

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

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
June 29, 2023 at 3:00 P.M.

1 CHAIRPERSON FERGUSON: Commander Stanley.

2 COMMANDER STANLEY: Yes, I can hear you now.

3 CHAIRPERSON FERGUSON: Oh, thank you. You can go
4 ahead with your invocation, please.

5 COMMANDER STANLEY: Thank you. Father God, we come
6 before you in the matchless name of our Lord and Savior.
7 You said that we can come boldly to the throne of grace,
8 to obtain mercy and find grace and help in our time of
9 need. We really need you at this point in time. You told
10 us, Father God, that we can pray and make prayers of
11 supplication and intercession and prayers to be made,
12 prayers of thanksgiving, that we would pray for all men
13 in authority. So, Father God, today we pray for this
14 Board of Police Commissioners and the DPD leadership. We
15 thank you for the sacrifices they have made. We thank you
16 for the time they have sewn. We thank you for they have
17 put their hearts out there. So we're asking this prayer
18 today for them, for strength. We're asking Father God for
19 your prosperity to rest upon their spirit, mind, and
20 body.

21 COMMANDER STANLEY: We're praying, Father God, that
22 as we stand before you and present these conversations,
23 this meeting before you. We ask that you be in it. Let
24 your wisdom be profound. Let us walk in this unity of
25 agreement and let Father the issues that stand before us

1 today be dealt with decently and in order. So we thank
2 you, father, for the spirit of peace, grace, and mercy as
3 we deal with circumstances and situations that stand
4 before this great city. I thank you for each and every
5 one that has sown their time. Let them now reap the
6 benefit of Father their faithfulness in Jesus name. Amen.

7 COMMISSIONERS: Amen.

8 CHAIRPERSON FERGUSON: Thank you. Well, as of right
9 now, we do not have a quorum, so we're going to go
10 straight to oral communications.

11 MR. BROWN: Yeah, good afternoon, Mr. Chair.
12 Currently we have six speakers and I'll our call those in
13 attendance. Ms. Charnita Williams, followed by Mr. James
14 Ford, followed by Former Commissioner William Davis.

15 MS. WILLIAMS: Hello guys. I'm here. Haven't been
16 here in two weeks, but my issue and concerns that I have
17 I made an official report yesterday. I went to the Third
18 Precinct concerning police officers following me in a
19 civilian car. So yesterday when I made that complaint, I
20 came in there extremely early before six o'clock and I
21 have the plate. I have several plates, a whole lot of
22 them. I made the report yesterday. He recorded the
23 conversation I had and gave me the report number. Later
24 on that day, I was pulled over on eight miles. That's the
25 12 Precinct. Same issues I was having at the 12 Precinct

1 when I stayed over there. But to me, I felt like I was
2 being punished because I went in there, reported the
3 issue of them following me in their civilian cars. I have
4 proof of that. Like I told the detective today from OCI,
5 all you need to do was pull the camera footage between
6 5:30 and nine o'clock to see how they were parked and how
7 they were sneaking their asses out of there. Okay. So at
8 the end of the day, like I said, I'm tired of my life
9 being in this situation concerning this one particular
10 person. Like the Deputy Chief said, you guys have an
11 excellent platform for social media. If you all were
12 doing your job correctly, I wouldn't be living like this
13 for two, almost three years. That's my issue and concern.
14 Thank you.

15 CHAIRPERSON FERGUSON: Thank you.

16 MR. BROWN: Mr. Ford.

17 MR. FORD: I'm going to take a dynamic turn away from
18 red lights and drag racing for about the next six weeks
19 and I'm going to talk about the Obama weekend, and that's
20 what we're going to celebrate. Obama weekend is the first
21 weekend in August, and I've asked this question in eight
22 states, 16 cities, and I've got no reply. Find me a
23 better role model than Barack Obama. I've talked to all
24 type of people, people that don't like him, all type of
25 nationalities, Democrats, Republicans. Nobody has ever

1 answered my call. So I'm just saying Detroit and all the
2 other cities need the Obama weekend because it's about
3 the next Barack Obama. He thought before he acted. Our
4 children do not think before they act. They just act.
5 This man thought before he acted. If you go back to Jan
6 Brewer, when she pointed her finger in his face, that
7 took a lot of perseverance. Our kids need to understand
8 and think before they act. That made him a great
9 president because he did that and people that did not
10 like him knew he was the next man for 18 years. I mean
11 eight years to run this country. So that is why we
12 celebrate the Obama weekend, to get our children to think
13 before they act. You have the flyers. God bless
14 everybody.

15 CHAIRPERSON FERGUSON: Bless you.

16 MR. BROWN: Former Commissioner Davis.

17 MR. DAVIS: Hello. I thought I would come in and see
18 you all in person. Unlike Mr. Ford, I still want to bring
19 up the fact that more needs to be done about people
20 running red lights. More needs to be done about traffic
21 enforcement in this city. Commissioner Burton's brother
22 was ran down in the streets. This is ancient Dodge City.
23 Somebody needs to do better control. It needs to be a
24 special task force to looking at stopping all these
25 people running red lights. Also, I think you all need to

1 do something as it relates to the bylaws. I think it is
2 horrible, and it looks horrible for the Chair and the
3 Vice-Chair to both be appointees. It should be a bylaw
4 change that if whoever's elected the Chair, you cannot
5 have that. If they're an appointee, the Vice-Chair should
6 not be an appointee also. Like I say, already, this Board
7 has low credibility and I think that pushes the
8 credibility even lower by having the Chair and the Vice-
9 Chair both be appointees. I hope that with the new
10 appointee Chair and Vice-Chair, there will still be a
11 continued push to get the Board to have its own lawyer.

12 MR. DAVIS: Because the Board has needed a lawyer and
13 certain people have been pushing away from him. Because
14 at one point when I was on the Board, the lawyer pointed
15 out to the Chairperson, they were doing some questionable
16 things. So the Chairperson got rid of him. So we need to
17 make sure this Board is fully staffed and that they're
18 doing everything that they should be doing. Also
19 personally, I see an item about take home vehicles. Any
20 employee that works for this Board in any capacity, if
21 they have a take home vehicle, if they live outside the
22 city, they should not be able to take home a vehicle.
23 Thank you.

24 MR. BROWN: Mr. Chair, your next set of speakers
25 would be Lieutenant Mark Young, LSA President, followed

1 by Minister. Eric Blount, followed by Mr. Robert Carmack.

2 MR. YOUNG: Good evening.

3 CHAIRPERSON FERGUSON: Good evening.

4 MR. YOUNG: No person, no profession is perfect, but
5 we are dynamic. We don't get enough credit for it. One of
6 the things that I hear the negativity about my
7 department, and they don't understand, we reformed, we
8 adapted and we changed ourselves. We brought an education
9 program to the department. We were becoming fastly one of
10 the most educated departments in the country and in the
11 world for that matter. I don't hear about that. We
12 created a mentorship program to adapt the young
13 individuals into an environment where the profession is
14 dying. Don't hear about that. You don't hear about a lot
15 of the new discipline. You don't hear about a lot of new
16 lawsuits. You hear about a few. But that's because the
17 education and mentorship, we're adapting. We're changing.
18 We're reforming ourselves. Not you. We did it. I see
19 people stepping up and sacrificing like never before,
20 giving up their freedom, giving up their lives, giving up
21 their health and everything else.

22 MR. YOUNG: Their weekends, their summers. Don't hear
23 about that. The men and women of our department work
24 extremely hard, don't get enough credit. Oversight means
25 more than just oversight. It means understanding.

1 Understanding what we are facing, not about a blind look
2 and looking at the news. Leadership is more about not
3 about ourselves. It's about not about agendas. It's about
4 others, especially the victims. Don't hear about that.
5 Your words matter. We matter. Not for commercials. If you
6 really want to show that we matter, appreciate us,
7 respect us and value us.

8 MR. BROWN: Mr. Blount.

9 MINISTER BLOUNT: Good afternoon, Board. I'm Minister
10 Eric Blount from Sacred Heart Catholic Church here in
11 Detroit. It is a falsehood to say there's only 15
12 minutes' worth of civilian oversight to be had at these
13 meetings. The last 10 years have averaged over 1200
14 citizen complaints year in, year out, and the last year
15 was no different. I believe when you hear from risk
16 management, there'll be over a hundred. The last time it
17 was over 128 officers that were identified in the risk
18 management system as being high risk. Yes. We want you to
19 think before you speak. The way this Board pushed through
20 the license plates readers was nothing less than
21 scandalous. You only heard from the police department.
22 You didn't hear from your Chief of staff. You didn't hear
23 from, I mean the Secretary, and you didn't hear from ACLU
24 until a week after you had already approved it. The most
25 glaring example of the corruption on this Board and the

1 police department is the killing of Porter Burks. We
2 still don't have the whole video. He was shot at 38
3 times. His body was pierced 18 times.

