5

deep 7:10

definitions 16:18

department 7:18 8:10 13:14

depths 3:8

DEPUTY 8:14

Detroit 10:3 15:1

devoted 10:5

difference 9:10

difficult 2:24

dirty 12:18

disabilities 11:13,15

discovered 20:6

discretion 20:19

discuss 15:7

discussion 7:1 23:3

dismal 9:6

disorderly 10:13

display 15:24

distributed 17:18

district 4:6,8,15 8:24 9:5,13,

15,25 10:5

districts 9:12

disturbing 10:15

divided 9:11

DPD 10:7

dragged 13:7

drawing 3:7

drifting 12:12,13

due 3:20

Dwayne 10:7

Ε

ease 2:21

Easter 11:17

educated 9:11 11:14

elected 12:3 13:21

election 8:23 9:1,2,3,5

email 19:25

emailed 14:24

embrace 2:14

emergency 4:25

empathy 3:7

employment 7:13

empty 8:6

end 12:10 20:18

endurance 2:21

engaged 2:24

ensure 16:12

entities 19:12

Eric 7:5,9

eternal 2:14

evening 11:21

excellent 22:8

exciting 15:1

excuse 4:13

execution 7:17

executive 15:12 19:5

expecting 17:17

expenditures 22:22

express 7:10

F

fact 12:1,5 20:6

faith 2:21

fast 2:20

favor 6:24 23:20

featured 14:25

feet 3:3 7:17 8:1

Ferguson 2:1,5,8 3:23 4:2,20, 25 5:23 6:1,8,14,17,19,21,24 7:1 8:7,17 9:23 11:7,9,22 13:9,24 14:17,20 18:16,19,23 19:1 22:6 23:16,20,22

figure 5:4,5 21:8

filled 19:5,11

Finally 3:16

finance 15:12

financial 19:6

find 13:11

fines 14:10

finish 7:24

five-minute 4:21,22

fixed 10:21

flaw 10:21

focus 16:12 18:14

focused 16:1

focusing 18:12

footage 7:16,20

force 11:5

Ford 14:3

forefront 14:2

foreign 2:10,12 3:20

form 8:13

formed 8:22

forward 8:10

found 10:12

founder 10:3

FRANCIS 2:3 5:9,18 18:21

Fredia 7:5

free 3:12

frequently 12:6

friends 13:17

front 19:20

full 7:16,19 8:12 12:16

full-time 16:4

functions 16:6 21:23

G

gang 13:18

gather 3:8

gathered 2:15

gently 3:3

gifts 9:21

Gilbert 12:10

give 2:8 14:10,18

glance 22:8

glorify 2:16 3:13

glory 3:20

God 2:12 3:2,5 14:14

God's 2:25 3:4

good 2:7,11 3:18 4:3 7:3,6,7 8:18,19 11:21 12:19,21

graphic 19:3

grateful 3:16

greater 16:14 green 17:13 **Griffey** 13:19 group 8:20,22 guidance 3:17 **guns** 8:6

