

5/17/2012

Page 1

STATE OF MICHIGAN
DETROIT BOARD OF POLICE COMMISSIONERS
REGULAR MEETING

PAGE 1 TO 39

Taken at 1300 Beaubien, Room 328A,
Detroit, Michigan, 48226,
Commencing at 3:06 p.m.,
Thursday, May 17th, 2012,
Before Elizabeth Koller, CSR-7042.

1 APPEARANCES:

2 CELIA BANKS WASHINGTON (P54338)

3 Attorney to the Board

4 Detroit Board of Police Commissioners

5 1300 Beaubien, Room 328

6 Detroit, Michigan 48226

7 (313) 596-1835

8 Appearing on behalf of the Board of Police

9 Commissioners.

10

11 COMMISSIONERS:

12 JEROME WARFIELD, REGULAR MEMBER

13 JESSICA TAYLOR, REGULAR MEMBER

14

15 ALSO PRESENT:

16 GEORGE ANTHONY, SECRETARY

17 RALPH GODBEE, CHIEF OF POLICE

18

19

20

21

22

23

24

25

1 Detroit, Michigan

2 May 17, 2012

3 About 3:06 p.m.

4 COMMISSIONER WARFIELD: Good afternoon.

5 Welcome to the Board of Police Commissioners Meeting.

6 We're glad to have you here. My name is Jerome

7 Warfield. Serving with me today is Commissioner

8 Jessica Taylor, and representing the Chief of Police is

9 Assistant Chief Chester Logan.

10 I'm going to ask if our Board Secretary

11 Mr. George Anthony would introduce our staff for the

12 Board?

13 SECRETARY ANTHONY: Thank you, Mr. Chair.

14 George Anthony for the record. We have Ms. Celia Banks

15 Washington who is our Attorney to the Board seated in

16 the front, Lieutenant Loletha Porter who is from Human

17 Resources Bureau. We also have Mr. Robert Brown who is

18 our Office Manager standing in the back, Sergeant Alan

19 Quinn who is recording our proceeding, and

20 Ms. Elizabeth Koller from Hanson Court Reporting

21 Service.

22 That completes the introduction.

23 COMMISSIONER WARFIELD: Thank you,

24 Mr. Anthony. Let us have a brief moment of prayer for

25 our invocation, please.

1 Father, we come to say thank you for your
2 power and your might and directing us to where we are
3 right now in our journey. As we go through this
4 meeting we ask for your divine insight and wisdom as we
5 discuss and talk about issues of safety that concern
6 this City. We pray a special blessing upon all of the
7 citizens of the City and this region and that the stem
8 of violence will subside.

9 We ask, Lord, that you protect your citizens
10 and keep our Officers safe as they uphold the law and
11 protect the citizens. In Jesus name, we pray. Amen.

12 AUDIENCE: Amen.

13 COMMISSIONER WARFIELD: At this time because
14 we do not have a quorum we will not be doing any
15 official voting unless another member comes to the
16 table, so we will move through the agenda and go to the
17 Assistant Chief for the Department's Report.

18 A.C. LOGAN: Through the chair, Assistant
19 Chief Logan. We've got a presentation today from the
20 Training Section led by Commander Dwayne Love.
21 Commander Love.

22 COMMANDER LOVE: Good afternoon. Greetings
23 to the Board, Assistant Chief Logan. Before I get into
24 my presentation I would like to introduce my staff that
25 came here to support me with this presentation. So

1 first of all in front of me is Sergeant Jeremy James,
2 Sergeant Keith Williams, Sergeant Pride Johnson,
3 Sergeant Walter Clement, and Police Officer Robert
4 Lesnau. Commander Dwayne Love is my name and I'm in
5 charge of Training.

6 We fall under the Civil Rights Integrity
7 Bureau who is headed by Deputy Chief James Tolbert.
8 Under Training we have firearms training, our recruit
9 training, inservice training, field training, something
10 that's not on the chart is professional development.

11 First of all, I would like to talk a little
12 bit about -- good afternoon, Chief. How are you, sir?
13 I'd like to talk about our inservice training. First
14 of all, I'd like to say, and I sit on Michigan
15 Enforcement of Law Enforcement Standards, I sit on the
16 commission in the chief's seat. So they are the
17 governing body for all police agencies in the State of
18 Michigan.

19 No other department trains their members as
20 much as we do here in the Detroit Police Department in
21 the State of Michigan, no other department, and I will
22 say probably across the country. I'd be willing to say
23 we probably train our members more than any other
24 department within this country.

25 Our members are mandated to come to 40 hours

1 block of training once a year. And that curriculum is
2 very complex. It's a lot of courses involved. Some of
3 the courses are, well, all the courses are, use of
4 force, PR24 which is our intermediate weapons, close
5 quarter combat, legal training, verbal judo, quality
6 public service, and again, firearms.

7 We train our members twice a year in
8 firearms. No other department does that, no other
9 major city department, and definitely no other in the
10 State of Michigan. So all our members get trained in
11 firearms twice a year.

12 Report writing, supervisor leadership for
13 investigators and above, NAS Training, a national
14 awareness system, active shooter. And we have a
15 company that comes in and trains our members on dealing
16 with mentally ill persons. So like I said that
17 schedule is a lot of training for any department and we
18 make sure all our members get the training every year.

19 We developed a policy with special order
20 first. It became policy in 2010 as our training
21 policy. And part of that policy is oversight and
22 development. In that policy training we have to
23 approve all lesson plans for any training done
24 throughout the whole department. We also approve all
25 the instructors that teach at the academy any of our

1 courses.

2 We have a database that's kept up daily and
3 it tracks all of our members and what training courses
4 they received. We have to do this because have to be
5 able to pass an audit every three months. The DOJ
6 monitoring team comes in every quarter. They do an
7 audit on our database and they select a hundred names
8 and then they look at our database and see if these
9 members were trained and was it documented that they
10 were trained. So our database is very accurate. And
11 it was a lot of work but my members update it daily.

12 Semiannual course and instructor evaluation.
13 Every six months we complete a report, it's called the
14 Oversight Development Report and we submit it to the
15 Deputy Chief of Civil Rights and Integrity Bureau. And
16 in the report we evaluate all of our instructors and
17 the courses that they instruct.

18 Our curriculum evolves annually. The courses
19 we put in the curriculum are based on department need.
20 We do a Needs Assessment Report every six months, and
21 we give it to the DOJ Team when they come in town, it's
22 copied to them, but it's submitted to the Deputy Chief
23 of Civil Rights Integrity Bureau.

24 My members, on top of the Needs Assessment
25 Report, members also go through the field and they

1 interview Police Officers and Supervisors and see what
2 their needs are in the field. We also do quarterly
3 meetings with the Law Department to find out if there's
4 any issues with the Law Department, any trends that's
5 going on so we can adjust our training as well.

6 We also do a training committee meeting every
7 six months. So the training committee, needs
8 assessment report, the meetings that we attend we
9 developed our curriculum based off of those meetings
10 that we go to. And what it is is we identify
11 performance gaps and we also identify any deficiencies
12 in the Department.

13 So everything can't be changed with training.
14 Some things may call for a policy change or a
15 difference in policy. But either way we address it and
16 we deal with it. And mainly that's how we come up with
17 our curriculum for every year's training cycle.

18 We have twenty-five paragraphs that's related
19 to training. And we are in 100 percent compliance with
20 all of our paragraphs, and those are consent decree
21 paragraphs and we have twenty-five of them which is a
22 lot for one entity that's all training related, and
23 that's on top of the other paragraphs that has a
24 training nexus to it. So our paragraphs we've been in
25 compliance for about a year now with phase one and

1 phase two of all of them.

2 Recruit training is part of what I'm in
3 charge of as well. We had a last class that graduated
4 in April and we graduated thirty-three students to
5 Police Officer. Now they're probationary Police
6 Officers. That curriculum is a 594 hour curriculum,
7 that's mandate by MCMO.

8 In that curriculum they receive legal
9 training, physical fitness, defensive tactics training,
10 cultural diversity, ethics, accident investigation,
11 first-aid and CRP, firearms training, precision
12 driving, police procedures, and police investigation
13 training.

14 Once they're done with that 594 hour
15 curriculum then they receive a 120 hours of DPD
16 curriculum, and that addresses the Department's rules
17 and regulations, policies and procedures, consent
18 decree training, internal affairs training. Everything
19 that they have to do to transition from MCMO the state
20 training they received over into DPD, so that's four
21 weeks, as well.

22 Going back to attendance a little bit with
23 our mandatory inservice training. I didn't put this
24 cycle in because it's not complete yet so what I did
25 was a graph of fiscal year 2010 versus our last fiscal

1 year ended 2011. In 2010 we had 99.3 percent of our
2 Department that attended our mandatory inservice
3 training. And we had in the fiscal year ending in 2011
4 we had 98.1 percent. We did drop some, but we achieved
5 our 94 percent compliance and we have to maintain 94 or
6 better to be in compliance, so we've done that.

7 And legal in 2010 we had 99.5 percent. In
8 2011 we had 98.2 percent of our members show up for our
9 training. And PR24 which is our intermediate weapon we
10 had 99.2 percent of our members in fiscal year 2010,
11 and we had 97.6 show up in fiscal year 2011.

12 And with Leadership Training that's what
13 Investigators and above receive every year we had 99.9
14 percent attendance in fiscal year 2010, and in 98.9 in
15 fiscal year 2011.

16 Now you may ask what happens to people that
17 don't come to training. And our policy indicates and
18 states that if you don't come to our training your
19 weapon is taken; you are relieved of police power until
20 you actually come and get the training.

21 Once you come and get the training you get
22 your weapon and you're back on the street working in a
23 full capacity. And on top of that each member will be,
24 there will be an investigation report administered or
25 generated for each member who did not attend and that

1 report will indicate why that member did not attend the
2 training and that's submitted to the Deputy Chief of
3 Civil Rights Integrity Bureau. So if they don't come,
4 they don't work the street.