4 MINISTER BLOUNT: You still want to say he ran
5 forward almost 40 feet and laid feet first at the feet of
6 an officer. That is illogical, and we just cannot accept
7 it. We cannot accept it because cities like San Diego and
8 even here in Michigan, the City of Warren releases body-
9 worn camera videos of some of the most heinous crimes
10 being committed by their police officers. They hold them
11 accountable. They are transparent, they understand, and
12 are committed to accountability. As far as lawsuits every
13 week at City Council on their agenda, there's either a
14 long list of lawsuits or indemnification and legal
15 representation.

16 CHAIRPERSON FERGUSON: Thank you, sir.

17 MINISTER BLOUNT: Lawsuits are not going away.

18 MR. BROWN: Mr. Carmack.

19 MR. CARMACK: Good morning, commission. My name's
20 Robert Carmack, and I believe that the Detroit Police
21 Department has a rough job. I believe that the police
22 officers have a duty to protect people, and they do it.
23 They just try to do the best they can. There's nothing
24 you can do about people getting shot and so forth. You
25 could try to change all this, but you have to have

1 children with mothers and fathers. They've got to have
2 parents that take care of them. I'm a single father with
3 kids. This is my daughter. This is my granddaughter. If
4 you killed them, hurt them, touched them, I would get
5 you. Nobody should kill a 20-year-old child. He may be 20
6 years old, but he's still a child to a mother and a
7 father. Black, white. If it was white, that would've been
8 first day. They would've known everything.

9 MR. CARMACK: But with this administration
10 leadership, it's gone on what? Seven, eight months. Burks
11 was in my courtroom back a year ago, before he died. God
12 gave him, put him in my courtroom, sitting in the back
13 while I was testifying. His mother, his brother, God gave
14 me a purpose for this child. This administration's going
15 to pay for this. I'm going to organize people. I am not
16 going to wait for the Charles Williams, the Window
17 Anthonys and all these cats. They're supposed to be doing
18 what they're supposed to do to protect the people of
19 Detroit. I will do it. I know enough people in this city
20 to organize. Don't I, Linda? I don't mess around. I've
21 been in Detroit all my life. You can't do this to a
22 child. This is wrong. If it happened in any other city,
23 it would be crazy. Thank you.

24 CHAIRPERSON FERGUSON: Thank you.

25 MR. BROWN: Mr. Chair, your next set of speakers will

1 be Ms. Brenda Hill, followed by District 4, CAC member,
2 Mr. Scotty Boman, followed by Black Jesus. Ms. Hill.

3 CHAIRPERSON FERGUSON: Ms. Hill. Ms. Hill going once.
4 Ms. Hill going twice. Is she still there, Mr. Brown?

5 MR. BROWN: Yes, sir.

6 CHAIRPERSON FERGUSON: Is she unmuted?

7 MR. BROWN: I'm trying to ask her to unmute.

8 CHAIRPERSON FERGUSON: Ms. Hill, please unmute. All
9 right, Mr. Brown, let's go to the next caller.

10 MR. BROWN: Mr. Boman.

11 MR. BOMAN: Hello. Yes. A couple weeks ago a brother
12 of one of your colleagues died in a car accident. But he
13 didn't die right in the accident. He was actually showing
14 he had a pulse. He had vital signs, and then he was
15 declared dead at the hospital. I just wanted to urge,
16 because I know that there were officers at the scene
17 early on, and I know they have body cams. I'm hoping that
18 this Board can see that those videos are looked at
19 carefully to make sure that he got all the care he needed
20 or all the care that was possible. Obviously, he didn't
21 get everything he needed. But that he got all the care
22 that was possible prior to him getting to the hospital,
23 because it's something that I think is part of the
24 closure process that the family of the deceased really
25 needs to be confident in the efforts of those who found

1 him. I'm not second guessing what happened, but I think
2 this is something that needs to be looked at carefully
3 when someone is alive at an accident scene and then later
4 dies that that death was unavoidable under the
5 circumstances if there was nothing further that could be
6 done. That's all I'm really talking about. I'm not
7 getting on the usual topics. I'll save that for maybe
8 next week. But I'm hoping and encouraging and maybe the
9 police department will do it on their own, or maybe the
10 Board can encourage them to really look in and make sure
11 that Roosevelt is his name, that everyone did everything
12 possible. Take care and have a good afternoon.

13 MR. BROWN: Black Jesus.

14 CHAIRPERSON FERGUSON: Mr. Jesus. Mr. Jesus, going
15 once. Mr. Jesus going twice.

16 BLACK JESUS: Can hear clearly.

17 CHAIRPERSON FERGUSON: Yes, we can hear you. Go right
18 ahead.

19 BLACK JESUS: Okay, look, second Bank is over. I was
20 at this attorney mandated meeting last night, but Mike
21 Duggan, Chief White said something about having a meeting
22 with me about Kaniesha Coleman, DPD case number 20-112.
23 Now my understanding is that Kenisha Coleman has never
24 had a full and thorough investigation and the fact that
25 the OCI, Chief Lawrence Akbar was over there doing this

1 devil deeds with Melanie White the ghost employee scam,
2 and also denying citizens' complaints. Now Inspector
3 Cromwell in front of me requested that an outside
4 independent law enforcement agency be called in in regard
5 to DPD case number 20-112 Kaniesha Coleman the murderer,
6 not suicide. She did not shoot herself. I stated that on
7 numerous occasions. But Bryan Ferguson, the Chairman,
8 that the request is made, he took no actions, and now
9 he's not the Chairman anymore. QuanTez Pressley, I
10 understand. Mr. Pressley I'm just going to say this man.
11 An independent outside law enforcement agency needs to be
12 called in immediately. You all need to stop the
13 shenanigans over there at the BOPC and do some real
14 oversight. Now, snake oil salesman, Jim Holley knows
15 exactly what I'm talking about, as well as Willie Bell,
16 Annie Holt, Jesus Hernandez. I'm digging deeper and
17 finding more.

18 MR. BROWN: Mr. Chairman, your next couple speakers
19 will be Michael Goch, followed by Ms. Marguerite Maddox.

20 MR. GOCH: Hi, good afternoon. I'm Michael Goch with
21 Goch and Son's towing. It came to my attention that
22 Maraval Milton has been here several times.

23 COMMISSIONER BERNARD: Microphone.

24 CHAIRPERSON FERGUSON: It's on, you just have to bend
25 down. Get close.

1 MR. GOCH: Okay. All right. I'm sorry. I'm Michael
2 Goch from Goch and Son's Towing. It came to my attention
3 that a gentleman named Maraval Milton's been down here,
4 disparaging my company several times, and I wanted to
5 come down here and set the record straight. I recently
6 understand he's addressed this body and informed that we
7 have towed 150,000 cars from the medical center courts,
8 and that we have, I don't know exactly—right, an 85-year-
9 old woman. I'm not sure. I couldn't find the video. I was
10 only getting this information secondhand from somebody
11 that was at the last meeting. We tow at the medical
12 center courts because the owner and the manager and the
13 residents have hired us to do so. We towed there. We
14 started about 10 years ago. We towed for five years. Then
15 this Maraval Milton started making accusations.

16 MR. GOCH: So they did not renew our contract. They
17 hired Troy's Towing to do the towing there for five
18 years. So the first five we did it, the next five Troy's
19 Towing did it. Maraval Milton never addressed this body
20 or had any problems when Troy's towing was towing down
21 there. But Troy's towing was last year. Their contract
22 wasn't renewed, and they hired my company, Goch and Son's
23 Towing back. Our role there is to remove illegally parked
24 cars from the premises so the Detroit citizens that live
25 at the medical center courts can come home and park where

1 they live. The accusations that we're doing so, and we're
2 using race to determine what car we're towing is absurd.
3 We pick up cars that are left there without parking
4 permits. We don't know who's driving them. So we picked
5 up the car, and we bring it in. It might be good to know
6 about 50% of the people we tell from them are also white.
7 The other 50% are Black. Race has nothing to do with it.
8 It's purely just that they want the cars removed so their
9 residents have a place to park.

10 CHAIRPERSON FERGUSON: Thank you.

11 MR. GOCH: Thank you.

12 MR. BROWN: Ms. Maddox.

13 MS. MADDOX: Hello. Can you hear me okay?

14 CHAIRPERSON FERGUSON: Yes, we can hear you.

15 MS. MADDOX: Okay. Number one, I would like to find
16 out did they arrest the person that did the donut on West
17 Seven Mile Road and about the off reigned vehicle?
18 Because I can slow and didn't hit my area. I live in
19 District 5, so I am all over the place. I did not like to
20 stay in one place unless I have to. I'm done. Thank you.

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

22 CHAIRPERSON FERGUSON: Last speaker. All right. Thank
23 you.

24 COMMISSIONER PRESSLEY: Chair.

25 CHAIRPERSON FERGUSON: Yes.

1 COMMISSIONER PRESSLEY: Because we have more time. Is
2 Brenda Hill still there?

3 MR. BROWN: No, sir.

4 COMMISSIONER PRESSLEY: Thank you. Through the Chair.

5 CHAIRPERSON FERGUSON: Yeah. All right. We have to go
6 straight to your report, right Chief? No, he can't even.
7 No, that's right. You can't even do anything.

