## STATE OF MICHIGAN DETROIT BOARD OF POLICE COMMISSIONERS REGULAR MEETING

PAGE 1 TO 41

Taken at 1301 Third Avenue, Media Room,
Detroit Public Safety Headquarters,
Detroit, Michigan, 48226,
Commencing at 3:02 p.m.,
Thursday, December 4th, 2014,
Before Elizabeth Koller, CSR-7042.



1	
2	APPEARANCES:
3	CHAIRPERSON WILLIE E. BELL
4	VICE CHAIRPERSON LISA CARTER
5	COMMISSIONER RICARDO MOORE
6	COMMISSIONER DONNELL R. WHITE
7	COMMISSIONER JESSICA TAYLOR
8	COMMISSIONER REGINALD CRAWFORD
9	COMMISSIONER WENDELL BYRD
10	COMMISSIONER RICHARD SHELBY
11	EXECUTIVE SECRETARY GEORGE ANTHONY
12	ASSISTANT CHIEF LAVALLEY
13	
14	
15	
16	
17	
18	
19	
20	
21	
22	
23	

24

25



- 1 Detroit, Michigan
- 2 December 4, 2014
- 3 About 3:02 p.m.
- 4 CHAIRPERSON BELL: Good afternoon. Welcome
- 5 to the weekly meeting of the Board of Police
- 6 Commission. I am your Chair, Willie Bell. I have a
- 7 little residue in my voice so ignore that. I'm trying
- 8 to sound like James -- what's his name? Star Wars.
- 9 SPEAKER: James Earl Jones.
- 10 CHAIRPERSON BELL: James Earl Jones. But
- it's not by my intent to change my voice, so.
- Mr. Secretary, would you call the role,
- 13 please?
- 14 SECRETARY ANTHONY: Thank you, Mr. Chair.
- 15 For the record, George Anthony, Secretary to the Board.
- 16 Commissioner Lisa Carter.
- 17 VICE CHAIRPERSON CARTER: Present.
- 18 SECRETARY ANTHONY: Commissioner Willie E.
- 19 Burton asked to be excused. Commissioner Wendell L.
- 20 Byrd.
- 21 COMMISSIONER BYRD: Present.
- 22 SECRETARY ANTHONY: Commissioner Reginald
- 23 Crawford.
- 24 COMMISSIONER CRAWFORD: Present.
- 25 SECRETARY ANTHONY: Commissioner Ricardo R.



- 1 Moore.
- 2 COMMISSIONER MOORE: Present.
- 3 SECRETARY ANTHONY: Commissioner Richard
- 4 Shelby.
- 5 COMMISSIONER SHELBY: Present.
- 6 SECRETARY ANTHONY: Commissioner Jessica
- 7 Taylor. Commissioner Donnell R. White, is running
- 8 late, sir, but he should be here.
- 9 You have a quorum, Mr. Chair.
- 10 CHAIRPERSON BELL: Yes, sir. The next order
- of business would be, okay, a prayer. I'm going to
- 12 call on for the last time as Commissioner Wendell Byrd
- 13 to give the invocation at this time. Would he be so
- 14 kind?
- 15 (Prayer.)
- 16 CHAIRPERSON BELL: Thank you, Commissioner
- 17 Byrd. I extend a warm invitation for you to always
- 18 come back to run the prayer.
- 19 COMMISSIONER BYRD: Do it every Friday.
- 20 CHAIRPERSON BELL: Okay. To my immediate
- 21 left sitting in for Chief Craig, can I say Assistant
- 22 Chief?
- D.C. LAVALLEY: Deputy. Thank you.
- 24 CHAIRPERSON BELL: Thank you. Sometimes I'm
- 25 demoting people, sometimes I'm promoting people. But



- 1 it's Deputy Chief Lavalley, it's good to have you.
- D.C. LAVALLEY: Thank you, sir.
- 3 CHAIRPERSON BELL: Mr. Anthony, would you
- 4 introduce the staff?
- 5 SECRETARY ANTHONY: Yes, sir. Seated in
- front is the Chief Investigator, Pamela Davis-Drake,
- 7 our Officer Manager to my right is Mr. Robert Brown,
- 8 Sergeant Alan Quinn is record our proceedings,
- 9 Ms. Elizabeth Koller, from Hanson Court Reporting
- 10 Service is taking the record. That completes the
- 11 introduction.
- 12 CHAIRPERSON BELL: Thank you, sir.
- Deputy Chief Lavalley, would you entertain
- 14 introducing Chief Craig's staff and any other members
- of DPD attending?
- D.C. LAVALLEY: Yes, sir. I'm Deputy Chief
- 17 David Lavalley, Support Services Bureau. Chief Craig I
- do believe is enroute, so he should be at the meeting
- 19 shortly.
- 20 Second Deputy Chief Celia Washington, she's
- 21 the legal advisor for the Department, and Commander
- 22 Deshawn Simms, Commander over the Professional
- 23 Accountability, which include Internal Affairs, Force
- 24 Investigation, and Disciplinary Investigation, Risk
- 25 Management.



- 1 COMMISSIONER BELL: Thank you, sir.
- 2 Commission, you have before you the Agenda for this
- 3 meeting on December 4th, what is your pleasure?
- 4 COMMISSIONER MOORE: So move.
- 5 COMMISSIONER CRAWFORD: Support.
- 6 CHAIRPERSON BELL: Are we ready for the
- 7 question? Those in favor?
- 8 COMMISSIONERS: Aye.
- 9 CHAIRPERSON BELL: Those opposed? Motion
- 10 carries. The next item would be the minutes from
- 11 Thursday, November 20th, what is your pleasure?
- 12 COMMISSIONER MOORE: So move.
- 13 VICE CHAIRPERSON CARTER: Support.
- 14 CHAIRPERSON BELL: It's been properly moved
- 15 and supported. Ready for the question? Those in
- 16 favor?
- 17 COMMISSIONERS: Aye.
- 18 CHAIRPERSON BELL: Those opposed? The motion
- 19 carried. Thank you. I guess, the next item would be
- 20 my report. I don't really have a significance report.
- 21 But I just want to -- I'm pretty sure the Chief or
- 22 Deputy Chief will probably be responding, this past
- 23 week on Sunday's paper that we probably already read
- 24 and are familiar with, I just want to commend the
- 25 Department in terms of the issue of about carjacking.



- In 2013 we had have 701. And there's a 1 2 tremendous decline as of November the 17th, 485, so 3 that is a tremendous drop in terms of the task force 4 and working with that at the awards ceremony last night 5 for Police and Fire, I happened to be sitting next to a 6 Sergeant with Oakland P.D. who is part of that task force and he mentioned a couple names. One of the guys 7 8 that was recently promoted to detective, Rico Hardy, 9 that he was working with him and he was just saying 10 that I rather be out there versus sitting here and he was getting texts and notes. So I just commend him. 11 Ι 12 could not stay for the entire program was rather 13 lengthy. I had promised my sister I would have her 14 15 home by 9:30, but I was there for the majority of it 16 for the Chief presenting awards. I would have loved to stay for the entire program but like I said I promised 17 18 her husband I would have her back home in a timely 19 manner. 20 But this article is really -- I'll give you a 2.1 breakdown in terms of extensive reporting on carjacking 22 and it's good to see that we are addressing the issue 23 because it's a cross section all over the City and
- 25 commend you. If you want to comment on it a little bit

gives you a national breakdown. So I just want to



24

- 1 later on feel free do that.
- 2 But I just want to share good news in terms
- 3 of the award program was outstanding. When you listen
- 4 to the accolades for the Fire Fighter's and the Police
- 5 Officer. I thought it was well attended in terms of
- 6 the Mayor being recognized and the Chief recognizing,
- 7 and the Commission and the Fire Commission and it's
- 8 just we have some hard working first-liners engaging
- 9 and they continue working even though hardship and
- 10 talking about their wages and benefits. But as you
- 11 well know they continue to work hard. I just wanted to
- 12 commend that type of program. The recognition is well
- 13 deserved.
- So just to be a part of that and I'm proud to
- 15 say, you know, our affiliation with DPD is going better
- 16 each and every day, notwithstanding all the other
- 17 issues and I'm not going elaborate on all the other
- 18 issues that is happening across the country. But on a
- 19 positive note, I just want to share that with the
- 20 Commissioners and with the audience here, that it's
- 21 really something that we're really addressing and it's
- 22 ongoing. So on that note, lead into the Deputy Chief.
- 23 D.C. LAVALLEY: Thank you, sir. We don't
- 24 have a formal presentation this week as we do many
- 25 weeks. But I will comment on that carjackings. I know



- 1 last year shortly after Chief Craig got here toward the
- 2 end of 2013, carjackings were quite a concern of his
- 3 and the Departments.
- 4 We made a lot of efforts get that number to
- 5 where it is now in the comparison between this year and
- 6 last year and have those improvement. Additionally,
- 7 all of our part one violent crimes right now were down
- 8 seven percent from last year; aggravated assault is
- 9 still the area where we have a slight increase, four
- 10 percent; part one property crimes are done double
- 11 digits. All together we're down about 17 percent in
- 12 part one crimes.
- We were just talking this morning at com stat
- 14 about car thefts one the areas that kind of goes along
- with carjackings a little bit. We've had about 2,100
- 16 fewer stolen cars this year than last we did year. So
- 17 all those number are great. As we get toward the end
- 18 of the year I'm sure that those will continue. Thank
- 19 you.
- 20 COMMISSIONER BELL: Thank you. Commission,
- 21 any comments or question or concerns in reference to
- 22 Deputy Chief? Okay.
- 23 (Commissioner Taylor joined
- the meeting at 3:10 p.m.)
- 25 CHAIRPERSON BELL: We can move right onto



- 1 Committee Reports. Any Standing Committee Reports?
- 2 Any New Business? Yes, sir.
- 3 COMMISSIONER CRAWFORD: Excuse me, through
- 4 the Chair. Under New Business, I don't know if this is
- 5 the appropriate time for a resolution, to do a
- 6 resolution?
- 7 CHAIRPERSON BELL: A resolution?
- 8 COMMISSIONER CRAWFORD: Yes, sir. The
- 9 resolution pertaining to emergency manager order number
- 10 42, the resolution that this Commission seek a legal
- 11 ruling through the courts on the emergency manager rule
- 12 number 42 which effects us as a Commission and as
- 13 stated limits or is taking away our powers particularly
- 14 at a time where what is occurring across the country
- 15 and also here in the City of Detroit in terms of
- 16 civilian oversight in Police Departments across this
- 17 country.
- 18 Even -- I stated months ago that Detroit is
- 19 like Ferguson and is more so like Ferguson now than
- 20 ever before because at that time I stated a couple
- 21 months back that when the emergency manager took away,
- 22 allegedly took away our power according to emergency
- 23 manager number order number 42, that we were the same
- 24 as Ferguson because they didn't have civilian oversight
- 25 at that time.



