

1/5/2017

Page 1

STATE OF MICHIGAN
DETROIT BOARD OF POLICE COMMISSIONERS
REGULAR MEETING

Taken at 1301 Third Street, Media Room
Detroit Public Safety Headquarters
Detroit, Michigan
Commencing at 3:00 p.m.,
Thursday, January 5, 2017
Before Sheila D. Rice, CSR-4163, RPR, RMR
Notary Public, County of Wayne

1 APPEARANCES:
2 CHAIRPERSON WILLIE E. BELL, District 4
3 VICE CHAIRPERSON RICARDO R. MOORE, District 7
4 COMMISSIONER ELIZABETH W. BROOKS, Appointed
5 COMMISSIONER EVA DEWAELESCHE, Appointed
6 COMMISSIONER WILLIE E. BURTON, District 5
7 COMMISSIONER REGINALD CRAWFORD, District 3
8 COMMISSIONER EDGAR VANN, JR., District 2
9 COMMISSIONER RICHARD SHELBY, District 1
10 COMMISSIONER DERRICK SANDERS, Appointed
11 CHIEF JAMES CRAIG
12 SECRETARY GREGORY HICKS
13 ROBERT BROWN

14
15
16
17
18
19
20
21
22
23
24
25

1 Detroit, Michigan

2 Thursday, January 5, 2017

3 3:00 p.m.

4 - - -

5 CHAIRPERSON BELL: Good afternoon. Welcome
6 to the weekly afternoon meeting of the Board of Police
7 Commission. It's our first meeting for 2017. It's
8 good to see all your smiling face on a warm, warm
9 Michigan day here in Detroit.

10 Willie Bell, the Chair of the Board of
11 Police Commission. I am your Chair from District 4.
12 And I think I spotted her earlier, and that would be
13 the Chief chaplain. Is she here?

14 AUDIENCE MEMBER: Yes.

15 CHAIRPERSON BELL: Okay. I'm sorry. I
16 didn't -- I don't have your name on, but would you
17 come forward to invocation, please, if you'd be so
18 kind. I should have made note of that, because I
19 think you was at the Detroit Lions football game
20 against Green Bay.

21 CHAPLAIN TAYLOR: Yes, sir.

22 CHAIRPERSON BELL: I heard your lovely
23 voice. I hear from the graduation opportunity all the
24 time. You did an outstanding job.

25 CHAPLAIN TAYLOR: Thank you, sir.

1 CHAIRPERSON BELL: So I said I know that
2 young lady. So if you would come to the mike, please,
3 and introduce yourself and whatever prayerful remarks
4 you -- I mean, not prayerful remarks, but prayer you
5 want to offer up for the new year and in your capacity
6 as Chief Chaplain we would appreciate it.

7 CHAPLAIN TAYLOR: Thank you, sir.

8 Deputy Chief Chaplain August Taylor. Let
9 us about our heads for those of you that wish to pray.

10 Father, we are grateful that you have
11 allowed us to come and gather in this place and space
12 one more time. God, we ask that you give us a sense
13 of focus and purpose. Help us to be excellent in
14 everything that we do. Bless every precious person
15 that's present here, and we ask that you continue to
16 bless our precious men and women in blue in the name
17 of the one who loves us better than we can ever love
18 ourselves, Jesus. Let us say amen.

19 AUDIENCE: Amen.

20 CHAIRPERSON BELL: Thank you --

21 CHAPLAIN TAYLOR: You're welcome.

22 CHAIRPERSON BELL: -- Captain Taylor.

23 And next point of business would be
24 introduce the Board of Police Commission, and I'm
25 going to start with my right and for the commissioners

1 to introduce themselves.

2 COMMISSIONER DEWAELSCHÉ: Good afternoon.
3 Eva Garza Dewaelsche, At-Large.

4 COMMISSIONER SANDERS: Derrick Sanders,
5 At-Large.

6 COMMISSIONER BROOKS: Elizabeth Brooks,
7 At-Large.

8 VICE CHAIRPERSON MOORE: Commissioner
9 Ricardo Moore, District 7, Vice Chairman.

10 COMMISSIONER BURTON: Commissioner Willie
11 Burton, District 5.

12 COMMISSIONER CRAWFORD: Commissioner Reggie
13 Crawford, District 3.

14 COMMISSIONER VANN: Commissioner Edgar
15 Vann, District 2.

16 COMMISSIONER SHELBY: Richard Shelby,
17 District 1.

18 CHAIRPERSON BELL: Thank you,
19 commissioners. And we have a couple excused absent.
20 And, first of all, with the Commissioner Conrad
21 Mallett, At-Large, and Commissioner Lisa Carter.

22 And, as you well know, she lost her son a
23 week ago. And I would ask that you keep her family
24 and loved ones in prayer and be thankful for the 27
25 years they had, the oldest son in the family. So it's

1 a great homegoing service, and I appreciate all those
2 who are supportive of Commissioner Carter and the
3 family. But it's something that -- it's a transition.
4 So we hope to see her in the near future, but we have
5 all had some form of interaction with her in terms of
6 the family hour, the funeral and stuff and the cards,
7 et cetera. So just keep her in your prayers.

8 And also supervising investigator, Abdullah
9 Nelson's brother, David Nelson --

10 MS. DAVIS-DRAKE: Andre. Andre.

11 CHAIRPERSON BELL: Andre. I'm sorry.

12 Andre was funeralized this morning, and keep the
13 Nelson family in your prayers as they go through the
14 bereavement process, because surely each and every day
15 we need that type of support. And I thank that OCI
16 and others who are supportive of the Nelson family.

17 And so it's good to see Chief Craig. Happy
18 new year to you.

19 CHIEF CRAIG: Likewise.

20 CHAIRPERSON BELL: And you and your family.
21 Hopefully we all are blessed by your interaction as
22 Chief of Police starting off another year.

23 CHIEF CRAIG: Thank you.

24 CHAIRPERSON BELL: Okay. Mr. Hicks,
25 Gregory Hicks, our board secretary do we have a

1 quorum?

2 MR. HICKS: Yes, Mr. Chair, you do have a
3 quorum.

4 CHAIRPERSON BELL: Mr. Hicks, would you --
5 well, I see here we approved -- I'm somewhat ahead of
6 myself. The next item of business, we approve the
7 agenda for January the 5th for this afternoon meeting.

8 VICE CHAIRPERSON MOORE: Motion to approve
9 January 5th of 2017 agenda, Mr. Chair.

10 COMMISSIONER BROOKS: Support.

11 CHAIRPERSON BELL: It's been properly moved
12 and supported.

13 Those in favor, aye?

14 COMMISSIONERS: Aye.

15 CHAIRPERSON BELL: Opposed?

16 Motion carried.

17 Approval of December the 15, 2016 minutes.

18 The Chair would entertain a motion?

19 COMMISSIONER VANN: Move the adoption,
20 Mr. Chair.

21 VICE CHAIRPERSON MOORE: Support.

22 CHAIRPERSON BELL: It's been properly moved
23 and supported. Those in favor, aye?

24 COMMISSIONERS: Aye.

25 CHAIRPERSON BELL: Those opposed?

1 Motion carried.

2 And, Mr. Hicks, would you introduce the
3 Board of Police Commissioners' staff in terms of
4 whatever formality you want to render.

5 MR. HICKS: Thank you, Mr. Chair. Again,
6 first of all to the board, happy new year. It's
7 wonderful to see you all again the first of the year
8 here. I do want to indicate just a couple of
9 structural -- well, not structural things. I want to
10 indicate that Sergeant Quinn is again taping the
11 meetings. Media Services is doing the audio visual
12 today. And, of course, Sheila Rice is the court
13 reporter today.

14 And in terms of our staff here, we have Ms.
15 Johnson who is over our fiscal section, Ms. White who
16 is over our policy section, and of course you know
17 Robert Brown who's over it all.

18 And I want to step back and introduce chief
19 -- OIC Chief Pam Drake. And Pam will in turn will
20 introduce the other members of her staff who are
21 present at the meeting today.

22 MS. DAVIS-DRAKE: With us today are
23 Supervising Investigator Lawrence Akbar. And we also
24 have Investigator Jessica Hunter-Rose and also
25 Investigator Yoniqua Coleman.

1 And also -- I didn't see you come in --
2 Investigator LaShanda Neely. That concludes the
3 introduction.

4 CHAIRPERSON BELL: Thank you.

5 MR. HICKS: Again, Mr. Chair, you do have a
6 quorum.

7 CHAIRPERSON BELL: Thank you, sir. And I
8 already introduced -- acknowledged the Chief of
9 Police.

10 Chief Craig, if you want to introduce any
11 DPD staff or et cetera you have the floor.

12 CHIEF CRAIG: Thank you, Mr. Chair, and
13 happy new year to you and the board as well.

14 Certainly, First Assistant Chief Lashinda
15 Stair. And I would ask --

16 ASSISTANT CHIEF STAIR: Good afternoon.

17 CHIEF CRAIG: -- the remaining staff to --
18 from the DPD to go around and introduce themselves.

19 LIEUTENANT POTTS: Lieutenant Potts, chief
20 neighborhood liaison.

21 SERGEANT HEWITT: Sergeant Gerald Hewitt,
22 Office of the Chief.

23 LIEUTENANT JOHNSON: Dennis Van Johnson,
24 Office of the Chief.

25 MS. PARKER: Sherlene Parker (ph), Office

1 of Departmental Financial Services.

2 MS. RILEY: And Diane Riley, Office of
3 Departmental Financial Services.

4 MS. PHILLIPS: (Inaudible) Phillips, Office
5 of Departmental Financial Services.

6 MR. MOON: Ray Moon (ph), Office of
7 Departmental Financial Services.

8 MS. MILLER: Lynn Miller, Office of
9 Departmental Financial Services.

10 MS. ECHOLS: Jacqueline Echols, Office of
11 Departmental Financial Services.

12 MS. RUSSELL: Kelly Russell, supervising
13 grants contract.

14 MS. JACKSON: Victoria Jackson, Office of
15 Departmental Financial Services.

16 MS. JONES: Lisa Jones, agency chief
17 financial officer.

18 OFFICER DECK: (Inaudible) Deck, chief
19 neighborhood liaison officer.

20 UNKNOWN CHAPLAIN: Deputy chief chaplain of
21 the Detroit Police Department.

22 CHAPLAIN TAYLOR: Deputy Chief Chaplain
23 August Taylor.

24 CHAPLAIN FOSTER: Chief Chaplain Stacey
25 Foster.

1 CHAIRPERSON BELL: And we introduced
2 Director of Personnel, Gail Oxendine?

3 MR. HICKS: We did not, and I apologize for
4 that. I was coming back to that one.

5 CHAIRPERSON BELL: Good to see you, and
6 coming through the door right on time is Deputy Chief
7 Washington, Legal Affairs. Good to see you.

8 So I guess we -- I just want to reach out
9 to all the others in attendance. Do we have any
10 elected officials? If so, you can introduce yourself
11 at this time. If not, elected officials that
12 represent elected officials. And --

13 CHIEF CRAIG: You have southwest Detroit
14 here, the mayor of southwest Detroit.

15 Please be acknowledged, Rico Razo, the one
16 and only.

17 CHAIRPERSON BELL: Oh. Exactly. Without
18 his normal high profile attire.

19 CHIEF CRAIG: Exactly.

20 CHAIRPERSON BELL: That's why I didn't
21 recognize him.

22 VICE CHAIRPERSON MOORE: See, I thought
23 Rico was the governor or something and Jesse Gonzalez
24 was the mayor of southwest.

25 CHAIRPERSON BELL: Good to see you, sir.

1 I'd like to -- I'm sorry. Yes, ma'am.

2 MS. OSBORNE: My name is Rosalind Osborne.
3 I'm a precinct delegate for Precinct 336.

4 CHAIRPERSON BELL: Thank you definitely,
5 precinct delegate.

6 MS. THOMPSON: Brenda Thompson, district
7 delegate for 336.

8 CHAIRPERSON BELL: Thank you. Good to see
9 you, the heart and soul of the community in terms of
10 representing the precinct in a elected position.
11 Thank you.

12 I'd like to acknowledge Detroit Police
13 Citizen Academy in attendance for your involvement.

14 AUDIENCE MEMBER: Thank you.

15 CHAIRPERSON BELL: And thank you. City
16 Wide and others -- Mr. Wilborn is here and others are
17 here. Thank you for your attendance.

18 And I just want to once again reach out and
19 acknowledge OCI staff and the Board of Police staff
20 for your attendance, and good to see you this year and
21 an opportunity to interact with you.