5 Firearms Training. In the fiscal year 2010
6 we had little over 2,700 members attend which was
7 97.6 percent of our Department. In 2011 we had 2,541
8 members attend which was 96.6 percent of our
9 Department.

10 Specialized Training. We offer courses in
11 areas to enhance the professionalism, efficiency, and
12 productivity of our members. We train also, and most
13 of these courses are done every six months or every
14 three months, first-aid, CPR, Professional Rescuer,
15 also Officer Survival Training.

16 And before I go further I want to talk about
17 Officer Survival Training. This is a training that
18 Sergeant James in front of me and his staff they
19 developed. It's a very intensive training course.
20 It's ground fighting involved. They teach them knife
21 defense. It's a lot of stuff involved with the
22 training.

23 This training is sought after by a lot of
24 departments in the State of Michigan and around the
25 county. So one thing in Training we're in the process

1 of doing right now I got my staff they're generating or
2 coming up with a catalog that will have all the
3 training that we train which is a lot of different
4 courses, and we're going to put dates on them and we're
5 going to have a website generated as well.

6 We going to blast this out to all the
7 departments in the region and across the country.
8 We're going to bring people in our city to train them
9 and we're going to charge them for the training. We've
10 been doing it already. We trained departments already
11 in certain areas, like Highland Park Police Department,
12 Midland County Sheriff Department, Federal Reserve
13 Police, DPS Police. We trained them already. But now
14 we're trying to market our training throughout the
15 whole region and throughout the country. I believe
16 we'll be successful in that endeavor.

17 Officer Survivor and Urban Street Survivor
18 Class, those are very important classes and everybody
19 wants those classes. Suicide by Cop, Health and
20 Wellness, Lockup Training, which is a type of
21 hand-to-hand combat type of training, three day
22 Ammunition Training, LPAC, SPAC, those acronyms are
23 Lieutenant Promotional Assessment Course, Sergeant
24 Promotional Assessment Course.

25 Whenever a member gets promoted to Sergeant

1 or Lieutenant they have to complete these courses in
2 order to assume their rank. So they get promoted, they
3 go to the course. If they fail it they do not assume
4 their rank. If they pass it they get their rank.

5 Customer Service. And like I said, we train
6 outside departments in a lot of different areas. We
7 have a grant called We're Here We Care. It allowed us
8 to adopt a high school. We adopted Central High
9 School. It's kind of like our segue to the community.

10 My staff goes to Central High School every
11 week, Tuesday, Wednesday, and Thursday. On Tuesday's
12 it's detention. So when the kids get in trouble in
13 school they have to come to detention and detention is
14 where my officers are trained, our officers are trained
15 and they go over life skills, how to prepare a job
16 resumé, how to deal with their finances, talk about
17 what the issues are they're having in school, trying to
18 address any issues they may have that may be causing
19 them to get in trouble.

20 And then Wednesday and Thursday is mentoring
21 from my staff at the high school. We have several
22 different endeavors planned with the kids at Central
23 High School. We have two camps that's going to happen
24 this summer with Wayne State University, and also this
25 past week my staff, Sergeant Johnson and some other

1 people from my staff as well as other members from
2 around the Department, they took a group of forty kids
3 to DC for Police Week and half of those were from
4 Central High School, half were Explorers.

5 I didn't go. Sergeant Johnson filled me in
6 on it. He said it was great and very informative.
7 Some great exposure for the kids. Everything went
8 well. So that's a great endeavor and I was very proud
9 that they were able to complete that with no issues and
10 everybody had a good time in the process.

11 Like I said before, some departments we
12 trained already. Other departments that we actually
13 charge them to train their people, DPS, Highland Park
14 Police Department, Midland County Sheriffs, Federal
15 Reserve Police, Wayne County Community College District
16 Police.

17 And going back to Recruit Training I did
18 bring a video that if you want to see it you can. If
19 you made academy graduation before you've seen it, but
20 it kind of like gives you an insight on what happens in
21 recruit training when a student goes through the
22 academy.

23 I didn't have Sergeant James have it up right
24 now because it's a three to five minute video. So I
25 don't know if you have time to see it, but it's a very

1 good video.

2 COMMISSIONER WARFIELD: If you have time. I
3 did see the video. It's a very well done video. I
4 think it captures just the intense training that the
5 recruits go through. I definitely think it would be
6 good for the public to see it.

7 While they're setting the video up just for
8 the record we want to report that Chief Godbee is here,
9 and replaced, of course, Assistant Chief Chester Logan.

10 CHIEF GODBEE: Good to be here, sir.

11 COMMISSIONER WARFIELD: I also want to say
12 congratulations --

13 CHIEF GODBEE: Thank you.

14 COMMISSIONER WARFIELD: -- to the Chief. He
15 performed a commencement service addressed at Rutgers
16 University. Thank you for that excellent honor.

17 CHIEF GODBEE: Tremendous honor, sir.

18 COMMISSIONER WARFIELD: Thank you.

19 (Video was presented.)

20 COMMANDER LOVE: Just a little insight for
21 the citizens -- would go through during our academy,
22 during the curriculum and the four weeks after that.

23 So that's all I have for presentation and it
24 was hard to cut it down to ten slides because I have so
25 much going on in training, and so much I can talk

1 about, but that's the end of the presentation. Any
2 question?

3 COMMISSIONER WARFIELD: Thank you, Commander
4 Love. Commissioner, any questions?

5 COMMISSIONER TAYLOR: No, I don't have any
6 questions.

7 COMMISSIONER WARFIELD: I just have a few
8 questions. How long does it take to get a class ready,
9 a recruiting class ready, I should say?

10 COMMANDER LOVE: I would have to defer that
11 to our Detroit Police Recruiting Unit because I'm not
12 sure from the time they fill the application out to the
13 time they start the academy, I'm not sure how long that
14 takes.

15 CHIEF GODBEE: Sir, through the chair. It
16 usually takes, it depends on the hiring cycle, if we're
17 actively hiring. We weren't for three years. It can
18 take anywhere from three to six months depending on the
19 complexity of the background investigation of the
20 candidate, how many candidates you have in the pool.
21 So I think a three to six months range depending on
22 hiring is pretty accurate.

23 COMMISSIONER WARFIELD: The reason I ask the
24 question, Commander and Chief, is that as you all know
25 we are proposing a millage, a public safety millage.

1 And if it is successful, if the voters of the City
2 decide to go through with it, it would be nice if
3 somehow to see if we can get it done where we have a
4 class ready to go immediately after the approval of the
5 millage or have one in training while the millage is
6 being debated.

7 I know there is cost of course as well to put
8 a class through recruiting, so we know about the cost
9 of that as well. But I think that in talking with
10 citizens and other groups that is something that is
11 likely to happen. I mean, when you look at different
12 municipalities around us have already passed a public
13 safety millage so it's not something that's foreign.

14 And I don't know, Chief, how we might be able
15 to do that, but if we could somehow identify folks that
16 might be able to be in a class it would be fruitful.

17 CHIEF GODBEE: Sir, through the chair, we
18 never have a lack of the candidates. There may be
19 about eighty people that will be considered in the
20 background process now at various stages could be as
21 big as forty or fifty that with very little update to
22 their background and then requisite psych and physical
23 after a conditional offer of employment a ramping up
24 would not be difficult at all.

25 Historically people want to be Detroit Police

1 Officers. We end up turning away a lot of people. So
2 from that standpoint if we are fortunate enough to have
3 that type of support financially we will be ready to
4 go.

5 COMMISSIONER WARFIELD: Great. Just a few
6 more questions. And first of all, great presentation.
7 Thank you, Commander Love. You had talked about those
8 officers who the unfortunate few and it's only a
9 handful who might not be able to make training for
10 whatever reason.

11 COMMANDER LOVE: Yes, sir.

12 COMMISSIONER WARFIELD: And you talked about
13 taking away their badge and some more of their
14 credentials. Are they paid during that time their
15 equipment is taken away?

16 COMMANDER LOVE: They're still working.
17 They're working in administrative capacity.

18 COMMISSIONER WARFIELD: So they're working
19 somewhere else in the Department?

20 COMMANDER LOVE: Yes, sir. And the policy
21 states that they don't come back until their next
22 available training class to get their training. Once
23 we identify those members, those few members, they're
24 normally back in training that next week getting their
25 training complete and they're still working in

1 administrative capacity until they get the training.

2 COMMISSIONER WARFIELD: Okay. Great.

3 Thanks. No more questions. Thank you. Give them a
4 hand.

5 (Applause.)

6 COMMISSIONER WARFIELD: One of the things we
7 do know and Commander Love and the Chief certainly
8 understands this, one of the things we do know is that
9 Detroit has some of the best training as relates to
10 police officers in the county.

11 As matter of fact, it use to be the case
12 where people will come here and they will get trained
13 in the department and then get siphoned off somewhere
14 else. So we thank God for the talent and for the
15 resources that we have in our Training Department.

16 I do not believe there are any Standing
17 Committee Reports, no New or Old Business. I do want
18 to make an announcement that our next meeting will be
19 May 24th, 3:00 p.m. here.

20 But I'm also going to ask to direct our staff
21 if Mr. Brown and if you and Mr. Anthony could look at
22 the Tigers schedule when they're having games and when
23 our meetings are supposed to be here Downtown and if,
24 you know, we're conflicting that maybe we'll move the
25 meetings on those days so that citizens won't have to

1 pay an absorbent amount to park to come to the
2 meetings, so if we can do that that would be great.

3 Also I want to announce that on Friday,
4 May 18th, 2012, at 11:00 a.m., the great Northwestern
5 District which is Precinct 6 and 8 will have a police
6 community organization meeting. That's during, of
7 course, Police Week which is this week.