Н

hallway 4:24

happen 10:7,22 14:13 17:4

happened 10:8,9,23 20:1

happening 21:14

happy 11:17

harm 3:13

hat 10:4

hear 3:5 5:3 6:3,6 9:12 11:8,9, 22

heard 10:9 11:21 22:21

hearing 10:6,10,11,12

heart 2:22 7:9

hearts 2:15

helping 9:10

Hernandez 4:11

hide 12:5

Hill 11:20 12:20,21 13:11

historical 12:25

Historically 12:15

history 13:1

hit 14:1,6

Hold 5:4

holds 2:13

Holley 4:12

Holt 4:3,4 6:11,13,20,23 19:2, 8,19,22,24 20:20,23 21:4,8, 13,24 22:3,5 23:18

homes 3:19

holy 2:18 3:4,11

horrible 12:8

HR 21:18 22:2

human 3:8,9

humble 2:15

humbly 4:21

hunger 2:21

hurting 9:19

I

ideas 9:20

implemented 16:7

important 15:20

improvements 16:1

include 20:13

included 17:3,23

incoming 14:21,22

increase 15:22

increased 16:2

increasing 17:9

indicating 10:20 20:8

infinite 3:1

informed 20:24 22:14

initiatives 16:2

instance 5:10

intelligent 7:12

intentional 7:13

interest 5:15 12:11

interview 12:16

interviewed 15:9

interviews 15:10 16:16

introduction 3:25

inventory 15:23

investigated 22:21

investigating 16:4

investigation 16:2,21 20:18

investigator 15:4,8 16:21

20:2,12,19

investigators 16:3,9,17 20:6,

16 21:10,15 22:18

invocation 2:8

issues 11:24,25 22:20

l'd 18:16

J

JACKSON 2:3 5:9,18 18:21

jail 14:10

James 14:2

Jesus 4:11

Jim 4:12

job 12:8 13:6

Jones 10:7,14

joy 2:23

judges 14:9

judgment 3:18

Κ

kill 8:4

killed 14:6

kind 9:21 16:18

knowing 2:23

Koran 3:5

L

lacking 20:5

ladies 8:22

lady 8:9 12:9

language 2:10,12

04/06/2023 language2:30 3:20 matter 13:6 matters 5:15 largely 10:21 **layers** 15:22 mayor 12:6,7 14:8 leaving 5:22,24 meaning 5:21 legal 15:12 19:7 **means** 5:15 letter 17:5 20:17 **meet** 11:16 **Letters** 16:23 meeting 3:17 6:4,5,22 8:12 13:8 14:15 17:19 23:23,25 life 3:10 meetings 5:19 9:18 11:16 **Linda** 4:7,8 member 9:25 23:6 Lisa 4:10 members 12:2 **list** 21:15,16 mentioned 16:15 19:4 listening 9:22 merciful 2:13 Lockhart 15:5 mercy 3:2 long 2:20 mess 12:15 Lord 2:14 3:13,16 message 14:11 lot 11:24 Microphone 8:21 love 3:2 mind 2:22 loving 2:23 Minister 7:5,6,8,9 М minutes 2:2 misconduct 7:11,15 **Maddox** 10:1 11:6,7,8,10,18 mode 15:24 made 13:4 **Monday** 15:10 **maim** 8:4 month 2:18,19 **major** 11:24 Moore 4:14 6:6 make 9:10 12:17 14:8 17:24 19:16 23:17 motion 18:17 21:14 23:17 move 16:6 **makes** 8:3 making 15:14 20:20 moved 21:14 23:18 **moving** 19:13 manager 15:12 19:6 manufactured 7:14 Muhammad 2:6 **March** 17:8 mutually 2:24

Marguerite 10:1

mark 18:11

mass 7:23

needed 22:9 **news** 14:3 noble 3:5 **Nolo** 10:14 notation 20:11 noted 20:13 21:1 notice 20:13,25 noting 21:3 nourishment 2:19 **number** 9:6,7 numbers 13:23 17:3 0 **Obama** 9:2 14:3 obnoxious 14:10 **OCI** 15:18,22 offer 12:8 15:5 office 22:17 **officer** 7:11,15 officers 7:23 8:2 13:12 onboard 21:18 22:2 onboarded 21:21 ongoing 11:4 open 5:19 15:3,8,11 17:3,8,9 18:9 **opposed** 7:1 23:22 options 6:2 order 10:24 22:2 outlandish 14:13 outlined 14:22 outrageous 5:25 14:10 oversight 10:3 12:25 owe 23:1 owners 9:17,22



Ν

names 19:20,21

Ρ **p.m.** 23:25 pain 2:21 **Panel** 14:25 PARLIAMENTARIAN 2:3 5:9, 18 18:21 part 10:13 21:5 **parts** 21:9 **past** 9:5 peace 2:11,22 3:11,19 10:15, 16 peel 15:22 **people** 8:25 9:6,10 11:13 12:12,16,17 13:25 14:12 people's 14:11 peoples 2:14 perfect 3:15 15:25 perform 21:22 performance 15:21 17:21 **performing** 16:5 18:3 Period 13:7 Personnel 15:6 phone 5:4 physical 2:20 **pick** 11:11,15 picking 12:15 **place** 20:14 places 3:11 plead 10:14 pleasure 2:25 plenty 9:9 point 17:22 18:11 20:4 21:20

police 7:11,15,18,23 8:2 12:25

13:12,14

policies 10:24 policy 20:1 population 9:7 Porter 7:17,25 8:5 position 13:16 15:8 positions 15:4,11 19:4,11 post 15:15 19:18 posted 10:10 19:15 practice 20:2,11,15 praise 2:16 3:13,20 pray 2:12,18,20,22 3:1,6,10 precinct 5:8 9:4 predecessors 10:25 preferably 17:25 present 3:17 4:5,14 presentation 16:19 presented 20:24 23:9 president 9:2,4 press 22:19 Pressley 4:16 previously 20:1,6 printed 14:23 private 7:24 **problem** 11:3 12:21,22,23 19:23 process 16:8 19:9 20:18 professional 21:9 progress 16:16 promoted 10:19 promotion 11:1,2 proposal 23:1 provided 2:17 3:14 **public** 5:14,16,17,20 6:2,7,12, 14 7:2 8:13 13:13 pulled 22:15 23:6