22 Okay. I don't have an official report.
23 I'm going to reserve the report for our community
24 meeting next week so we can -- so we have a heavy
25 agenda. We're going to move right on, and I'm going

1 to turn the floor over to Chief Craig.

2 CHIEF CRAIG: Thank you, Mr. Chair. Again,
3 just -- I guess the biggest news now is certainly our
4 year-end stats. Our third year we've realized a
5 reduction. I don't want to go through the numbers.
6 It's been all reported in the news.

7 The one thing I did want to make the board
8 aware of is that when you look at our homicides was
9 the only area that we saw -- well, sexual assaults,
10 but also homicide was slightly up, but that's on the
11 heels of a 47-year low, 2014/2015.

12 But as we begin to analyze homicide for
13 last year, what was glaring was the fact that of that
14 302, 114, or a third, were involving disputes. And so
15 we would have thought as the year was progressing that
16 most of the homicides that were occurring had some
17 sort of narcotic nexus, but narcotics ranked number
18 two, disputes ranked number one.

19 So one of the things the department is
20 going to be working on -- because that was a 100
21 percent increase from the year prior, just in that one
22 category. And so we begin to think about what's
23 driving some of these spontaneous acts of violence.

24 You remember the one that happened I think
25 it was Thanksgiving where the uncle shot the nephew.

1 There was another situation where an uncle shot a
2 niece. And so when you think of these horrible,
3 tragic acts, if we could have proactively addressed
4 the issue of conflict resolution early on, because
5 here's the other common denominator. We believe that
6 some of the suspects involved were the majority had
7 prior criminal history.

8 And so we see an opportunity to maybe do
9 something in terms of prisoner reentry that may help
10 reduce it, because if you think about 114 murders, and
11 that's not including the nonfatal shootings, what
12 impact would that have had on overall violent crime.

13 Now, overall violent crime we surpassed our
14 stated goal. I think we ended the year with six
15 percent. And the other news was the nonfatal
16 shootings for the first time in over ten years we saw
17 less than a thousand nonfatal shooting incidents.

18 Again, when I talk about homicide or
19 nonfatal shootings, I still think we have too many.
20 It was trending in the right direction. So we
21 continue to need additional help and work.

22 And as you know I've been very critical of
23 those who sit on the bench at times for decisions that
24 have been made that I believe have a direct impact on
25 violence in this city. Because if you look at our

1 neighboring counties, whether it's Macomb or Oakland
2 Counties, we don't hear about violent felons in
3 possession of weapons who are arrested who are getting
4 out on low bonds. That must change. And we need your
5 help with it to be candid. We need to speak in one
6 voice.

7 And then when we talk about attacks on
8 police officers, last year was not a good year for the
9 department. Here's a statistic to get all of our
10 attention. So when you think about police officers
11 across the country killed in the line of duty there's
12 a 60-percent increase just in officers shot.

13 And they put out a ranking. Michigan
14 ranked number four in the country for police officers
15 killed from a shooting. So that makes us step back.
16 We know about the three in the last quarter of last
17 year, two Detroit police officers killed in the line
18 of duty. And during that same period two separate
19 incidents involving ambushes.

20 So we certainly do not want to go in 2017
21 with the same trend. Something has got to change. So
22 I just wanted to add that in.

23 Before I take questions, I just wanted to
24 also say Lisa is here and brought our financial folks
25 here to introduce you to the board. Certainly I'm

1 encouraged that Mr. Hicks met with members of my
2 staff, because frankly what the department has been
3 feeling is if it's an adversarial relationship
4 developing between this body and the Detroit Police
5 Department. I nor my staff wants that to happen. So
6 I'm comforted -- I'm encouraged with the fact that
7 Mr. Hicks reached out and initiated contact with First
8 Assistant Chief Stair so that we can work through some
9 of the issues.

10 I know the budget has been a big issue of
11 contention. I will tell you, and Lisa will support
12 this, that there are some issues with software, which
13 is out of our control. Every city department is
14 facing that. But I just want to remind the board,
15 particularly Mr. Hicks, that Lisa does not work for
16 us.

17 There are times where we had our own CFO.
18 That doesn't exist any longer. She works under the
19 authority of the city CFO. And, in fact, Lisa
20 provides the same oversight to your budget as she does
21 ours. So I just wanted to make that point noted that
22 we don't control it.

23 Now, what I am committed to do for the
24 board, because I want to make sure that we're giving
25 you every piece of information you request, is that

1 while we don't control our budget, what we do control
2 is requesting things, staffing increases, equipment
3 that gives us an opportunity to do our jobs better.
4 I'm committed that we make sure that before we submit
5 it as a budget request we bring it to you for your
6 review and evaluation, and then that way when it goes
7 over to Budget Lisa and the team can evaluate.

8 So I just wanted to put that on the record.
9 We don't want conflict. I know that there was some
10 misunderstanding, and maybe it was, maybe it wasn't,
11 as it relates to appointments versus promotions. The
12 detective appointment the charter is silent on that,
13 and so we recognize that that caused some concern.

14 We would certainly like some representation
15 from this body, the commission, at the recent
16 promotional ceremonies. And several members came to
17 me expressed some concern as to whether or not it's an
18 adversarial relationship developing. And I said,
19 well, I'm going to bring it up at the next board
20 meeting, because there were concerns.

21 And so with that I'll take any questions or
22 concerns you have.

23 CHAIRPERSON BELL: Before I open it up to
24 the floor, I just want to say that the budget issue we
25 are really concerned. And Mr. Hicks has been working

1 with our Budget Director Chair, Mr. Sanders, and
2 myself and the Vice Chair have been involved. And we
3 know that there's a big ticket item and that's why we
4 have staff now to address those concerns versus in the
5 past, especially since we've been on board for the
6 last three years. And we want to not have an
7 adversarial role, but we really want to fill our
8 charter responsibility, as you well know.

9 CHIEF CRAIG: Absolutely.

10 CHAIRPERSON BELL: And we have indicated
11 that to the Mayor and everybody else in terms of
12 preparing ourselves to go before and say that we
13 approve or disprove whatever that is. So we now want
14 to be on a sound physical interaction.

15 So the other item that -- I think Mr. Hicks
16 is under our direction in terms of that type of
17 approach. He's not acting alone. I just want to make
18 sure you understand that, that we are working closely
19 in terms of making sure we fulfill that obligation,
20 because I have stated on record that I felt
21 embarrassed in the past representing this board to go
22 before Council and say we don't really -- we haven't
23 fulfilled our duties and responsibilities. So that's
24 why we have taken that approach this year in terms of
25 staff.

1 We understand that the board -- I mean the
2 charters have been silenced in terms of promotions and
3 appointments. The only issue in terms of -- I'm not
4 determining, but a layperson -- I have witnessed this
5 over the years that the charter indicates the Chief
6 only have authority to appoint to a rank of deputy
7 chief, period, that we approve. There's no other
8 appointment that the Chief can make in terms of our
9 interpretation.

10 In 1974 this board has approved -- and we
11 have board members sitting here that have approved,
12 even though it's been silenced, but that has come
13 forward in terms of the Mayor, the Chief of Police and
14 the board have approved appointments above the rank of
15 lieutenant.

16 I understand that the logic in terms of --
17 especially with Mayor Young in terms of I appoint and
18 I disappoint. I witnessed all of that in my police
19 career, but we hope that even if -- and there haven't
20 been adversarial roles. Even if we look at it, I
21 can't cite the whole history of it in terms of how we
22 disappointed someone and said, no. I don't know the
23 history, but I know that these past -- I consulted
24 with past board members. They pretty much approve
25 what has come before us.

1 So we hope that -- in the Law Department --
2 it's just an opinion. So we can wait on our opinion,
3 too. I witnessed how the Council operates in terms of
4 opinions, disagreements, the Mayor and et cetera.
5 Corporation Counsel has always been an area of concern
6 in the history of this city, especially in recent
7 years, so ...

8 But the main thing is that when we met last
9 a couple weeks ago we would hopefully -- I think we
10 need to have informal discussions, that the Chief
11 needs to sit down and just have casual conversation
12 that we can agree, and not always publicly, on issues
13 or concerns that we might have. So, therefore, we
14 hope that would happen in '17.

15 CHIEF CRAIG: And the only reason I bring
16 it up --

17 CHAIRPERSON BELL: Yes, sir.

18 CHIEF CRAIG: Clearly, I understand
19 Mr. Hicks is new in his position. One thing that was
20 somewhat glaring for me is the fact that my staff
21 submits on November 10th, you know, all of the
22 requested promotions, including detectives, if my
23 memory serves me, but that it didn't get approved
24 until December 1st. From an operational necessity, we
25 have vacancies.

1 And so we said, well, okay, Mr. Hicks has
2 had this document -- and I believe that you didn't see
3 it until maybe a week before we started our S pack L
4 pack (ph). So we went on and we started the S pack L
5 pack knowing that the promotion doesn't go into effect
6 until after that.

7 So again, we don't want the adversarial
8 relationship. I don't want it. We want to work
9 together. We have no secret documents. Whatever we
10 can give you we will.

11 In terms of having informal conversations,
12 I welcome it. You know, I'm just a phone call away if
13 it's something that -- I'd rather deal directly with
14 you or other board members. And I again applaud the
15 efforts that Mr. Hicks has made as recent as this
16 morning to meet with my first assistant chief.

17 CHAIRPERSON BELL: I agree that we just
18 need to maybe have more dialogue, you know. It's good
19 to see you here, because that was another concern that
20 we get different individuals filling in every other
21 week. And it's not always a good communication in
22 terms of what has transpired from the last meeting or
23 -- the community raised that issue in the past and
24 say, well, the Chief supposed to attend community
25 meetings. And we looked at that. And I have been

1 defensive of that over the years, but I think that
2 there's a certain expectation that we all have of the
3 Chief of Police. There's certain expectations that we
4 have of this board in terms of coming before the
5 public on a united front. We don't want an
6 adversarial role. We don't want a private fight, we
7 don't want a public fight. We just want what's best
8 for the citizens of Detroit and for the men and women
9 in blue.

10 And there's been some key items that I
11 think that maybe we need to just have that type of
12 dialogue. So I'm looking forward to it.

13 CHIEF CRAIG: I'm welcome to it.

14 CHAIRPERSON BELL: This board is looking
15 forward to it.

16 CHIEF CRAIG: I look forward.

17 CHAIRPERSON BELL: I'm hoping that we can
18 achieve that and ascribe for that in terms of what's
19 best for the city of Detroit in terms of people that
20 live here or do not live here or work and play,
21 whatever that is, okay.

22 Because what I witnessed at the football
23 game, people from all over, even from Green Bay coming
24 to Detroit, and they want to have a safe, quality time
25 while in Detroit, and we all want to see that.

1 So I'm going to open it up to any
2 commissioners in terms of the chief, questions,
3 opinions, whatever that is.

4 VICE CHAIRPERSON MOORE: Through the Chair.
5 How you doin', Chief?

6 CHIEF CRAIG: How you doin'?

7 VICE CHAIRPERSON MOORE: Good. Okay. We
8 talk about homicides going up by seven. Are we
9 talking about criminal homicides or justified --

10 CHIEF CRAIG: Criminal.

11 VICE CHAIRPERSON MOORE: Okay. What about
12 justified homicides?

13 CHIEF CRAIG: I don't have that number. We
14 don't count that into the criminal homicides, just
15 homicides. So my staff does have that number. In
16 fact, I don't have any numbers with me. I'm running
17 off my memory. But we did go up. In fact, we backed
18 out a few homicides. The medical examiner came back
19 that at least in I want to say a couple of instances
20 it was ruled a suicide.

21 So the numbers are still apt to change,
22 even though -- because it's still early in the year.
23 I know in our nonfatal shootings we dropped by one,
24 because again the medical examiner came back and ruled
25 it a suicide.

1 VICE CHAIRPERSON MOORE: And when we talk
2 about crime reporting we're talking about them going
3 to the FBI justified as well as criminal or just
4 criminal?

5 CHIEF CRAIG: We're saying that. But
6 again, homicide is viewed -- criminal homicide is
7 what's evaluated, and that's what goes. But we have
8 those numbers as well. I just don't have them in
9 front of me.

10 VICE CHAIRPERSON MOORE: Okay. So
11 justifieds do they go to the FBI? I guess that's --

12 CHIEF CRAIG: Everything goes.

13 VICE CHAIRPERSON MOORE: Everything goes,
14 okay. Corporal Myron Jarrett, how was his death
15 categorized?

16 CHIEF CRAIG: That was a homicide.

17 VICE CHAIRPERSON MOORE: Criminal?

18 CHIEF CRAIG: As far as I know, unless I'm
19 mistaken. The individual was charged -- I forgot what
20 the specific charge, but it certainly wasn't
21 justified.