- 1 Recently as of I guess it was last week
- 2 Ferguson now has civilian oversight and Detroit
- 3 doesn't. So that's what the resolution that I put
- 4 forth on the table is that we as a Commission vote to
- 5 seek a legal ruling in the courts as to the emergency
- 6 manager order number 42.
- 7 COMMISSIONER BELL: The Chair will respond by
- 8 indicating that I think it would be more appropriate
- 9 for a motion since you don't have a draft or
- 10 resolution, a motion would be more appropriately --
- 11 COMMISSIONER CRAWFORD: Okay. A motion. I
- 12 will draft a resolution, sir.
- 13 COMMISSIONER MOORE: Second.
- 14 CHAIRPERSON BELL: Okay. It's been properly
- 15 moved and second. Are we ready for the question?
- 16 Those in favor, aye?
- 17 COMMISSIONERS: Aye.
- 18 CHAIRPERSON BELL: Those opposed? Motion
- 19 carried. Thank you. I just wanted to say that
- 20 Commissioner Jessica Taylor is here with us. She took
- 21 her seat about five minutes ago. It's good to see you.
- 22 COMMISSIONER TAYLOR: Thank you.
- CHAIRPERSON BELL: Thank you and that all is
- 24 with you. But you never stop working. When I call you
- 25 you're still on the move. Okay. Thank you for that



- 1 motion. I think that's proper and we're looking
- 2 forward to working that up.
- 4 Donnell White.
- 5 (Commissioner White enters
- the meeting at approximately 3:14 p.m.)
- 7 CHAIRPERSON BELL: The Chair recognize
- 8 Commissioner Donnell White taking his seat. He's now
- 9 in attendance. And good to see you, sir.
- 10 COMMISSIONER WHITE: Good to see you, sir, I
- 11 apologize for my late arrival.
- 12 CHAIRPERSON BELL: Okay. Any other New
- 13 Business? Old business? And I failed to mention that
- 14 Mr. Robert Brown, Administrative Assistant is back with
- 15 us after some months of being absent and I know he's
- 16 not a hundred percent but it's good to see you
- 17 especially when we come to this table and everything is
- in order.
- 19 ADMIN. ASSISTANT BROWN: Yes, sir. Thank
- 20 you.
- 21 CHAIRPERSON BELL: It's good to have you back
- 22 on Board.
- 23 ADMIN. ASSISTANT BROWN: Good to be back.
- 24 COMMISSIONER BELL: And we really appreciate
- 25 you in terms of even working while you were out, you



- 1 were maintaining the business of the Board at hand. So
- 2 really I acknowledge and appreciate that. And I just
- 3 want to say that Mother Bernice is happy to see you,
- 4 too. But you've been ill and not playing your
- 5 grandmother role for awhile. You've been communicating
- 6 with us, too, and we keep you in our prayer. So
- 7 grandmother's is very, very important next to the
- 8 Board.
- 9 Announcement: The next community of the
- 10 Board meeting will take place on January the 8th, yes,
- 11 January 8th, 2015, at Wesley Community Center at
- 12 6:30 p.m., at 10421 West Seven Mile Road, in Detroit,
- 13 that's January the 8th.
- The next meeting of the Board will take place
- on December 11th, that's next Thursday at 6:30 at the
- 16 Second Precinct, the Adams Butzel Recreation Complex at
- 17 10500 Lyndon. You should have that on your agenda as
- 18 far as those two meetings scheduled. And we would
- 19 address -- okay.
- Now, it's your turn. You have the
- 21 opportunity. It's oral communications for the
- 22 audience. You have two minutes. Please give your name
- and be respectful because we are respectful of you.
- It's good to see that you are here this evening.
- MR. WELBOURNE: Good evening, to the Board,



- 1 Deputy Chief. My name is Bill Welbourne, President of
- 2 Citywide. I'm kind of perturbed not what happened last
- 3 night but what happen with Channel 7 last night.
- I feel it was a slap in the face to the
- 5 awards last night. When they put it on TV they didn't
- 6 show any of these people at all. All they showed was
- 7 the Mayor and the judge. And I didn't like that. That
- 8 made me mad. I went back and I come down here and I
- 9 want to go back to over to my military ways and jump on
- 10 somebody. And I just don't like that.
- I picked two cases out. One was the little
- 12 girl that was shot on Charles Street, and the other one
- 13 was the fireman that saved his partner. If he hadn't
- 14 saved his partner, his partner would have perished.
- And I figure these guys never get the dues
- 16 they supposed to get. Always the people at the top and
- 17 I don't like that. When I was in the service I made
- 18 sure my men always, private, corporal and so forth,
- 19 that when anything happened they came first, that was
- 20 my thing. And I've written a letter to Channel 7
- 21 already about this explaining how I feel about this.
- 22 Because I think it was wrong, you know.
- The people on top, okay, they get their dues,
- 24 but the people on the bottom they make them. Without
- 25 them they can't do anything. They can make them or



- 1 break them. I just wanted to say that, you know. We
- 2 just -- also they didn't get any respect as far as I'm
- 3 concerned. That's just the way I feel about it.
- 4 COMMISSIONER CRAWFORD: Excuse me.
- 5 CHAIRPERSON BELL: Yes.
- 6 COMMISSIONER CRAWFORD: Through the Chair,
- 7 Mr. Welbourne, I understand. I'm glad that you
- 8 contacted Channel 7. We do know that the media images
- 9 is powerful. People that control the media use the
- 10 media sometimes to their advantage, sometimes to our
- 11 disadvantage. Some of it's propaganda. And to tell
- 12 lies with vision, television, break it down in
- 13 syllables tell lies with vision in some cases.
- So I do understand what you're saying, sir.
- 15 I glad you notified Channel s to how you feel about it.
- 16 And if there are others like-minded tell them to call
- 17 Channel 7 because what they often want to hear is from
- 18 a number of individuals who express or differ to what
- 19 their image they presented last night. Thank you.
- MR. WELBOURNE: Thank you.
- 21 COMMISSIONER BELL: Thank you, sir. I agree
- 22 with you a hundred percent.
- MR. WELBOURNE: Thank you.
- 24 CHAIRPERSON BELL: Mr. Scott.
- MR. SCOTT: Thank you very much. Commission



- 1 Taylor, I'm glad to see you're doing well.
- 2 COMMISSIONER TAYLOR: Thank you.
- 3 MR. TAYLOR: I got some work for you.
- 4 COMMISSIONER TAYLOR: Okay.
- 5 MR. SCOTT: Anyway, I wanted to say that to
- 6 the Commission, recently wrote an op-ed piece in
- 7 relation to the Commission moving to expunge erroneous
- 8 and just downright erroneous statements. I don't know
- 9 who was being referred to by virtue of this and I
- 10 don't know who wrote it, Commissioner, who wrote the
- 11 op-ed piece whether it emanated from this building or
- 12 somewhere else.
- But to suggest that there's cronyism. I
- don't even know if all of you have had time to even
- 15 have cronyism even emerge as a possibility. To suggest
- 16 that diminishes the body politics, diminishes the spirit
- of democracy, diminishes the will of the people, and
- 18 diminishes the resolve that we have.
- And I think this is a great time. It's
- 20 unfortunate that we've seen the deaths and responses
- 21 around the country. But it's also a good time because
- 22 it challenges us to step up. Because, you know,
- 23 Chairman Bell, you know this, that how hard we fought
- 24 to get this Commission. You know the vision that went
- 25 into it and work that went into it.



- 1 And just like Mr. Welbourne said. This is
- 2 the kind of the things in America that we fight for.
- 3 Citizen oversight, a paramilitary institutions replete
- 4 in the Constitution. And so, therefore, I would say
- 5 that we stand at a good point. I think it was not too
- 6 strong a message that you said in terms of wearing the
- 7 leg irons because this is where we are.
- I think we will win. I think that the courts
- 9 will see that the citizens that we raised the question
- in 1999 to have this Commission elected they will see
- 11 that's the future. They will see that people around
- 12 the county who are burning buildings and doing things
- 13 because they don't have -- they will see the
- 14 significance of that.
- And no matter how many body cams that
- 16 President says and so forth, I'm in agreement with
- 17 those, you must have civilian oversight as the primary,
- 18 not a secondary, that's a primary thing. You know how
- 19 I feel. I just want to put it on the record one more
- 20 time. And I'm going to stop, Robert. I'm glad to see
- 21 you back. Nobody holds that the way you do.
- But at any rate, I just want to thank you for
- 23 being strong in your resolve, and I urge you to
- 24 continue. We're going to continue to organize in the
- 25 community to make this Commission a hallmark for what



- 1 this county needs to get past what is happening now in
- 2 terms of the carnage that we see in terms of young
- 3 African-Americans and policing and community mistrust.
- 4 Thank you.
- 5 COMMISSIONER CRAWFORD: Excuse me.
- 6 CHAIRPERSON BELL: Yes, sir.
- 7 COMMISSIONER CRAWFORD: Yes, sir. Through
- 8 the Chair, I just thank you Ron and also Commissioner
- 9 Moore who responded to that editorial. I believe it
- 10 was titled Demote the Commission. But they don't have
- 11 the power to demote the Commission. That would have to
- 12 be put on a referendum on the ballot and the citizens
- of the City of Detroit, not only across the City, but
- in our various districts would have to vote to any type
- of amendment or taking power away from the Commission.
- 16 So they don't have the power.
- And I really want to thank you because you
- 18 had the courage, and Commissioner Moore had the courage
- 19 because you put your name on the editorial response.
- 20 The person that wrote this or persons responsible for
- 21 this are a bunch of cowards.
- You know, if you're going to write something,
- 23 sign your name to it. If you're going to speak, you
- 24 know, what you say, own up to it. But the individual
- 25 that was responsible for that, I don't know who it is



- 1 and it's kind of irrelevant in a way, but I just want
- 2 that to be noted that, you know, people want to utilize
- 3 the media and the social media and really they're
- 4 engaging in stuff that's antisocial. Because it's easy
- 5 to go on the internet or write something or response
- 6 and use a ghost name or even a spook name, so to speak,
- 7 and not put your name to it.
- 8 So thanks for the courage you and
- 9 Commissioner Moore for at least you responded but yet
- 10 we all knew it was from the two of you. You signed it.
- 11 So, thank you.
- 12 MR. SCOTT: If I may have special privileges
- 13 for about five or six words. I wanted to say that
- 14 Chief Craig mentioned on the Candy Crowley on program
- 15 CNN this weekend that the Commission was an advisory
- 16 Board. Point of correction, this is not an advisory
- 17 Board. Never was and never will be.
- 18 SPEAKER: Thank you.
- 19 COMMISSIONER BELL: Thank you. I want to
- 20 also echo also Commissioner Crawford your comments in
- 21 reference to your article and Commissioner Moore's
- 22 article that I made a effort to contact Nolan Finley,
- 23 Detroit News Editorial Board that we should have an
- 24 opportunity to interact with him. I want to formally
- 25 respond to that. But they had no contact with us. The



- 1 article was just to totally erroneous and implied a
- 2 certain, you know remarks that without any substance.
- 3 So hopefully he will give us an opportunity, if not, we
- 4 will just have to respond in writing. But I think
- 5 sometimes we need that type of dialog with these people
- 6 who sit.
- 7 I look at that editorial committee and it's
- 8 very interesting. We know his conservative views in
- 9 reference to demotions and the whole issue. But we
- 10 just have to continue to work towards that goal and
- 11 make sure there's a public awareness in reference to
- 12 our historic role with the Board of Police
- 13 Commissioners.
- I just want to thank you again for responding
- 15 quickly to the issue, Commissioner Moore.
- 16 COMMISSIONER CRAWFORD: Yes, one last thing
- 17 through the Chair. Yes, Ron, the leg irons are still
- 18 on. They'll be on until the Commission has enough
- 19 chains.
- 20 CHAIRPERSON BELL: Okay. Any other comments?
- 21 MS. SMITH: Good afternoon. Bernice Smith.
- 22 I happen to read while I was doing my caregiving. I
- 23 had the article here for you Moore and I thought it was
- 24 very enlightening and I'm glad that you've taken time
- 25 to do the article. I will give it to whoever wants it.