Q Quantez 4:16 question 20:11 22:13,23 questions 5:14 18:17,18,20 23:2,9,16 quickly 16:7 quorum 3:24 4:18 5:7,11,20 R race 3:10 railroad 13:21 Ramada 3:3 Ramadan 2:18 3:7 reach 23:7 ready 9:3 22:15 real 14:3 realm 20:12,15 reassigning 16:3 receive 5:13,16 20:8 21:2 received 18:3 19:24 20:9 21:18 recent 16:1,13 21:17 recess 4:21,22 recruiting 15:15 **red** 18:12 registering 8:23 relatives 14:4 religion 3:10 remind 3:9 reminds 3:5 removal 11:1 report 6:3,15,19 8:11 13:12 16:22 18:15 19:3 22:8

pursue 21:19



report's 16:22 reported 9:14 reports 5:12,13,21 representatives 22:14 representing 12:7,11 requested 9:13 requisition 15:14 **requisitions** 15:13 19:10 residence 10:3 resolved 20:9 responses 23:1,8 responsible 12:14 return 3:19 returned 19:25 revelation 3:4 review 16:25 17:1,2,16 reviewing 17:4 rewarding 2:25 Ricardo 4:14 rich 12:12 Rihanna 15:5 ritual 21:5 role 10:4 room 14:1,7 running 9:2

S

Sacred 7:9
safely 3:19
safety 3:12
sake 16:18
sanctity 3:9
SAXBY 5:7
scenario 18:1

school 7:24 9:15 11:11

3011001 7.24 9.13 11.11

Scotty 9:25 **screen** 15:19

secret 5:5

Secretary's 6:3

section 12:2

securely 3:3

seek 2:25

selection 12:17

send 14:11

senior 16:3,9

sentencing 10:18

sergeant 10:7,19,20

series 19:11

serving 10:19

set 10:17

sharing 15:23

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

Shaw's 6:14,19

shooting 7:23

shot 7:25 8:2

show 9:16 15:24

shown 7:23 15:18

shows 17:7

sign 13:12 17:1,4,16 20:7

signature 19:14

signed 19:18

simple 2:4

single 2:14

sir 8:7

sitting 13:25 14:6 17:2

slide 15:24,25 16:17 17:7,15

18:7

slides 15:18

slightly 17:10

SLOAN 8:14

solidarity 3:7

spaces 3:11

speaker 13:22 14:16,17

speakers 7:4 9:24 11:19

speaking 10:2

speeding 14:1

spent 13:2

spirit 2:22

splitting 16:5

spreadsheet 16:8

squashed 22:19

staff 5:14,21 22:2,16

stand 3:6

start 7:24 11:23 15:24 18:2

starting 17:8

status 3:10

staying 5:2

steps 15:7

stop 8:4 9:18 14:14

strength 2:19

strike 21:15

struggles 3:2

students 9:16

stuff 12:14 13:13

submit 19:10

submitted 4:12 15:13 18:8

Summer 14:3

sunrise 2:20



sunset 2:20 supermarkets 8:24 supervisor 16:23 supervisors 16:8 support 9:16 system 10:21 systems 21:22

Т table 23:1,4 taking 17:20 talent 19:14 talk 14:3,8,12 talking 16:18 task 21:14 teach 3:15 team 18:11 technology 22:19 tells 22:8 thing 5:12 8:1 12:18 17:19 21:13 things 5:10,16 thought 10:9 13:8,9 18:19 20:1 time 3:7 4:18 11:15 14:10 16:5 timely 16:10,13 **times** 8:2 today 2:15 3:9,17 17:4,17

today's 17:19

told 5:1 23:5

Tons 22:12

total 9:6 17:9

touch 19:15

towers 13:18

towing 13:17

trained 11:4 training 11:12 15:6 transparent 15:21 trust 7:21 turn 5:4 20:2,3 turned 17:17 turns 10:11 type 16:5

U

unanimous 6:10
undercover 12:18
undergo 2:18
undertake 2:19
unique 13:16
unity 3:6
upcoming 14:25
update 21:17
updates 15:3,17

٧

versus 13:3

Vice-chair 4:3,4 5:25 21:12 22:4

video 7:16,18 8:11,12

visit 9:15 14:5

voice 13:20

volume 8:3

vote 2:1 6:9 8:24 11:1 18:21

voted 9:5,6,8 13:20

voting 9:11

W

waiting 19:17

walk 12:23 wanted 5:16 **wat** 6:6 wearing 10:2 website 15:16 week 13:4,5 15:9,13 17:7 weekend 14:3 weekly 16:7 weeks 8:25 17:10 weren't 13:9 **white** 12:9,12 William 11:20 Willie 4:5,9 13:7 window 17:5 wisdom 3:18 word 22:24 words 3:4,18 22:12 work 2:16,25 9:3,9 14:8 worked 8:24,25 working 16:11 17:24 **world** 3:12

worn 7:20

worship 3:12,15

worst 18:1

written 16:22

Υ

year 17:22 years 13:2 yellow 17:12 18:12 yesterday 10:11,16 young 8:9 14:11 Youth 14:25



Ζ

Zoom 2:6