22 VICE CHAIRPERSON MOORE: Well, we're
23 talking about vehicular homicide as well. So I didn't
24 know if that was a third category that might --

25 CHIEF CRAIG: Well, that would be

1 considered unlawful killing of another. So it all is
2 looped in.

3 VICE CHAIRPERSON MOORE: So it's --

4 CHIEF CRAIG: Justified homicides we're not
5 -- we don't track those. We track them independent.
6 But when we put out our stats, we don't put it in
7 because it's not criminal unless the prosecutor comes
8 back. Now, we might categorize it initially as a
9 homicide, and then the Prosecutor's office will say
10 it's justified and it's backed out.

11 So those numbers do change. And unlike
12 some of the larger categories in terms of numbers, we
13 manually put those numbers in. So they're very
14 accurate.

15 VICE CHAIRPERSON MOORE: Okay. My final
16 question, Chief, deals with crime statistics. Some
17 people file false police reports, which makes the
18 numbers go up.

19 CHIEF CRAIG: Yes.

20 VICE CHAIRPERSON MOORE: The inverse of
21 that statement would be that people don't file reports
22 when crimes do happen. So what's really like the true
23 purpose of crime reports? Shouldn't that be like more
24 of an internal discussion amongst folks or should it
25 be a public discussion, I mean just your viewpoint?

1 CHIEF CRAIG: Well, I'm not truly following
2 you, but in terms of --

3 VICE CHAIRPERSON MOORE: I can clarify it
4 for you.

5 CHIEF CRAIG: Yeah. Well, as far as
6 reporting crime, crime is tracked based on crime
7 reports. And so if we determine that it's a false
8 crime report we can back it out and we can prosecute
9 the individual for filing a false crime report. We
10 can do that. But it's important for us to be
11 transparent about reporting crimes. And not only the
12 community, but also for us, because that is like a
13 road map for us to figure out how we should address
14 crime.

15 Just like I reported out in terms of
16 homicide. One-third of our homicides we know from
17 last year are out of our (Inaudible). So as a police
18 report what role can we play in reducing homicides,
19 because when you talk about someone who gets in an
20 argument at a dinner table and uses a weapon and ends
21 in a fatality, how do we prevent that. Well, it's not
22 like police officers that know that this day and this
23 time this family is going to have an argument, but
24 there are some things we can do proactively that may
25 cause people to make different decisions. And so

1 that's why it's important to have a conversation and
2 understand what these crime trends mean.

3 And in some instance we can even predict
4 crime. We do a predictive analysis. That's one area
5 that's hard to predict. But let's say, for example,
6 if you have a string of robberies in the Tenth
7 Precinct in a particular scout car area, it's
8 occurring on Thursday at ten o'clock at night, then as
9 a police department we know that we're looking for two
10 Black males dressed in black.

11 VICE CHAIRPERSON MOORE: And that's the
12 point I was getting.

13 CHIEF CRAIG: Right. We do that. That's
14 why we have CompStat. I don't know if you've attended
15 a CompStat, but I would encourage you to attend.

16 VICE CHAIRPERSON MOORE: Just a FYI, too,
17 Chief. The twelfth Precinct will be honoring some
18 officers next week. I don't know if you knew that in
19 regards to the Corporal Jarrett situation. I guess it
20 was some heroic works done around that scenario, and
21 they're going to be honored at our board next week.

22 CHIEF CRAIG: I'm aware of some
23 recognition, but I'm also aware this weekend, Saturday
24 night, that Detroit Police hockey team is going to be
25 acknowledging Captain Stile and Corporal Jarrett at

1 that game, so I'm aware.

2 VICE CHAIRPERSON MOORE: All right. Great.

3 CHAIRPERSON BELL: Yes?

4 COMMISSIONER SANDERS: Chief Craig, first
5 of all, I deal with the budget also as a chairperson.
6 And, you know, Gregory Hicks is a lead person that try
7 to get the information so we can get the budget
8 approved, make sure everything is intact. I'm hoping
9 that your financial people, all the ones I see, work
10 with Mr. Hicks to try to get the information that we
11 may need so we can get your budget approved and move
12 forward.

13 CHIEF CRAIG: I think that --

14 COMMISSIONER SANDERS: That's what I'm
15 hoping for, not to have such a dysfunction of us not
16 working together.

17 CHIEF CRAIG: Through the Chair, that is
18 our goal. And I think Lisa explained it very well at
19 the last meeting. There's no effort not to work with.
20 There are some problems with the data, and she can go
21 into that and explain it.

22 In fact, during the meeting, an hour or so
23 meeting that Mr. Hicks had with First Assistant Chief
24 Stair today, that was discussed extensively.

25 So this is not a part of the department

1 saying we don't want to work with you or your board.
2 We do. And I think Mr. Hicks -- and Mr. Hicks I would
3 offer to respond, because I know you had a meeting
4 today. And, if it's something that we're not doing,
5 this might be a great opportunity to share publicly.

6 MR. HICKS: Mr. Chair?

7 CHAIRPERSON BELL: Yes.

8 MR. HICKS: Mr. Chair, our position then
9 and has been is that we are not experiencing lack of
10 cooperation in terms of the department. The
11 department within reasonable period of times gets back
12 with us in terms of requests and things like that.

13 What we are experiencing is that there is a
14 fundamental problem in the system, which is largely
15 something -- we all put things aside. This is not a
16 human problem. It seems to be, as the Chief said, a
17 software -- I mean, they've moved to a new system.
18 There are a number of problems in which they've
19 encountered in that system. The most fundamental to
20 that system it seems the system is making some
21 calculation errors and potentially some assignment
22 errors, okay. So we were a little perplexed that as
23 they moved to a new system that they were not running
24 a parallel system, because these things tend to happen
25 when you move to a new system.

1 But I don't want it to be said that either
2 with First Assistant Chief Stair or with Agency CFO
3 Jones that we're having that kind of problem in terms
4 of people are not paying attention to us and so forth.
5 I think that they bring back the information if the
6 system allows them to bring back.

7 It turns out that much of that information
8 in terms of our responsibility in providing the kind
9 of oversight and providing the type of examination is
10 just not complete enough for us to do that task.

11 The bottom line of what -- my meeting with
12 First A.C. Stair was today was, one, I wanted to
13 communicate to her that we understand on our side that
14 those problems exist. We also needed to hear that
15 they understood that they exist, and they do. And
16 probably Ms. Jones understands better than anybody
17 that these problems exist.

18 But at some point we have to bring our
19 analysis to a close. So we've talked about is
20 essentially we have some data. We will with inside of
21 let's say two weeks, no more than three weeks, we're
22 going to disclose our analysis, and we'll make our
23 analysis based on the data that we have. If the data
24 is accurate data, then you'll get a more accurate kind
25 of response from us reflecting what we saw and so

1 forth. If the data is not particularly helpful in
2 terms of that evaluation, we're obligated to point
3 that out to the commission and we would do so.

4 So again, this is not a question of
5 personalities. It's not a question of lack of
6 cooperation and so forth. Unfortunately, I think
7 we're all strapped in a situation where this system
8 and the data that it's generating is put -- making us
9 all work some overtime that we should not necessarily
10 be forced to work.

11 CHAIRPERSON BELL: Are you finished?

12 COMMISSIONER SANDERS: I'm done.

13 COMMISSIONER BURTON: Through the Chair,
14 you know, I just want to say that, you know, I'm not
15 totally satisfied or happy with the new direction of
16 this board. We're creating three policy positions at
17 a hundred thousand dollars salary that I'm totally
18 against. Wage with benefits and everything it's going
19 to take it to approximately 175,000 each. We're
20 bringing on a CPA. I have not seen any resumes or --
21 I don't know how many people apply for these
22 positions, for the CPA position. We still operate
23 without a board attorney. I think we need to be
24 trying to figure out, you know, replacement as far as
25 attorney wise I think before we start filling these

1 other roles. But I still haven't seen any resumes,
2 still haven't seen the candidates that apply for the
3 CPA positions to see if we're hiring the best
4 qualified.

5 And in addition to that, we have a four
6 million-dollar budget. We have been working with Lisa
7 Jones down in Fiscal who is doing a great job with the
8 department, been doing a great job, you know, working
9 with us with our budget. But towards going into
10 recess we have put a lot of pressure on Lisa Jones who
11 is working not only for the board, but also working
12 for the department.

13 You know, I'm just not totally happy with
14 this direction, but I still -- I was going to put it
15 on the record today that I voted against all of this.
16 And we need to be working with the department and not
17 working against the department.

18 And I'd still like to see those new members
19 that's on our team. I'd like to see their resumes
20 along with those who apply for the position. So I can
21 best to see if we have the best qualified person,
22 whether it's policy, the CPA, the new administrative
23 position. I have not seen anybody that applied for
24 this position. So I'd love to see those candidates,
25 those resumes. I want us to operate in good

1 transparency and good accountability.

2 CHAIRPERSON BELL: Commissioner Crawford?

3 COMMISSIONER CRAWFORD: Mr. Chair. Yes,
4 sir. Mr. Chair and also to the Chair of the budget
5 committee, we are -- we're in the black; is that
6 correct? We are within budget?

7 COMMISSIONER SANFORD: Correct. One thing
8 about it, we do not have a four million-dollar budget
9 also.

10 COMMISSIONER CRAWFORD: Okay. So being in
11 the black and staying in the black is a good thing?

12 COMMISSIONER SANDERS: Correct.

13 MR. HICKS: Okay. Excuse me, Mr. Chair.
14 If I can just comment briefly on that?

15 CHAIRPERSON BELL: Yes, sir.

16 MR. HICKS: We believe that we're in the
17 black given the amount of the resources that we're
18 deploying. The reports that are being generated does
19 not show us to be in the black. That's part of this
20 calculation error to which I'm talking about, okay.

21 If you were to look at the last information
22 that was available to us, we're six months into, for
23 example, the fiscal year. We are shown at this point
24 to have a -- and this is off the top of the head, to
25 have about \$321,000 available, but if you take what we

1 -- what is on record spent by us, we will run into a
2 deficit.

3 We know that that is not the case, however,
4 because we know the number of people we have on staff.
5 We are not fully staffed, for example. We know what
6 our expenses are relative to requests that we have put
7 into the department in order to purchase items and so
8 on and so forth.

9 So we have a fundamental problem with the
10 way in which the system is absorbing the information
11 and reporting that out. This is the broad problem
12 that we have in terms of the overall budget. So we --
13 I could tell you from what I know operationally that
14 we are not running a deficit, but I could also show
15 you at the same time a report that would clearly say
16 we are very close, and if we were to continue the same
17 spending pattern that is being reported that we would
18 be running a deficit. And it is not true.

19 CHAIRPERSON BELL: Thank you, Mr. Hicks.

20 COMMISSIONER CRAWFORD: Thank you for the
21 information. And also as a follow-up on something
22 that was said earlier, Chief, I've never considered
23 myself or want to be a part of any adversarial
24 relationship. Even, too, I believe there was Chairman
25 Bill mentioned -- and this was some three years ago at

1 a meeting where some people in the community
2 approached us and stated that the Chief is not at our
3 meetings. And it was -- they were referencing the
4 commission meetings, and a few that was in the
5 community and I, too, stated that, you know, it's not
6 necessary that you are at all of our meetings.

7 But to move forward, there -- in reference
8 to what was in the meeting about the Facebook
9 postings, it's obviously not only in Detroit, but the
10 state of Michigan and across the country some
11 individuals obviously suffering from DTS, Donald Trump
12 Syndrome, and it evidently has to be of epidemic
13 proportions. Perhaps at a time in point I may contact
14 the CDC in Atlanta, Center for Disease Control, and
15 see just how bad it is across America.

16 But these Facebook postings, the most
17 recent ones, and I'm certain pretty much everyone has
18 heard of them in the media by a particular Officer
19 Wolfe that referenced to the residents of the city of
20 Detroit being garbage.

21 There was another Facebook posting back in
22 the summer, Officer Nathan Wheatley who posted
23 something on Facebook. And also there was a sergeant
24 that did it. And this one it's been a year
25 anniversary since this was posted, and this was by

1 Officer Loranger (ph) in reference to the Superbowl.
2 I say it's been a year, because it's coming up on a
3 year anniversary.

4 I've said several times at the table and
5 referenced the Detroit Police manual and the
6 department internet usage web page and social
7 networking in the media. And it's really beyond me
8 what anybody would engage. And also, too, I noticed
9 through not only in this department, but other
10 departments and police -- particular presidents of
11 police unions have, you know, more than so attacked
12 activist groups, tried to attribute a great deal to
13 most notably Black Lives Matter.