8 MS. SHAH: Through the Chair.

9 CHAIRPERSON FERGUSON: Yes.

10 MS. SHAH: You can hear from the staff. So the Chief
11 Investigator has a report, if you would like to hear that
12 next.

13 CHAIRPERSON FERGUSON: Absolutely. Go ahead, Chief
14 Investigator.

15 MR. WARFIELD: Good evening to everyone and through
16 the Chair. Thank you so much. Our report today is
17 somewhat twofold. One, I want to follow up a little bit
18 from last week's meeting as it relates to body-worn
19 camera. I want to talk about the policy that is currently
20 in place on a state level and within DPD. Then finally,
21 we want to go over the numbers as it relates to our cases
22 where we are in the office of the Chief investigator. As
23 you all know, our mission at the Office of Chief
24 Investigator is to fairly effectively and objectively
25 receive, investigate, and to make recommendations

1 regarding complaints concerning the Detroit Police
2 Department and its personnel. Really the goal of OCI is
3 to assist in improving the quality of the law enforcement
4 services by instilling citizen confidence in the
5 integrity of Detroit Police Department.

6 MR. WARFIELD: Body-worn camera footage is a big
7 topic around the country. Here in the state of Michigan,
8 there are laws that are actually on the books. I provided
9 for those who are watching by the web or Zoom that you
10 can actually scan in one of those three, or all three of
11 those barcodes right there to get more information,
12 whether it's Michigan law or the actual public act as it
13 relates to law enforcement, body-worn cameras. You can
14 get more information, dig deep. One of the things I want
15 to ask is that maybe in future days we can have a lawyer
16 come in. Once we get our lawyer, have our lawyer come in
17 and give us a little bit more clearer definition. I'm
18 sorry, as relates to body-worn cameras. But in the
19 meantime, what I would like to do is to touch a little
20 bit upon the current policy that's in place with the
21 department with the Detroit Police Department.

22 MR. WARFIELD: Now, I'll say this, as we go to this
23 Detroit is actually one of the few major cities where
24 body-worn cameras are made available almost immediately
25 the next day. As a matter of fact, I believe it's in New

1 York right now, they are going through quite a
2 contentious period with their oversight and their police
3 department as it relates to sharing that information. But
4 here in the city of Detroit, we have very quick access to
5 body-worn footage. Here's the policy as it stands right
6 now with DPD. It's the policy of Detroit Police
7 Department to increase member safety, protect the
8 department from unwarranted citizen complaints, and to
9 ensure exceptional police service by members of the
10 Detroit Police Department by using body-worn camera
11 systems to securely record police activities on video and
12 audio media.

13 MR. WARFIELD: The use of body-worn cameras does not
14 replace the requirement to provide thorough written
15 documentation of an incident on data. Images, video, and
16 metadata captured, recorded, or otherwise produced is the
17 property of the Detroit Police Department and is subject
18 to state and local law and city policies regarding the
19 retention of the records. I have to reinstate that, that
20 even the body-worn camera footage that we're able to
21 watch on our computers as we do our investigations, all
22 that's property of the Detroit Police Department. I'll go
23 a little bit further in a moment here. So here's some of
24 the main objectives of this policy that's currently in
25 place with DPD. One is to establish guidelines and

1 procedures governing the use of body-worn cameras systems
2 by department members. Then two, to establish guidelines
3 requiring the preservation of digital media created by
4 the equipment itself.

5 MR. WARFIELD: The items included under the
6 department's body-worn camera policy, it deals with the
7 purpose of the policy, the policy itself, the procedure,
8 and the assigning of body-worn cameras to members. So
9 there are certain objectives, and there are certain
10 things that members on a daily basis have to go through
11 checkoffs to make sure that the body-worn camera is
12 working before they leave the station. If it's not, then
13 they have to go and get another unit. If there's no units
14 available for whatever reason, they have to make notation
15 on their activity log before they leave the station. If
16 for whatever reason the body camera stops working while
17 they're out in the field that has to be made note of as
18 well as they move forward. So Detroit has a very robust
19 body-worn camera footage. As it relates to the office of
20 the Chief Investigator, the department reserves the right
21 to make all video and audio accessible to the Board of
22 Police Commissioners relative to disciplinary
23 investigations and policy compliance. So in our usage of
24 it is basically to make sure that we are fact finding to
25 make sure that the policies of the department are being

1 upheld when encounters with citizens.

2 MR. WARFIELD: To make sure that we are fact finding
3 to make sure that the policies of the department are
4 being upheld when encounters with citizens are being
5 made. There are integrity and control safeguards as well
6 built into this policy. Except as otherwise provided in
7 this directive, all digital media collected using body-
8 worn cameras shall be subject to the same scrutiny and
9 chain of custody restrictions as evidence and shall not
10 be released to any other agency or individual without the
11 written approval of the Chief of police or peer
12 professional standards. Except as otherwise provided in
13 this directive, access to stored recordings shall be
14 limited to department members for administrative or law
15 enforcement purposes. The release of any media for any
16 other purpose without authorization from the Chief of
17 police or professional standards is strictly prohibited
18 and subject to disciplinary actions. So obviously the
19 policy is there to make sure that when investigations
20 take place that we preserve the integrity of what is seen
21 on that body-worn camera footage into a full and complete
22 investigation is gone.

23 MR. WARFIELD: Again, I have to remind the citizens
24 that as the office of the Chief Investigator, our job is
25 to investigate non-criminal matters. However, when we do

1 see criminal activity through a body-worn camera footage,
2 we absolutely elevate that and send that out of our shop
3 to the appropriate shop depending on what that issue may
4 be. So any questions or comments as it relates just to
5 that, and again, it goes a lot deeper than that as
6 relates to what we can and cannot do with body-worn
7 camera footage. But again, I have to reiterate the City
8 of Detroit is one of the few large municipalities in the
9 nation where we get that body-worn camera footage as soon
10 as it's available, which is within the 24-hour period. We
11 get the very next day when it's uploaded to the system.

12 MR. WARFIELD: So the officers, they come in, they
13 take off the cameras, it's uploaded to the server, and we
14 have access to it through the software that we have in
15 our computers. It has been just an invaluable tool for us
16 as we do our investigations. As we said before, when we
17 do notice that members are not wearing their body-worn
18 cameras and there's no documentation of that, we
19 sustained them for that because that goes against the DPD
20 policy. However, I will say something in addition that in
21 each precinct lobby, there are cameras to help capture
22 interactions between the citizens and the officers that
23 are servicing the citizens. One of the things that I've
24 noticed is that on several precincts, and we'll get that
25 information to the department, the audio on some of those

1 cameras do not work, or the audios have been altered, one
2 of the two.

3 MR. WARFIELD: We want to make sure that we get that
4 list to DPD, so they make sure all of the lobby cameras
5 are working, because even inside of the precinct, when
6 the citizen goes into the precinct, certainly the officer
7 that greets them need to have their body-worn camera on.
8 If they don't, they're sustained for that. However, as a
9 backup plan for us, it helps if we can hear the audio and
10 not just see the video from the lobby cameras inside of
11 those precincts. So we'll forward that list through the
12 Chair to the department as well to see if some
13 maintenance can be done on those cameras inside of the
14 precincts so we can hear as well as see what's going on.

15 CHAIRPERSON FERGUSON: I have one. Chief, you were
16 talking about the body-worn camera legal resources and
17 the three scan me codes. I just want the public to know
18 those codes came right up. I just did all three of them
19 and it took me right to those public acts in the MCL
20 sections, I mean in seconds. So if you want to know any
21 information, you can scan those and they'll pop right up.
22 Thanks, chief. Go ahead.

23 MR. WARFIELD: Thank you. If there are no other
24 questions, the next part of the presentation deals with
25 where we are right now as relates to our numbers in shop

1 with OCI. Currently right now we have 706 total cases at
2 OCI. 348 of those cases are active. That means they are
3 between zero and 89 days old, and there's 113 cases that
4 are between 90 and 239 days. Then the backlog number is
5 decreasing, actually. We started off this year with 323
6 cases. It has dropped down to 245 cases. So we are making
7 progress. Now, here's a couple of issues that we have.
8 One is the number of cases that we're receiving this
9 summer is kind of unprecedented. Our numbers are really
10 climbing. Just this week alone, we received, I believe,
11 almost 35-40 cases just this week alone which is
12 unprecedented.