8 So, again, that starts at 11:00 tomorrow,
9 May 18th. Please stop by the great Northwest District
10 which is located at 11450 Warwick on Detroit's
11 Westside.

12 I also want to announce King of the Courts
13 has a basketball game against the 36th District Court
14 versus the Detroit Police Eastern District. It's going
15 to take place Friday, this Friday, May 18th, 7:00 p.m.,
16 at the Brenda Scott Academy which is right next door to
17 Osborne High School. Are you playing, Chief?

18 CHIEF GODBEE: I haven't decided. Still on
19 the fence.

20 COMMISSIONER WARFIELD: So we ask that you
21 please govern yourself accordingly to those
22 announcements. There are no more announcements.

23 We will open up the floor to oral
24 communications. If you wish to address the Board at
25 this time please come to the center podium, give us

1 your name for the record and if you could spell it that
2 would be great. We ask that you would abide by our
3 two-minute limit with your comments and you may have
4 the floor right now.

5 Are there any public comments?

6 MR. ALLEN: Yeah, I'm a resident on the
7 Eastside and first of all I want to commend --

8 COMMISSIONER WARFIELD: I'm sorry, sir, could
9 we have your name?

10 MR. ALLEN: My name is Robert Allen. And I
11 want to commend all of your Officers and Officials
12 because I know you have a tremendous job ahead of you.
13 I just was surprised about Commander Love indicating
14 that there is customer service training.

15 Because as a citizen and I call the Eastern
16 District to be hung up on to constantly if I ask for
17 the Community Relations Department. Oh, you have to
18 call such and such a number, call that number.

19 The line is -- never have I actually talked
20 with someone in that department. I leave messages. I
21 left messages over years and have no one to ever call
22 me back. I leave my name, my number. I'm confused.

23 The thing is is that within my neighborhood
24 citizens move in, park their trucks in front of their
25 front door on the grass. Calling the Eastern District

1 to ask them is that against a city ordinance? I don't
2 know. And me calling it always seems as though they
3 act as though I've done something wrong.

4 I just need to have the Officers to realize.
5 Every once in awhile a car does go up and down my
6 street. To see bulk trash set out months before bulk
7 pickup. And the Officers act, like, not my problem.
8 I'm confused.

9 Again to write the date, the time, a letter,
10 send to the appropriate department. I was told by a
11 Commander that each call into a district is recorded to
12 specify the time, the people that I talk to, indicate
13 that they hung up on me. Then I get a letter back
14 saying, oh, that day we don't have the recording.

15 I'm saying to myself what kind of crap is
16 this? You know, I'm saying to myself, I know you have
17 a difficult job, but at the same time I'm saying to
18 myself I just don't believe it. To get a letter
19 saying, oh, well, that day that recording we don't have
20 it and your complaint can't be verified.

21 Again, I'm saying to myself, well, I just
22 don't know. That's why I'm here today. Because I
23 would like something done about situations like that.
24 And the Eastern District, I say to myself they make me
25 feel as though I'm a criminal. I'm a law-abiding

1 citizen.

2 Again, I just need somebody to, if there's
3 customer service then the Eastern District Officers
4 need to go through that because they certainly make me
5 feel like I'm a criminal.

6 COMMISSIONER WARFIELD: Mr. Allen, if you can
7 just stay there for one second. First of all, thank
8 you, sir, for coming. We appreciate you coming and
9 voicing your frustrations. We certainly want to help
10 you on this issue and those matters. I'm going to ask
11 the Chief if he'd wish to comment?

12 CHIEF GODBEE: Mr. Allen, first of all, thank
13 you for taking the time to come down here. There are
14 two people I'd like you to see before you leave. One
15 is Second Deputy Chief Melvin Turner who is over our
16 Police Community Services. If there are any issues
17 relative to community concerns he has some resources
18 that may be able to assist you.

19 Then also Deputy Chief Benjamin Lee who's
20 over Eastern Operations and the Eastern District which
21 the 5th and 9th Precinct fall under his jurisdiction.
22 To the extend you receive any customer service issues
23 that were not pleasant to you I apologize to you on
24 behalf of the Department.

25 But I don't want to brush or paint all of my

1 Officers with the same brush. We have a tremendous
2 amount of Officers that are very professional and do it
3 right everyday. They're courteous, kind, and that just
4 take a lot of flack, but in spite of that they maintain
5 a professionalism. But if someone did not, I apologize
6 to you advance.

7 Another number I want you to have is (313)
8 596-5910, that's (313) 596-5910. The buck proverbially
9 stops with the District Commander. Your District
10 Commander is Steve Dolunt, D-O-L-U-N-T. If you have
11 issues in the future that are not resolved at a lower
12 level I would encourage you to call the Commander's
13 Office and deal with Deputy Chief Benjamin Lee. And I
14 guarantee you between those two gentlemen your
15 situation will be dealt with.

16 And if there's any specifics relative of
17 officer misconduct we'll handle that and make sure it's
18 handled to your satisfaction.

19 MR. ALLEN: Do appreciate it.

20 CHIEF GODBEE: Thank you, sir.

21 COMMISSIONER WARFIELD: Thanks again,
22 Mr. Allen.

23 MR. ALLEN: Thank you.

24 MS. SMITH: Bernice Smith. Good afternoon to
25 my Commissioners, and to you, Chief, glad to see you.

1 CHIEF GODBEE: Good to see you.

2 MS. SMITH: I cannot begin to tell you what
3 is being said about your request for monies from the
4 city. Right after you made the statement, Commissioner
5 Warfield, the red lights went off everywhere in just
6 about everybody's office.

7 In other words, the complaint is why would
8 you ask for any money for the Police Department after
9 the Consent Agreement went through? The problem was
10 you should have asked for it before. Also monies have
11 been taken from the people with taxes being increased
12 and they feel as though, Brown, your curtain's gone
13 down, they've been taxed, in other words, too much.

14 They have been taxed when we had the school
15 board and they look at results of what happened with
16 that monies that was being taxed by the citizens over
17 two or three years ago. Now they feel as though this
18 is too much.

19 I agree that you should have the increase.
20 But the fact is if you're going to get it that way I
21 feel as though that the people will not vote for it.

22 All right. Now, the next thing is, Chief.

23 CHIEF GODBEE: Yes, ma'am.

24 MS. SMITH: We all know what happened
25 yesterday with Reverend Winans. Now, I go that way

1 when I go to my daughter's house over on Oakman
2 Boulevard I have to come the expressway and then I have
3 to turn there at Linwood. What happened yesterday was
4 totally unnecessarily and the fact is that we should be
5 able to go to gas stations and not be harassed or
6 assaulted.

7 When he saw ten men inside that gas station
8 that was too much knowing that they're loitering
9 around. There was a suggestion on the radio this
10 morning that there be a resolution before the Council
11 to make them or ask them to make it a ruling to get
12 security in these gas stations so people will not be
13 afraid to go into them thinking that they're going to
14 be assaulted.

15 I feel as though the police they have
16 authorization to do outside work. Is it feasible or is
17 it possible for them to, you know, get that position as
18 far as protect the people in the gas stations? Also
19 the other day the Caucasian truck driver he got
20 assaulted and the police didn't arrive. They told him
21 on the phone to call in and make the report.

22 Now, there's a distinction between the two
23 incidents. You had one, I don't know if it was because
24 he was a minister and he had more authority or what.
25 But it shouldn't happened in that respect because

1 people don't think of the Detroiters in good fashion
2 anymore. They talk about us so bad that the Police
3 Department is not doing this, the Police Department is
4 not doing that.

5 I feel as though that we have a reputation to
6 uphold and we must see to it that our citizens are
7 protected and taken care of. Crime is on the rampant
8 now. I'm getting very disgusted because I hate to hear
9 each day when Angelo talks about the crime that's going
10 on and they're taking advantage of the seniors also.

11 I'm a senior myself but I'm very careful when
12 I go out, and especially going to gas stations because
13 I don't go at night. But we must do something about
14 it. I'm tired of them talking about you and you're not
15 doing your job because I know you're doing what you can
16 do.

17 But the fact is we must do more out here and
18 help the citizens and stop having crime go rampant and
19 the people are scared to go out. Now they got nerve
20 enough to come in people's houses. People are carrying
21 guns and you don't blame them. Breaking in their
22 houses, and then you have them doing it in the
23 daylight.

24 So they got too much nerve. So we got to do
25 something. We got to think about something. We're

1 having a meeting next Tuesday with the 300 and we're
2 going to see if we can do something in regards to
3 helping you and the Police Department.

4 But I do feel as though that millage will not
5 pass, Commissioner Warfield, because people are drained
6 now. They don't have services of the City and they do
7 not have the protection of the Police Department.

8 And this is the way they're feeling out here
9 in the street because I hear it everyday. And I just
10 want to inform you what's going on. Even though I know
11 most of you do know it. The Police Department I know
12 is strained and I know it's politics that will not give
13 you the monies that you need to be given.

14 I know that for a fact. But the fact is we
15 got to do better than what we're doing and protect the
16 citizens of this City. Thank you very much.

17 COMMISSIONER WARFIELD: Thank you, Ms. Smith.
18 Before you leave the mic I'm sure the Chief would like
19 to address you and I will followup, as well. I'll let
20 the Chief go first.

21 CHIEF GODBEE: Thank you, Mr. Chair.
22 Ms. Smith, thank you so much for your observations.
23 Number one, any assertions I'm not doing my job, I'm
24 the Chief of Police so I'm held accountable for what
25 results we get or do not get. But I would certainly

1 like to make sure for the record that people understand
2 that I have a Police Department that's about 300 fewer
3 than when I took office over two years ago.