14 But I consider any individual who would
15 post anything on Facebook obviously has some issues,
16 because once you post things out there on the internet
17 it's there. And like some of those in the community,
18 activist community in particular, they reference
19 Facebook, that's what it means and Instagram, the FBI.
20 That's what it means, in essence.

21 But speaking of the FBI, there was a report
22 in October 16th -- I'm sorry, October 17th of 2016
23 that talked about the rise of white supremacist
24 infiltration into law enforcement. And in that
25 intelligence report, which was from the FBI

1 counterterrorism division -- and, like I said, this
2 has been out since 2006. In one paragraph of this --
3 and I'll read it into the record. It talks about
4 "white supremacist sympathizers, the Ku Klux Klan,
5 KKK, notably among white supremacist groups for
6 historically having support in many communities, which
7 often translate into ties into local law enforcement."

8 Although the First Amendment -- and I'll
9 have to really preference this, emphasize this.
10 Although the First Amendment freedom of association
11 provision protects an individual's right to join white
12 supremacist groups for the purposes of lawful
13 activity, the government can limit employment
14 opportunities of group members who hold sensitive
15 public sector jobs, including jobs within law
16 enforcement. And this is from the FBI report. I
17 didn't just come up with this. When their membership
18 would interfere with their duties.

19 Recent examples of law enforcement
20 personnel are those activities in support of white
21 supremacist, you know, which -- and then it talks
22 about other examples that are under scrutiny.

23 But having said that -- and it's not only
24 in Detroit, but, like I said, this has swept the
25 country, and it's even -- there may be those who want

1 to attribute it to Donald Trump's election, but this
2 has been there and most recently it's been exposed.
3 Not only here, but on a national level and in the
4 media.

5 What my issue was is the transparency and
6 accountability, because several times I'd asked what
7 has been done or what is being done. I know there was
8 the core group that was formed. And John Bennett and
9 Joseph Wheatley were a part of that group. So in
10 layman's terms it needs to be dealt with. I'll just
11 that. It needs to be dealt with.

12 And also, too, getting back to information
13 in a timely fashion, and Deputy Chief Washington knows
14 as we've had a couple conversations, not several,
15 about information that comes to the board,
16 particularly me dealing with policy how the issues
17 that I don't like -- I like to deal with them in a
18 two-week time table. I don't like taking a month or
19 two or six months to do anything, and that's why it
20 was always readily available to accept whatever
21 information, because I read and I do a lot of research
22 day and night, particularly when something's given to
23 me so I can make the appropriate decision. Thank you.

24 CHAIRPERSON BELL: Chief, you heard a whole
25 lot. I think he was specifically concerned about the

1 Facebook --

2 CHIEF CRAIG: Through the Chair, I'm --

3 CHAIRPERSON BELL: Facebook and uniform, I
4 think.

5 CHIEF CRAIG: Yeah. I'm probably not going
6 to speak as long as the commissioner. However, I do
7 walk to say in terms of --

8 AUDIENCE MEMBER: Please don't.

9 CHIEF CRAIG: I'm definitely not going to
10 do that, but I'll just say simply this. It's been
11 reported out in the news, and certainly I am
12 personally deeply troubled by this most recent post.
13 In fact, I speak for my staff and the team. This
14 person is duty status. He's currently off on a
15 duty-related injury. We have opened an investigation.
16 At this point it is an allegation. It is our goal to
17 swiftly address this issue.

18 If this is true, the allegation is true,
19 certainly this person should not be a Detroit police
20 officer. It's just that simple for me. If you don't
21 want to work here, you don't want to serve the people
22 of Detroit and you have that kind of attitude, then
23 you should just simply go away, but I need to do a
24 proper investigation first. That's been initiated.

25 In terms of the other stuff, I won't get

1 into. I know that when we talk about adversarial I
2 also applauded and acknowledge that Mr. Hicks, you
3 know, met with our staff and continues to want to have
4 open dialogue.

5 I know, sir, you have made some statements
6 that has infuriated some members of my staff. In
7 fact, and there was a statement made I want to say --
8 maybe I was not at that -- one of the meetings I
9 wasn't at, but according to my staff, and this is in
10 quotes, Commissioner Crawford made comments comparing
11 the EM leadership to Jim Crow on December 15th, 2016.

12 And the only reason why I bring that up is
13 because that statement offended some of the
14 department. Certainly that's an opinion that you
15 hold, but as feedback some were very offended by the
16 statement. So I'll close on that note.

17 VICE CHAIRPERSON MOORE: Through the Chair,
18 were you offended by that Chief?

19 CHIEF CRAIG: Was I offended?

20 VICE CHAIRPERSON MOORE: Yes.

21 CHIEF CRAIG: Well, first of all, I wasn't
22 here, but let me remind the board that I did come
23 under emergency manager. To suggest that maybe my
24 role was under emergency manager suggested a part of
25 Jim Crow philosophy. I wasn't here to here to hear

1 it. I really don't know what the commissioner meant,
2 and maybe he can explain it, because there are some
3 that are attending here today that brought it to my
4 attention that they were a offended by it, so ...

5 VICE CHAIRPERSON MOORE: Through the Chair,
6 I guess part of the issue is, going back to what
7 Chairman Bell said about your attendance at these
8 meetings. If you're attending these meetings, you
9 would have heard it from yourself what was meant as
10 opposed --

11 CHIEF CRAIG: Sir, we've talked about that.
12 We've talked about -- through the Chair, if it's the
13 board's desire, I will make a commitment to try to
14 come to community meetings. No, I do not come to all
15 the meetings, but it's not like I'm sitting someplace
16 with my feet up. I am working, but --

17 VICE CHAIRPERSON MOORE: Come to the
18 meeting, but that's okay.

19 CHIEF CRAIG: -- I take attending these
20 meetings seriously. And so at this one meeting I
21 didn't hear the Jim Crow comment, whether I was here
22 or not.

23 VICE CHAIRPERSON MOORE: But you mentioned
24 that.

25 CHIEF CRAIG: I did mention that.

1 VICE CHAIRPERSON MOORE: Right.

2 COMMISSIONER CRAWFORD: Through the
3 Chair --

4 CHAIRPERSON BELL: Could we move on.

5 COMMISSIONER CRAWFORD: Excuse me.

6 CHAIRPERSON BELL: Could we move on.

7 COMMISSIONER CRAWFORD: Through the Chair.

8 CHAIRPERSON BELL: Could we move on, just
9 pause for a minute. The Chair is going to recognize
10 Commissioner Brooks. At the time she asks for the
11 floor.

12 COMMISSIONER BROOKS: I just want to talk
13 about this wonderful article that you did today.
14 Detroit sees a drop in violent crime, plans to hire
15 more cops. We hope we're on top of that and working
16 hard. You are all doing a tremendous job, all of the
17 policemen and women are.

18 But, Chief Craig, you also said that you
19 plan to start a new community effort to teach conflict
20 resolution. I think that's a great idea, because all
21 the cases that I read, I don't read homicide cases
22 from OCI. They're all domestic, arguments, fighting,
23 drinking, and I think that is one of the best. My
24 thing is to find solutions, and I think that's a great
25 solution there.

1 Is it going to be like the NPOs or have you
2 really -- I'm really interested in it. I'd like to
3 know more about it.

4 CHIEF CRAIG: Through the Chair, this is
5 something that the team -- that we started discussing
6 at the year-end stats realizing that one-third of our
7 homicides were the result of disputes. And as we
8 started to look closely I would have thought when we
9 looked at homicides, I would have thought that there
10 were more homicides involving domestic violence. As
11 it turned out -- well, again, one homicide is too
12 many. There were 26 domestic violence-related
13 homicides.

14 We were poised to try to get social workers
15 assigned to particular areas that have an inordinate
16 number of domestic violence incidents, but instead
17 because we recognize that one-third of our homicides
18 is out of arguments and that some of the individuals
19 involved, the perpetrators, have been ex-felons, we
20 thought we might be better served if we focus on that
21 returning citizens and partner with maybe MDOC.

22 So it's still early. We don't know what
23 that effort will look like, but certainly we want to
24 play a role, because we believe we can make some
25 reductions in that area. You're talking about a third

1 of our murders involving argument and the fact that
2 some of the suspects are ex-felons.

3 COMMISSIONER BROOKS: Thank you. And we
4 are really working diligently on recruiting. And so
5 we hope that we can get you 700 recruits.

6 CHIEF CRAIG: Well, I want to acknowledge
7 both First Assistant Chief Stair and Gail Oxendine and
8 their team for the work they're doing. There was an
9 article in the Detroit News recently that talked about
10 the challenges that most, if not all, Michigan police
11 agencies were having in recruiting given the
12 environment today.

13 However, and while it did address Detroit's
14 efforts, it really was kind of watered down. In fact,
15 we really are one of the nation's leaders and still
16 recruiting police officers despite, you know, the
17 crime, despite the fact that we've lost several
18 officers and the violence. People still want to
19 become police officers here in the city of Detroit.

20 COMMISSIONER BROOKS: Thank you.

21 COMMISSIONER CRAWFORD: Mr. Chair --

22 CHAIRPERSON BELL: Commissioner Crawford,
23 can we have -- I know you want to respond, but can we
24 have a brief response. It's your opinion, and you
25 have a right to state your opinion, but can we have a

1 brief response, as Chief Craig brought it up, but we
2 don't want to talk about attendance. We have already
3 resolved that. But, if you can make a brief response,
4 we would appreciate that.

5 COMMISSIONER CRAWFORD: Through the
6 Chair -- well, I'll say this from a historical
7 perspective. And this is no disrespect to anyone,
8 particularly those on your staff, Chief. And I'm just
9 kind of taken aback that someone would take
10 information back to you that you didn't hear and more
11 or less put in a form that it was -- I was directly
12 associating you for what happened.

13 The issue came up in reference to the way
14 we were on something was mentioned about the emergency
15 manager, and I did state that and I do stand on that
16 statement. Historically the emergency manager came
17 into all Black cities in the state of Michigan,
18 predominantly Black.

19 Now, in reference to your staff, I don't
20 know what city they live in. I live in the city of
21 Detroit. I've voted in every election in the city of
22 Detroit. I also do know that following emergency
23 manager law, long before it impacted the city of
24 Detroit and other cities around Detroit, like I
25 started, as far away as Benton Harbor, which is only

1 the predominantly Black city and predominantly Black
2 school board where emergency managers took over, the
3 Governor then and Governor now, Snyder, there was a --
4 something put on the ballot. And the citizens of the
5 state of Michigan voted down emergency law, the entire
6 state, they voted it down. And then this republican
7 governor, republican legislature, still brought back
8 the old emergency manager law.

9 The emergency manager -- and I likened
10 these laws to the new Jim Crow law, regardless of what
11 anybody said, because when you implement or put laws
12 of a particular group of people predominantly and only
13 Black cities then, yes, that's what it is. It's Jim
14 Crow.

15 And I have always stood that it was
16 unconstitutional. And it has impacted not only me,
17 but all of those who live in the city of Detroit and
18 even those who have retired in terms of health care
19 and benefits. So, yes, I stand by that statement in
20 terms of who was brought in on the emergency manager.
21 And right now it's criminal in the state of Flint.
22 It's criminal. There have been criminal charges
23 brought against two of the former emergency managers
24 there in terms of what has happened with the water in
25 Flint.

1 So, yes, I stand by that statement, and for
2 those who don't believe in that try -- go drink some
3 of Flint's water. Thank you.

4 CHAIRPERSON BELL: Commissioner Burton, if
5 you could be brief, please.

6 COMMISSIONER BURTON: Sure, absolutely. I
7 just want to say that the residents of District 5 is
8 very happy and pleased with our Chief, the way he
9 turned the department around from the time he came
10 onboard to where we are today.

11 There was a news article the other day
12 about how the overall crime in the city of Detroit is
13 down. We didn't get here -- we didn't just get here
14 overnight. We had a Chief that came in that was ready
15 to work, ready to turn this city around, and he did
16 exactly that, is still doing that. I'm excited about
17 the 200 jobs that, you know, officers that we're
18 looking to bring onto this department.

19 Our Chief does attend a lot of meetings for
20 the board. He has a big job to do, a big role. He's
21 got a city to manage, to run, a department to run.
22 You know, I mean where we were ten years ago to where
23 we are, do you see how much progress we have made in
24 this short period of time, you know. I think each and
25 every one of us as commissioners that's sitting on

1 this board when our Chief comes in the door we should
2 get up and we should salute this man for how he turned
3 this department around. And I'll be the first one to
4 get up and ...

5 CHAIRPERSON BELL: Thank you, Commissioner
6 Burton. Thank you. We are now going to hear from the
7 Chief Chaplain of the Chaplain Corps. Would you
8 please come forward.