13 CHAIRPERSON FERGUSON: So the numbers that are
14 reflected here in my presentation, they actually reflect
15 to date at 11 o'clock today. So these are very current
16 numbers. As you can see so far, we've received 146
17 citizen complaints in June. Still got another day to go.
18 We have a total of 280 allegations. Again, allegations.
19 We don't just investigate the complaint course. We
20 investigate every allegation in that complaint. Some of
21 the things that we give you definition of where some of
22 these complaints are coming from, which is unusual for us
23 to see this number. The Second Precinct this month have
24 led the way, which is not the case typically. You can see
25 the numbers right there on the chart before you. They had

1 a total of 28 allegations followed by, I believe it was
2 the 10th Precinct with 18 allegations and 16 allegations
3 by the Ninth Precinct.

4 MR. WARFIELD: So you can see how they're broken out
5 there under the different categories, whether it's
6 arrest, demeanor. Of course, always procedure is one of
7 the main allegations that we have and then demeanor and
8 then close behind is service. So those are the categories
9 that are driving the allegations that are coming from the
10 citizens and the city of Detroit. This is a chart I want
11 to show you as relates to the number of cases that we're
12 getting in. Beginning in January at the beginning of the
13 year, we received about 107 cases. Last month in May, we
14 had almost 160 cases. This month we are at 146 cases as
15 of again 11 o'clock this morning right before we came in.
16 When you do the math on this, and you look at that, we
17 have 12 investigators who are investigating these cases
18 that are coming in.

19 MR. WARFIELD: It averages out to about 60 cases per
20 investigator. The issue with that is our normal caseload
21 is about 15. So we have to certainly hire two more
22 investigators and we would almost give our right arm to
23 have the city council give us the two investigators they
24 took away in the budget. Because we really, really need
25 them. Everybody, every single body in that investigative

1 body in that office counts a great deal and it means a
2 great deal. But our backlog plan is working. We are
3 reducing the backlog plan. I mean the backlog cases. We
4 are getting some slippage, though. We are getting some
5 slippage on the cases that are aging over 90 days. In the
6 summertime you'll get some of that because some of the
7 officers are on vacation, some of our staff are on
8 vacation.

9 MR. WARFIELD: So you are working with schedules at
10 that particular point in time. But I guarantee you this,
11 our investigators are working extremely diligently and
12 effectively to make sure that we appropriately
13 investigate every case that comes in. As a matter of
14 fact, you can see right there on the screen some of the
15 caseloads from our investigators. When you see the lower
16 caseloads, they're from investigators that are fairly new
17 that would be placed in the rotation beginning Monday, or
18 investigators who have left us this year and their
19 caseloads have been redistributed throughout the office.
20 So you can see there that our caseloads, again, are
21 fairly hefty, but we are not deterred. We are doing
22 everything we can. We are repurposing, not repurposing,
23 I'm sorry. We're redesigning how we are doing some of the
24 write-ups to make sure that we have all of the necessary
25 documentation that you need. We are trying to eliminate

1 some of the duplication in our typing to make sure that
2 you can go straight to the sources that you need to go
3 to, to verify that our fact finding is actual on target.
4 That's our report, sir. Thank you.

5 COMMISSIONER BANKS: Through the Chair.

6 CHAIRPERSON FERGUSON: Yes.

7 COMMISSIONER BANKS: You asked the Chief Investigator
8 a question. You're not supposed to ask questions if we
9 don't have a quorum. That's protocol.

10 CHAIRPERSON FERGUSON: It wasn't a question. It was a
11 statement. I said I used the app. Statement.

12 COMMISSIONER BANKS: Okay. It's fine.

13 CHAIRPERSON FERGUSON: All right, one more. All
14 right, Ms. Shah.

15 MS. SHAH: Thank you, Mr. Chair. For the Secretary
16 Report today I have several items for the Board and for
17 the community. Your incoming correspondence is outlined
18 in the agenda. Just as an educational piece for the Board
19 and for the community. The BOPC staff is reviewing a
20 report entitled, shielded from Justice, police,
21 brutality, and accountability in the United States, which
22 can be found on the Human Rights Watch website, hrw.org.
23 Relevant chapters, including those specific to Detroit,
24 are being printed and compiled for distribution to each
25 commissioner. In addition, the staff will be developing a

1 summary document and key insights for the Board to
2 consider and the furtherance of transparency and
3 accountability. In regard to the promoted officer
4 evaluation report. The Chief's office provided a
5 memorandum with performance updates for the DPD members
6 promoted to Lieutenant and Sergeant on March 2nd, 2023.
7 BOPC compiled the information with citizen complaints
8 history for these members.

9 MS. SHAH: A summary is on the page just before tab
10 number seven in your binder, you can find that report.
11 All five new lieutenants and all 11 new sergeants
12 successfully completed their coursework and are still in
13 their promotional probation period. None have had any
14 identified behaviors requiring discipline since their
15 promotions. Since promotion, one has received one citizen
16 complaint, and another has received two. All three of
17 those complaints are still being reviewed and have not
18 been finalized as of yet. The other promotees have not
19 received any citizen complaints since promotion. Taking a
20 look at the history, Sergeant Patrick Mifsud has never
21 received a citizen complaint based on OCI's records.
22 Three of these members have infractions that were
23 committed prior to promotion, however, for two of those,
24 the discipline and counseling were issued after promotion
25 and the third is an arbitrary review. Staff will continue

1 to monitor these members' performance during their
2 probationary period. Mr. Chair.

3 CHAIRPERSON FERGUSON: Thank you.

4 MS. SHAH: For outstanding reporting requests. For
5 the sake of time, I'll just provide a few updates on
6 this. In your packets, you have the take home vehicle
7 report from the Chief's office, and that provides DPD's
8 rationale for issuing vehicles in the take home capacity
9 to select DPD members and there's some data also included
10 surrounding that. In addition, reporting requests that
11 are still outstanding include those related to citizen
12 complaints outcomes, internal affairs reporting, missing
13 persons, DPD cases enclosures, DPD members submitted, I'm
14 sorry, DPD members suspended with pay In regard to
15 staffing updates for BOPC staff. On 6/15 of this year,
16 the Board voted to offer acting supervising investigator
17 LiSonya Sloan, the supervising investigator appointment
18 at a salary of \$80,000. Recruiting has made the offer to
19 Ms. Sloan and she has accepted the offer at the salary
20 that the Board approved.

21 MS. SHAH: After conversations with parliamentarian
22 Dr. Jackson, she provided an opinion that no additional
23 vote is needed since Ms. Sloan did accept the offered
24 salary. Ms. Sloan's start date will be July 10th. Lastly,
25 oversight and community focused meetings. Under tab six

1 in your binders is a memo from the BOPC staff and
2 entitled Oversight and Community Focused Meetings. The
3 memo list recommendations from staff to make changes to
4 the meeting agenda and content. I'll just touch on a few
5 things here. The intentions of these changes are as
6 follows. To align the Board of Police Commissioner's
7 charter mandated responsibility to maintain supervisory
8 control and oversight of the police department, address
9 repeated feedback from the public and commissioners that
10 the Board's focus should be on identifying and addressing
11 police misconduct and citizen complaints, to create an
12 atmosphere that draws in and focuses on the input and
13 contributions of the community.

14 MS. SHAH: To make the best use of commissioners and
15 the public's time by following a meeting structure that
16 complies with the OMA is efficient and includes agenda
17 items that further oversight, transparency and education
18 for the public. As always, staff will continue to draft
19 each meeting agenda and modify at the direction of the
20 Board Chairperson. At the start of each meeting, the
21 Board will continue to have the opportunity to approve
22 the agenda or motion to modify it prior to approval.
23 Under considerations. One is to continue to explore the
24 feasibility of hosting more Board meetings and community
25 venues instead of DPD venues. I'll just go over a couple

1 more notable changes here. Looking at resolutions,
2 prioritizing resolutions based on how critical those
3 resolutions are to oversight. Then returning to approving
4 resolutions for community members who have shown that
5 they're doing work related to oversight, public safety
6 and or community police relations.

7 MS. SHAH: In addition, we're looking to add a
8 community impact report, and under this report there will
9 be a rotation of content including BOPC oversight data
10 analysis on various data that's coming in from DPD once
11 we start receiving more of that. Also, citizen complaints
12 data and OCI information critical incident reports. It's
13 under that agenda item that we will also host public
14 hearings at our community meetings to get feedback on
15 policy. In addition, at our community meetings, we'll be
16 looking to start having presentations from the community,
17 including the community relations presidents from the
18 precincts and other community groups on topics related to
19 oversight, public safety and community police relations.
20 We'll strive not to have closed sessions, DPD promotions,
21 disciplines, applicant appeals, or any other types of
22 closed sessions during community meetings so that we can
23 focus on the community in those meetings. Mr. Chair, that
24 concludes my report.

25 CHAIRPERSON FERGUSON: Okay. We can do announcements,

1 right?