4 And to continue to have fewer Police Officers
5 and have an expectation you have the same level of
6 service it is not reasonable. We can only do what we
7 can do with the resources that we have. To that extent
8 I've leveraged as much as I can within the contract as
9 many people out of the desk jobs as possible and we
10 will continue to do that going forward.

11 But the reality is at the end of this budget
12 cycle my budget will be 75 million dollars less than it
13 was one year ago which translates into 352 fewer
14 officers than we were budgeted for one year ago.

15 I have a tremendous leadership team. Quite
16 frankly it is nothing short of amazing. People should
17 be bragging on their Police Department that we are able
18 to hold the line. I continue to have press conferences
19 relative to major cases we close.

20 As it relates to Pastor Winans and what
21 happened to him yesterday we have identified two
22 suspects that we're actively seeking and will arrest on
23 probable cause and there's a warrant sitting in the
24 Prosecutor's Office waiting for prosecutorial
25 determination.

1 That is due to great police work and response
2 by the 10th Precinct to an unrelated issue earlier in
3 the day and then subsequently followed up by the
4 Commercial Auto Theft Section during the day to where
5 we'll have this case closed in less than 24 hours.

6 No video on the exterior. No witnesses. Yet
7 my Officers got it done. So I've take about as many
8 behind whoopings I'm going to take --

9 MS. SMITH: Yeah, I heard you last week after
10 what that lady said last week. I heard it.

11 CHIEF GODBEE: -- what I'm not doing. Until
12 this community is willing step up number one and do
13 what --

14 MS. SMITH: That's true, that's true.

15 CHIEF GODBEE: The Police Department didn't
16 rob Pastor Winans. We responded. And we respond to
17 crime and we are proactively working to stop crime in
18 some very innovative way. We have engaged in a number
19 of different partners in doing so.

20 But the reality is until there's a serious
21 cultural shift relative to the violence. You can have
22 10,000 Police Officers and it's not going to make a
23 difference when you have that type of mentality.

24 So from that standpoint I'm very proud of the
25 work that we do. But if I have 75 million dollars

1 fewer. The state has not stepped up to give us anymore
2 money. Nobody is talking about increased revenue
3 streams. And the only person and he's leading a group
4 of people to bring an alternative to the table people
5 are saying no to that also. Yet you still want the
6 same service. It's not Burger King from that
7 standpoint.

8 You can't get the same service when you have
9 2,500 Police Officers when just five years ago you had
10 close to 3,000. It's a very difficult proposition.
11 But with that being said I'm going to work until as
12 long as I'm Chief. I will deploy and we will solve
13 crime. We will continue to work and I can't be
14 concerned with what they say.

15 MS. SMITH: I would like to know --

16 COMMISSIONER WARFIELD: I'm sorry, Ms. Smith,
17 we really went over your time. I do want to respond to
18 the millage issue. Like you have also talked with
19 individuals regarding the millage and no one wants a
20 tax, but I think the debate is good. I think it is the
21 Council's responsibility to put this question in front
22 of the citizens so that the citizens can have the
23 conversations that we're having here so they can get
24 intelligent information from the Chief's perspective
25 and others about how do we change this culture and how

1 can citizens literally hire the amount of officers
2 that's needed in their respective neighborhoods.

3 Now, the interesting thing about taxes is the
4 one thing we know about the taxes is the property taxes
5 in Detroit over the last few years have gone down,
6 should have gone down, because property values have
7 gone down drastically.

8 No one wants to be taxed. Neither do I. But
9 it comes to a point that if it's about safety and I
10 have to spend two hundred more dollars a year which is
11 twenty haircuts for me then I'm willing to sacrifice
12 twenty haircuts. Ask my cousins. They tell me every
13 time they see me, boy, you need a haircut. Thank God
14 today I got one.

15 But there are things that we need to do that
16 we can do that we can help ourselves. As the Chief
17 said, no one else is coming to the table to save us.
18 We have to do it ourselves. And democracy, thank God,
19 is loud. And in that conversation, in that dialog then
20 the citizens will come to an understanding of what they
21 will or won't do.

22 Our job is to make sure the question is out
23 there so they can have the opportunity to make that
24 choice. For there not to be a choice is completely
25 unacceptable. So that's our comment on that.

1 MS. SMITH: Thank you both very much.

2 COMMISSIONER WARFIELD: Thank you, Ms. Smith.

3 MR. MOORE: Good evening.

4 COMMISSIONER WARFIELD: Good evening, sir.

5 MR. MOORE: To the Board, Chief, Detroit's
6 Finest and the families that's in the house, my name is
7 Edward Moore. I am the liaison of the Honorable Kwame
8 Kenyatta, Detroit City Councilman, bringing warm
9 greeting from his office.

10 To the Chief, I want to say thank you for
11 whatever you said to 4217. We see the presence of the
12 Police Officers in their cars. We see the red lights
13 on and we see that now they're slowing up. They're not
14 just running through the stop signs. Don't even yield.
15 But now they are stopping at the stop signs.

16 So we want to say to the Chief, whatever you
17 told the Commander or Inspector Montgomery out there,
18 keep the pressure on. We need all the assistance we
19 can get. Thank you.

20 COMMISSIONER WARFIELD: Thank you.

21 CHIEF GODBEE: Mr. Moore, if I could say
22 Deputy Chief Morris Wells is over Western Operations
23 and he is the one to ensure that community complaints
24 that were referenced in the community meeting that they
25 were answered and responded to. So I want to give

1 credit to where credit is due.

2 MR. MOORE: Keep the good work up, Commander.

3 MR. SCOTT: Ron Scott. I think you know how
4 to spell that. Anyway, I want to say, you know,
5 Commissioner, just like he said I think it's important
6 to always have a vigorous debate about what we think we
7 need to do.

8 I want to say this and I guess I want to pat
9 myself on the back, I'm glad we're talking about change
10 in the culture now. We've been talking about it for
11 almost twenty years. And so that goes inside and
12 outside of the Department. So I'm glad to see that's
13 at least a part of the decision at this point.

14 Having said that, I'm glad that Commander
15 Love made a presentation today because I'd like to
16 raise a question relative to when we have the Command
17 Meetings in Wayne County. There was a question about
18 fatal force, the use of fatal force. And on Monday of
19 this week there was a shooting of a citizen over on the
20 Westside of Detroit.

21 What I'm concerned is how that happened and
22 I'm saying it in relationship to what Bernice raised,
23 that the gentleman in question was a senior, sort of
24 reclusive, and so forth. The question becomes whether
25 or not the neighbors who in our investigation found out

1 were newer arrivals to the neighborhood. He had lived
2 there fifty years. Whether or not the presumption
3 predicated on a car was that he was in danger in
4 relationship to the neighbors and thus the police
5 involvement led to the shooting.

6 So I want to know where are you on that
7 situation without going into all the details? You
8 know, are we looking at geriatric issues related to the
9 elderly, what their concerns are? And also
10 psychological issues because one of the things we were
11 able to ascertain is that the individual may have had a
12 stroke or some other debilitating situation which led
13 to that incident.

14 CHIEF GODBEE: Yes, sir. We are looking at
15 all those, Mr. Scott, from a number of different
16 angles. That is part of the assessment process. It's
17 a deeper drill down than was the shooting proper. It's
18 also the drill down could there have been any other way
19 to mitigate the situation prior to getting to a point
20 where you have to make the shoot decision.

21 We are nowhere finished with that assessment.
22 But that is a part of what we're required to do and of
23 course the investigation will do. As with all police
24 involved shootings a warrant request in this case still
25 will be submitted to the Prosecutor's Office also for a

1 prosecutorial determination to ensure, we will ensure
2 from a policy standpoint if it was or was not within
3 policy or if it is not addressed with policy is there
4 policy or training adjustment we need to make, i.e.,
5 relative to engaging someone of geriatric nature or
6 some type of mental health issue.

7 So all of those factors will be assessed.
8 But also there's a criminal aspect also that we have to
9 assess. But we are not at that point, Mr. Scott, but
10 all of those things are the criteria I will be looking
11 at in my final review.

12 MR. SCOTT: I just say this in conclusion and
13 that is, you know, we've been promoting Peace Zones for
14 Life. My concern is that there's a neighborhood
15 association has a block club in that area, one of the
16 nicer looking areas in the City of Detroit, and most of
17 them have lived there fifty, sixty years. I happen to
18 know people in the neighborhood.

19 My concern is when citizens call the police
20 that I would hope that they wouldn't exaggerate and
21 exacerbate the issue to the degree that it gets to the
22 point where it's presumed that a weapon is involved to
23 get the police when you assume they won't be there in
24 time then you exacerbate the issue.

25 CHIEF GODBEE: And you heighten the

1 Officer --

2 MR. SCOTT: Right. And so, therefore, I
3 would hope that citizens wouldn't do that just
4 presuming that if I don't do it nobody's going to come
5 and thus create a situation that otherwise could have
6 been minimized by discussion.

7 CHIEF GODBEE: And if I could address very
8 briefly, Mr. Scott, without really delaying, we made
9 changes in our calls for service. We made changes
10 relative to the virtual precinct model as to how calls
11 are handled. What that has resulted in last year we
12 had 975,000 calls for service spread out amongst 13
13 precincts.

14 We're on pace now with the adjustments we've
15 made and the alternative service we're providing to
16 service about 700,000 calls for service. What's
17 significant about that is is that it negates that
18 embellished call for service to say that there's a
19 weapon involved trying to get police there faster.

20 Since we've instituted the false alarm
21 policy, since we changed a number of things we respond
22 to relative to crimes in progress versus crimes not in
23 progress that negates the opportunity or doesn't make
24 it necessary, it was never necessary, but for a person
25 to feel they need to do that to get police there

1 faster.

2 We've done other things to change our process
3 to help ensure we get police to real emergencies the
4 right way. So that has help our cause tremendously.