- 1 Got a little grease on it, though.
- But anyway, what I'm -- hi, Jessica, baby.
- 3 COMMISSIONER TAYLOR: Hi, Miss B.
- 4 MS. SMITH: What I'm concerned about, I'm
- 5 just wondering if the Commissioners were aware of the
- 6 problems that we have in the task force. It was in the
- 7 paper. I cut that out, too. In regards to sending a
- 8 Sergeant to another division, the Mounted Police,
- 9 because he reported certain unethical things that were
- 10 happening in the Police Department.
- Now, I'm not going to go into all of it. But
- 12 I do know it's being investigated. At least the Chief
- 13 said that he's investigating it. I'm sorry that he's
- 14 not here today so I can ask him personally. Because
- 15 they write a lot of things in the paper as we all know
- 16 and some are true and some are not true.
- I want to here from him in regards to whether
- 18 or not Internal is really investigating and not putting
- 19 a cloud over the Police Department. And as far as the
- 20 Commission is concerned, I have no way in the world
- 21 want to know why this 42 or whatever it is that the EM
- 22 did, do they know what the Commissions stand for? Do
- 23 they really know what we stand for? And that you're
- 24 not a play thing sitting up occupying those seats. You
- 25 are sincere in your job and I'm sure that you want to



- 1 get the truth to the public and to the Police
- 2 Department whatever happens.
- 3 But I think power is being grasped in this
- 4 City and it doesn't include some of us. All right. To
- 5 get things done you got to go along to get along. We
- 6 all know that, that's been in politics a long time even
- 7 under the Coleman Young administration.
- 8 But the fact is that they're trying to
- 9 dismantle you and making you look bad that you don't
- 10 have any power. Yes, you have the power. You have the
- 11 power to make sure that this Police Department runs
- 12 correctly and on time as far as no corruption. We
- don't need more corruption. We had enough in the hay
- 14 day. I don't want to see it go back to those times.
- 15 If you're not going to court don't put it down on your
- 16 schedule. If you're late for work, put it down, and
- 17 let it be known.
- Do not feel as though that you can get away
- 19 with a lot of things. And we don't want the Police
- 20 Department to be talked about. And we had enough when
- 21 we did the bankruptcy. We don't need anymore corrupt
- 22 to be talked about us here in this City. And I'm very,
- 23 very interested in knowing the results. And I hope
- 24 that you will also. Don't feel as though that you're
- 25 just occupying those seats and you don't have a right



- 1 to know what's going on with the Police Department.
- 2 You do have it. And the people says that you have
- 3 because we have confidence in you.
- And I don't want this to be another scandal
- 5 here in the City of Detroit. We got enough problems.
- 6 We need to get on our feet again and make sure that we
- 7 don't have any of this corruption.
- 8 Brown, I'm going to sit down because I don't
- 9 want you saying time's up.
- 10 CHAIRPERSON BELL: You did that five minutes
- 11 ago.
- MS. SMITH: Good to see you.
- 13 COMMISSIONER BELL: Yes, sir.
- 14 COMMISSIONER CRAWFORD: Through the Chair,
- 15 Ms. Smith, I understand and I agree with you. I just
- 16 want to say that as long as there's no power there will
- 17 be no peace as far as I'm concerned. I'm glad to see
- 18 the evolution of the movement. People always no
- 19 justice, no peace. But now they're moving into the
- 20 area of no justice no profit. Which I said years ago
- 21 we need to get back to the issue, the economics of this
- 22 system when injustices have occurred or are occurring.
- 23 That's what, you know, it's just no power there will be
- 24 no peace.
- 25 SPEAKER: That's true.



- 1 COMMISSIONER CRAWFORD: Also, too, I
- 2 understand the strategy. First, they want to take
- 3 you're power so to speak with the emergency manager
- 4 order 42, then they want to engage in character
- 5 assassination and that is starting to come. There's
- 6 another level to this is coming. So I understand this.
- 7 We've been around for year, Ron, some of us as activist
- 8 in the community.
- 9 And I just have a question for the Assistant
- 10 Chief, is what occurred the other day in terms of the
- 11 11th Precinct which is in my district the 3rd District,
- 12 and I know Captain Leach. I didn't call him
- intentionally because I believe there's an
- 14 investigation or pending investigation going on. I
- 15 want to want to infer with the integrity of that
- 16 investigation.
- 17 It's pertaining to the ticket quota issue
- 18 that was in the media. I live in the precinct, I
- 19 reside in that precinct and an activist throughout this
- 20 City for years. If I wasn't sitting here this very
- 21 moment on this Board, I'd be out there in front of this
- 22 Board voicing a voice of protest and opposition to
- 23 anything in terms of tickets or quota stops and ticket
- 24 quotas.
- So if there is a pending investigation I'll



- 1 respect that. But I would like a full report or result
- 2 of that investigation to be brought forth before this
- 3 Commission and even perhaps maybe Captain Leach to come
- 4 before the Commission and explain this.
- 5 A.C. LAVALLEY: Yes, sir. Through the Chair,
- 6 I'm sure Captain Leach would be happy to explain. The
- 7 information that I received from Captain Leach was that
- 8 he had a conversation with some of his supervisors
- 9 about encouraging Officers to do stops and tickets as
- 10 part of their duties and part of their job function.
- One of the supervisors interpreted that as a
- 12 mandate and put that into a communication that went out
- 13 to the shift. Captain Leach was addressed the next
- 14 morning by the Chief; went back retracted that
- 15 communication that went out, was given very clear
- 16 instructions the Department does not have a ticket
- 17 quota, never will have a ticket quota.
- 18 Since I've been on the Department I've never
- 19 known us to have a ticket quota either or a stop quota.
- 20 We encourage Officers for safety, for their own safety,
- 21 for the safety of people driving down the street, if
- 22 you see a traffic violation to make the stop.
- 23 But there is no formal internal affairs
- 24 investigation into that. I mean, it was as simple as
- 25 that. It was a misinterpreted direction from the



- 1 Captain to the Sergeant who put it out to the shift and
- 2 it's since been retracted.
- 3 CHAIRPERSON BELL: Yes, sir. Please do.
- 4 COMMISSIONER CRAWFORD: I have a followup
- 5 comment. Through the Chair, I just want to say that
- 6 while it was in the media, the actual administrative
- 7 message that was put back in the via com and had
- 8 Captain Leach's name on it. So I guess that does show
- 9 some courage. If it was a miscommunication as been
- 10 stated in the media so then it would be appropriate for
- 11 him to come and explain not only for the people but
- 12 perhaps as early as next week before this Commission,
- 13 if that's possible, sir.
- D.C. LAVALLEY: Yes, I'll arrange for that to
- 15 happen. I saw that what was said, administrative
- 16 message. And I can tell you that how administrative
- 17 messages are published throughout the Department is
- 18 that there's a requesting Officer and then an
- 19 authorizing Officer and they're published through
- 20 communications to the entire Department.
- 21 That to me looked like something that
- 22 somebody typed up and didn't have his signature. So
- 23 I'm sure the Commission gets cops of all the
- 24 administrative message put out and they always have my
- 25 name or another Deputy Chief or Assistant Chief's name



- 1 on it.
- 2 So, again, I'm sure Captain Leach will be
- 3 happy to come and explain what happened and I'll
- 4 arrange for that to happen.
- 5 COMMISSIONER CRAWFORD: As you well know,
- 6 sir, I do to, thirty years with the Detroit Police
- 7 Department, that was placed in the pinch back.
- D.C. LAVALLEY: Correct.
- 9 COMMISSIONER CRAWFORD: Because we had three
- 10 consecutive roll calls and per or through supervision
- 11 which that information of course it disseminated to the
- 12 Officers and they go out in the street and act on it,
- 13 but it's my understanding that never occurred.
- 14 A.C. LAVALLEY: Correct. It was retracted.
- 15 COMMISSIONER CRAWFORD: And I would commend
- 16 the individuals that encourage to bring forth the
- 17 written communica, one might call it. Thank you.
- 18 CHAIRPERSON BELL: Commissioner White.
- 19 COMMISSIONER WHITE: Thank you, Commissioner.
- 20 Through the Chair, I just wanted to highlight the irony
- 21 of this situation within the context of the
- 22 conversation that we've been having about the
- 23 importance of this Body before implementing any
- 24 department-wide initiatives or strategies that have
- 25 come before us so we have an opportunity to weigh in.



- D.C. Lavalley, you may not be aware but A.C.
- 2 Dolunt sat in your chair where we had a very deliberate
- 3 conversation about the implementation of quota system
- 4 of one stop per Officer per day. And I remember
- 5 vividly expressing concerns about the ramifications of
- 6 when you don't have a directive that is implemented
- 7 which clearly directs members of this Department to
- 8 your point of bring Captain Leach to the table, I think
- 9 we ought to have higher conversation. Because when you
- 10 put out a blanket statement you leave to interpretation
- 11 by the members of this Department without a clear
- 12 directive and it does have wide and far reaching
- ramifications on the community which leads to instances
- of racial profiling, instances of conflict between
- 15 community and police.
- And I think this situation needs to go
- 17 potentially a step further than Captain Leach because
- 18 I'm assuming Captain Leach heard that from the rank
- 19 file and was attempting to act on what he has heard as
- 20 I have heard and other members of this Body has heard
- 21 from the rank and file from this Department.
- So I would again caution us as we move
- 23 forward. I don't know if it's the intention of the
- 24 Office of the Chief to come before this Body with
- 25 ensuing policy, improvements or recommendations moving



- 1 forward.
- 2 But it has always been our posture and
- 3 intention to have dialog with the community where
- 4 instances arise so that we can hear feedback and in
- 5 terms share feedback with the men and women of the
- 6 Department.
- 7 So, Mr. Chair, so as we look forward to
- 8 having this conversation, I certainly hope that it is
- 9 more far reaching than a conversation with only Captain
- 10 Leach.
- 11 CHAIRPERSON BELL: Yes, sir. I don't -- go
- 12 head. I yield to the Deputy Chief Lavalley, then the
- 13 Commander.
- D.C. LAVALLEY: I was just going to respond.
- 15 CHAIRPERSON BELL: Yes, sir.
- D.C. LAVALLEY: I do remember that last year
- 17 when there was talk about from Assistant Chief Dolunt
- 18 here at the Commission. I think I was here that day.
- 19 CHAIRPERSON BELL: This year.
- 20 COMMISSIONER TAYLOR: Spring, it was this
- 21 year.
- 22 D.C. LAVALLEY: Earlier this year, okay. But
- 23 I do remember that and at the time talk about having
- one traffic stop a day and that, too, was retracted. I
- 25 think we have, not I think, I know we have quite a



- 1 clear policy about observing traffic violations on duty
- 2 and making stops in relation to those violations.
- 3 Putting a number to that stop, a minimum
- 4 number, I agree and I know that the position of the
- 5 Chief is the same that invites Officers to make a stop
- 6 when they might not have normally made a stop because
- 7 they're trying to satisfy a quota.
- 8 CHAIRPERSON BELL: Right.
- 9 D.C. LAVALLEY: Again, I'll just reiterate,
- 10 we have a clear policy on making traffic stops that
- 11 there is no number associated with it. It's when you
- 12 observe a violation you should make the stop.
- We will not be putting a number with it. If
- 14 we want to increase the conversation beyond the
- 15 Captain, I could also make arrangements to have the
- 16 Chief of Patrol here if you want to talk to her about
- 17 it.
- 18 COMMISSIONER WHITE: Through the Chair, I
- 19 would just ask if you are able to cite which policy
- 20 that is that speaking to that reference it could be
- 21 furnished at our next meeting.
- D.C. LAVALLEY: Certainly, I can't. It's a
- 23 thousand pages. I can't tell off the top of my head
- 24 which number it is, but I can definitely provide it.
- 25 CHAIRPERSON BELL: Commander Bettison.