2 COMMISSIONER BERNARD: Mr. Chair, can we comment? I
3 don't have a question.

4 CHAIRPERSON FERGUSON: Yep, you can comment.

5 COMMISSIONER BERNARD: Thank you. First of all, I
6 want to congratulate the Chief Investigator on both your
7 written materials as well as your report. I'm not
8 thoroughly convinced yet for the need for more
9 investigators than we already have because our backlog is
10 shrinking since you've been here fairly rapidly. So I'm
11 always reluctant to add permanent staff because for each
12 person's salary, as you know, their benefit package is
13 another 50%. So if you're making a hundred thousand, the
14 cost of having Linda there is 150,000. So I'm always
15 sensitive to that. But be that as it may, I just wanted
16 to tell you that your report was very good, and I really
17 appreciate the graphs because a picture tells a thousand
18 words. A thousand tales, pardon me.

19 COMMISSIONER BERNARD: Those pictures help me
20 understand far better. Secondly, I want to talk about
21 what you submitted as the body-worn camera quick access
22 with DPD. You indicated that the body-worn camera
23 information on officers for whom there has been a
24 complaint filed is given to you, I guess, fairly quickly.
25 That's a good thing, but I just want to make sure we're

1 getting all the body-worn cameras from all the body-worn
2 cameras, everybody that's there, or the dashboard camera.
3 Because I can give you mine and I'm sort of peaceful, but
4 Sarah's may be violent and terrible. You never know. I
5 want to make sure that that's part of your review. Then
6 the final two other things, Madam Board secretary. I've
7 been a member of Human Rights Watch for years. I'm a
8 card-carrying member and paid for years. It's excellent.
9 I'm so glad that you are presenting that material or
10 providing excerpts of that material to the Board.

11 COMMISSIONER BERNARD: It gives you a comprehensive
12 picture on a nationwide basis that is applicable, in my
13 opinion, to every major city in the country. So I'm going
14 to congratulate you for taking that initiative. Then
15 finally, your report regarding take home vehicles. I like
16 the report, but it doesn't give us the substance of what
17 we really need. The question is how much is this costing
18 us? Take home vehicles require maintenance, they have
19 free gas, they have everything and cleaning them out, all
20 that stuff. That's all a cost to the department. So I see
21 what the Chief's office provided you in terms of
22 information, but I just think we need to dig a little
23 deeper and find out about it.

24 COMMISSIONER BERNARD: I see the rationale has been
25 the same for years, but query. If in fact they could cut

1 some of that overhead and expenses, it's probably cost us
2 probably about 20,000, at least a year per take home
3 vehicle per person. I don't know what the cost is, but
4 I'm just guesstimating it. But I think we need to look at
5 that item because that's a soft item in the budget and
6 see what other things the Chair or the Board might want
7 to have the department focus on in that regard. End of my
8 comments, Mr. Chairman. Thank you.

9 CHAIRPERSON FERGUSON: Can we do announcements.

10 MS. SHAH: Mr. Chair. I believe those are all of the
11 agenda items we can do without a quorum.

12 CHAIRPERSON FERGUSON: All right. So this meeting is
13 now adjourned. Thank you everybody.

14

15

16

17

18

19 (Meeting Adjourned at 3:51pm)

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 June 29, 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

\$

\$80,000 28:18

1

10 8:13 14:14
107 24:13
10th 24:2 28:24
11 23:15 24:15 27:11
113 23:3
12 3:25 24:17
1200 8:13
128 8:17
146 23:16 24:14
15 8:11 24:21
150,000 14:7 31:14
16 4:22 24:2
160 24:14
18 5:10 9:3 24:2

2

20 10:5
20,000 33:2
20-112 12:22 13:5
20-year-old 10:5
2023 27:6
239 23:4
24-hour 21:10
245 23:6
28 24:1
280 23:18
2nd 27:6

3

323 23:5
348 23:2
35-40 23:11
38 9:2
3:51pm 33:19

4

4 11:1
40 9:5

5

5 15:19
50% 15:6,7 31:13
5:30 4:6

6

6/15 28:15
60 24:19

7

706 23:1

8

85-year- 14:8
89 23:3

9

90 23:4 25:5

A

absolutely 16:13 21:2
absurd 15:2

accept 9:6,7 28:23
accepted 28:19
access 18:4 20:13 21:14 31:21
accessible 19:21
accident 11:12,13 12:3
accountability 9:12 26:21 27:3
accountable 9:11
accusations 14:15 15:1
ACLU 8:23
act 5:4,8,13 17:12
acted 5:3,5
acting 28:16
actions 13:8 20:18
active 23:2
activities 18:11
activity 19:15 21:1
acts 22:19
actual 17:12 26:3
adapt 7:12
adapted 7:8
adapting 7:17
add 30:7 31:11
addition 21:20 26:25 28:10 30:7,15
additional 28:22
address 29:8
addressed 14:6,19
addressing 29:10
adjourned 33:13,19
administration 10:9
administration's 10:14
administrative 20:14
affairs 28:12

afternoon 3:11 8:9 12:12
13:20
agency 13:4,11 20:10
agenda 9:13 26:18 29:4,16,19,
22 30:13 33:11
agendas 8:3
aging 25:5
agreement 2:25
ahead 2:4 12:18 16:13 22:22
Akbar 12:25
align 29:6
alive 12:3
allegation 23:20
allegations 23:18 24:1,2,7,9
altered 22:1
Amen 3:6,7
analysis 30:10
ancient 5:22
Annie 13:16
announcements 30:25 33:9
Anthonys 10:17
anymore 13:9
app 26:11
appeals 30:21
applicable 32:12
applicant 30:21
appointee 6:5,6,10
appointees 6:3,9
appointment 28:17
appropriately 25:12
approval 20:11 29:22
approve 29:21
approved 8:24 28:20
approving 30:3
arbitrary 27:25

area 15:18
arm 24:22
arrest 15:16 24:6
asses 4:7
assigning 19:8
assist 17:3
atmosphere 29:12
attendance 3:13
attention 13:21 14:2
attorney 12:20
audio 18:12 19:21 21:25 22:9
audios 22:1
August 4:21
authority 2:13
authorization 20:16
averaged 8:13
averages 24:19

B

back 5:5 10:11,12 14:23
backlog 23:4 25:2,3 31:9
backup 22:9
Bank 12:19
BANKS 26:5,7,12
Barack 4:23 5:3
barcodes 17:11
based 27:21 30:2
basically 19:24
basis 19:10 32:12
beginning 24:12 25:17
behaviors 27:14
Bell 13:15
bend 13:24
benefit 3:6 31:12

BERNARD 13:23 31:2,5,19
32:11,24
big 17:6
binder 27:10
binders 29:1
bit 16:17 17:17,20 18:23
Black 10:7 11:2 12:13,16,19
15:7
bless 5:13,15
blind 8:1
Blount 7:1 8:8,9,10 9:4,17
Board 2:14 6:6,11,12,14,17,20
8:9,19,25 11:18 12:10 19:21
26:16,18 27:1 28:16,20 29:6,
20,21,24 32:6,10 33:6
Board's 29:10
body 2:20 9:3 11:17 14:6,19
19:16 24:25 25:1
body- 9:8 20:7
body-worn 16:18 17:6,13,18,
24 18:5,10,13,20 19:1,6,8,11,
19 20:21 21:1,6,9,17 22:7,16
31:21,22 32:1
boldly 2:7
Boman 11:2,10,11
books 17:8
BOPC 13:13 26:19 27:7 28:15
29:1 30:9
Brenda 11:1 16:2
Brewer 5:6
bring 5:18 15:5
broken 24:4
brother 5:21 10:13 11:11
brought 7:8
Brown 3:11 4:16 5:16 6:24 8:8
9:18 10:25 11:4,5,7,9,10
12:13 13:18 15:12,21 16:3
brutality 26:21

Bryan 13:7
budget 24:24 33:5
built 20:6
Burks 9:1 10:10
Burton's 5:21
bylaw 6:3
bylaws 6:1