5 COMMISSIONER WARFIELD: Thank you sir.

6 Others? All right. Hearing or seeing none, we will
7 close this section of our meeting. I do have one other
8 comment to make, one other announcement to make I
9 should say, and that is there will be the honors award
10 program that will take place next week on May 22nd,
11 2012 at the Detroit Golf Club at 6:30 p.m., and we will
12 be honoring those men and women of the Detroit Police
13 Department who have gone over and beyond the call of
14 duty.

15 Do you have anything, Commissioner?

16 COMMISSIONER TAYLOR: No.

17 COMMISSIONER WARFIELD: So certainly we thank
18 all of you for coming and that concludes our meeting
19 for this week. Thank you.

20 (The hearing concluded at 4:00 p.m.)

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

CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
) SS
COUNTY OF WAYNE)

I, Elizabeth Koller, hereby certify that I reported stenographically the foregoing proceedings at the time and place hereinbefore set forth; that thereafter the same was reduced to computer transcription under my supervision; and that this is a full, true, complete and correct transcription of said proceedings.



Elizabeth Koller

Elizabeth Koller, CSR 7042,
Notary Public,
Wayne County, Michigan

My Commission expires: June 1, 2018

22:2
calls 37:9, 10, 12
 37:16
camp 13:23
candidate 16:20
candidates 16:20
 17:18
capacity 10:23
 18:17 19:1
captures 15:4
car 22:5 35:3
care 13:7 27:7
careful 27:11
carrying 27:20
cars 33:12
case 19:11 30:5
 35:24
cases 29:19
catalog 12:2
Caucasian 26:19
cause 29:23 38:4
causing 13:18
Celia 2:2 3:14
center 20:25
Central 13:8, 10
 13:22 14:4
certain 12:11
certainly 19:7
 23:4, 9 28:25
 38:17
CERTIFICATE 39:1
certify 39:8
chair 3:13 4:18
 16:15 17:17
 28:21
change 8:14
 31:25 34:9
 38:2
changed 8:13
 37:21
changes 37:9, 9
charge 5:5 9:3
 12:9 14:13
chart 5:10
Chester 3:9 15:9
Chief 2:17 3:8, 9
 4:17, 19, 23 5:7
 5:12 7:15, 22
 11:2 15:8, 9, 10
 15:13, 14, 17
 16:15, 24 17:14
 17:17 19:7

20:17, 18 23:11
 23:12, 15, 19
 24:13, 20, 25
 25:1, 22, 23
 28:18, 20, 21, 24
 30:11, 15 31:12
 32:16 33:5, 10
 33:16, 21, 22
 35:14 36:25
 37:7
chief's 5:16
 31:24
choice 32:24, 24
citizen 21:15
 23:1 34:19
citizens 4:7, 9
 4:11 15:21
 17:10 19:25
 21:24 25:16
 27:6, 18 28:16
 31:22, 22 32:1
 32:20 36:19
 37:3
city 4:6, 7 6:9
 12:8 17:1 22:1
 25:4 28:6, 16
 33:8 36:16
Civil 5:6 7:15
 7:23 11:3
class 9:3 12:18
 16:8, 9 17:4, 8
 17:16 18:22
classes 12:18, 19
Clement 5:3
close 6:4 29:19
 31:10 38:7
closed 30:5
club 36:15 38:11
College 14:15
combat 6:5 12:21
come 4:1 5:25
 7:21 8:16
 10:17, 18, 20, 21
 11:3 13:13
 18:21 19:12
 20:1, 25 23:13
 26:2 27:20
 32:20 37:4
comes 4:15 6:15
 7:6 32:9
coming 12:2 23:8
 23:8 32:17

38:18
Command 34:16
Commander 4:20
 4:21, 22 5:4
 15:20 16:3, 10
 16:24 18:7, 11
 18:16, 20 19:7
 21:13 22:11
 24:9, 10 33:17
 34:2, 14
Commander's
 24:12
commencement
 15:15
Commencing 1:18
commend 21:7, 11
comment 23:11
 32:25 38:8
comments 21:3, 5
Commercial 30:4
commission 5:16
 39:21
Commissioner 3:4
 3:7, 23 4:13
 15:2, 11, 14, 18
 16:3, 4, 5, 7, 23
 18:5, 12, 18
 19:2, 6 20:20
 21:8 23:6
 24:21 25:4
 28:5, 17 31:16
 33:2, 4, 20 34:5
 38:5, 15, 16, 17
Commissioners
 1:2 2:4, 9, 11
 3:5 24:25
committee 8:6, 7
 19:17
communications
 20:24
community 13:9
 14:15 20:6
 21:17 23:16, 17
 30:12 33:23, 24
company 6:15
complaint 22:20
 25:7
complaints 33:23
complete 7:13
 9:24 13:1 14:9
 18:25 39:13
completely 32:24

completes 3:22
complex 6:2
complexity 16:19
compliance 8:19
 8:25 10:5, 6
computer 39:11
concern 4:5
 36:14, 19
concerned 31:14
 34:21
concerns 23:17
 35:9
concluded 38:20
concludes 38:18
conclusion 36:12
conditional
 17:23
conferences
 29:18
conflicting
 19:24
confused 21:22
 22:8
congratulations
 15:12
consent 8:20
 9:17 25:9
considered 17:19
constantly 21:16
continue 29:4, 10
 29:18 31:13
contract 29:8
conversation
 32:19
conversations
 31:23
Cop 12:19
copied 7:22
correct 39:13
cost 17:7, 8
Council 26:10
Councilman 33:8
Council's 31:21
country 5:22, 24
 12:7, 15
county 11:25
 12:12 14:14, 15
 19:10 34:17
 39:6, 20
course 7:12
 11:19 12:23, 24
 13:3 15:9 17:7

20:7 35:23
courses 6:2,3,3
 7:1,3,17,18
 11:10,13 12:4
 13:1
Court 3:20 20:13
courteous 24:3
Courts 20:12
cousins 32:12
CPR 11:14
crap 22:15
create 37:5
credentials
 18:14
credit 34:1,1
crime 27:7,9,18
 30:17,17 31:13
crimes 37:22,22
criminal 22:25
 23:5 36:8
criteria 36:10
CRP 9:11
CSR 39:18
CSR-7042 1:20
cultural 9:10
 30:21
culture 31:25
 34:10
curriculum 6:1
 7:18,19 8:9,17
 9:6,6,8,15,16
 15:22
curtain's 25:12
customer 13:5
 21:14 23:3,22
cut 15:24
cycle 8:17 9:24
 16:16 29:12

D

daily 7:2,11
danger 35:3
database 7:2,7,8
 7:10
date 22:9
dates 12:4
daughter's 26:1
day 12:21 22:14
 22:19 26:19
 27:9 30:3,4
daylight 27:23
days 19:25

DC 14:3
deal 8:16 13:16
 24:13
dealing 6:15
dealt 24:15
debate 31:20
 34:6
debated 17:6
debilitating
 35:12
decide 17:2
decided 20:18
decision 34:13
 35:20
decree 8:20 9:18
deeper 35:17
defense 11:21
defensive 9:9
defer 16:10
deficiencies
 8:11
definitely 6:9
 15:5
degree 36:21
delaying 37:8
democracy 32:18
department 5:19
 5:20,21,24 6:8
 6:9,17,24 7:19
 8:3,4,12 10:2
 11:7,9 12:11
 12:12 14:2,14
 18:19 19:13,15
 21:17,20 22:10
 23:24 25:8
 27:3,3 28:3,7
 28:11 29:2,17
 30:15 34:12
 38:13
departments
 11:24 12:7,10
 13:6 14:11,12
Department's
 4:17 9:16
depending 16:18
 16:21
depends 16:16
deploy 31:12
Deputy 5:7 7:15
 7:22 11:2
 23:15,19 24:13
 33:22

desk 29:9
details 35:7
detention 13:12
 13:13,13
determination
 29:25 36:1
Detroit 1:2,17
 2:4,6 3:1 5:20
 16:11 17:25
 19:9 20:14
 32:5 33:8
 34:20 36:16
 38:11,12
Detroiters 27:1
Detroit's 20:10
 33:5
developed 6:19
 8:9 11:19
development 5:10
 6:22 7:14
dialog 32:19
difference 8:15
 30:23
different 12:3
 13:6,22 17:11
 30:19 35:15
difficult 17:24
 22:17 31:10
direct 19:20
directing 4:2
discuss 4:5
discussion 37:6
disgusted 27:8
distinction
 26:22
district 14:15
 20:5,9,13,14
 21:16,25 22:11
 22:24 23:3,20
 24:9,9
diversity 9:10
divine 4:4
documented 7:9
doing 4:14 12:1
 12:10 27:3,4
 27:15,15,22
 28:15,23 30:11
 30:19
DOJ 7:5,21
dollars 29:12
 30:25 32:10
Dolunt 24:10

door 20:16 21:25
Downtown 19:23
DPD 9:15,20
DPS 12:13 14:13
drained 28:5
drastically 32:7
drill 35:17,18
driver 26:19
driving 9:12
drop 10:4
due 30:1 34:1
duty 38:14
Dwayne 4:20 5:4
D-O-L-U-N-T
 24:10

E

earlier 30:2
Eastern 20:14
 21:15,25 22:24
 23:3,20,20
Eastside 21:7
Edward 33:7
efficiency 11:11
eighty 17:19
either 8:15
elderly 35:9
Elizabeth 1:20
 3:20 39:8,18
embellished
 37:18
emergencies 38:3
employment 17:23
encourage 24:12
endeavor 12:16
 14:8
endeavors 13:22
ended 10:1
Enforcement 5:15
 5:15
engaged 30:18
engaging 36:5
enhance 11:11
ensure 33:23
 36:1,1 38:3
entity 8:22
equipment 18:15
especially 27:12
ethics 9:10
evaluate 7:16
evaluation 7:12
evening 33:3,4

everybody 12:18
14:10
everybody's 25:6
everyday 24:3
28:9
evolves 7:18
exacerbate 36:21
36:24
exaggerate 36:20
excellent 15:16
expectation 29:5
expires 39:21
Explorers 14:4
exposure 14:7
expressway 26:2
extend 23:22
extent 29:7
exterior 30:6