9 LIEUTENANT POTTS: How you doin'?
10 Lieutenant Potts, Chief Neighborhood
11 Liaison on behalf of Chief Craig and Commander
12 Bettison. I would like the Chaplain Corps to come up.

13 Okay. The mission of the Chaplain Corps is
14 to foster a more positive relationship between members
15 of the Detroit Police Department, the community, and
16 render spiritual guidance and prepare chaplains
17 through in-service training programs.

18 The Detroit Police Department Chaplain
19 Corps, while going back to 1949, was formerly
20 established by a Detroit ordinance in January 1975.
21 The Chief of Police appoints members of the clergy of
22 various faiths to serve as chaplains. The Chaplain
23 Corps falls under the oversight of Chief Neighborhood
24 Liaison. As such, the commanding officer of Chief
25 Neighborhood Liaison serves as director of the corps.

1 I'm not going to read this in depth, but
2 the chaplains do a phenomenal job for the Detroit
3 Police Department, the city of Detroit. Not only when
4 Chief Craig instituted the peer support program, Chief
5 Foster, as well as the chaplains, jumped on board.
6 Not only do they go to every other incident that
7 happens in the city, they make all critical incidents,
8 whether it be death of an officer, serious injury of
9 an officer.

10 And I can tell you from experience going
11 back 20 years ago when I first started, it's good to
12 see a chaplain when you're dealing with a death of an
13 officer. So what they've done and what they've
14 brought to the board since I've been here to the
15 department is phenomenal, not only under Chief Craig's
16 leadership, but under Chief Foster's leadership as
17 well. They not only visit us, but they go out and
18 visit our families, our friends, co-workers, so forth.
19 They conduct and participate in all of our religious
20 ceremonies when they're asked they come to promotional
21 ceremonies and sit as well.

22 They also conduct on May of every year the
23 interdenominational Detroit Police memorial service,
24 which I'm sure all of you have attended. They also
25 work in emergency situations such as attempted

1 suicides, barricaded gunmen, and they also help us in
2 notifying next of kin.

3 For police officers, as you know, when
4 we're dealing with death, it's hard for us to even
5 want to speak to the next of kin, and we lean on them
6 quite a bit to help us get through that process.

7 I'm going to let Chief Foster speak on some
8 of the requirements that are required for you to
9 become a chaplain so you guys are aware of what their
10 criteria is.

11 CHIEF FOSTER: Good evening.

12 VICE CHAIRPERSON MOORE: Good afternoon.

13 CHIEF FOSTER: As you can see, I didn't
14 know I was going to be doing this part, but I will
15 just say that we go through a very vigorous vetting
16 process. You guys can read that for yourself, but we
17 go through a vigorous vetting process for any chaplain
18 to be a part of this team. We believe that in order
19 to be a part of the team there needs to be this
20 character, this competency and this chemistry that
21 will help us not only serve the officers, but to
22 actually be a part of a team that helps to serve the
23 citizens, so ...

24 LIEUTENANT POTTS: Who better to explain
25 than a person who sits and actually vets the person.

1 I have Officer Deck here who is one of my
2 right hands when it comes to keeping me abreast of
3 what's going on in the Chaplain Corps. He does a
4 phenomenal job of keeping track of them. Not only
5 that, but he also does the Police Explorers.

6 We have a total right now of 55 chaplains.
7 There are some recruiting efforts that are underway to
8 get more chaplains. As we try to expand what the
9 Chief wants to do in the community, we're looking out
10 for more clergy to come on board. Officer Deck can
11 tell you about some of the initiatives that are coming
12 on the way for us to get more members.

13 OFFICER DECK: Good afternoon -- good
14 evening. We're in the process of taking applications
15 at this point. The interviewing process will begin
16 later on this month in January, and then our next
17 academy class for the Chief will more than likely
18 start in February -- February, March.

19 LIEUTENANT POTTS: As you can see, it's
20 broken down. We tried to disseminate chaplains where
21 they're needed. We kind of keep it even, but if
22 there's a need somewhere else we have no problem with
23 allocating different people to go elsewhere. This is
24 a breakdown. You guys can look at it at your leisure.

25 The duties of a chaplain are required to do

1 a minimum of 16 hours. However, under Chief Craig we
2 stress that 16 hours is a minimal, that's not the
3 standard, for a total of 880 hours. Most of the
4 chaplains, I can speak from experience, go above and
5 beyond the 16 hours and then go well above that 880
6 hours. We have some of the most dedicated men and
7 women who are volunteers. So for them there is no
8 monetary value. It's just lending a hand to the
9 department and making sure that our officers feel
10 connected spiritually as well as appreciated.

11 Through ongoing professional training and
12 certification, the chaplains strive to understand and
13 address life experiences, events, as they relate to
14 spiritual, moral and emotional well-being of the
15 Detroit Police Department.

16 Detroit Police chaplain's functions include
17 but are not limited to the following. They maintain
18 confidentiality with those they speak with the
19 exception of present or future harm. So in cases
20 where someone is threatening someone or threatening
21 themselves confidentiality goes out the window.

22 They minister through peer support, through
23 critical incident stress management, through coaching
24 and reflexion. They perform marriage ceremonies,
25 child dedication and funerals. They make hospital

1 visits and home calls. They establish positive
2 working relationships with members of their assigned
3 district. They inform district personnel of service
4 programs availability. They give moral and ethical
5 counseling, and they provide assistance in
6 notification of death and injury.

7 This is something that Chief Foster brought
8 to us this year, something that myself, Commander
9 Bettison and Chief Craig thought was a phenomenal
10 idea. Oftentimes, as Chief Craig stated, in this year
11 and last year police officers have gotten beat down by
12 the public, the media. And this is something the
13 chaplains thought was needed in the Detroit Police
14 Department to boost morale. And I'll let Chief Craig
15 -- I mean excuse me -- Chief Foster speak more about
16 the Heros in Blue.

17 CHIEF FOSTER: Yeah, we wanted Chief Craig.
18 You can come and do this if you'd like.

19 CHIEF CRAIG: I'll let you do it.

20 CHIEF FOSTER: We just want to say that
21 because Chief Craig has been doing a phenomenal job
22 here in the city, it's trickled down to the officers.
23 Because of the fact that they serve and sacrifice on a
24 weekly basis, we wanted as an executive team, as a
25 Chaplain Corps, to honor what we call Heros in Blue.

1 So during the month of January, particularly next week
2 from January 9th through the 14th, we will be actually
3 giving four expressions of support to the officers.
4 First we're providing meals at each platoon. Next
5 week we're providing three meals for each platoon.

6 Second, we will be giving Certificates of
7 Recognition given by the lieutenant or the shift
8 commander to each officer who's done an outstanding
9 job of service throughout 2016. The third expression
10 is a coin. We've had a coin minted. Most of you may
11 know it as a challenge coin. We're calling it a
12 challenge prayer coin. We've had those minted up, and
13 we will be giving those to any officer who requests a
14 prayer challenge coin. That coin given to that
15 officer will be a reminder to that officer that he or
16 she is not forgotten, but it will also be connected to
17 prayer support. The Chaplain Corps will be committed
18 to praying for those officers throughout the year.

19 And then the final expression of
20 appreciation, we've coordinated with Imagine Theaters.
21 And so from January the 9th until the 23rd every
22 officer who would like to go to a movie they can go as
23 often as they like for free to any area Imagine
24 Theater in metro Detroit.

25 (Applause.)

1 LIEUTENANT POTTS: What he forgot to
2 mention is something that I don't know if we're going
3 to still do, but there was a -- he wanted to put a
4 prayer box in every precinct in the city. And for me,
5 a person who leans on prayer, I thought that was a
6 phenomenal idea.

7 Sometimes officers don't know who to go to,
8 and they don't want to tell exactly what's on their
9 heart. And for officers, male and female, to be able
10 to put something in a prayer box and know that it's
11 reaching a chaplain and they'll be prayed for I think
12 will take tremendous stress off of that officer.

13 So this is my Chaplain Corps. I'm new. I
14 just got the Chief Neighborhood Liaison, but I'm
15 looking forward to working with them. It's a
16 phenomenal group, and I'm just excited to do some
17 great things for the city of Detroit.

18 (Applause.)

19 LIEUTENANT POTTS: Any questions?

20 CHAIRPERSON BELL: Yes.

21 COMMISSIONER VANN: I just wanted to first
22 of all commend the Chief and commend this particular
23 department. The people who stand before you are
24 people that I am well acquainted with, and they are
25 sterling, stalwart members of our community, first of

1 all. They are pastors and leaders in their own right.
2 They are already busy people with great skills and
3 great heart for this city, and for them to extend
4 themselves in this way to help the Chief of the
5 department and to help the citizens of the city of
6 Detroit is highly commendable. And I think that this
7 is something that we should not take lightly, because
8 we've heard this before at this table that much of the
9 reason why Detroit is not listed among cities that
10 have had so far great proliferation of violence and
11 unrest in those cities is because of our unique blend
12 of police community relations.

13 And this particular part, the Chaplain
14 Corps, has always been, but now under the leadership
15 of Chief Foster and the other stalwart members of this
16 Chaplain Corps who are standing before us today, we
17 see a even higher level of commitment to the community
18 and the ancillary kinds of services and comfort and
19 help and just listening ear and voice that is needed
20 so often. It's needed in the community, but it's also
21 needed among the officers.

22 The stress on police officers these days is
23 at an all-time high. We know that. We've been
24 hearing today and we've always heard about the
25 increase. I think you said 60 percent of an increase

1 in police shootings, shootings of police, or homicides
2 of police. And so this is very, very important.

3 And I know, you know, we have other issues
4 that we deal with as a commission and these are
5 proprietary issues that we must deal with, but I just
6 think it's very important to take the time to honor
7 these people who receive no remuneration for their
8 service, who are busy people in their own right. I
9 don't know -- 880 hours? I don't know -- you know,
10 I'm a pastor and I'm here every Thursday, but it's
11 hard to squeeze out 880 hours out of what I do. And
12 so for them to do that I think is highly commendable,
13 I think we should not take lightly, and I think it
14 ought to be celebrated.

15 (Applause.)

16 CHAIRPERSON BELL: Thank you.

17 CHIEF CRAIG: Through the Chair.

18 CHAIRPERSON BELL: Yes, sir.

19 CHIEF CRAIG: I would just like to make a
20 comment. I would tell you that all that's been said
21 today is true. I've certainly have had great
22 opportunity to work with each one of them. As I
23 pointed out earlier, you know, with the number of
24 police officer deaths, not just duty, line of duty as
25 well as not related -- duty-related deaths, they have

1 always been there. And I mean they not only provide a
2 service to the families of the fallen officers, but to
3 all of us that are also suffering at that time.

4 So I just wanted to, you know, give them a
5 thank you for what you do each and every day. I know
6 when we started peer support, something that was
7 severely lacking in this department, they without
8 hesitance joined that effort and certainly have done a
9 phenomenal job. So again, I just want to simply say
10 thank you for what you do.

11 VICE CHAIRPERSON MOORE: Through the Chair.

12 CHAIRPERSON BELL: Yes, sir.

13 VICE CHAIRPERSON MOORE: It's just good to
14 see the chaplains all over the city. The last two or
15 three years the chaplains have really just stepped up
16 to a point where they've laid that spear, that
17 foundation where officers and leaders can go to them
18 just to talk and correct them on Bible verses or
19 whatever. So it's just good to see the Chaplain Corps
20 out and about. And for some I've known since I was 14
21 years old. I'm not going to go into detail on which
22 ones, but thank you and God bless each and every one
23 of you.

24 CHAIRPERSON BELL: Any other commissioners?

25 COMMISSIONER SHELBY: Through the Chair.

1 CHAIRPERSON BELL: Yes. Go ahead.

2 COMMISSIONER SANDERS: With the chaplains,
3 I love the way they sing. I mean, they can really
4 bring the home down. It made me feel like I'm back
5 down south. You guys do an excellent job, and we all
6 appreciate you, every last one of you.

7 COMMISSIONER SHELBY: Yeah, through the
8 Chair. Has any consideration been given to chaplains
9 as (Inaudible) chaplains actually visiting the
10 detention center talking to these individuals?

11 As a commanding officer, I used to take my
12 chaplain with me. When people are at their lowest
13 point, they're really susceptible to any type of
14 spiritual guidance. Has any thought been directed
15 toward that?

16 LIEUTENANT POTTS: Not that necessarily,
17 but we are working to do some things in the city of
18 Detroit that haven't been done before. So I got a
19 core group of people that are committed to doing
20 whatever we need to save souls. And whether that
21 means going into the prison system or going anywhere
22 else, I'm sure we can have volunteers that are ready
23 to do that.