- 1 COMMANDER BETTISON: Good afternoon.
- 2 COMMISSIONERS: Good afternoon, sir.
- 3 COMMANDER BETTISON: Ever since Chief Craig
- 4 has been here 14 plus months, 15 plus months, even
- 5 before he arrived being data-driven as most departments
- 6 are you always attempt to put matrix on different
- 7 things. When the Chief walked in the door his basic
- 8 thing was when moral goes up, productivity goes up,
- 9 crime goes down.
- The one thing he stood firm on, with the
- 11 consulting groups, the MacKenzie's and everyone else
- 12 attempted to put matrixes in place. He said,
- 13 absolutely there will be no quotas or comp stat forms
- 14 and forms to the Command Officers, everywhere. When it
- 15 even seemed like it may be going that way, he pushed
- out and said absolutely there will be no quotas.
- 17 So the Chief has made that clear to all that
- 18 Command Officers, he's made it clear at public forums
- 19 when we have our com stats which is open to the public
- 20 as well. And, you know, sitting there with him and
- 21 Deputy Chief Lavalley know as well, whenever you ask
- 22 him he has pushed that down, there's no quotas with the
- 23 Detroit Police Department.
- 24 COMMISSIONER MOORE: Through the Chair.
- 25 CHAIRPERSON BELL: Yes, sir.



- 1 COMMISSIONER MOORE: Seems like there's a bit
- of confusion because if the Chief is the leader of the
- 3 Police Department and you have an Assistant Chief
- 4 talking quotas, then you have a Captain talking quotas
- 5 is it that the underlings are not listening to the
- 6 Chief or? I mean, what's going on? Just seems like
- 7 there's some confusion here to me.
- 8 COMMANDER BETTISON: As far as any confusion
- 9 when you have a 2,000 plus department and different
- 10 individuals listening, people will interpret things
- 11 some times how they may. But what the man has said is
- 12 there's no quotas. From this leadership Department we
- 13 understand that. So, you know, Captain Leach can
- 14 address when he comes before you what he said. But the
- 15 mission of the Chief and the Chief's office is no
- 16 quotas.
- 17 COMMISSIONER MOORE: I think the underlying
- issue as well is maybe we should find out how come
- 19 Officers are not writing tickets and also go back to
- 20 the pure basic reason of why tickets are issued. And
- 21 that's to educate the public and that's not being
- 22 mentioned anywhere in here in this forum. And a ticket
- doesn't necessarily have to be issued on a traffic stop
- 24 either.
- 25 If you can tell a person you're going too



- 1 fast or a -- that's the whole person is to educate the
- 2 public. It's not to punish via tickets. And I think
- 3 that's being missed in this conversation as well. But
- 4 I just still believe, Commanders, there's some amount
- 5 of confusion.
- If the Chief says no quotas and you have a
- 7 Captain and Assistant Chief or whatever the order came
- 8 in then that might be some internal controversy within
- 9 the Police Department. Thank you.
- 10 COMMISSIONER BELL: Commissioner Crawford.
- 11 COMMISSIONER CRAWFORD: Yes, sir. Through
- 12 the Chair, I just want to say I think Commission
- 13 Moore's word was "confusion." I think the word was
- 14 "miscommunication" yesterday. And in terms of -- it is
- 15 my belief and I'm looking forward to hearing from
- 16 Captain Leach, that this occurred only in the
- 17 11th Precinct.
- I don't believe there was any other Precincts
- 19 or Precinct Captains or Commanders that put forth any
- 20 written communication. So I believe it's just this
- 21 isolated incident 11th Precinct, one particular Captain
- 22 and, of course, we know what occurred with the
- 23 Assistant Chief when he was here a few months ago,
- 24 about four months ago or so.
- 25 COMMANDER BETTISON: It was the 11th.



- 1 COMMISSIONER CRAWFORD: Yes, sir, that's my
- 2 belief. It's the one Precinct.
- 3 COMMANDER BETTISON: When I was a Precinct
- 4 Commander/Precinct Captain, the number one complaint of
- 5 the citizens of the community is traffic, you know,
- 6 folks speeding, running lights, etcetera. So that's
- 7 one of the things that you want make sure that your
- 8 Officers are out there addressing the community's
- 9 concerns.
- And Commissioner Moore, you're absolutely
- 11 right. The Detroit Police Department issues warnings.
- 12 Officers use discretion on whether or not to issue a
- 13 ticket and for the purpose of traffic enforcement to
- 14 public safety.
- 15 A ticket sometimes is given for an education
- 16 to make you stop doing a certain type of action which
- 17 endangers us all including the occupants, so. But this
- 18 was an isolated incident. Thank you.
- 19 CHAIRPERSON BELL: Thank you, Commander,
- 20 thank you, Deputy Chief. And to the Commissioner, I
- 21 think this is going to be an ongoing issue. But I
- 22 think we look forward to the next meeting in terms of
- 23 clarity because you're talking about the Department
- 24 Manual. The specific address patrol duty and
- 25 responsibility, traffic enforcement, etcetera,



- 1 etcetera, and any time that you speak about at roll
- 2 call as my experience as Sergeant, Lieutenant there's
- 3 always individuals within the structure of the union,
- 4 Officers, when you try share with them about dialog
- 5 about traffic enforcement, not just riding around eight
- 6 hours responding to radio runs. So those are pro and
- 7 cons and take it and blow it out of proportion that
- 8 you're talking about we understand how that systems
- 9 works with the unionism and with rank and file Officers
- 10 in reference to their duties and responsibilities. But
- 11 we can revisit the directive that speaks to patrol
- 12 duties and responsibility as they impact traffic
- 13 enforcement.
- But as well know we had this debate a couple
- 15 months ago. We went back and forth. But to me, it's
- 16 just driving to and from. You see all types of traffic
- 17 violations. There's a tendency in Detroit, I said this
- 18 before, that people running stop signs, the hit and run
- 19 issue that we have, people not stopping for red lights,
- 20 and going through red lights, I mean, this to me is
- 21 quite common.
- 22 And I just heard it on the Cliff Russel
- 23 program today in reference to the whole issue of about
- 24 people feel as though they can drive as they want to
- 25 drive in Detroit. But we look forward to more healthy



- 1 dialog coming from the Chief's office in reference to
- 2 the issue. But A.C. Dolunt spoke to you and I
- 3 understand what he was trying to convey.
- 4 So on that note we will look forward to more
- 5 directive from the Department in terms of what their
- 6 general orders say and in terms of their duties and
- 7 responsibility.
- 8 Any other comments from the audience? If
- 9 not, I do have some New Business.
- 10 This is the letter, it says, Dear Chairman
- 11 Bell. With regrets I write this letter to inform you
- 12 that I must resign my position as Commissioner from the
- 13 Detroit Board of Police Commission Board, effective
- 14 December the 5th, 2014.
- As you know, I was elected to the State House
- of Representatives for District 3 on the City's
- 17 northwest side. I would like to thank you for your
- 18 support during my tenure as Police Commissioner for
- 19 District 2. It's been an honor and a privilege to
- 20 serve with you and my fellow colleagues in this
- 21 capacity. Sincerely, Wendell L. Byrd, Police
- 22 Commissioner, District 2.
- 23 SPEAKER: All right.
- 24 CHAIRPERSON BELL: So Commissioners, what is
- 25 your pleasure? To accept his resignation?



- 1 COMMISSIONER CRAWFORD: Accept his
- 2 resignation, right.
- 3 CHAIRPERSON BELL: With regrets.
- 4 COMMISSIONER TAYLOR: With regrets.
- 5 CHAIRPERSON BELL: Should we let him go? Can
- 6 he vote on this?
- 7 COMMISSIONER: No.
- 8 CHAIRPERSON BELL: Are we ready for the
- 9 question? It's been properly moved. We got a motion
- 10 on the floor? I'm jumping ahead of myself.
- 11 COMMISSIONER DONNELL: Support.
- 12 CHAIRPERSON BELL: Support. It's been
- 13 properly moved and second. Those in favor?
- 14 COMMISSIONERS: Aye.
- 15 CHAIRPERSON BELL: Those opposed? I abstain.
- 16 Motion carried. Let's give Mr. Byrd a round of
- 17 applause.
- 18 (Applause.)
- 19 CHAIRPERSON BELL: We're going to have
- 20 something later on in recognition to his service, but
- 21 he's been a great Commissioner representing his
- 22 district and has been a team player with this Board,
- and he's going onto a higher office.
- I know that that will give us opportunity to
- 25 interact with him. So if you have any complaints



- 1 concerning about your U.S. House -- the State House of
- 2 Representatives contact Mr. Byrd.
- But on a serious note, he's going to be
- 4 looking out for us and the citizens of Detroit. He's
- 5 not leaving in that capacity, just moving to another
- 6 level. Once again, thank you.
- 7 COMMISSIONER BYRD: Thank you.
- 8 CHAIRPERSON BELL: Is there any other
- 9 business to come before this Body?
- 10 COMMISSIONER WHITE: Just as an announcement
- 11 I know there's been some significant conversation
- 12 particularly about the preservation of the Detroit
- 13 Board of Police Commissioners and the action that the
- 14 NAACP would be likely to take.
- I just want to announce there will be a press
- 16 statement and announcement made on this coming Tuesday
- 17 at 10:00 a.m. at the Detroit NAACP Office which is at
- 18 8220 Second Avenue. All are welcome to participate.
- There will be a broad community-wide effort
- 20 of support, not only speaking to the preservation of
- 21 the Detroit Board of Police Commissioners but also
- 22 demilitarization of law enforcement agencies, not just
- 23 Detroit, but in general.
- There's some wide far-reaching -- and we're
- 25 glad that we'll have Commissioner Byrd in Lansing



- 1 because there's far-reaching public policies and bills
- 2 that are before us as a state that we need to address
- 3 as well. There's an issue of education and training.
- 4 And nothing is really new. This goes as far back as
- 5 many of you know the current commission reported, but
- 6 it's time for Detroit to more forward.
- 7 There's been no one specifically from the
- 8 City's leadership that has stepped out and spoken
- 9 widely. So this is a broad coalition. I don't know,
- 10 Mr. Chair, if it would be appropriate for this Body to
- 11 be considered being a part of this coalition as it
- 12 moves forward and adding our name. But if it is
- 13 appropriate I certainly will be willing to make a
- 14 motion to that effect.
- 15 CHAIRPERSON BELL: Definite.
- 16 COMMISSIONER CRAWFORD: Second.
- 17 CHAIRPERSON BELL: Okay. It's been properly
- 18 moved and seconded. Are we ready for the question?
- 19 Those in favor?
- 20 COMMISSIONERS: Aye.
- 21 CHAIRPERSON BELL: Those opposed? Motion
- 22 carried. I will be in attendance, and hopefully other
- 23 Commissioners will be in attendance. And I was looking
- 24 forward to your return from your trip. We talked about
- 25 this briefly and I was patient say once the Executive



- 1 Director gets back, I'm pretty sure they're going to be
- 2 moving. I wanted to thank you as the Executive
- 3 Director and Commissioner and also the President
- 4 Wendell Anthony in reference to taking this lead.
- 5 I think that's basically historically with
- 6 the NAACP is address police reform. All over the years
- 7 that I can remember as a young person, you know, Civil
- 8 Rights and the whole endeavor in terms of issues
- 9 especially impacting Detroit. So I've been engaging
- 10 with past presidents in reference to that. So thank
- 11 you, sir. What time, too?
- 12 COMMISSIONER WHITE: 10:00 a.m.
- 13 CHAIRPERSON BELL: Okay. Any other comments?
- 14 So we will entertain a motion for adjournment.
- 15 COMMISSIONER MOORE: So move.
- 16 COMMISSIONER CARTER: Second.
- 17 CHAIRPERSON BELL: Okay. It's been properly
- 18 moved and second. Those in favor?
- 19 COMMISSIONERS: Aye.
- 20 CHAIRPERSON BELL: Motion carried.
- 21 (The meeting adjourned at 3:50 p.m.)