F

fact 19:11 25:20
26:4 27:17
28:14, 14
factors 36:7
fail 13:3
fall 5:6 23:21
false 37:20
families 33:6
far 26:18
fashion 27:1
faster 37:19
38:1
fatal 34:18, 18
Father 4:1
feasible 26:16
Federal 12:12
14:14
feel 22:25 23:5
25:12, 17, 21
26:15 27:5
28:4 37:25
feeling 28:8
fence 20:19
fewer 29:2, 4, 13
31:1
field 5:9 7:25
8:2
fifty 17:21 35:2
36:17
fighting 11:20
fill 16:12
filled 14:5

final 36:11
finances 13:16
financially 18:3
find 8:3
Finest 33:6
finished 35:21
firearms 5:8 6:6
6:8, 11 9:11
11:5
first 5:1, 11, 13
6:20 18:6 21:7
23:7, 12 28:20
first-aid 9:11
11:14
fiscal 9:25, 25
10:3, 10, 11, 14
10:15 11:5
fitness 9:9
five 14:24 31:9
flack 24:4
floor 20:23 21:4
folks 17:15
followed 30:3
followup 28:19
force 6:4 34:18
34:18
foregoing 39:9
foreign 17:13
forth 34:24
39:11
fortunate 18:2
forty 14:2 17:21
forward 29:10
found 34:25
four 9:20 15:22
frankly 29:16
Friday 20:3, 15
20:15
front 3:16 5:1
11:18 21:24, 25
31:21
fruitful 17:16
frustrations
23:9
full 10:23 39:13
further 11:16
future 24:11

G

game 20:13
games 19:22
gaps 8:11

gas 26:5, 7, 12, 18
27:12
generated 10:25
12:5
generating 12:1
gentleman 34:23
gentlemen 24:14
George 2:16 3:11
3:14
geriatric 35:8
36:5
getting 18:24
27:8 35:19
give 7:21 19:3
20:25 28:12
31:1 33:25
given 28:13
gives 14:20
glad 3:6 24:25
34:9, 12, 14
go 4:3, 16 7:25
8:10 11:16
13:3, 15 14:5
15:5, 21 17:2, 4
18:4 22:5 23:4
25:25 26:1, 5
26:13 27:12, 13
27:18, 19 28:20
God 19:14 32:13
32:18
Godbee 2:17 15:8
15:10, 13, 17
16:15 17:17
20:18 23:12
24:20 25:1, 23
28:21 30:11, 15
33:21 35:14
36:25 37:7
goes 13:10 14:21
34:11
going 3:10 8:5
9:22 12:4, 5, 6
12:8, 9 13:23
14:17 15:25
19:20 20:14
23:10 25:20
26:13 27:9, 12
28:2, 10 29:10
30:8, 22 31:11
35:7 37:4
Golf 38:11
good 3:4 4:22

5:12 14:10
15:1, 6, 10
24:24 25:1
27:1 31:20
33:3, 4 34:2
govern 20:21
governing 5:17
graduated 9:3, 4
graduation 14:19
grant 13:7
graph 9:25
grass 21:25
great 14:6, 7, 8
18:5, 6 19:2
20:2, 4, 9 21:2
30:1
greeting 33:9
Greetings 4:22
ground 11:20
group 14:2 31:3
groups 17:10
guarantee 24:14
guess 34:8
guns 27:21

H

haircut 32:13
haircuts 32:11
32:12
half 14:3, 4
hand 19:4
handful 18:9
handle 24:17
handled 24:18
37:11
hand-to-hand
12:21
Hanson 3:20
happen 13:23
17:11 36:17
happened 25:15
25:24 26:3, 25
29:21 34:21
happens 10:16
14:20
harassed 26:5
hard 15:24
hate 27:8
headed 5:7
health 12:19
36:6
hear 27:8 28:9

heard 30:9,10
 hearing 38:6,20
 heighten 36:25
 held 28:24
 help 23:9 27:18
 32:16 38:3,4
 helping 28:3
 hereinbefore
 39:10
 high 13:8,8,10
 13:21,23 14:4
 20:17
 Highland 12:11
 14:13
 hire 32:1
 hiring 16:16,17
 16:22
 Historically
 17:25
 hold 29:18
 honor 15:16,17
 Honorable 33:7
 honoring 38:12
 honors 38:9
 hope 36:20 37:3
 hour 9:6,14
 hours 5:25 9:15
 30:5
 house 26:1 33:6
 houses 27:20,22
 Human 3:16
 hundred 7:7
 32:10
 hung 21:16 22:13

I

identified 29:21
 identify 8:10,11
 17:15 18:23
 ill 6:16
 immediately 17:4
 important 12:18
 34:5
 incident 35:13
 incidents 26:23
 increase 25:19
 increased 25:11
 31:2
 indicate 11:1
 22:12
 indicates 10:17
 indicating 21:13

individual 35:11
 individuals
 31:19
 inform 28:10
 information
 31:24
 informative 14:6
 innovative 30:18
 inservice 5:9,13
 9:23 10:2
 inside 26:7
 34:11
 insight 4:4
 14:20 15:20
 Inspector 33:17
 instituted 37:20
 instruct 7:17
 instructor 7:12
 instructors 6:25
 7:16
 Integrity 5:6
 7:15,23 11:3
 intelligent
 31:24
 intense 15:4
 intensive 11:19
 interesting 32:3
 intermediate 6:4
 10:9
 internal 9:18
 interview 8:1
 introduce 3:11
 4:24
 introduction
 3:22
 investigation
 9:10,12 10:24
 16:19 34:25
 35:23
 investigators
 6:13 10:13
 invocation 3:25
 involved 6:2
 11:20,21 35:24
 36:22 37:19
 involvement 35:5
 issue 23:10 30:2
 31:18 36:6,21
 36:24
 issues 4:5 8:4
 13:17,18 14:9
 23:16,22 24:11

35:8,10
 i.e 36:4

J

 James 5:1,7
 11:18 14:23
 Jeremy 5:1
 Jerome 2:12 3:6
 Jessica 2:13 3:8
 Jesus 4:11
 job 13:15 21:12
 22:17 27:15
 28:23 32:22
 jobs 29:9
 Johnson 5:2
 13:25 14:5
 journey 4:3
 judo 6:5
 June 39:21
 jurisdiction
 23:21

K

keep 4:10 33:18
 34:2
 Keith 5:2
 Kenyatta 33:8
 kept 7:2
 kids 13:12,22
 14:2,7
 kind 13:9 14:20
 22:15 24:3
 King 20:12 31:6
 knife 11:20
 know 14:25 16:24
 17:7,8,14 19:7
 19:8,24 21:12
 22:2,16,16,22
 25:24 26:17,23
 27:15 28:10,11
 28:11,12,14
 31:15 32:4
 34:3,4 35:6,8
 36:13,18
 knowing 26:8
 Koller 1:20 3:20
 39:8,18
 Kwame 33:7

L

lack 17:18
 lady 30:10

law 4:10 5:15
 8:3,4
 law-abiding
 22:25
 leadership 6:12
 10:12 29:15
 leading 31:3
 leave 21:20,22
 23:14 28:18
 led 4:20 35:5,12
 Lee 23:19 24:13
 left 21:21
 legal 6:5 9:8
 10:7
 Lesnau 5:4
 lesson 6:23
 letter 22:9,13
 22:18
 level 24:12 29:5
 leveraged 29:8
 liaison 33:7
 Lieutenant 3:16
 12:23 13:1
 life 13:15 36:14
 lights 25:5
 33:12
 limit 21:3
 line 21:19 29:18
 Linwood 26:3
 literally 32:1
 little 5:11 9:22
 11:6 15:20
 17:21
 lived 35:1 36:17
 located 20:10
 Lockup 12:20
 Logan 3:9 4:18
 4:19,23 15:9
 loitering 26:8
 Loletha 3:16
 long 16:8,13
 31:12
 look 7:8 17:11
 19:21 25:15
 looking 35:8,14
 36:10,16
 Lord 4:9
 lot 6:2,17 7:11
 8:22 11:21,23
 12:3 13:6 18:1
 24:4
 loud 32:19

Love 4:20, 21, 22
5:4 15:20 16:4
16:10 18:7, 11
18:16, 20 19:7
21:13 34:15
lower 24:11
LPAC 12:22

M

maintain 10:5
24:4
major 6:9 29:19
Manager 3:18
mandate 9:7
mandated 5:25
mandatory 9:23
10:2
market 12:14
matter 19:11
matters 23:10
ma'am 25:23
MCMO 9:7, 19
mean 17:11
meeting 1:3 3:5
4:4 8:6 19:18
20:6 28:1
33:24 38:7, 18
meetings 8:3, 8, 9
19:23, 25 20:2
34:17
Melvin 23:15
member 2:12, 13
4:15 10:23, 25
11:1 12:25
members 5:19, 23
5:25 6:7, 10, 15
6:18 7:3, 9, 11
7:24, 25 10:8
10:10 11:6, 8
11:12 14:1
18:23, 23
men 26:7 38:12
mental 36:6
mentality 30:23
mentally 6:16
mentoring 13:20
messages 21:20
21:21
mic 28:18
Michigan 1:1, 17
2:6 3:1 5:14
5:18, 21 6:10