24 COMMISSIONER DEWAELSCHE: Through the
25 Chair. Yes. I do have a question with regard to the

1 program that you have for the 9th through the 14th.

2 LIEUTENANT POTTS: Yes.

3 COMMISSIONER DEWAELSCHE: Where you're
4 going to provide meals, certificates and coins. Do
5 you have a budget or how do you pay for like the
6 meals? Do you --

7 CHIEF FOSTER: We personally went out and
8 raised the monies for this.

9 COMMISSIONER DEWAELSCHE: You have to raise
10 the money?

11 CHIEF FOSTER: Yeah, we raised the monies
12 for this, for the coins, for the meals. We went out
13 and actually beat the bushes to raise the money and
14 gave out of our personal income to do it.

15 COMMISSIONER VANN: That's what I'm talking
16 about.

17 COMMISSIONER DEWAELSCHE: Yeah. You know,
18 I would like to know more about your program to see if
19 maybe somehow our organization can support one of the
20 precincts anyways for breakfast or lunch. Thank you.

21 LIEUTENANT POTTS: Thank you.

22 CHAIRPERSON BELL: Any other comments?

23 COMMISSIONER CRAWFORD: Yes, sir. Through
24 the Chair, I just want to say thank you, and thank you
25 for all the work that you do. Really appreciate it.

1 LIEUTENANT POTTS: Thank you. I couldn't
2 do it without this team and the support of the Chief.

3 COMMISSIONER BURTON: Through the Chair.

4 CHAIRPERSON BELL: Yes. We have one more
5 -- one more minute, please.

6 COMMISSIONER BURTON: I just want to say I
7 appreciate the hard work you all are doing and I
8 appreciate your service. Thank you.

9 CHAIRPERSON BELL: As you know, you was not
10 on our schedule. You was not on our agenda for the
11 year, but I thought it was important that we get
12 exposed to the Chaplain Corps and that you get exposed
13 to us. We interact sporadically in different
14 settings, but nobody knew exactly what was happening
15 with the Chaplain Corps. That's why we made the
16 request. And hopefully we can have more meaningful
17 interaction with the Board of Police Commission,
18 because I think that if not have shown up today we
19 wouldn't have known about January the 9th or the 14th.

20 And that's getting back to, Chief Craig,
21 that we need more communication about what is
22 happening in our family, DPD family. The
23 commissioners feel as though we are left out in terms
24 of communication. Sometimes we hear about it in the
25 media, but we don't get the feedback directly. So,

1 therefore, it's as though we are not supportive. But,
2 if we don't know, we cannot interact with you and be
3 part of the family.

4 I'm well familiar with the Chaplain Corps
5 in terms of most of us was on the police department.
6 As Bishop Vann stated, you do an excellent job, but
7 basically I'm glad you have raised the bar. But
8 basically we need to have more interaction with you in
9 terms of what is --

10 I'm not talking to you directly. I'm
11 talking to the DPD Chief and staff. That's their
12 responsibility. You're doing the work, but you want
13 the department to communicate and include us.

14 CHIEF FOSTER: Well, I can say at least
15 with the Chief and with our new liaison and with our
16 lieutenant, I'm sure that you're going to gain more
17 communication.

18 CHAIRPERSON BELL: Yeah. I didn't know we
19 had a lieutenant. Lieutenant Potts was promoted.
20 Before that we had an office we passed by out in the
21 hallway, but other than that we had no interaction.

22 So thank you for coming out, continue the
23 work, and we want to be involved, and keep us in your
24 prayer. Thank you.

25 LIEUTENANT POTTS: Thank you.

1 COMMISSIONER BURTON: I just want to say I
2 think the department does do a great job as far as
3 giving us communication. I just want to put that on
4 the record. I don't want us to appear as a board like
5 we have conflict with the department, because that's
6 not true. We do get those notifications. And we do
7 have the Chaplain Corps and the NPOs. I work closely
8 with both of them, especially over at number 7 and
9 number 3. You know, and all of us have those
10 opportunities to work closely with our NPOs or our
11 Chaplain Corps or whatever, but we do get those
12 notifications out. I don't want to put something out
13 there that's not totally correct. We do get them. I
14 get them. I receive them. I don't always get the
15 notifications from Greg Hicks, but, you know, I do get
16 the notifications.

17 COMMISSIONER CRAWFORD: Through the Chair.

18 CHAIRPERSON BELL: Yes, sir.

19 COMMISSIONER CRAWFORD: Well, Mr. Burton
20 just made my point. He said he gets the notifications
21 from the department, but he doesn't get the ones from
22 the commission, that we get that he doesn't get.

23 No, I'm just making a point here, because
24 you've been time and time again, sir, at this able
25 you've complained about you -- there was a lack --

1 pardon me -- there was a lack of communication on the
2 board in terms -- excuse me? There was a lack of
3 communication on the board in terms of notification
4 coming from the board secretary and all the
5 information just generated among the board members
6 you didn't receive those E-mails. You said it time
7 and time and time again at this table and all of us
8 have. And I've sat right here next to you and pointed
9 out notifications.

10 COMMISSIONER BURTON: Through the Chair,
11 the notifications that I have not received as far as
12 with the CPA that we hired --

13 CHAIRPERSON BELL: Can we pause.

14 COMMISSIONER BURTON: -- the three
15 positions for policy person that this board has hired.

16 CHAIRPERSON BELL: Commissioner Burton --

17 COMMISSIONER BURTON: I didn't get that,
18 and that's something from the board. But from the
19 department I do receive those E-mails. All of us do
20 get those at the same time. It's just the little
21 things that's going on within our office I don't
22 always get that about who the CPA is, how many people
23 applied for that position or a policy position, what
24 is going on with the board's attorney. We're still
25 operating without a board attorney.

1 CHAIRPERSON BELL: Okay. Let us --

2 COMMISSIONER BURTON: And then I come into
3 the office and we've got a new staff -- you know, a
4 new staff person.

5 (Reporter's note: Chief Craig replaced by
6 First Assistant Chief Stair.)

7 CHAIRPERSON BELL: Let us move on. Some
8 things we need not respond to.

9 Chief Investigator Drake, you have the
10 mike.

11 MS. DAVIS-DRAKE: Good afternoon, board.

12 THE COMMISSIONERS: Good afternoon.

13 MS. DAVIS-DRAKE: And happy new year to
14 everyone.

15 CHAIRPERSON BELL: Same to you.

16 MS. DAVIS-DRAKE: All right. I'm going to
17 cover information from our statistical reports for the
18 month of November and December since because of the
19 holidays we didn't cover November last month.

20 Currently we have 174 open cases. Six
21 cases have been submitted to the supervisors for
22 closure. I'm sure I'll be getting those shortly. And
23 no cases have been submitted over 90 days.

24 The management team met over several weeks
25 to review and amend the OCI.

1 Current SOP, while it was a daunting task,
2 it was very enlightening for us. It was a very good
3 experience. We realized how far we've actually come
4 in the last four years. No major changes in place,
5 just a few modifications to our current processes,
6 largely due to updated technology.

7 They're also a couple of procedural
8 additions that added some clarification to our
9 practices. I'm in the process now of making those
10 changes, and within the next week or so I'll be
11 distributing those to Mr. Hicks and also the citizen
12 complaint committee so that they can review them. And
13 I'm sure at that time the out of committee -- the
14 committee will bring it to the attention of the full
15 board for approval.

16 Also, interviews. We have two vacancies,
17 as the board knows. We will be interviewing for those
18 two vacancies in the next week or so. We have them
19 scheduled for the 17th and 18th, full interviews. So
20 we have 16 candidates. We're excited about that.

21 For the month of November there were 92
22 cases that came into the office, which represents a
23 six-percent increase from last year. At the same time
24 we had 87 cases in November of 2015.

25 However, overall the cases are still at a

1 low. We kind of evened off. We had 1,035 cases this
2 past month, November, and then we had 1,037 cases in
3 November of 2015. So it's been pretty consistent year
4 to date.

5 At the end of November 2016 we had 177
6 cases that were opened, cases filed, 1,035, and we
7 closed 1,031 cases. So we almost broke even there.
8 Of the 92 cases filed in November, 30 percent involved
9 unknown officers of the known units. Leading in
10 allegations were the Eighth Precinct at 13 percent,
11 the Twelfth Precinct at six percent and the Sixth
12 Precinct and traffic enforcement at five percent.

13 Of those 92 cases, we had 184 allegations
14 total. The leading areas of concern for those
15 allegations, demeanor at 29 percent, procedure at 26
16 percent, service at 16 percent and force at nine
17 percent.

18 Ninety-two cases that were closed in 2016
19 had leading -- findings as follows. Not sustained 38
20 percent, exonerated 16 percent, unfounded at 12
21 percent and sustained at six percent.

22 And the leading areas of concern in those
23 92 cases were as follows. Procedure 37 percent,
24 demeanor 27 percent, service 13 percent and force at
25 eight percent.

1 That concludes the stats for the month of
2 November. The month of December stats are as follows:
3 We had 74 complaints that were filed with
4 the department, ten percent decrease represented from
5 last year at the same time at 82 percent. Overall we
6 had a one-percent decrease in comparison to last year
7 overall for the entire year. At the end of December
8 we had 174 open investigations. We filed cases that
9 were filed, 1,109, and we closed 1,108. So we again
10 pretty much broke even.

11 Of the 74 cases filed in December, 30
12 percent involved unknown officers. Of the known
13 units, the leading units for complaints were the
14 Second and Sixth Precinct at nine percent, Fourth
15 Precinct at five percent, the Eighth and Twelfth at
16 four percent.

17 Also, 2016 December involved 122
18 allegations of those 74 cases, demeanor 34 percent,
19 procedure 31 percent, service 18 percent and
20 harassment at seven percent. Of those 77 cases in
21 December 2016, leading in allegations and findings,
22 the findings were as follows:

23 Not sustained at 38 percent, exonerated at
24 17 percent, unfounded at 16 percent and sustained at
25 ten percent.

1 The cases that were closed the leading
2 areas of concern were, as usual, procedure and
3 demeanor were the top, 42 percent, demeanor was 26
4 percent, service was 12 percent and force and search
5 were six percent.

6 I also passed out a chart for you. It is
7 the citizen complaint totals by year, and it will give
8 you a good detailed description. If you look at the
9 bottom, the totals, the number of cases that we had
10 over the last 11 years basically. And you can see
11 that we had higher numbers, 2007, 2008 and 2009 were
12 our highest numbers over the last 11 years, roughly
13 averaging about 1,700 cases. We slowly began to
14 decrease 2010, 2011, 2012. Each year we dropped by a
15 hundred cases. In 2012, 2013 and 2014 we maintained
16 right around 1,300 cases, which was still a
17 significant difference from when we started out with
18 those high numbers in 2007 and so forth.

19 And then this past year, in 2015 -- I'm
20 sorry. In 2015 we had 1,119 cases and in 2016 1,109.
21 So our numbers have been pretty consistently going
22 down through the years. I think that that has a lot
23 to do with a lot of things. I'll certainly provide a
24 more comprehensive report. My yearly and annual
25 report will be -- I probably will have together no

1 later than March of this year. So it will be a little
2 bit more detail as to this description as to why those
3 numbers are down.

4 And that concludes my report. Are there
5 any questions?

6 CHAIRPERSON BELL: Commissioners, questions
7 or comments or concerns?

8 COMMISSIONER CRAWFORD: Yes. Excuse me.
9 Through the Chair. Yes, ma'am. Chief Drake, as
10 always I have concern about the stats for November and
11 December, the 30 percent involved of unknown officers.
12 And I've stated before that perhaps we need to -- the
13 commission, and just get information throughout the
14 community of various ways to make sure that they're
15 obtaining badge numbers, car numbers, whatever is
16 necessary. And that would help us also to determine
17 whether or not whether or not it's either a Detroit
18 police officer involved.

19 MS. DAVIS-DRAKE: Yes, sir.

20 COMMISSIONER CRAWFORD: With these
21 unknowns, because 30 percent that's again -- and I
22 know we talked about this before in the past. That's
23 one-third of complaints filed against unknown
24 officers. And we don't even know -- I mean perhaps
25 some may not even be Detroit police officers --

1 MS. DAVIS-DRAKE: Right. And oftentimes
2 they're not. Actually, that number has decreased by
3 ten percent over the last few years. It used to be
4 right around 40 percent, and now it's down by ten
5 percent. So that's a good thing.