C

CAC 11:1
call 3:12 5:1
called 13:4,12
caller 11:9
camera 4:5 9:9 16:19 17:6
18:10,20 19:6,11,16,19 20:21
21:1,7,9 22:7,16 31:21,22
32:2
cameras 17:13,18,24 18:13
19:1,8 20:8 21:13,18,21 22:1,
4,10,13 32:1,2
cams 11:17
capacity 6:20 28:8
capture 21:21
captured 18:16
car 3:19 11:12 15:2,5
card-carrying 32:8
care 10:2 11:19,20,21 12:12
carefully 11:19 12:2
Carmack 7:1 9:18,19,20 10:9
cars 4:3 14:7,24 15:3,8
case 12:22 13:5 23:24 25:13
caseload 24:20
caseloads 25:15,16,19,20
cases 16:21 23:1,2,3,6,8,11
24:11,13,14,17,19 25:3,5
28:13

categories 24:5,8
Catholic 8:10
cats 10:17
celebrate 4:20 5:12
center 14:7,12,25
chain 20:9
Chair 3:11 6:2,4,8,9,10,24
10:25 15:21,24 16:4,8,16
22:12 26:5,15 28:2 30:23 31:2
33:6,10
Chairman 13:7,9,18 33:8
Chairperson 2:1,3 3:8 4:15
5:15 6:15,16 7:3 9:16 10:24
11:3,6,8 12:14,17 13:24
15:10,14,22,25 16:5,9,13
22:15 23:13 26:6,10,13 28:3
29:20 30:25 31:4 33:9,12
change 6:4 9:25
changed 7:8
changing 7:17
chapters 26:23
Charles 10:16
Charnita 3:13
chart 23:25 24:10
charter 29:7
checkoffs 19:11
chief 4:10 8:22 12:21,25 16:6,
10,13,22,23 19:20 20:11,16,
24 22:15,22 26:7 31:6
Chief's 27:4 28:7 32:21
child 10:5,6,14,22
children 5:4,12 10:1
Church 8:10
circumstances 3:3 12:5
cities 4:22 5:2 9:7 17:23
citizen 8:14 17:4 18:8 22:6
23:17 27:7,15,19,21 28:11
29:11 30:11

citizens 13:2 14:24 20:1,4,23
21:22,23 24:10
city 3:4 5:21,22 6:22 9:8,13
10:19,22 18:4,18 21:7 24:10,
23 32:13
civilian 3:19 4:3 8:12
cleaning 32:19
clearer 17:17
climbing 23:10
close 13:25 24:8
closed 30:20,22
closure 11:24
codes 22:17,18
Coleman 12:22,23 13:5
colleagues 11:12
collected 20:7
Commander 2:1,2,5,21
comment 31:2,4
comments 21:4 33:8
commercials 8:5
commission 9:19
commissioner 3:14 5:16,21
13:23 15:24 16:1,4 26:5,7,12,
25 31:2,5,19 32:11,24
Commissioner's 29:6
commissioners 2:14 3:7
19:22 29:9,14
committed 9:10,12 27:23
communications 3:10
community 26:17,19 28:25
29:2,13,24 30:4,6,8,14,15,16,
17,18,19,22,23
company 14:4,22
compiled 26:24 27:7
complaint 3:19 23:19,20
27:16,21 31:24
complaints 8:14 13:2 17:1

18:8 23:17,22 27:7,17,19
28:12 29:11 30:11
complete 20:21
completed 27:12
compliance 19:23
complies 29:16
comprehensive 32:11
computers 18:21 21:15
concern 4:13
concerns 3:16
concludes 30:24
confidence 17:4
confident 11:25
congratulate 31:6 32:14
considerations 29:23
content 29:4 30:9
contentious 18:2
continue 27:25 29:18,21,23
continued 6:11
contract 14:16,21
contributions 29:13
control 5:23 20:5 29:8
conversation 3:23
conversations 2:22 28:21
convinced 31:8
correctly 4:12
correspondence 26:17
corruption 8:25
cost 31:14 32:20 33:1,3
costing 32:17
council 9:13 24:23
counseling 27:24
country 5:11 7:10 17:7 32:13
counts 25:1

couple 11:11 13:18 23:7 29:25
coursework 27:12
courtroom 10:11,12
courts 14:7,12,25
crazy 10:23
create 29:11
created 7:12 19:3
credibility 6:7,8
credit 7:5,24
crimes 9:9
criminal 21:1
critical 30:2,12
Cromwell 13:3
current 17:20 23:15
custody 20:9
cut 32:25

D

daily 19:10
dashboard 32:2
data 18:15 28:9 30:9,10,12
date 23:15 28:24
daughter 10:3
Davis 3:14 5:16,17 6:12
day 3:24 4:8 10:8 17:25 21:11
23:17
days 17:15 23:3,4 25:5
dead 11:15
deal 3:3 25:1,2
deals 19:6 22:24
dealt 3:1
death 12:4
deceased 11:24
decently 3:1

declared 11:15
decreasing 23:5
deeds 13:1
deep 17:14
deeper 13:16 21:5 32:23
definition 17:17 23:21
demeanor 24:6,7
Democrats 4:25
denying 13:2
department 7:7,9,23 8:21 9:1,
21 12:9 17:2,5,21 18:3,7,8,10,
17,22 19:2,20,25 20:3,14
21:25 22:12 29:8 32:20 33:7
department's 19:6
departments 7:10
depending 21:3
Deputy 4:10
detective 4:4
determine 15:2
deterred 25:21
Detroit 5:1 8:11 9:20 10:19,21
14:24 17:1,5,21,23 18:4,6,10,
17,22 19:18 21:8 24:10 26:23
developing 26:25
devil 13:1
die 11:13
died 10:11 11:12
Diego 9:7
dies 12:4
dig 17:14 32:22
digging 13:16
digital 19:3 20:7
diligently 25:11
direction 29:19
directive 20:7,13
disciplinary 19:22 20:18

discipline 7:15 27:14,24
disciplines 30:21
disparaging 14:4
distribution 26:24
District 11:1 15:19
document 27:1
documentation 18:15 21:18
25:25
Dodge 5:22
donut 15:16
DPD 2:14 12:22 13:5 16:20
18:6,25 21:19 22:4 27:5 28:9,
13,14 29:25 30:10,20 31:22
DPD's 28:7
draft 29:18
drag 4:18
draws 29:12
driving 15:4 24:9
dropped 23:6
Duggan 12:21
duplication 26:1
duty 9:22
dying 7:14
dynamic 4:17 7:5

E

early 3:20 11:17
educated 7:10
education 7:8,17 29:17
educational 26:18
effectively 16:24 25:12
efficient 29:16
efforts 11:25
elected 6:4
elevate 21:2

eliminate 25:25
employee 6:20 13:1
enclosures 28:13
encounters 20:1,4
encourage 12:10
encouraging 12:8
end 4:8 33:7
enforcement 5:21 13:4,11
17:3,13 20:15
ensure 18:9
entitled 26:20 29:2
environment 7:13
equipment 19:4
Eric 7:1 8:10
establish 18:25 19:2
evaluation 27:4
evening 7:2,3 16:15
evidence 20:9
exactly—right 14:8
excellent 4:11 32:8
exceptional 18:9
excerpts 32:10
expenses 33:1
explore 29:23
extremely 3:20 7:24 25:11

F

face 5:6
facing 8:1
fact 5:19 12:24 17:25 19:24
20:2 25:14 26:3 32:25
fairly 16:24 25:16,21 31:10,24
faithfulness 3:6
falsehood 8:11
family 11:24

fastly 7:9
father 2:5,10,13,18,21,25 3:2,
6 10:2,7
fathers 10:1
feasibility 29:24
feedback 29:9 30:14
feet 9:5
felt 4:1
Ferguson 2:1,3 3:8 4:15 5:15
7:3 9:16 10:24 11:3,6,8 12:14,
17 13:7,24 15:10,14,22,25
16:5,9,13 22:15 23:13 26:6,
10,13 28:3 30:25 31:4 33:9,12
field 19:17
filed 31:24
final 32:6
finalized 27:18
finally 16:20 32:15
find 2:8 4:22 14:9 15:15 27:10
32:23
finding 13:17 19:24 20:2 26:3
fine 26:12
finger 5:6
flyers 5:13
focus 29:10 30:23 33:7
focused 28:25 29:2
focuses 29:12
follow 16:17
footage 4:5 17:6 18:5,20
19:19 20:21 21:1,7,9
force 5:24
Ford 3:14 4:16,17 5:18
forward 9:5 19:18 22:11
found 11:25 26:22
free 32:19
freedom 7:20

front 13:3
full 12:24 20:21
fully 6:17
furtherance 27:2
future 17:15

G

gas 32:19
gave 3:23 10:12,13
gentleman 14:3
ghost 13:1
give 17:17 23:21 24:22,23
32:3,16
giving 7:20
glad 32:9
glaring 8:25
goal 17:2
Goch 13:19,20,21 14:1,2,16,
22 15:11
God 2:5,10,13,18,21 5:13
10:11,13
good 3:11 7:2,3 8:9 9:19 12:12
13:20 15:5 16:15 31:16,25
governing 19:1
grace 2:7,8 3:2
granddaughter 10:3
graphs 31:17
great 3:4 5:8 25:1,2
greet 22:7
groups 30:18
guarantee 25:10
guess 31:24
guessing 12:1
guesstimating 33:4
guidelines 18:25 19:2

guys 3:15 4:10

H

happened 10:22 12:1
hard 7:24
health 7:21
hear 2:2 7:6,11,14,15,16,22
8:4,15,22,23 12:16,17 15:13,
14 16:10,11 22:9,14
heard 8:21
hearings 30:14
Heart 8:10
hearts 2:17
hefty 25:21
heinous 9:9
helps 22:9
Hernandez 13:16
high 8:18
Hill 11:1,2,3,4,8 16:2
hire 24:21
hired 14:13,17,22
history 27:8,20
hit 15:18
hold 9:10
Holley 13:14
Holt 13:16
home 6:19,21,22 14:25 28:6,8
32:15,18 33:2
hope 6:9
hoping 11:17 12:8
horrible 6:2
hospital 11:15,22
host 30:13
hosting 29:24
hrw.org. 26:22