22

23

24

25



1	CERTIFICATE OF REPORTER
2	
3	
4	STATE OF MICHIGAN )
5	) SS
6	COUNTY OF WAYNE )
7	
8	I, Elizabeth Koller, hereby certify
9	that I reported stenographically the foregoing
10	proceedings at the time and place hereinbefore set
11	forth; that thereafter the same was reduced to computer
12	transcription under my supervision; and that this is a
13	full, true, complete and correct transcription of said
14	proceedings.
15	ealLeg
16	
17	Elizabeth Koller
18	Elizabeth Koller, CSR 7042,
19	Notary Public,
20	Wayne County, Michigan
21	My Commission expires: June 1, 2018
22	
23	
24	
25	



A
<b>able</b> 30:19
<b>absent</b> 12:15
absolutely 31:13
31:16 34:10 abstain 37:15
abstain 37:15
<b>accept</b> 36:25
37 <b>:</b> 1
accolades 8:4
Accountability
5:23
acknowledge 13:2
<b>act</b> 27:12 28:19
<b>action</b> 34:16
38:13
<b>activist</b> 24:7,19
actual 26:6
<b>Adams</b> 13:16
<b>adding</b> 39:12
Additionally 9:6
address 13:19
32:14 34:24
39:2 40:6
addressed 25:13
addressing 7:22
8:21 34:8
adjourned 40:21
adjournment
40:14
<b>ADMIN</b> 12:19,23
administration
22:7
administrative
12:14 26:6,15
12:14 20:0,13
26:16,24
advantage $15:10$
advisor 5:21
advisory 19:15
19:16
affairs 5:23
25:23
affiliation 8:15
African-Ameri
18:3
afternoon 3:4
20:21 31:1,2
agencies 38:22
<b>agenda</b> 6:2 13:17
aggravated 9:8
<b>ago</b> 10:18 11:21
23:11,20 33:23
·

22 24 25 15
33:24 35:15
<b>agree</b> 15:21 23:15 30:4
agreement 17:16 ahead 37:10
Alan 5:8
allegedly 10:22
amendment 18:15
America 17:2
<b>amount</b> 33:4
announce 38:15
announcement
13:9 38:10,16
Anthony 2:11
3:14,15,18,22
3:25 4:3,6 5:3
5:5 40:4
antisocial 19:4
<pre>anymore 22:21 anyway 16:5 21:2</pre>
apologize 12:11
APPEARANCES 2:2
applause 37:17
<b>applause</b> 37:17 37:18
applause 37:17 37:18 appreciate 12:24
applause 37:17 37:18 appreciate 12:24 13:2
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20 areas 9:14
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20 areas 9:14 arrange 26:14
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20 areas 9:14 arrange 26:14 27:4
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20 areas 9:14 arrange 26:14 27:4 arrangements
applause 37:17     37:18 appreciate 12:24     13:2 appropriate 10:5     11:8    26:10     39:10,13 appropriately     11:10 approximately     12:6 area 9:9    23:20 areas 9:14 arrange 26:14     27:4 arrangements     30:15
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20 areas 9:14 arrange 26:14 27:4 arrangements 30:15 arrival 12:11 arrived 31:5
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20 areas 9:14 arrange 26:14 27:4 arrangements 30:15 arrival 12:11 arrived 31:5 article 7:20
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20 areas 9:14 arrange 26:14 27:4 arrangements 30:15 arrival 12:11 arrived 31:5 article 7:20 19:21,22 20:1
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20 areas 9:14 arrange 26:14 27:4 arrangements 30:15 arrival 12:11 arrived 31:5 article 7:20 19:21,22 20:1 20:23,25
applause 37:17 37:18 appreciate 12:24 13:2 appropriate 10:5 11:8 26:10 39:10,13 appropriately 11:10 approximately 12:6 area 9:9 23:20 areas 9:14 arrange 26:14 27:4 arrangements 30:15 arrival 12:11 arrived 31:5 article 7:20 19:21,22 20:1

assassination

**Assistant** 2:12 4:21 12:14,19

12:23 24:9

26:25 29:17

assault 9:8

24:5

32:3 33:7,23
associated 30:11
assuming 28:18
<pre>attempt 31:6</pre>
<pre>attempted 31:12</pre>
<pre>attempting 28:19</pre>
<pre>attendance 12:9</pre>
39:22,23
attended 8:5
attending 5:15
audience 8:20
13:22 36:8 authorizing
26:19
<b>Avenue</b> 1:17
38:18
award8:3
awards 7:4,16
14:5
<b>aware</b> 21:5 28:1
awareness 20:11
<b>awhile</b> 13:5
<b>aye</b> 6:8,17 11:16
11:17 37:14 39:20 40:19
39:20 40:19
<b>A.C</b> 25:5 27:14 28:1 36:2
<b>a.m</b> 38:17 40:12
<b>a.</b> III 30:17 40:12
В
<b>B</b> 21:3
<b>baby</b> 21:2
back 4:18 7:18
10:21 12:14,21
12:23 14:8,9
17:21 22:14

# 23:21 25:14 26:7 27:7 32:19 35:15 39:4 40:1 **bad** 22:9 **ballot** 18:12 bankruptcy 22:21 **basic** 31:7 32:20 basically 40:5 **belief** 33:15 34:2 believe 5:18 18:9 24:13 33:4,18,20 Bell 2:3 3:4,6 3:10 4:10,16

4:20,24	5:3,12
6:1,6,9, 9:20,25	,14 <b>,</b> 18 10•7
11:7,14,	.18 <b>,</b> 23
12:7,12, 15:5,21,	21,24
16.23 19	3 • 6
19:19 20 23:10,13 27:18 29 29:19 30 31:25 33 34:19 36	20:20
23:10,13	3 26:3
27:18 29	9:11,15 1.8 25
31:25 33	3:10
34:19 36	5:11 <b>,</b> 24
37:3,5,8 37:19 38	3,12,15
39:15.17	7.21
40:13,17	7 <b>,</b> 20
benefits 8	3:10
Bernice 13 20:21	3:3
better 8:1	L5
Bettison 3	
31:1,3 3 33:25 34	
<b>beyond</b> 30:	
<b>Bill</b> 14:1	
<b>bills</b> 39:1 <b>bit</b> 7:25 9	
32:1	9:13
blanket 28	3:10
<b>blow</b> 35:7	2.5 15
Board 1:3 12:22 13 13:10,14 19:16,17 20:12 24 36:13,13	3:5,15 3:1.8
13:10,14	1 <b>,</b> 25
19:16,17	7,23
20 <b>:</b> 12 24	3 37:22
30:13,41	L
<b>body</b> 16:16	17:15
27:23 28 38:9 39:	3:20,24 ·10
bottom 14:	:24
<b>break</b> 15:1	L <b>,</b> 12
breakdown 7:24	7:21
briefly 39	9:25
<b>bring</b> 27:1	L6 28:8
broad 38:1	
brought 25 Brown 5:7	
12:19,23	3 23:8
building 1	L6:11

buildings 17:12 **bunch** 18:21 **Bureau** 5:17 **burning** 17:12 **Burton** 3:19 business 4:1110:2,4 12:13 12:13 13:1 36:9 38:9 **Butzel** 13:16 Byrd 2:9 3:20,21 4:12,17,19 36:21 37:16 38:2,7,25 С **call** 3:12 4:12 11:24 15:16 24:12 27:17 35:2 calls 27:10 cams 17:15Candy 19:14 capacity 36:21 38:5 **Captain** 24:12 25:3,6,7,13 26:1,8 27:2 28:8,17,18 29:9 30:15 32:4,13 33:7 33:16,21 34:4 Captains 33:19 car 9:14 caregiving 20:22 carjacking 6:25 7:21 carjackings 8:25

9:2,15 carnage 18:2 carried 6:19 11:19 37:16 39:22 40:20 carries 6:10 cars 9:16 Carter 2:4 3:16 3:17 6:13 40:16 **cases** 14:11 15:13 **caution** 28:22 **Celia** 5:20

**Center** 13:11 ceremony 7:4 certain 20:2 21:9 34:16 certainly 29:8 30:22 39:13 CERTIFICATE 41:1 certify 41:8 **chains** 20:19 **chair** 3:6,14 4:9 10:4 11:7 12:7 15:6 18:8 20:17 23:14 25:5 26:5 27:20 28:2 29:7 30:18 31:24 33:12 39:10 **Chairman** 16:23 36:10 **CHAIRPERSON** 2:3 2:4 3:4,10,17 4:10,16,20,24 5:3,12 6:6,9 6:13,14,18 9:25 10:7 11:14,18,23 12:7,12,21 15:5,24 18:6 20:20 23:10 26:3 27:18 29:11,15,19 30:8,25 31:25 34:19 36:24 37:3,5,8,12,15 37:19 38:8 39:15,17,21 40:13,17,20 challenges 16:22 change 3:11 **Channel** 14:3,20

15:8,15,17

character 24:4

Chief 2:12 4:21

4:22 5:1,6,13

5:14,16,17,20

8:6,22 9:1,22

6:21,22 7:16

14:1 19:14

21:12 24:10

25:14 26:25

**Charles** 14:12

28:24 29:12,17 30:5,16 31:3,7 31:17,21 32:2 32:3,6,15 33:6 33:7,23 34:20 Chief's 26:25 32:15 36:1 cite 30:19 Citizen 17:3 citizens 17:9 18:12 34:5 38:4 City 7:23 10:15 18:13,13 22:4 22:22 23:5 24:20 Citywide 14:2 City's 36:16 39:8 Civil 40:7 civilian 10:16 10:24 11:2 17:17 **clarity** 34:23 **clear** 25:15 28:11 30:1,10 31:17,18 clearly 28:7 Cliff 35:22 **cloud** 21:19 **CNN** 19:15 coalition 39:9 39:11 Coleman 22:7 colleagues 36:20 **com** 9:13 26:7 31:19 **come** 4:18 12:17 14:8 24:5 25:3 26:11 27:3,25 28:24 32:18 38:9 comes 32:14 coming 24:6 36:1 38:16 Command 31:14,18 Commander 5:21 5:22 29:13 30:25 31:1,3 32:8 33:25 34:3,19

Commanders 33:4

33:19 Commander/Pre... Commencing 1:20 commend 6:247:11,25 8:12 27:15 **comment** 7:25 8:25 26:5 comments 9:21 19:20 20:20 36:8 40:13 commission 3:6 6:2 8:7,7 9:20 10:10,12 11:4 15:25 16:6,7 16:24 17:10,25 18:10,11,15 19:15 20:18 21:20 25:3,4 26:12,23 29:18 33:12 36:13 39:5 41:21 Commissioner 2:5 2:6,7,8,9,10 3:16,18,19,21 3:22,24,25 4:2 4:3,5,6,7,12 4:16,19 6:1,4 6:5,12 9:20,23 10:3,8 11:7,11 11:13,20,22 12:3,5,8,10,24 15:4,6,21 16:2 16:4,10 18:5,7 18:8,18 19:9 19:19,20,21 20:15,16 21:3 23:13,14 24:1 26:4 27:5,9,15 27:18,19,19 29:20 30:18 31:24 32:1,17 33:10,10,11 34:1,10,20 36:12,18,22 37:1,4,7,11,21 38:7,10,25 39:16 40:3,12 40:15,16 Commissioners 1:3 6:8,17