6 I think we have made a lot of efforts when
7 we do community meetings. We go out into the
8 community on a pretty regular basis. Whenever we go
9 out into the community, we talk to them about citizen
10 complaints, how to file. Also, we talk to them about
11 making sure you have accurate information when you
12 call us, including providing names, addresses, phone
13 numbers for those -- for the -- not only the
14 complainant, but for witnesses, getting accurate badge
15 numbers, getting accurate police squad car numbers and
16 so forth.

17 So we are really -- we have a concentrated
18 effort. The supervisors are going into the community
19 as well as staff and myself and making sure that that
20 happens at least once a month, in addition to the
21 meetings that we attend for the board.

22 COMMISSIONER CRAWFORD: Yes, ma'am. And
23 also, too, the pilot program for the body cams, it's
24 in the Seventh Precinct and is it the Fourth Precinct
25 -- Fourth Precinct, okay. That's what I thought. In

1 coming months could you compile that data just before
2 Seven in terms of whether or not there's a increase or
3 decrease in complaints?

4 MS. DAVIS-DRAKE: Actually, I'm working
5 already with the Fourth, not so much with the Seventh,
6 but with the Fourth to do that. So that's not a
7 problem at all.

8 Also, I know that there is a presentation
9 that's coming for body cams.

10 And, A.C. Stair, I'm sure you can provide
11 more information at a later date on that information.

12 FIRST ASSISTANT CHIEF STAIR: Through the
13 Chair, A.C. White and his team who have been working
14 diligently to move this project forward will be doing
15 a presentation.

16 CHAIRPERSON BELL: Thank you.

17 MS. DAVIS-DRAKE: So they'll be able to
18 show us exactly how the body cams work, the company
19 that's being used once that is etched in stone,
20 because I think it's still up in the air right now,
21 isn't it?

22 COMMISSIONER CRAWFORD: Yes, ma'am. But,
23 if you could definitely compile that information from
24 2016 to 2015, just take a year, go a year back, just
25 the two precincts, to show that body cams from the

1 time that the pilot program is implemented in Seven
2 and Four.

3 MS. DAVIS-DRAKE: Sure. I think that was
4 in September, if I'm not mistaken, was it? Yeah, is
5 when the pilot actually ended. I think it was
6 September; is that correct?

7 FIRST ASSISTANT CHIEF STAIR: The pilot is
8 still going.

9 MS. DAVIS-DRAKE: It's still going?

10 COMMISSIONER CRAWFORD: It's still going
11 on. It's still ongoing. Yes, ma'am.

12 MS. DAVIS-DRAKE: All right. Okay.

13 COMMISSIONER CRAWFORD: Thank you.

14 MS. DAVIS-DRAKE: Not a problem.
15 Any other questions?

16 COMMISSIONER BROOKS: Good report.

17 MS. DAVIS-DRAKE: Thank you.

18 CHAIRPERSON BELL: Thank you. Outstanding.
19 Appreciate it.

20 MS. DAVIS-DRAKE: Thank you.

21 CHAIRPERSON BELL: Director Gail Oxendine,
22 HR report. Thank you.

23 MS. OXENDINE: Good afternoon, board.

24 THE COMMISSIONERS: Good afternoon.

25 MS. OXENDINE: For the month of November --

1 I'm sorry, December 2016, your report is as follows:

2 In your packet on Page 1, the current
3 department staffing, we have 2,356 sworn positions
4 filled, 506 civilians, for a total of 2,862. We have
5 a total of 206 sworn vacancies, 55 civilian vacancies
6 and -- which is a total of 261 vacant.

7 It should be noted that we hired 18
8 civilians this past Tuesday, primarily in
9 communications and in TCRU. And also we are set to
10 hire on Monday, January the 9th. Keeping our fingers
11 crossed for 40. We have 40 that are ready to go and
12 we're hopeful to see 40 on Monday.

13 With respect to recruiting, this is for the
14 first half of the fiscal year you see below, we have
15 102 that are in process. Our disqualification numbers
16 are reducing in overall. And I'll provide you with a
17 more comprehensive report later this year with respect
18 to the added report for 2016 calendar year.

19 Our MCOLES -- awaiting MCOLES number is
20 also decreasing. If you'll see in the next graph
21 below with respect to the testing of MCOLES, we had a
22 much larger number that we scheduled this month.
23 We're doing testing. We're running four sessions of
24 testing as opposed to two. And we are having a little
25 better success. Our show-up rate is a little better

1 for the physical agility, about the same, a little
2 lower for written, but our pass rate has improved. So
3 it was a good month for us in terms of getting more
4 people through the MCOLES process.

5 We hired six people total in the month of
6 December. We did not do any sworn hiring in the month
7 of December, but we are doing two classes in the month
8 of January. So January 9th and January 30th those are
9 respective dates.

10 Going to Page 2, you have your residency
11 information. It pretty much stays about the same in
12 terms of percentages. Detroit residents sworn 629,
13 nonresidents 1,727, civilians 326, Detroit residents
14 and non-Detroit residents 183.

15 Our student internship program for the
16 winter will begin on January 23rd. We're still
17 accepting applications through the end of next week.
18 Our attrition numbers are as you see, 14 sworn, 13
19 civilian, for a total of 23.

20 You have your restricted duty and leave of
21 absence category numbers in the next graph, and the
22 one special project we'll continue to work with A.C.
23 White's staff on improving that MCOLES testing process
24 to prepare people to be successful in that.

25 And with that, that concludes my report and

1 I'll take any questions that you have.

2 CHAIRPERSON BELL: Commissioners?

3 VICE CHAIRPERSON MOORE: Through the Chair.

4 Director, if someone wanted to join the
5 Detroit Police Department, how could they go about
6 joining?

7 MS. OXENDINE: Our application process is
8 online at Detroit MI dot gov backslash employment.
9 And all of the jobs that we have available to the
10 public are listed there.

11 VICE CHAIRPERSON MOORE: Is there a
12 telephone number they can dial?

13 MS. OXENDINE: You can dial 596-2145 for
14 additional information, but that information -- all
15 the information that you would be seeking in terms of
16 eligibility and requirements of the process are online
17 as well.

18 VICE CHAIRPERSON MOORE: Thank you, ma'am.

19 COMMISSIONER VANN: Mr. Chair?

20 CHAIRPERSON BELL: Yes, sir.

21 COMMISSIONER VANN: To our director, you do
22 a great job. A recent article, of course, seemed to
23 highlight again the disparity between those in the
24 department who are residents of the city of Detroit
25 and those who are not. I don't know if you saw that

1 article. I know that it is a subject that we've
2 mentioned -- I've mentioned and other commissioners
3 have mentioned here at the table.

4 MS. OXENDINE: Yes.

5 COMMISSIONER VANN: Often you provide great
6 information for us. Do you -- knowing the department
7 as you do and its staff, is there an effect? Is there
8 -- what do you believe to be the effect on the
9 department because of the lack of residency and it
10 being so dramatic?

11 MS. OXENDINE: I don't -- I don't have any
12 sense of any effect at all, not to say that there
13 isn't, but I don't have any effect of that. I think
14 -- in my role, I pay more attention to diversity with
15 respect to gender and race as opposed to residency
16 issues.

17 So I think our department is much more
18 diverse than many other agencies, and we focus on that
19 with respect to recruiting. But I have seen a decline
20 in residents for the city of Detroit, not only in this
21 department, but for the city at large. So we have
22 more and more city employees that are either leaving
23 the city or those that are applying and do not live in
24 the city.

25 So with respect to that other question, I

1 think that's probably a better question for the Chief.

2 FIRST ASSISTANT CHIEF STAIR: Through the
3 Chair.

4 CHAIRPERSON BELL: Yes, ma'am.

5 FIRST ASSISTANT CHIEF STAIR: I just wanted
6 to say that, you know, this has been a discussion for
7 a very long time. Certainly I've been here a couple
8 decades now, which sounds ridiculous, but it's the
9 truth.

10 CHAIRPERSON BELL: Getting younger and
11 younger.

12 FIRST ASSISTANT CHIEF STAIR: I know,
13 right. But I'll say that every single man and woman
14 that works for the City of Detroit Police Department,
15 regardless of where they come from, whatever the color
16 of their skin, they do an incredible job.

17 And when we talk about the officers that
18 we've lost over the years and the sacrifices that
19 they've made, at the end of the day we don't think
20 about whether they were Black or White or if they
21 lived in Livonia or the east side of Detroit. That's
22 not something that really matters to us as long as
23 they give their all when they're here to work for the
24 City of Detroit in concern to citizens.

25 And it's really, really important, as the

1 director said, that we continue to strive for
2 diversity, because the department does do a really
3 good job with that.

4 And as I travel all across this country and
5 communicate with other law enforcement agencies, large
6 and small, they always want to know how we do what we
7 do as relates to diversity, whether that be Black,
8 White and certainly females. As you all are probably
9 aware, we have the largest number of females per
10 capita than any other agency across the country. And
11 so I think that's what we focus on. And we focus on
12 making sure that we're hiring the best people for the
13 job so that they'll done a good job to respect the
14 citizens of the city of Detroit and those folks who
15 come and work and/or play as well here.

16 COMMISSIONER CRAWFORD: Through the Chair.

17 CHAIRPERSON BELL: Yes.

18 COMMISSIONER CRAWFORD: Yes, sir.

19 Residency was abolished in 1999. I sat on the
20 opposite side of the table, fault against the
21 abolishment of residency, went to Lansing several
22 times against abolishment. The law, as they say in
23 the community, it is what it is now, you know. You
24 can live wherever you chose to live, and there is no
25 residency.

1 I liken this to when I worked in the state
2 of Georgia. We had people driving in to the police
3 department from Alabama. However, it is a loss in the
4 connection with the community. And most importantly,
5 the management and budget director back there can
6 understand this. It was abolished in 1999. Two years
7 later a think tank out of Lansing, this is their think
8 tank, put the numbers, the figures out there. The
9 impact on the city of Detroit, the city of Detroit law
10 abolishment of residency for police, firefighters and
11 also city employees was 300 million dollars, two to
12 300 million dollars at that time.

13 So you fast forward this to 2017. A low
14 conservative number is 700 million dollars. Now, you
15 can ask our budget director what she can do with 700
16 hundred million dollars.

17 And then we want to talk about all the
18 other financial impact it had on this police
19 department in terms of over the years. I don't know
20 if it was layoffs during that period, a few maybe, but
21 I can say in terms of equipment and money that could
22 have been spent within this police department in terms
23 of hiring, pay raises, et cetera.

24 So just information that's out there.
25 That's the truth about residency, so ...

1 CHAIRPERSON BELL: Commissioners, do you
2 have any other --

3 COMMISSIONER BROOKS: Yes, I just have one
4 thing, the article that came out the other day on
5 other areas looking for recruiters. You know, we
6 really have to step up our pace, because I didn't
7 realize that cities like Livonia and a lot of other
8 places are in Detroit recruiting.

9 MS. OXENDINE: Yes, that is true.

10 COMMISSIONER BROOKS: So we have got to
11 step up our pace. And just what she was talking
12 about, we want the best.

13 MS. OXENDINE: Yes.

14 COMMISSIONER BROOKS: I'm at the point of
15 at where I don't really care what color you are or how
16 you look, as long as you are the best.

17 MS. OXENDINE: Yes, ma'am.

18 COMMISSIONER DEWAELSCHÉ: Mr. Chair, if I
19 could just add one comment to Mrs. Brooks.

20 I think it was mentioned earlier that this
21 Chief and this department, and I think, Ms. Brooks,
22 you may have made the comment, is about coming up with
23 solutions.

24 MS. OXENDINE: Yes.

25 COMMISSIONER DEWAELSCHÉ: And that's what's

1 going to work here, as was mentioned by Commissioner
2 Crawford. Nonresidency is what it is and so we have
3 to work around that. And we have to be successful
4 regardless of that in coming up with solutions.

5 And I think last -- a couple of meetings
6 ago, a few weeks ago we were on break, but you had
7 mentioned that you were going to look at testing at
8 different sites on MCOLES. That to me is such a huge
9 step forward, because this is how you're going to
10 reach communities that, you know, are not going to be
11 -- that are not easy to reach, you know. You're going
12 into their community. You're going to set up the
13 testing. And I think the numbers are going to improve
14 as a result. And I think that's why we're nationally
15 recognized for diversity in all of that, because we
16 are coming up with solutions, you know, the Chief and
17 the staff, and we're trying to support those solutions
18 as much as we can.

19 MS. OXENDINE: Yes.

20 COMMISSIONER DEWAELESCHE: So I commend you
21 for coming up with those solutions.

22 MS. OXENDINE: Thank you, and I thank you
23 for your assistance and support.

24 CHAIRPERSON BELL: If there's no other -- I
25 just have one brief question. The exit interview,

1 officers separating from the department, are they
2 leaving for other departments? Do you get that
3 feedback?