Human 26:22 32:7
hundred 8:16 31:13
hurt 10:4

I

identified 8:17 27:14
identifying 29:10
illegally 14:23
illogical 9:6
Images 18:15
immediately 13:12 17:24
impact 30:8
improving 17:3
incident 18:15 30:12
include 28:11
included 19:5 28:9
includes 29:16
including 26:23 30:9,17
incoming 26:17
increase 18:7
indemnification 9:14
independent 13:4,11
individual 20:10
individuals 7:13
information 14:10 17:11,14
18:3 21:25 22:21 27:7 30:12
31:23 32:22
informed 14:6
infractions 27:22
initiative 32:14
input 29:12
inside 22:5,10,13
insights 27:1
Inspector 13:2
instilling 17:4

integrity 17:5 20:5,20

intentions 29:5

interactions 21:22

intercession 2:11

internal 28:12

invaluable 21:15

investigate 16:25 20:25 23:19,
20 25:13

investigating 24:17

investigation 12:24 20:22

investigations 18:21 19:23
20:19 21:16

investigative 24:25

investigator 16:11,14,22,24
19:20 20:24 24:20 26:7 28:16,
17 31:6

investigators 24:17,22,23
25:11,15,16,18 31:9

invocation 2:4

issue 3:16 4:3,13 21:3 24:20

issued 27:24

issues 2:25 3:25 23:7

issuing 28:8

item 6:19 30:13 33:5

items 19:5 26:16 29:17 33:11

J

Jackson 28:22

James 3:13

Jan 5:5

January 24:12

Jesus 3:6 11:2 12:13,14,15,
16,19 13:16

Jim 13:14

job 4:12 9:21 20:24

July 28:24

June 23:17

Justice 26:20

K

Kaniesha 12:22 13:5

Kenisha 12:23

key 27:1

kids 5:7 10:3

kill 10:5

killed 10:4

killing 9:1

kind 23:9

knew 5:10

L

laid 9:5

large 21:8

Lastly 28:24

law 13:4,11 17:3,12,13 18:18
20:14

Lawrence 12:25

laws 17:8

lawsuits 7:16 9:12,14,17

lawyer 6:11,12,14 17:15,16

leadership 2:14 8:2 10:10

leave 19:12,15

led 23:24

left 15:3 25:18

legal 9:14 22:16

level 16:20

license 8:20

Lieutenant 6:25 27:6

lieutenants 27:11

life 4:8 10:21

lights 4:18 5:20,25

limited 20:14

Linda 10:20 31:14

Lisonya 28:17

list 9:14 22:4,11 29:3

live 6:21 14:24 15:1,18

lives 7:20

living 4:12

lobby 21:21 22:4,10

local 18:18

log 19:15

long 9:14

looked 11:18 12:2

Lord 2:6

lot 3:21 5:7 7:14,15 21:5

low 6:7

lower 6:8 25:15

LSA 6:25

M

Madam 32:6

Maddox 13:19 15:12,13,15

made 2:11,15 3:17,19,22 5:8
13:8 17:24 19:17 20:5 28:18

main 18:24 24:7

maintain 29:7

maintenance 22:13 32:18

major 17:23 32:13

make 2:10 6:17 11:19 12:10
16:25 19:11,14,21,24,25 20:2,
3,19 22:3,4 25:12,24 26:1
29:3,14 31:25 32:5

making 14:15 23:6 31:13

man 5:5,10 13:10

management 8:16,18

manager 14:12
mandated 12:20 29:7
Maraval 13:22 14:3,15,19
March 27:6
Marguerite 13:19
Mark 6:25
matchless 2:6
material 32:9,10
materials 31:7
math 24:16
matter 7:11 8:5,6 17:25 25:13
matters 20:25
MCL 22:19
means 7:24,25 23:2 25:1
meantime 17:19
media 4:11 18:12 19:3 20:7,15
medical 14:7,11,25
meeting 2:23 12:20,21 14:11
16:18 29:4,15,19,20 33:12,19
meetings 8:13 28:25 29:2,24
30:14,15,22,23
Melanie 13:1
member 11:1 18:7 32:7,8
members 18:9 19:2,8,10
20:14 21:17 27:5,8,22 28:9,
13,14 30:4
members' 28:1
memo 29:1,3
memorandum 27:5
men 2:12 7:23
mentorship 7:12,17
mercy 2:8 3:2
mess 10:20
metadata 18:16
Michael 13:19,20 14:1

Michigan 9:8 17:7,12
Microphone 13:23
Mifsud 27:20
Mike 12:20
Mile 15:17
miles 3:24
Milton 13:22 14:15,19
Milton's 14:3
mind 2:19
mine 32:3
Minister 7:1 8:9 9:4,17
minutes 8:12
misconduct 29:11
missing 28:12
mission 16:23
model 4:23
modify 29:19,22
moment 18:23
Monday 25:17
monitor 28:1
month 23:23 24:13,14
months 10:10
morning 9:19 24:15
mother 10:6,13
mothers 10:1
motion 29:22
move 19:18
municipalities 21:8
murderer 13:5

N

name's 9:19
named 14:3
nation 21:9

nationalities 4:25
nationwide 32:12
needed 6:12 11:19,21 28:23
negativity 7:6
news 8:2
night 12:20
Ninth 24:3
non-criminal 20:25
normal 24:20
notable 30:1
notation 19:14
note 19:17
notice 21:17
noticed 21:24
number 3:23 12:22 13:5 15:15
23:4,8,23 24:11 27:10
numbers 16:21 22:25 23:9,13,
16,25
numerous 13:7

O

Obama 4:19,20,23 5:2,3,12
objectively 16:24
objectives 18:24 19:9
obtain 2:8
occasions 13:7
OCI 4:4 12:25 17:2 23:1,2
30:12
OCI's 27:21
offer 28:16,18,19
offered 28:23
office 16:22,23 19:19 20:24
25:1,19 27:4 28:7 32:21
officer 9:6 22:6 27:3
officers 3:18 8:17 9:10,22
11:16 21:12,22 25:7 31:23

official 3:17
oil 13:14
OMA 29:16
opinion 28:22 32:13
opportunity 29:21
oral 3:10
order 3:1
organize 10:15,20
outcomes 28:12
outlined 26:17
outstanding 28:4,11
overhead 33:1
oversight 7:24,25 8:12 13:14
18:2 28:25 29:2,8,17 30:3,5,9,
19
owner 14:12

P

package 31:12
packets 28:6
paid 32:8
pardon 31:18
parents 10:2
park 14:25 15:9
parked 4:6 14:23
parking 15:3
parliamentarian 28:21
part 11:23 22:24 32:5
Patrick 27:20
pay 10:15 28:14
peace 3:2
peaceful 32:3
peer 20:11
people 4:24 5:9,19,25 6:13
7:19 9:22,24 10:15,18,19 15:6

perfect 7:4
performance 27:5 28:1
period 18:2 21:10 27:13 28:2
permanent 31:11
permits 15:4
perseverance 5:7
person 4:10 5:18 7:4 15:16
33:3
person's 31:12
personally 6:19
personnel 17:2
persons 28:13
pick 15:3
picked 15:4
picture 31:17 32:12
pictures 31:19
piece 26:18
pierced 9:3
place 15:9,19,20 16:20 17:20
18:25 20:20
plan 22:9 25:2,3
plate 3:21
plates 3:21 8:20
platform 4:11
point 2:9 6:14 25:10
pointed 5:6 6:14
police 2:14 3:18 8:21 9:1,10,
20,21 12:9 17:1,5,21 18:2,6,9,
10,11,17,22 19:22 20:11,17
26:20 29:6,8,11 30:6,19
policies 18:18 19:25 20:3
policy 16:19 17:20 18:5,6,24
19:6,7,23 20:6,19 21:20 30:15
pop 22:21
Porter 9:1
pray 2:10,12,13

prayer 2:17
prayers 2:10,11,12
praying 2:21
precinct 3:18,25 21:21 22:5,6
23:23 24:2,3
precincts 21:24 22:11,14
30:18
premises 14:24
present 2:22
presentation 22:24 23:14
presentations 30:16
presenting 32:9
preservation 19:3
preserve 20:20
president 5:9 6:25
presidents 30:17
Pressley 13:9,10 15:24 16:1,4
printed 26:24
prior 11:22 27:23 29:22
prioritizing 30:2
probation 27:13
probationary 28:2
problems 14:20
procedure 19:7 24:6
procedures 19:1
process 11:24
produced 18:16
profession 7:4,13
professional 20:12,17
profound 2:24
program 7:9,12
progress 23:7
prohibited 20:17
promoted 27:3,6
promotees 27:18

promotion 27:15,19,23,24
promotional 27:13
promotions 27:15 30:20
proof 4:4
property 18:17,22
prosperity 2:19
protect 9:22 10:18 18:7
protocol 26:9
provide 18:14 28:5
provided 17:8 20:6,12 27:4
28:22 32:21
providing 32:10
public 17:12 22:17,19 29:9,18
30:5,13,19
public's 29:15
pull 4:5
pulled 3:24
pulse 11:14
punished 4:2
purely 15:8
purpose 10:14 19:7 20:16
purposes 20:15
push 6:11
pushed 8:19
pushes 6:7
pushing 6:13
put 2:17 10:12