8:20 11:17 20:13 21:5 31:2 36:24 37:14 38:13,21 39:20,23 40:19 Commissions 21:22 committee 10:1,120:7 **common** 35:21 communica 27:17 communicating 13:5 communication 25:12,15 33:20 communications 13:21 26:20 community 13:9 13:11 17:25 18:3 24:8 28:13,15 29:3 34:5 community's 34:8 community-wide 38:19 **comp** 31:13 comparison 9:5 complaint 34:4 complaints 37:25 **complete** 41:13 completes 5:10 **Complex** 13:16 computer 41:11concern 9:2 concerned 15:3 21:4,20 23:17 concerning 38:1 concerns 9:21 28:5 34:9 confidence 23:3 conflict 28:14 confusion 32:2,7 32:8 33:5,13 cons 35:7 consecutive 27:10 conservative 20:8 considered 39:11 Constitution 17:4

consulting 31:11

contact 19:22,25 38:2 contacted 15:8 context 27:21 continue 8:9,11 9:18 17:24,24 **control** 15:9 controversy 33:8 conversation 25:8 27:22 28:3,9 29:8,9 30:14 33:3 38:11 **convey** 36:3 cops 26:23 corporal 14:18 **correct** 27:8,14 41:13 correction 19:16 correctly 22:12 corrupt 22:21 corruption 22:12 22:13 23:7 country 8:18 10:14,17 16:21 **county** 17:12 18:1 41:6,20 **couple** 7:7 10:20 35:14 courage 18:18,18 19:8 26:9 course 27:11 33:22 **court** 5:9 22:15 **courts** 10:11 11:5 17:8 cowards 18:21 Craig 4:21 5:17 9:1 19:14 31:3 Craig's 5:14 Crawford 2:8 3:23,24 6:5 10:3,8 11:11 15:4,6 18:5,7 19:20 20:16 23:14 24:1 26:4 27:5,9,15 33:10,11 34:1 37:1 39:16 **crime** 31:9

**cronyism** 16:13 16:15 **cross** 7:23 **Crowley** 19:14 **CSR** 41:18 CSR-7042 1:22 current 39:5 **cut** 21:7 D data-driven 31:5 **David** 5:17 Davis-Drake 5:6 day 8:16 22:14 24:10 28:4 29:18,24 Dear 36:10 **deaths** 16:20 **debate** 35:14 December 1:21 3:2 6:3 13:15 36:14 decline 7:2 Definite 39:15 definitely 30:24 deliberate 28:2 demilitarization 38:22

democracy 16:17 demote 18:10,11 demoting 4:25 demotions 20:9 department 5:21 6:25 21:10,19 22:2,11,20 23:1 25:16,18 26:17,20 27:7 28:7,11,21 29:6 31:23 32:3,9,12 33:9 34:11,23 36:5 departments 9:3 10:16 31:5

department-wide

Deputy 4:23 5:1 5:13,16,20 6:22 8:22 9:22 14:1 26:25 29:12 31:21 34:20

deserved 8:13

Deshawn 5:22detective 7:8 **Detroit** 1:3,18 1:19 3:1 10:15 10:18 11:2 13:12 18:13 19:23 23:5 27:6 31:23 34:11 35:17,25 36:13 38:4,12 38:17,21,23 39:6 40:9 dialog 20:5 29:3 35:4 36:1 **differ** 15:18 different 31:6 32:9 digits 9:11 diminishes 16:16 16:16,17,18 direction 25:25 directive 28:6 28:12 35:11 36:5 **Director** 40:1,3 directs 28:7 disadvantage 15:11 Disciplinary 5:24 discretion 34:12 dismantle 22:9 disseminated 27:11 district 24:11 24:11 36:16,19 36:22 37:22 districts 18:14 division 21:8 **doing** 16:1 17:12 20:22 34:16 **Dolunt** 28:2 29:17 36:2 **Donnell** 2:6 4:7 12:4,8 37:11 **door** 31:7 **double** 9:10 downright 16:8

**DPD** 5:15 8:15

**draft** 11:9,12

driving 25:21

**drive** 35:24,25



crimes 9:7,10,12

35:16 drop 7:3 dues 14:15,23 duties 25:10 35:10,12 36:6 duty 30:1 34:24 D.C 4:23 5:2,16 8:23 26:14 27:8 28:1 29:14,16,22 30:9,22

### E

**E** 2:3 3:18 Earl 3:9,10 Earlier 29:22 **early** 26:12 easy 19:4 echo 19:20 economics 23:21 editorial 18:9 18:19 19:23 20:7 **educate** 32:21 33:1 education 34:15 39:3 **effect** 39:14 effective 36:13 **effects** 10:12 **effort** 19:22 38:19 efforts 9:4 **eight** 35:5 **either** 25:19 32:24 elaborate 8:17 **elected** 17:10 36:15 Elizabeth 1:22 5:9 41:8,18 **EM** 21:21 emanated 16:11**emerge** 16:15 emergency 10:9 10:11,21,22 11:5 24:3 encourage 25:20 27:16 encouraging 25:9 endangers 34:17 endeavor 40:8

enforcement 34:13,25 35:5 35:13 38:22 **engage** 24:4 engaging 8:8 19:4 40:9 enlightening 20:24 enroute 5:18 ensuing 28:25 enters 12:5 entertain 5:13 40:14 **entire** 7:12,17 26:20 erroneous 16:7,8 20:1 especially 12:17 40:9 **etcetera** 34:6,25 35:1 evening 13:24,25 evolution 23:18 Excuse 10:3 15:4 18:5 excused 3:19 Executive 2:11 39:25 40:2 experience 35:2 expires 41:21explain 25:4,626:11 27:3 explaining 14:21 express 15:18 expressing 28:5 expunge 16:7 extend 4:17

#### F

extensive 7:21

face 14:4
fact 22:8
failed 12:13
familiar 6:24
far 13:18 15:2
 21:19 22:12
 23:17 28:12
 29:9 32:8 39:4
far-reaching
 38:24 39:1
fast 33:1

favor 6:7,16

11:16 37:13 39:19 40:18 feedback 29:4,5 feel 8:1 14:4,21 15:3,15 17:19 22:18,24 35:24 **feet** 23:6 **fellow** 36:20 Ferguson 10:19 10:19,24 11:2 **fewer** 9:16 **fight** 17:2 Fighter's 8:4 **figure** 14:15 file 28:19,21 35:9 find 32:18 Finley 19:22 Fire 7:5 8:4,7 **fireman** 14:13firm 31:10 **first** 14:19 24:2 first-liners 8:8 **five** 11:21 19:13 23:10 **floor** 37:10 folks 34:6 followup 26:4 force 5:23 7:3,7 21:6 foregoing 41:9 **formal** 8:24 25:23 **formally** 19:24 forms 31:13,14 **forth** 11:4 14:18 17:16 25:2 27:16 33:19 35:15 41:11 **forum** 32:22 forums 31:18 **forward** 12:2 28:23 29:1,7 33:15 34:22 35:25 36:4 39:6,12,24 **fought** 16:23 four 9:9 33:24 free 8:1 **Friday** 4:19

front 5:6 24:21

**full** 25:1 41:13

function 25:10 furnished 30:21 further 28:17 future 17:11

### G

general 36:6 38:23 George 2:11 3:15 getting 7:11 **ghost** 19:6 girl 14:12 **give** 4:13 7:20 13:22 20:3,25 37:16,24 **given** 25:15 34:15 gives 7:24**glad** 15:7,15 16:1 17:20 20:24 23:17 38:25 **qo** 14:9 19:5 21:11 22:5,14 27:12 28:16 29:11 32:19 37:5 goal 20:10 goes 9:14 31:8,8 31:9 39:4 going 4:11 8:15 8:17 12:3 17:20,24 18:22 18:23 21:11 22:15 23:1,8 24:14 29:14 31:15 32:6,25 34:21 35:20 37:19,23 38:3 40:1 good 3:4 5:1 7:22 8:2 11:21 12:9,10,16,21 12:23 13:24,25 16:21 17:5 20:21 23:12 31:1,2 grandmother 13:5 grandmother's 13:7 grasped 22:3

grease 21:1



38:1 great 9:17 16:19 29:3 **Jessica** 2:7 4:6 **hundred** 12:16 intentionally 11:20 21:2 37**:**21 groups 31:11 15:22 24:13 **job** 21:25 25:10 guess 6:19 11:1 husband 7:18interact 19:24 joined 9:23 Jones 3:9,10 26:8 37:25 interested 22:23 guys 7:7 14:15 **judge** 14:7 ignore 3:7 interesting 20:8 jump 14:9 Н **ill** 13:4 internal 5:23 jumping 37:10 **hallmark** 17:25 **image** 15:19 21:18 25:23 June 41:21 hand 13:1 33:8 justice 23:19,20 images 15:8 Hanson 5:9immediate 4:20 internet 19:5 K interpret 32:10 **happen** 14:3 **impact** 35:12 20:22 26:15 impacting 40:9 interpretation **keep** 13:6 27:4 implementation 28:10 kind 4:14 9:14 28:3 14:2 17:2 19:1 happened 7:5 interpreted implemented 28:6 14:2,19 27:3 25:11 knew 19:10 happening 8:18 implementing introduce 5:4 know 8:11, 15, 25 introducing 5:14 10:4 12:15 18:1 21:10 27:23 implied 20:1 introduction 14:22 15:1,8 happens 22:2 happy 13:3 25:6 importance 27:23 5:11 16:8,10,14,22 27:3 important 13:7 investigated 16:23,24 17:18 hard 8:8,11 improvement 9:6 21:12 18:22,24,25 16:23 improvements 19:2 20:2,8 investigating hardship 8:9 28:25 21:13,18 21:12,15,21,22 incident 33:21 investigation 21:23 22:6 **Hardy** 7:8 hay 22:13 34:18 5:24,24 24:14 23:1,23 24:12 head 29:12 30:23 include 5:23 24:14,16,25 27:5 28:23 Headquarters 22:4 25:2,24 29:25 30:4 including 34:17 Investigator 5:6 31:20,21 32:13 1:18 33:22 34:5 **healthy** 35:25 increase 9:9 invitation 4:17 35:14 36:15 hear 15:17 29:4 30:14 invites 30:5 invocation 4:13 37:24 38:11 heard 28:18,19 indicating 11:8 28:20,20 35:22 individual 18:24 irons 17:7 20:17 39:5,9 40:7 hearing 33:15 individuals irony 27:20 knowing 22:23 hereinbefore 15:18 27:16 irrelevant 19:1 **known** 22:17 41:10 32:10 35:3 isolated 33:21 25:19 hi 21:2,3 infer 24:15 34:18 **Koller** 1:22 5:9 inform 36:11 **issue** 6:25 7:22 higher 28:9 41:8,18 information 25:7 20:9,15 23:21 37:23 L highlight 27:20 24:17 32:18 27:11 initiatives 34:12,21 35:19 **L**3:19 36:21 historic 20:12 historically 27:24 35:23 36:2 **Lansing** 38:25 injustices 23:22 39:3 40:5 **late** 4:8 12:11 hit 35:18 instances 28:13 **issued** 32:20,23 22:16 holds 17:21 28:14 29:4 **issues** 8:17,18 Lavalley 2:12 home 7:15,18 institutions 34:11 40:8 4:23 5:1,2,13 honor 36:19 17:3 item 6:10,19 5:16,17 8:23 hope 22:23 29:8 instructions 25:5 26:14 J hopefully 20:3 25:16 27:8,14 28:1 39:22 integrity 24:15 James 3:8,9,10 29:12,14,16,22 hours 35:6 intent 3:11 January 13:10,11 30:9,22 31:21

intention 28:23

House 36:15 38:1

13:13

law 38:22

<b>Leach</b> 24:12 25:3
25:6,7,13 27:2
28:8,17,18
29:10 32:13
33:16
<b>Leach's</b> 26:8
<b>lead</b> 8:22 40:4
leader 32:2
leadership 32:12
39:8
leads 28:13
leave 28:10
leaving 38:5
left 4:21 leg 17:7 20:17 legal 5:21 10:10
leg 1 5 · 21 10 · 10
11:5
lengthy 7:13
letter 14:20
36:10,11
Let's 37:16
level 24:6 38:6
lies 15:12,13
Lieutenant 35:2
lights 34:6
35:19,20
like-minded
15:16
<b>limits</b> 10:13
<b>Lisa</b> 2:4 3:16
listen 8:3
listening 32:5
32:10
little 3:7 7:25 9:15 14:11
9:15 14:11
21:1 live 24:18
11ve 24:18
long 22:6 23:16 look 20:7 22:9
29:7 34:22
35:25 36:4
looked 26:21
looking 12:1
33:15 38:4
39:23
lot 9:4 21:15
22:19
<b>loved</b> 7:16
<b>Lyndon</b> 13:17
M