11:24 39:4, 20
Midland 12:12
14:14
millage 16:25, 25
17:5, 5, 13 28:4
31:18, 19
million 29:12
30:25
minimized 37:6
minister 26:24
minute 14:24
misconduct 24:17
mitigate 35:19
model 37:10
moment 3:24
Monday 34:18
money 25:8 31:2
monies 25:3, 10
25:16 28:13
monitoring 7:6
Montgomery 33:17
months 7:5, 13, 20
8:7 11:13, 14
16:18, 21 22:6
Moore 33:3, 5, 7
33:21 34:2
morning 26:10
Morris 33:22
move 4:16 19:24
21:24
municipalities
17:12

N

name 3:6 4:11
5:4 21:1, 9, 10
21:22 33:6
names 7:7
NAS 6:13
national 6:13
nature 36:5
necessary 37:24
37:24
need 7:19 22:4
23:2, 4 28:13
32:13, 15 33:18
34:7 36:4
37:25
needed 32:2
needs 7:20, 24
8:2, 7
negates 37:17, 23

neighborhood
21:23 35:1
36:14, 18
neighborhoods
32:2
neighbors 34:25
35:4
Neither 32:8
nerve 27:19, 24
never 17:18
21:19 37:24
New 19:17
newer 35:1
nexus 8:24
nice 17:2
nicer 36:16
night 27:13
nobody's 37:4
normally 18:24
Northwest 20:9
Northwestern
20:4
Notary 39:19
number 21:18, 18
21:22 24:7
28:23 30:12, 18
35:15 37:21

O

Oakman 26:1
observations
28:22
offer 11:10
17:23
office 3:18
24:13 25:6
29:3, 24 33:9
35:25
officer 5:3 9:5
11:15, 17 12:17
24:17 37:1
officers 4:10
8:1 9:6 13:14
13:14 18:1, 8
19:10 21:11
22:4, 7 23:3
24:1, 2 29:4, 14
30:7, 22 31:9
32:1 33:12
official 4:15
Officials 21:11
oh 21:17 22:14

22:19
Okay 19:2
Old 19:17
once 6:1 9:14
10:21 18:22
22:5
open 20:23
Operations 23:20
33:22
opportunity
32:23 37:23
oral 20:23
order 6:19 13:2
ordinance 22:1
organization
20:6
Osborne 20:17
outside 13:6
26:16 34:12
oversight 6:21
7:14

P

pace 37:14
PAGE 1:14
paid 18:14
paint 23:25
paragraphs 8:18
8:20, 21, 23, 24
park 12:11 14:13
20:1 21:24
part 6:21 9:2
34:13 35:16, 22
partners 30:19
pass 7:5 13:4
28:5
passed 17:12
Pastor 29:20
30:16
pat 34:8
pay 20:1
Peace 36:13
people 10:16
12:8 14:1, 13
17:19, 25 18:1
19:12 22:12
23:14 25:11, 21
26:12, 18 27:1
27:19, 20 28:5
29:1, 9, 16 31:4
31:4 36:18
people's 27:20

percent 8:19
 10:1, 4, 5, 7, 8
 10:10, 14 11:7
 11:8
performance 8:11
performed 15:15
person 31:3
 37:24
persons 6:16
perspective
 31:24
phase 8:25 9:1
phone 26:21
physical 9:9
 17:22
pickup 22:7
place 20:15
 38:10 39:10
planned 13:22
plans 6:23
playing 20:17
pleasant 23:23
please 3:25 20:9
 20:21, 25
podium 20:25
point 32:9 34:13
 35:19 36:9, 22
police 1:2 2:4, 8
 2:17 3:5, 8 5:3
 5:17, 20 8:1
 9:5, 5, 12, 12
 10:19 12:11, 13
 12:13 14:3, 14
 14:15, 16 16:11
 17:25 19:10
 20:5, 7, 14
 23:16 25:8
 26:15, 20 27:2
 27:3 28:3, 7, 11
 28:24 29:2, 4
 29:17 30:1, 15
 30:22 31:9
 33:12 35:4, 23
 36:19, 23 37:19
 37:25 38:3, 12
policies 9:17
policy 6:19, 20
 6:21, 21, 22
 8:14, 15 10:17
 18:20 36:2, 3, 3
 36:4 37:21
politics 28:12

pool 16:20
Porter 3:16
position 26:17
possible 26:17
 29:9
power 4:2 10:19
pray 4:6, 11
prayer 3:24
precinct 20:5
 23:21 30:2
 37:10
precincts 37:13
precision 9:11
predicated 35:3
prepare 13:15
presence 33:11
PRESENT 2:15
presentation
 4:19, 24, 25
 15:23 16:1
 18:6 34:15
presented 15:19
press 29:18
pressure 33:18
presumed 36:22
presuming 37:4
presumption 35:2
pretty 16:22
Pride 5:2
prior 35:19
proactively
 30:17
probable 29:23
probably 5:22, 23
probationary 9:5
problem 22:7
 25:9
procedures 9:12
 9:17
proceeding 3:19
proceedings
 39:10, 14
process 11:25
 14:10 17:20
 35:16 38:2
productivity
 11:12
professional
 5:10 11:14
 24:2
professionalism
 11:11 24:5

program 38:10
progress 37:22
 37:23
promoted 12:25
 13:2
promoting 36:13
Promotional
 12:23, 24
proper 35:17
property 32:4, 6
proposing 16:25
proposition
 31:10
prosecutorial
 29:24 36:1
Prosecutor's
 29:24 35:25
protect 4:9, 11
 26:18 28:15
protected 27:7
protection 28:7
proud 14:8 30:24
proverbially
 24:8
providing 37:15
PR24 6:4 10:9
psych 17:22
psychological
 35:10
public 6:6 15:6
 16:25 17:12
 21:5 39:19
put 7:19 9:23
 12:4 17:7
 31:21
p.m 1:18 3:3
 19:19 20:15
 38:11, 20
P54338 2:2

Q

quality 6:5
quarter 6:5 7:6
quarterly 8:2
question 16:2, 24
 31:21 32:22
 34:16, 17, 23, 24
questions 16:4, 6
 16:8 18:6 19:3
Quinn 3:19
Quite 29:15
quorum 4:14

R

radio 26:9
raise 34:16
raised 34:22
RALPH 2:17
rampant 27:7, 18
ramping 17:23
range 16:21
rank 13:2, 4, 4
ready 16:8, 9
 17:4 18:3
real 38:3
reality 29:11
 30:20
realize 22:4
really 31:17
 37:8
reason 16:23
 18:10
reasonable 29:6
receive 9:8, 15
 10:13 23:22
received 7:4
 9:20
reclusive 34:24
record 3:14 15:8
 21:1 29:1
recorded 22:11
recording 3:19
 22:14, 19
recruit 5:8 9:2
 14:17, 21
recruiting 16:9
 16:11 17:8
recruits 15:5
red 25:5 33:12
reduced 39:11
referenced 33:24
regarding 31:19
regards 28:2
region 4:7 12:7
 12:15
REGULAR 1:3 2:12
 2:13
regulations 9:17
related 8:18, 22
 35:8
relates 19:9
 29:20
Relations 21:17
relationship

34:22 35:4
relative 23:17
 24:16 29:19
 30:21 34:16
 36:5 37:10,22
relieved 10:19
replaced 15:9
report 4:17 6:12
 7:13,14,16,20
 7:25 8:8 10:24
 11:1 15:8
 26:21
reported 39:9
REPORTER 39:1
Reporting 3:20
Reports 19:17
representing 3:8
reputation 27:5
request 25:3
 35:24
required 35:22
requisite 17:22
Rescuer 11:14
Reserve 12:12
 14:15
resident 21:6
resolution 26:10
resolved 24:11
resources 3:17
 19:15 23:17
 29:7
respect 26:25
respective 32:2
respond 30:16
 31:17 37:21
responded 30:16
 33:25
response 30:1
responsibility
 31:21
resulted 37:11
results 25:15
 28:25
resumé 13:16
revenue 31:2
Reverend 25:25
review 36:11
right 4:3 12:1
 14:23 20:16
 21:4 24:3 25:4
 25:22 37:2
 38:4,6

Rights 5:6 7:15
 7:23 11:3
rob 30:16
Robert 3:17 5:3
 21:10
Ron 34:3
Room 1:16 2:5
rules 9:16
ruling 26:11
running 33:14
Rutgers 15:15

S

sacrifice 32:11
safe 4:10
safety 4:5 16:25
 17:13 32:9
satisfaction
 24:18
save 32:17
saw 26:7
saying 22:14,15
 22:16,17,19,21
 31:5 34:22
scared 27:19
schedule 6:17
 19:22
school 13:8,9,10
 13:13,17,21,23
 14:4 20:17
 25:14
Scott 20:16 34:3
 34:3 35:15
 36:9,12 37:2,8
seat 5:16
seated 3:15
second 23:7,15
Secretary 2:16
 3:10,13
section 4:20
 30:4 38:7
security 26:12
see 7:8 8:1
 14:18,25 15:3
 15:6 17:3 22:6
 23:14 24:25
 25:1 27:6 28:2
 32:13 33:11,12
 33:13 34:12
seeing 38:6
seeking 29:22
seen 14:19

segue 13:9
select 7:7
Semiannual 7:12
send 22:10
senior 27:11
 34:23
seniors 27:10
Sergeant 3:18
 5:1,2,2,3
 11:18 12:23,25
 13:25 14:5,23
serious 30:20
service 3:21 6:6
 13:5 15:15
 21:14 23:3,22
 29:6 31:6,8
 37:9,12,15,16
 37:16,18
services 23:16
 28:6
Serving 3:7
set 22:6 39:10
setting 15:7
Sheriff 12:12
Sheriffs 14:14
shift 30:21
shoot 35:20
shooter 6:14
shooting 34:19
 35:5,17
shootings 35:24
short 29:16
show 10:8,11
significant
 37:17
signs 33:14,15
siphoned 19:13
sir 5:12 15:10
 15:17 16:15
 17:17 18:11,20
 21:8 23:8
 24:20 33:4
 35:14 38:5
sit 5:14,15
sitting 29:23
situation 24:15
 35:7,12,19
 37:5
situations 22:23
six 7:13,20 8:7
 11:13 16:18,21
sixty 36:17