Q

quality 17:3
Quantez 13:9
query 32:25
question 4:21 26:8,10 31:3
32:17
questionable 6:15

questions 21:4 22:24 26:8
quick 18:4 31:21
quickly 31:24
quorum 3:9 26:9 33:11

R

race 15:2,7
racing 4:18
ran 5:22 9:4
rapidly 31:10
rationale 28:8 32:24
readers 8:20
real 13:13
reap 3:5
reason 19:14,16
receive 16:25
received 23:10,16 24:13
27:15,16,19,21
receiving 23:8 30:11
recently 14:5
recommendations 16:25 29:3
record 14:5 18:11
recorded 3:22 18:16
recordings 20:13
records 18:19 27:21
Recruiting 28:18
red 4:18 5:20,25
redesigning 25:23
redistributed 25:19
reducing 25:3
reflect 23:14
reflected 23:14
reformed 7:7
reforming 7:18

regard 13:4 27:3 28:14 33:7
reigned 15:17
reinstate 18:19
reiterate 21:7
related 28:11 30:5,18
relates 6:1 16:18,21 17:13,18
18:3 19:19 21:4,6 22:25 24:11
relations 30:6,17,19
relative 19:22
release 20:15
released 20:10
releases 9:8
Relevant 26:23
reluctant 31:11
remind 20:23
remove 14:23
removed 15:8
renew 14:16
renewed 14:22
repeated 29:9
replace 18:14
reply 4:22
report 3:17,22,23 16:6,11,16
26:4,16,20 27:4,10 28:7 30:8,
24 31:7,16 32:15,16
reported 4:2
reporting 28:4,10,12
reports 30:12
representation 9:15
Republicans 4:25
repurposing 25:22
request 13:8
requested 13:3
requests 28:4,10
require 32:18

requirement 18:14
requiring 19:3 27:14
reserves 19:20
residents 14:13 15:9
resolutions 30:1,2,3,4
resources 22:16
respect 8:7
responsibility 29:7
rest 2:19
restrictions 20:9
retention 18:19
returning 30:3
review 27:25 32:5
reviewed 27:17
reviewing 26:19
rid 6:16
Rights 26:22 32:7
risk 8:15,17,18
Road 15:17
Robert 7:1 9:20
robust 19:18
role 4:23 14:23
Roosevelt 12:11
rotation 25:17 30:9
rough 9:21
run 5:11
running 5:20,25

S

Sacred 8:10
sacrifices 2:15
sacrificing 7:19
safeguards 20:5
safety 18:7 30:5,19

sake 28:5
salary 28:18,19,24 31:12
salesman 13:14
San 9:7
Sarah's 32:4
save 12:7
Savior 2:6
scam 13:1
scan 17:10 22:17,21
scandalous 8:21
scene 11:16 12:3
schedules 25:9
Scotty 11:2
screen 25:14
scrutiny 20:8
secondhand 14:10
seconds 22:20
secretary 8:23 26:15 32:6
sections 22:20
securely 18:11
select 28:9
send 21:2
sensitive 31:15
Sergeant 27:6,20
sergeants 27:11
server 21:13
service 18:9 24:8
services 17:4
servicing 21:23
sessions 30:20,22
set 6:24 10:25 14:5
sewn 2:16
Shah 16:8,10 26:14,15 27:9
28:4,21 29:14 30:7 33:10

sharing 18:3
shenanigans 13:13
shielded 26:20
shoot 13:6
shop 21:2,3 22:25
shot 9:2,24
show 8:6 24:11
showing 11:13
shown 30:4
shrinking 31:10
signs 11:14
single 10:2 24:25
sir 9:16 11:5 16:3 26:4
sitting 10:12
situation 4:9
situations 3:3
slippage 25:4,5
Sloan 28:17,19,23
Sloan's 28:24
slow 15:18
snake 13:14
sneaking 4:7
social 4:11
soft 33:5
software 21:14
Son's 13:21 14:2,22
sort 32:3
sources 26:2
sown 3:5
speak 8:19
speaker 15:21,22
speakers 3:12 6:24 10:25
13:18
special 5:24

specific 26:23
spirit 2:19 3:2
staff 8:22 16:10 25:7 26:19,25
27:25 28:15 29:1,3,18 31:11
staffed 6:17
staffing 28:15
stand 2:22,25 3:3
standards 20:12,17
stands 18:5
Stanley 2:1,2,5,21
start 28:24 29:20 30:11,16
started 14:14,15 23:5
state 16:20 17:7 18:18
stated 13:6
statement 26:11
states 4:22 26:21
station 19:12,15
stay 15:20
stayed 4:1
stepping 7:19
stop 13:12
stopping 5:24
stops 19:16
stored 20:13
straight 3:10 14:5 16:6 26:2
streets 5:22
strength 2:18
strictly 20:17
strive 30:20
structure 29:15
stuff 32:20
subject 18:17 20:8,18
submitted 28:13 31:21
substance 32:16

successfully 27:12
suicide 13:6
summary 27:1,9
summer 23:9
summers 7:22
summertime 25:6
supervising 28:16,17
supervisory 29:7
supplication 2:11
supposed 10:17,18 26:8
surrounding 28:10
suspended 28:14
sustained 21:19 22:8
system 8:18 21:11
systems 18:11 19:1

T

tab 27:9 28:25
taking 27:19 32:14
tales 31:18
talk 4:19 16:19 31:20
talked 4:23
talking 12:6 13:15 22:16
target 26:3
task 5:24
tells 31:17
terms 32:21
terrible 32:4
testifying 10:13
thanksgiving 2:12
there'll 8:16
They've 10:1
thing 31:25
things 6:16 7:6 17:14 19:10

21:23 23:21 29:5 32:6 33:6
thought 5:3,5,17
thousand 31:13,17,18
throne 2:7
time 2:8,9,16 3:5 8:16 16:1
25:10 28:5 29:15
times 9:3 13:22 14:4
tired 4:8
today 2:13,18 3:1 4:4 16:16
23:15 26:16
told 2:9 4:4
tool 21:15
topic 17:7
topics 12:7 30:18
total 23:1,18 24:1
touch 17:19 29:4
touched 10:4
tow 14:11
towed 14:7,13,14
towing 13:21 14:2,17,19,20,
21,23 15:2
traffic 5:20
transparency 27:2 29:17
transparent 9:11
Troy's 14:17,18,20,21
turn 4:17
twofold 16:17
type 4:24
types 30:21
typically 23:24
typing 26:1

U

unavoidable 12:4
understand 5:7 7:7 9:11 13:10

14:6 31:20
understanding 7:25 8:1 12:23
unit 19:13
United 26:21
units 19:13
unity 2:24
Unlike 5:18
unmute 11:7,8
unmuted 11:6
unprecedented 23:9,12
unusual 23:22
unwarranted 18:8
updates 27:5 28:5,15
upheld 20:1,4
uploaded 21:11,13
urge 11:15
usage 19:23
usual 12:7

V

vacation 25:7,8
vehicle 6:21,22 15:17 28:6
33:3
vehicles 6:19 28:8 32:15,18
venues 29:25
verify 26:3
Vice- 6:8
Vice-chair 6:3,5,10
victims 8:4
video 9:2 14:9 18:11,15 19:21
22:10
videos 9:9 11:18
violent 32:4
vital 11:14
vote 28:23

voted 28:16

W

wait 10:16
walk 2:24
wanted 11:15 14:4 31:15
WARFIELD 16:15 17:6,22
18:13 19:5 20:2,23 21:12
22:3,23 24:4,19 25:9

Warren 9:8
watch 18:21 26:22 32:7
watching 17:9
wearing 21:17
web 17:9
website 26:22
week 8:24 9:13 12:8 23:10,11
week's 16:18
weekend 4:19,20,21 5:2,12
weekends 7:22
weeks 3:16 4:18 11:11
West 15:16
white 10:7 12:21 13:1 15:6
whoever's 6:4
William 3:14
Williams 3:13,15 10:16
Willie 13:15
Window 10:16
wisdom 2:24
woman 14:9
women 7:23
words 8:5 31:18
work 7:23 22:1 30:5
working 19:12,16 22:5 25:2,9,
11
works 6:20

world 7:11
worn 9:9 20:8
worth 8:12
would've 10:7,8
write-ups 25:24
written 18:14 20:11 31:7
wrong 10:22

Y

year 8:14 10:11 14:21 23:5
24:13 25:18 28:15 33:2
years 4:13 5:10,11 8:13 10:6
14:14,18 32:7,8,25
yesterday 3:17,19,22
York 18:1
young 6:25 7:2,4,12,22

Z

Zoom 17:9