MacKenzie's

31:11					
mad 14:8					
maintaini majority 7 making 22:	ng	1	3	:	1
majority 7	7:1	. 5			
making 22:	: 9	3	0	:	2
30 <b>:</b> 10					
<b>man</b> 32:11					
Managemen	t 5	:	2	5	
manager 5:	: 7	1	0	:	9
10:11,21	L, 2	23			
11:6 24:		_			
mandate 25		-2			
manner 7:1		1			
Manual 34:		ŧ			
matrix 31:		. 1	$\sim$		
matrixes 3			_		
matter 17:			7		
Mayor 8:6 mean 25:24				6	
35:20	ŧ 、	) _	•	O	
media 1:17	7 1	5		8	
15.0 10	1 0	٠ (	2		3
24.18 26	5 • 6	· •	1	, ()	_
24:18 26 meeting 1: 5:18 6:3 12:6 13: 30:21 34	4	3	•	5	
5:18 6:3	3	) :	2	4	
12:6 13:	:10	) ,	1	4	
30:21 34	1:2	22			
40:21					
meetings 1	13:	1	8		
members 5:	: 14	l			
28:7,11,	20	)			
men 14:18	29	:	5		
mention 12	2:1	. 3			
mentioned	7:	7			
19:14 32					
message 17					
26:7,16,	. 24	ł	_		
messages 2				^	
Michigan 1			Τ	9	
3:1 41:4 M:lo12:13		2 U			
Mile 13:12 military 1		a			
minimum 30					
minutes 6:	, 1 C	) )			
11:21 13	3 • 2	, ) つ			
23:10					
miscommun	ic	at	Ŀ.	i 4	on
26:9 33:	: 1 4	1		_ `	
misinterp	re	te	<b>=</b> 0	£	
25:25	_	- '			
missed 33:	: 3				
mission 32	2:1	. 5			

mistrust 18:3 moment 24:21 months 10:18,21 12:15 31:4,4 33:23,24 35:15 Moore 2:5 4:1,2 6:4,12 11:13 18:9,18 19:9 20:15,23 31:24 32:1,17 34:10 40:15 Moore's 19:21
33:13 moral 31:8 morning 9:13
25:14
<b>Mother</b> 13:3
<b>motion</b> 6:9,18
11:9,10,11,18 12:1 37:9,16 39:14,21 40:14 40:20
Mounted 21:8
move 6:4,12 9:25 11:25 28:22 40:15
moved 6:14 11:15 37:9,13 39:18 40:18
movement 23:18
moves 39:12
moving 16:7
23:19 28:25 38:5 40:2
N

# **NAACP** 38:14,17 40:6 **name** 3:8 13:22 14:1 18:19,23 19:6,6,7 26:8 26:25,25 39:12 names 7:7national 7:24 necessarily 32:23 **need** 20:5 22:13 22:21 23:6,21 39:2 needs 18:1 28:16 **never** 11:24 14:15 19:17,17

25:17 <b>,</b> 18			
<b>new</b> 10:2,4	1:	2:	12
36:9 39:4			
news 8:2 19	: :	23	3
<b>night</b> 7:4 1	4	: 3	3,3
14:5 15:1	9		
Nolan 19:22			
normally 30	: (	6	
northwest 3			7
<b>Notary</b> 41:1			
note 8:19,2			
36:4 38:3			
<b>noted</b> 19:2			
<b>notes</b> 7:11			
notified 15	:	15	5
notwithstan			
8:16			ر
November 6:	1	1	
7:2			
number 9:4,	1	7	
10:9,12,2			23
11:6 15:1		,	
30:3,4,11		1 3	3
30:24 34:		_ `	
50.24 54.	1		

## Oakland 7:6 **observe** 30:12 observing 30:1 occupants 34:17 occupying 21:24 22:25 occurred 23:22 24:10 27:13 33:16,22 occurring 10:1423:22 office 28:24 32:15 36:1 37:23 38:17 **Officer** 5:7 8:5 26:18,19 28:4 **Officers** 25:9,20 27:12 30:5 31:14,18 32:19 34:8,12 35:4,9 **okay** 4:11,20 9:22 11:11,14 11:25 12:12 13:19 14:23 16:4 20:20 29:22 39:17

0

40:13,17 **Old** 12:13 once 38:6 39:25 ongoing 8:22 34:21 **open** 31:19 opportunity 13:21 19:24 20:3 27:25 37:24 **opposed** 6:9,18 11:18 37:15 39:21 opposition 24:22 op-ed 16:6,11 oral 13:21 order 4:10 10:9 10:23 11:6 12:18 24:4 33:7 orders 36:6 organize 17:24 **ought** 28:9 outstanding 8:3 oversight 10:16 10:24 11:2 17:3,17

#### P

**PAGE** 1:15 **pages** 30:23 Pamela 5:6 paper 6:23 21:7 21:15 paramilitary 17:3 part 7:6 8:14 9:7,10,12 25:10,10 39:11 participate 38:18 particular 33:21 particularly 10:13 38:12 partner 14:13,14 14:14 **patient** 39:25 **patrol** 30:16 34:24 35:11 **pause** 12:3 **peace** 23:17,19 23:24

pending 24:14,25 **people** 4:25,25 14:6, 16, 23, 24 15:9 16:17 17:11 19:2 20:5 23:2,18 25:21 26:11 32:10 35:18,19 35:24 **percent** 9:8,10 9:11 12:16 15:22 perished 14:14 **person** 18:20 32:25 33:1 40:7 personally 21:14**persons** 18:20 pertaining 10:9 24:17 perturbed 14:2 **picked** 14:11 piece 16:6,11 **pinch** 27:7 **place** 13:10,14 31:12 41:10 placed 27:7 **play** 21:24 **player** 37:22 playing 13:4 please 3:13 13:22 26:3 **pleasure** 6:3,11 36:25 **plus** 31:4,4 32:9 point 17:5 19:16 28:8 **police**1:3 3:5 7:5 8:4 10:16 20:12 21:8,10 21:19 22:1,11 22:19 23:1 27:6 28:15 31:23 32:3 33:9 34:11 36:13,18,21 38:13,21 40:6 policies 39:1 policing 18:3

22:6 position 30:4 36:12 positive 8:19 possibility 16:15 **possible** 26:13 posture 29:2 potentially 28:17 **power** 10:22 18:11,15,16 22:3,10,10,11 23:16,23 24:3 powerful 15:9 **powers** 10:13 **prayer** 4:11,15 4:18 13:6 precinct 13:16 24:11,18,19 33:17,19,21 34:2,3 Precincts 33:18 Present 3:17,21 3:24 4:2,5 presentation 8:24 presented 15:19 presenting 7:16 preservation 38:12,20 President 14:1 17:16 40:3 presidents 40:10 press 38:15 pretty 6:21 40:1 primary 17:17,18 private 14:18 privilege 36:19 privileges 19:12 **pro** 35:6 **probably** 6:22,23 problems 21:6 23:5 proceedings 5:8 41:10,14 productivity 31:8 Professional 5:22 profiling 28:14

**profit** 23:20

program 7:12,17 8:3,12 19:14 35:23 promised 7:14,17 promoted 7:8 promoting 4:25 propaganda 15:11 proper 12:1 properly 6:14 11:14 37:9,13 39:17 40:17 property 9:10 proportion 35:7 protest 24:22 **proud** 8:14 **provide** 30:24 **public** 1:18 20:11 22:1 31:18,19 32:21 33:2 34:14 39:1 41:19 published 26:17 26:19 **punish** 33:2 pure 32:20 **purpose** 34:13 pushed 31:15,22 **put** 11:3 14:5 17:19 18:12,19 19:7 22:15,16 25:12 26:1,7 26:24 28:10 31:6,12 33:19 **putting** 21:18 30:3,13 **P.D**7:6 **p.m**1:20 3:3 9:24 12:6 13:12 40:21

### Q

question 6:7,159:21 11:15 17:9 24:9 37:9 39:18 quickly 20:15 **Quinn** 5:8 quite 9:2 29:25 35:21 quorum 4:9 quota 24:17,23 25:17,17,19,19



**policy** 28:25

30:1,10,19

politics 16:16

**quotas** 24:24 31:13,16,22 32:4,4,12,16 33:6 R **R**2:6 3:25 4:7 racial 28:14 **radio** 35:6 raised 17:9 ramifications 28:5,13 rank 28:18,21 35:9 rate 17:22 reaching 28:12 29.9 read 6:23 20:22 **ready** 6:6,15 11:15 37:8 39:18 really 6:20 7:20 8:21,21 12:24 13:2 18:17 19:3 21:18,23 39:4 **reason** 32:20 received 25:7 recognition 8:12 37:20 recognize 12:7 recognized 8:6 recognizing 8:6 recommendations 28:25 record 3:15 5:8 5:10 17:19 Recreation 13:16 red 35:19,20 **reduced** 41:11 reference 9:21 19:21 20:9,11 30:20 35:10,23 36:1 40:4,10 referendum 18:12 referred 16:9 **reform** 40:6 **regards** 21:7,17 Reginald 2:8 3:22

**regrets** 36:11

28:3 30:7

37:3,4 **REGULAR** 1 : 4 reiterate 30:9 relation 16:7 30:2 remarks 20:2 remember 28:4 29:16,23 40:7 replete 17:3 report 6:20,20 25:1 reported 21:9 39:5 41:9 REPORTER 41:1 reporting 5:9 7:21 **Reports** 10:1,1 Representatives 36:16 38:2 representing 37:21 requesting 26:18 reside 24:19 residue 3:7 resign 36:12 resignation 36:25 37:2 resolution 10:5 10:6,7,9,10 11:3,10,12 **resolve** 16:18 17:23 respect 15:2 25:1 respectful 13:23 13:23 respond 11:7 19:25 20:4 29:14 responded 18:9 19:9 responding 6:22 20:14 35:6 response 18:19 19:5 responses 16:20 responsibilities 35:10 responsibility 34:25 35:12 36:7

18:20,25 result 25:1 results 22:23 retracted 25:14 26:2 27:14 29:24 return 39:24 **revisit** 35:11 **Ricardo** 2:5 3:25 Richard 2:10 4:3 **Rico** 7:8 riding 35:5 **right** 5:7 9:7,25 22:4,25 30:8 34:11 36:23 37:2 Rights 40:8 Risk 5:24 **Road** 13:12 **Robert** 5:7 12:14 17:20 **role** 3:12 13:5 20:12 roll 27:10 35:1 **Ron** 18:8 20:17 24:7 **Room** 1:17 round 37:16 **rule** 10:11 **ruling** 10:11 11:5 run 4:18 35:18 running 4:7 34:6 35:18 runs 22:11 35:6 Russel 35:22