skills 13:15
slides 15:24
slowing 33:13
Smith 24:24,24
 25:2,24 28:17
 28:22 30:9,14
 31:15,16 33:1
 33:2
solve 31:12
somebody 23:2
sorry 21:8 31:16
sort 34:23
sought 11:23
SPAC 12:22
special 4:6 6:19
Specialized
 11:10
specifics 24:16
specify 22:12
spell 21:1 34:4
spend 32:10
spite 24:4
spread 37:12
SS 39:5
staff 3:11 4:24
 11:18 12:1
 13:10,21,25
 14:1 19:20
stages 17:20
Standards 5:15
standing 3:18
 19:16
standpoint 18:2
 30:24 31:7
 36:2
start 16:13
starts 20:8
state 1:1 5:17
 5:21 6:10 9:19
 11:24 13:24
 31:1 39:4
statement 25:4
states 10:18
 18:21
station 26:7
stations 26:5,12
 26:18 27:12
stay 23:7
stem 4:7
stenographically
 39:9
step 30:12

stepped 31:1
Steve 24:10
stop 20:9 27:18
 30:17 33:14,15
stopping 33:15
stops 24:9
strained 28:12
streams 31:3
street 10:22
 11:4 12:17
 22:6 28:9
stroke 35:12
student 14:21
students 9:4
stuff 11:21
submit 7:14
submitted 7:22
 11:2 35:25
subsequently
 30:3
subside 4:8
successful 12:16
 17:1
suggestion 26:9
Suicide 12:19
summer 13:24
supervision
 39:12
supervisor 6:12
Supervisors 8:1
support 4:25
 18:3
supposed 19:23
sure 6:18 16:12
 16:13 24:17
 28:18 29:1
 32:22
surprised 21:13
Survival 11:15
 11:17
Survivor 12:17
 12:17
suspects 29:22
system 6:14

T

table 4:16 31:4
 32:17
tactics 9:9
take 16:8,18
 20:15 24:4
 30:7,8 38:10

taken 1:16 10:19
 18:15 25:11
 27:7
takes 16:14,16
talent 19:14
talk 4:5 5:11,13
 11:16 13:16
 15:25 22:12
 27:2
talked 18:7,12
 21:19 31:18
talking 17:9
 27:14 31:2
 34:9,10
talks 27:9
tax 31:20
taxed 25:13,14
 25:16 32:8
taxes 25:11 32:3
 32:4,4
Taylor 2:13 3:8
 16:5 38:16
teach 6:25 11:20
team 7:6,21
 29:15
tell 25:2 32:12
ten 15:24 26:7
thank 3:13,23
 4:1 15:13,16
 15:18 16:3
 18:7 19:3,14
 23:7,12 24:20
 24:23 28:16,17
 28:21,22 32:13
 32:18 33:1,2
 33:10,19,20
 38:5,17,19
Thanks 19:3
 24:21
Theft 30:4
thing 11:25
 21:23 25:22
 32:3,4
things 8:14 19:6
 19:8 32:15
 35:10 36:10
 37:21 38:2
think 15:4,5
 16:21 17:9
 27:1,25 31:20
 31:20 34:3,5,6
thinking 26:13

thirty-three 9:4
three 7:5 11:14
 12:21 14:24
 16:17,18,21
 25:17
Thursday 1:19
 13:11,20
Tigers 19:22
time 4:13 14:10
 14:25 15:2
 16:12,13 18:14
 20:25 22:9,12
 22:17 23:13
 31:17 32:13
 36:24 39:10
tired 27:14
today 3:7 4:19
 22:22 32:14
 34:15
Tolbert 5:7
told 22:10 26:20
 33:17
tomorrow 20:8
top 7:24 8:23
 10:23
totally 26:4
town 7:21
tracks 7:3
train 5:23 6:7
 11:12 12:3,8
 13:5 14:13
trained 6:10 7:9
 7:10 12:10,13
 13:14,14 14:12
 19:12
training 4:20
 5:5,8,8,9,9,9
 5:13 6:1,5,13
 6:17,18,20,22
 6:23 7:3 8:5,6
 8:7,13,17,19
 8:22,24 9:2,9
 9:9,11,13,18
 9:18,20,23
 10:3,9,12,17
 10:18,20,21
 11:2,5,10,15
 11:17,17,19,22
 11:23,25 12:3
 12:9,14,20,21
 12:22 14:17,21
 15:4,25 17:5

18:9,22,22,24
 18:25 19:1,9
 19:15 21:14
 36:4
trains 5:19 6:15
transcription
 39:12,13
transition 9:19
translates 29:13
trash 22:6
tremendous 15:17
 21:12 24:1
 29:15
tremendously
 38:4
trends 8:4
trouble 13:12,19
truck 26:19
trucks 21:24
true 30:14,14
 39:13
trying 12:14
 13:17 37:19
Tuesday 13:11
 28:1
Tuesday's 13:11
turn 26:3
Turner 23:15
turning 18:1
twenty 32:11,12
 34:11
twenty-five 8:18
 8:21
twice 6:7,11
two 9:1 13:23
 23:14 24:14
 25:17 26:22
 29:3,21 32:10
two-minute 21:3
type 12:20,21
 18:3 30:23
 36:6

U

unacceptable
 32:25
understand 29:1
understanding
 32:20
understands 19:8
unfortunate 18:8
Unit 16:11

University 13:24
15:16
unnecessarily
26:4
unrelated 30:2
update 7:11
17:21
uphold 4:10 27:6
Urban 12:17
use 6:3 19:11
34:18
usually 16:16

V

values 32:6
various 17:20
verbal 6:5
verified 22:20
versus 9:25
20:14 37:22
video 14:18, 24
15:1, 3, 3, 7, 19
30:6
vigorous 34:6
violence 4:8
30:21
virtual 37:10
voicing 23:9
vote 25:21
voters 17:1
voting 4:15

W

waiting 29:24
Walter 5:3
want 11:16 14:18
15:8, 11 17:25
19:17 20:3, 12
21:7, 11 23:9
23:25 24:7
28:10 31:5, 17
33:10, 16, 25
34:4, 8, 8 35:6
wants 12:19
31:19 32:8
Warfield 2:12
3:4, 7, 23 4:13
15:2, 11, 14, 18
16:3, 7, 23 18:5
18:12, 18 19:2
19:6 20:20
21:8 23:6

24:21 25:5
28:5, 17 31:16
33:2, 4, 20 38:5
38:17
warm 33:8
warrant 29:23
35:24
Warwick 20:10
Washington 2:2
3:15
way 8:15 25:20
25:25 28:8
30:18 35:18
38:4

Wayne 13:24
14:15 34:17
39:6, 20
weapon 10:9, 19
10:22 36:22
37:19
weapons 6:4
website 12:5
Wednesday 13:11
13:20

week 13:11, 25
14:3 18:24
20:7, 7 30:9, 10
34:19 38:10, 19
weeks 9:21 15:22
Welcome 3:5
Wellness 12:20
Wells 33:22
went 14:7 25:5, 9
31:17

weren't 16:17
Western 33:22
Westside 20:11
34:20
we'll 12:16
19:24 24:17
30:5

we're 3:6 11:25
12:4, 4, 8, 9, 14
13:7 16:16
19:24 27:25
28:1, 15 29:22
31:23 34:9
35:22 37:14, 15
we've 4:19 8:24
10:6 12:9
34:10 36:13
37:14, 20 38:2

whoopings 30:8
Williams 5:2
willing 5:22
30:12 32:11
Winans 25:25
29:20 30:16
wisdom 4:4
wish 20:24 23:11
witnesses 30:6
women 38:12
words 25:7, 13
work 7:11 11:4
26:16 30:1, 25
31:11, 13 34:2
working 10:22
18:16, 17, 18, 25
30:17
wouldn't 36:20
37:3
write 22:9
writing 6:12
wrong 22:3

Y

Yeah 21:6 30:9
year 6:1, 7, 11, 18
8:25 9:25 10:1
10:3, 10, 11, 13
10:14, 15 11:5
29:13, 14 32:10
37:11
years 16:17
21:21 25:17
29:3 31:9 32:5
34:11 35:2
36:17
year's 8:17
yesterday 25:25
26:3 29:21
yield 33:14

Z

Zones 36:13

1

1 1:14 39:21
10th 30:2
10,000 30:22
100 8:19
11:00 20:4, 8
11450 20:10
120 9:15

13 37:12
1300 1:16 2:5
17 3:2
17th 1:19
18th 20:4, 9, 15

2

2,500 31:9
2,541 11:7
2,700 11:6
2010 6:20 9:25
10:1, 7, 10, 14
11:5
2011 10:1, 3, 8, 11
10:15 11:7
2012 1:19 3:2
20:4 38:11
2018 39:21
22nd 38:10
24 30:5
24th 19:19

3

3,000 31:10
3:00 19:19
3:06 1:18 3:3
300 28:1 29:2
313 2:7 24:7, 8
328 2:5
328A 1:16
352 29:13
36th 20:13
39 1:14

4

4:00 38:20
40 5:25
4217 33:11
48226 1:17 2:6

5

5th 23:21
594 9:6, 14
596-1835 2:7
596-5910 24:8, 8

6

6 20:5
6:30 38:11

7

7:00 20:15

700,000 37:16
7042 39:18
75 29:12 30:25

8

8 20:5

9

9th 23:21
94 10:5,5
96.6 11:8
97.6 10:11 11:7
975,000 37:12
98.1 10:4
98.2 10:8
98.9 10:14
99.2 10:10
99.3 10:1
99.5 10:7
99.9 10:13