\$\frac{\sqrt{\sq}\sqrt{\sqrt{\sqrt{\sqrt{\sqrt{\sqrt{\sq}\syn}\sqrt{\sq}\sqrt{\sqrt{\sq}\sqrt{\sind{\sind{\sin}\send{\sin}\sq\sint{\sind{\sind{\

scheduled 13:18 **Scott** 15:24,25 16:5 19:12 **seat** 11:21 12:8 Seated 5:5 seats 21:24 22:25 **second** 5:20 11:13,15 13:16 37:13 38:18 39:16 40:16,18 secondary 17:18 seconded 39:18 Secretary 2:11 3:12,14,15,18 3:22,25 4:3,6 5:5 section 7:23 **see** 7:22 11:21 12:9,10,16 13:3,24 16:1 17:9,10,11,13 17:20 18:2 22:14 23:12,17 25:22 35:16 **seek** 10:10 11:5 seen 16:20 sending 21:7 **Sergeant** 5:8 7:6 21:8 26:1 35:2 serious 38:3 serve 36:20 service 5:10 14:17 37:20 Services 5:17 **set** 41:10 **seven** 9:8 13:12 **share** 8:2,19 29:5 35:4 **Shelby** 2:10 4:4 4:5 **shift** 25:13 26:1 **shortly** 5:19 9:1 **shot** 14:12 **show** 14:6 26:8 showed 14:6**side** 36:17 **sign** 18:23 signature 26:22 **signed** 19:10 significance 6:20 17:14

responsible

21:25 22:11

23:6 25:6

significant
38:11 <b>signs</b> 35:18
Simms 5:22
<pre>simple 25:24 sincere 21:25</pre>
Sincerely 36:21
sir 4:8,10 5:2,5
Sincere 21:23 Sincerely 36:21 sir 4:8,10 5:2,5 5:12,16 6:1 8:23 10:2,8 11:12 12:9,10 12:19 15:14,21 18:6,7 23:13 25:5 26:3,13
11:12 12:9,10
12:19 15:14,21
18:6, / 23:13 25:5 26:3.13
31:2,25 33:11
34:1 40:11 sister 7:14
<b>sit</b> 20:6 23:8
<b>sitting</b> 4:21 7:5 7:10 21:24
24:20 31:20
situation 27:21
28:16 <b>six</b> 19:13
slap 14:4
slight 9:9
Smith 20:21,21 21:4 23:12,15
<b>social</b> 19:3
<b>somebody</b> 14:10
26:22 <b>sorry</b> 21:13
sound 3:8
<pre>speak 18:23 19:6 24:3 35:1</pre>
<b>SPEAKER</b> 3:9
19:18 23:25
36:23 <b>speaking</b> 30:20
38:20
speaks 35:11
<pre>special 19:12 specific 34:24</pre>
specifically
39 <b>:</b> 7
<pre>speeding 34:6 spirit 16:16</pre>
<b>spoke</b> 36:2
spoken 39:8
<b>spook</b> 19:6

**Spring** 29:20

<b>SS</b> 41:5		
staff 5:4,14 stand 17:5 21:	2.2	
21:23	<i>L L</i>	
$\textbf{Standing} \ 10:1$		
<b>Star</b> 3:8		
<b>starting</b> 24:5 <b>stat</b> 9:13 31:13	3	
stat 9:13 31:13 state 1:2 36:13 38:1 39:2 41	5	
38:1 39:2 41 stated 10:13,18	: 4	
10:20 26:10	0	
<pre>statement 28:1</pre>	0	
38:16 <b>statements</b> 16:	2	
stats 31:19	U	
<b>stay</b> 7:12,17	_	
<pre>stenographical 41:9</pre>	.13	!
step 16:22 28:	17	
stepped39:8		
<b>stolen</b> 9:16 <b>stood</b> 31:10		
stop 11:24 17:	20	
25:19,22 28:	4	
29:24 30:3,5	, 6	
30:12 32:23 34:16 35:18		
stopping 35:19	•	
<b>stops</b> 24:23 25 30:2,10	:9	
strategies 27:	24	
strategy 24:2		
<b>street</b> 14:12 25:21 27:12		
<b>strong</b> 17:6,23		
structure 35:3		
<pre>stuff 19:4 substance 20:2</pre>		
suggest 16:13,	15	
<b>Sunday's</b> 6:23		
<b>supervision</b> 27:10 41:12		
supervisors 25	: 8	
25:11	_	
<b>support</b> 5:17 6 6:13 36:18	:5	
37:11,12 38:	20	
$\verb"supported"6:\!15$		
supposed 14:16		
sure 6:21 9:18		
<pre>sure 6:21 9:18 14:18 20:11</pre>		

26:23 27:2
34:7 40:1 <b>syllables</b> 15:13
system 23:22
28:3
systems 35:8
T
table 11:4 12:17
28:8 take 13:10,14
24:2 35:7
38:14
<pre>taken 1:17 20:24 talk 29:17, 23</pre>
30:16
talked 22:20,22
39:24 talking 8:10
9:13 32:4.4
34:23 35:8
task 7:3,6 21:6
task 7:3,6 21:6 Taylor 2:7 4:7 9:23 11:20,22
16:1,2,3,4
21:3 29:20
37:4 team 37:22
television 15:12
tell 15:11, 13, 16
26:16 30:23 32:25
tendency 35:17
tenure 36:18
terms 6:25 7:3
7:21 8:2,5 10:15 12:25
17:6 18:2,2
24:10,23 29:5
33:14 34:22 36:5,6 40:8
texts $7:11$
thank 3:14 4:16
4:23,24 5:2,12 6:1,19 8:23
9:18,20 11:19
11:22,23,25
12:19 15:19,20 15:21,23,25
16:21,23,25

18:4,8,17 19:11,18,19 20:14 27:17,19 33:9 34:18,19 34:20 36:17 38:6,7 40:2,10 **thanks** 19:8 **thefts** 9:14 thing 14:20 17:18 20:16 21:24 31:8,10 things 17:2,12 21:9,15 22:5 22:19 31:7 32:10 34:7 think 11:8 12:1 14:22 16:19 17:5,8,8 20:4 22:3 28:8,16 29:18,25,25 32:17 33:2,12 33:13 34:21,22 40:5 **Third** 1:17 **thirty** 27:6 thought 8:5 20:23 thousand 30:23 **three** 27:9 Thursday 1:216:11 13:15 ticket 24:17,23 25:16,17,19 32:22 34:13,15 **tickets** 24:23 25:9 32:19,20 33:2 time 4:12,13 10:5,14,20,25 16:14,19,21 17:20 20:24 22:6,12 29:23 35:1 39:6 40:11 41:10 timely 7:18times 22:1432:11 time's 23:9 **titled** 18:10 today 21:14 35:23 top 14:16,23

30:23	6:13	weekly 3:5	18:20
totally 20:1 traffic 25:22	<pre>views 20:8 violation 25:22</pre>	weeks 8:25	Y
		weigh 27:25	
29:24 30:1,10 32:23 34:5,13	30:12 violations 30:1	Welbourne 13:25	<pre>year 9:1,5,6,8 9:16,16,18</pre>
34:25 35:5,12	30:2 35:17	14:1 15:7,20 15:23 17:1	24:7 29:16,19
-	violent 9:7		
35:16 training 39:3	virtue 16:9	<b>welcome</b> 3:4 38:18	29:21,22
transcription	vision 15:12,13	Wendell 2:9 3:19	<pre>years 23:20   24:20 27:6</pre>
41:12,13	16:24	4:12 36:21	40:6
tremendous 7:2,3	vividly 28:5	40:4	yesterday 33:14
trip 39:24	voice 3:7,11	went 14:8 16:24	yield 29:12
true 21:16,16	24:22	16:25 25:12,14	young 18:2 22:7
23:25 41:13	voicing 24:22	25:15 35:15	40:7
truth 22:1	vote 11:4 18:14	Wesley 13:11	40.7
try 35:4	37:6	West 13:12	1
trying 3:7 22:8	37.0	we'll 38:25	11:15 41:21
30:7 36:3	W	we're8:21 9:11	<b>10:00</b> 38:17
Tuesday 38:16	wages 8:10	12:1 17:24	40:12
turn 13:20	walked 31:7	37:19 38:24	<b>10421</b> 13:12
TV 14:5	want 6:21,24	we've 9:15 16:20	<b>10500</b> 13:17
two 13:18,22	7:24,25 8:2,19	24:7 27:22	<b>11th</b> 13:15 24:11
14:11 19:10	13:3 14:9	White 2:6 4:7	33:17,21,25
type 8:12 18:14	15:17 17:19,22	12:4,5,8,10	<b>1301</b> 1:17
20:5 34:16	18:17 19:1,2	27:18,19 30:18	<b>14</b> 31 : 4
<b>typed</b> 26:22	19:19,24 20:14	38:10 40:12	<b>15</b> 31 <b>:</b> 4
<b>types</b> 35:16	21:17,21,25	wide 28:12 38:24	<b>17</b> 9:11
	22:14,19 23:4	widely 39:9	<b>17th</b> 7:2
<b>U</b>	23:9,16 24:2,4	Willie 2:3 3:6	<b>1999</b> 17:10
underlings 32:5	24:15,15 26:5	3:18	
underlying 32:17	30:14,16 33:12	willing 39:13	2
understand $15:7$	34:7 35:24	win 17:8	<b>2</b> 36:19,22
15:14 23:15	38:15	women 29:5	<b>2,000</b> 32:9
24:2,6 32:13	wanted 8:11	wondering 21:5	<b>2,100</b> 9:15
35:8 36:3	11:19 15:1	word 33:13,13	<b>20th</b> 6:11
understanding	16:5 19:13	words 19:13	<b>2013</b> 7:1 9:2
27:13	27:20 40:2	work 8:11 16:3	<b>2014</b> 1:21 3:2
unethical 21:9	wants 20:25	16:25 20:10	36:14
unfortunate	warm 4:17	22:16	<b>2015</b> 13:11
16:20	warnings 34:11	working 7:4,9	<b>2018</b> 41:21
union 35:3	Wars 3:8	8:8,9 11:24	3
unionism 35:9	Washington 5:20	12:2,25	-
urge 17:23	wasn't 24:20	works 35:9	<b>3</b> 36:16
use 15:9 19:6	way 15:3 17:21	world 21:20	3rd 24:11
34:12	19:1 21:20	write 18:22 19:5	<b>3:02</b> 1:20 3:3
utilize 19:2	31:15	21:15 36:11	3:109:24
<b>U.S</b> 38:1	Wayne 41:6,20	writing 20:4	<b>3:14</b> 12:6
v	ways 14:9	32:19 written 14:20	<b>3:50</b> 40:21
various 18:14	wearing 17:6 week 6:23 8:24	27:17 33:20	4
various 18:14 versus 7:10	11:1 26:12	wrong 14:22	<b>4</b> 3:2
VICE 2:4 3:17	weekend 19:15	wrong 14:22 wrote 16:6,10,10	4th 1:21 6:3
VICE Z. T J. I /	"CEREIIG 17.13	<b>#1006</b> 10.0, 10, 10	1011 1. ZI 0:3



41 1:15 42 10:10,12,23 11:6 21:21 24:4 482261:19 485 7:2			
5			
<b>5th</b> 36:14			
6			
<b>6:30</b> 13:12,15			
7			
714:3,20 15:8 15:17 7017:1 704241:18			
8			
8th 13:10,11,13 8220 38:18			
9			
<b>9:30</b> 7:15			