4 MS. OXENDINE: Yes, they do.

5 CHAIRPERSON BELL: I know there's not
6 aggressive recruiting of Black officers historically.
7 I think Harper Woods just hired their first in quite
8 some time, but I know historically officers coming
9 here getting trained and they leaving for Livonia,
10 Dearborn and et cetera, et cetera.

11 Do we do a exit interview to get an idea
12 are they going to law enforcement or --

13 MS. OXENDINE: Yes, I have that data.

14 CHAIRPERSON BELL: Okay. Could you share
15 that with us in the future.

16 MS. OXENDINE: Absolutely. I can give you
17 the hard numbers for the last 12 months or so.

18 CHAIRPERSON BELL: Okay. Because I know
19 Dearborn we're not represented -- I know -- not
20 Dearborn. Grosse Pointe and the Parks, I don't think
21 you'll find us being recruited. That's still -- so
22 this issue is still before us in terms of residency.

23 I attended a meeting that the governor
24 sponsored, and Darnell White, former police
25 commissioner and NAACP, still raised the issue about

1 residency. You know, so we still in the core fiber of
2 the community that officers do not live in the city of
3 Detroit. We cannot ignore that. I understand the
4 whole other issue, but the bottom line is there's a
5 separation. They come up in well integrated
6 community. Officers live in the city of Detroit. We
7 know that. And I don't think that's going to change,
8 but I think Darnell say we still have to raise the
9 issue. We still have to be aware, because the
10 community feels as though they bailed out on us. So
11 it's not something that I like -- you talking about
12 solutions, to try to address that, so ...

13 MS. OXENDINE: So if I could just speak to
14 that for a minute, a couple things that you said. The
15 first thing is that what we're finding is not --
16 officers are not getting trained and leaving
17 immediately. That's not the case.

18 CHAIRPERSON BELL: Okay.

19 MS. OXENDINE: Where we see our highest
20 attrition numbers is when people have vested. And so
21 they have vested at that ten years. That ten to
22 14-year period is where we see our highest attrition
23 numbers.

24 And many of those officers are going to
25 other police agencies or either some other employment

1 that's not law enforcement, but they are being what we
2 call recruited away. So I can provide you with those
3 hard numbers for the last 12 months or so.

4 With respect to the recruitment of Detroit
5 residents, we are in Detroit doing recruitment.

6 CHAIRPERSON BELL: Yeah, I know.

7 MS. OXENDINE: We're everywhere doing
8 recruitment. We're wherever we can possibly be to
9 get, you know, meet the goal of 40 a month, because
10 clearly that's the goal. And we want to fill every
11 position that we have.

12 So, you know, we're at churches, we're at,
13 you know, colleges, we're at, you know, WC3, you know,
14 we're wherever, you know, gyms, grocery stores, you
15 know, malls. We're wherever, strip malls, you know.
16 We've even been on corner sometimes just setting up
17 shop and when there's a busy street or a lot of
18 traffic. So we are attempting, doing our very best to
19 recruit Detroit residents. We just have not been as
20 successful as we would have liked to have been.

21 But we will continue to push. We have a
22 good recruiting team and we will continue to push. We
23 have a good field recruiting team, and we will just
24 keep pushing.

25 CHAIRPERSON BELL: Appreciate it. I know

1 you're doing the work.

2 COMMISSIONER DEWAELESCHE: I would just like
3 to add one comment and that is you have been
4 successful in getting the numbers, because they're in
5 this report. What the problem is is that people are
6 not meeting the qualifications. That's -- and that's
7 where we're trying to find the solutions, too.

8 MS. OXENDINE: Yeah. That is part of the
9 struggle. That is part of the struggle. And there
10 are some solutions that are on the table like the
11 driver's training piece that we're looking at and the
12 cadet program that's at Cody and University Prep.

13 COMMISSIONER DEWAELESCHE: Right.

14 MS. OXENDINE: Trying to reach the younger
15 people, you know, the student internship program that
16 we have. So I appreciate, you know, the
17 acknowledgment that we are --

18 COMMISSIONER DEWAELESCHE: Because I see the
19 numbers. They're in the thousands.

20 MS. OXENDINE: Yeah. We're doing a much
21 better job.

22 CHAIRPERSON BELL: Yes.

23 MS. OXENDINE: We're still falling a little
24 short, but we're coming. We're going to keep pushing
25 until we get there.

1 COMMISSIONER DEWAELSCHÉ: Great.

2 COMMISSIONER CRAWFORD: Through the Chair.

3 CHAIRPERSON BELL: Yes, sir.

4 COMMISSIONER CRAWFORD: Madam Director,
5 thank you. And I'm always encouraged to hear that you
6 continue to try to recruit Detroit residents.

7 MS. OXENDINE: Yes, sir.

8 COMMISSIONER CRAWFORD: Because there's
9 nothing wrong with that. As a matter of fact, every
10 police department in America, every city in America,
11 its police personnel are a reflection of their
12 community. And we do have a very diverse police
13 department here in the city of Detroit, but I just
14 want to emphasize that check it out, check the stats.
15 Every city in America, every police department, their
16 personnels are a reflection of their community.

17 And so I encourage you to continue to try
18 to recruit those within the city and make sure that
19 this department remains -- try to keep its diversity
20 where it is today and even more so. Thank you.

21 MS. OXENDINE: Yes, sir. Thank you.
22 That's the mission.

23 CHAIRPERSON BELL: Thank you, ma'am.

24 MS. OXENDINE: Thank you.

25 CHAIRPERSON BELL: Appreciate it.

1 COMMISSIONER BROOKS: Question. Do we have
2 a graduation tomorrow?

3 MS. OXENDINE: Oh, we do. We have a
4 graduation tomorrow. Thank you for bringing that up.
5 I'm not sure how many are graduating, but it's
6 tomorrow at 10:30 at Tabernacle Missionary Baptist
7 Church on Grand River and the Boulevard. Yes.

8 COMMISSIONER BROOKS: That's Miss Bernice's
9 church.

10 MS. SMITH: That's right.

11 COMMISSIONER BROOKS: Thank you, Miss
12 Bernice.

13 MS. OXENDINE: Yes, and thank you.

14 ASSISTANT CHIEF STAIR: There's about 20
15 graduating.

16 MS. OXENDINE: Thank you.

17 CHAIRPERSON BELL: Thank you again. I'm
18 going to ask any standing ad hoc committee reports to
19 reserve those reports if you have any for next week,
20 because the hour is late.

21 Mr. Hicks, do you have anything else?

22 MR. HICKS: No, Mr. Chair. I have nothing
23 additional.

24 CHAIRPERSON BELL: Okay. Any old business?
25 Any new business?

1 We have resolutions for two retirees. And
2 I'm going to ask the first one for Officer Brown, that
3 would be Commissioner Brooks.

4 COMMISSIONER BROOKS: "Whereas Trent Brown
5 was appointed to the Detroit Police Department on June
6 13, 1994. Upon graduating from the Metropolitan
7 Police Academy, Officer Brown began his career at the
8 Eastern Precinct Support Unit. And now, therefore, be
9 it resolved that the Detroit Board of Police
10 Commissioners, speaking for the citizens of Detroit
11 and the Detroit Police Department, award this
12 resolution to Police Officer Trent Brown in
13 recognition of his 22 years of dedication and diligent
14 public service, his professionalism, integrity and
15 standard of commitment to the city of Detroit and its
16 citizens, merit our highest regard and best wishes for
17 continuing success. We thank and congratulate you,
18 retired Police Officer Trent Brown."

19 CHAIRPERSON BELL: The Chair will entertain
20 a motion.

21 VICE CHAIRPERSON MOORE: So moved.

22 COMMISSIONER DEWAELESCHE: Support.

23 CHAIRPERSON BELL: It's been moved and
24 supported. Those in favor, aye?

25 COMMISSIONERS: Aye.

1 CHAIRPERSON BELL: Those opposed?

2 The motion is carried.

3 The next resolution for Sergeant Lightfoot.
4 Commissioner Sanders.

5 COMMISSIONER SANDERS: "Resolution to honor
6 Sergeant James H. Lightfoot, Jr., whereas Mr. James
7 Lightfoot, Jr. was appointed to the Detroit Police
8 Department on August the 12, 1985. Upon graduating
9 from the Detroit Metropolitan Police Academy he was
10 assigned to the Seventh Precinct. And now, therefore,
11 be it resolved that the Detroit Board of
12 Commissioners, speak on the behalf of the Detroit
13 department and the citizens of the city of Detroit,
14 recognize the lifelong commitment to public safety of
15 Sergeant James H. Lightfoot, Jr. His pride and
16 dedication has been impeculent (ph) -- excuse me,
17 assistant to the department and merit highly regard.
18 We thank and congratulate you, Sergeant James H.
19 Lightfoot, the Detroit Board of Police Commissioners."

20 CHAIRPERSON BELL: Motion?

21 VICE CHAIRPERSON MOORE: So moved.

22 COMMISSIONER DEWAELSCHÉ: Support.

23 CHAIRPERSON BELL: Properly moved and
24 supported.

25 Those in favor, aye?

1 COMMISSIONERS: Aye.

2 CHAIRPERSON BELL: Those opposed?

3 Motion carried.

4 Announcements. Our next community meeting
5 will be next Thursday, January the 12th, 2017 at 6:30
6 p.m., Twelfth Precinct at Detroit Unity Temple, 17505
7 Second Avenue in Detroit. Our next community meeting
8 in February will be February the 10th, 6:30 in the
9 Ninth Precinct, location forthcoming.

10 At this time we're going to have oral
11 communication from the audience. You have two
12 minutes. Please give your name and be respectful.
13 And, if you're going to speak, please come to the
14 mike. But, if not, come to my left in preparation for
15 speaking, so ...

16 MS. GEORGE: I would like to say good
17 afternoon and happy new year to the commission.

18 My name is Michelle George, and I spoke
19 before, once before. I'm a public health nurse. Hi,
20 Bishop Vann. You spoke at our church, Unity Baptist
21 Church.

22 I wanted to -- Commissioner Crawford
23 already kind of honed in on Officer Daniel, because I
24 was on the radio. And how I heard about the story I
25 was listening to 910 AM with Bankole Thompson. So

1 that's how I found out about the officer, because the
2 Second Precinct is in my community. And Commander
3 Muncy is doing an awesome job at the Second Precinct.

4 So I was concerned as a public health
5 nurse, because this week I will be speaking -- I have
6 a nurse show on the internet called Nurse Inform, and
7 I will be speaking on racism and how it impacts your
8 health from a nursing perspective. So this is really
9 important, because as a member of National Action
10 Network we fight police brutality, what's going on
11 across the country.

12 But on the second hand, I'm an advocate of
13 police officers, because they may save my life one
14 day. So it's kind -- it's not either/or. You know, I
15 know a lot of times we try to push it -- the community
16 against the police officers and what's going across
17 the country, but honestly we know that there are a lot
18 of police officers who do put their life on the line
19 every day. And I'm always in support of them making
20 more money, like the young lady mentioned here.

21 And I mentor at-risk youth. I was at the
22 Congressional Black Caucus in September, and spoke to
23 four brilliant African-American FBI agents. So I also
24 tried to get African-American males to join in and get
25 into law enforcement. So I'm glad to hear that with

1 that.

2 But I wanted to just mention that as a
3 public health, I was alarmed about what's happening
4 with the officers, because I think even among our
5 elected officials, and I will bring this up in our
6 City Council meeting, that there is a disrespect with
7 the citizens of Detroit.

8 And a lot of times when you're constantly
9 seeing trauma, trauma, trauma and constantly seeing,
10 okay, you think you saw a African-American -- and I
11 just spoke recently. There was violence among -- I
12 was on a radio program. They talked about violence
13 among African-Americans being violent. I said Whites
14 were violent in the '60s, when we look at the lynching
15 among our people. So it's not either/or when you tend
16 to commit crimes in the community that you live in.

17 So I just wanted to hone in on that. I
18 hope they do get prayer in the police precinct,
19 because I do pray for the officers all the time, and
20 we do need that prayer. Thank you.

21 CHAIRPERSON BELL: Thank you.

22 MS. SMITH: Good afternoon, A.C., and to my
23 commissioners, and a happy new year also to you.

24 I'm going to be brief, because I know time
25 is of the essence. The first thing -- I have two

1 things I was going to tell you. First was, Reverend
2 Vann, I want the public to know and the commissioners
3 also that you presented a proposal to the legislature.
4 And it was a CPR that you had asked to be taught in
5 the schools. I thought that was a very good idea
6 because of the fact that you had a incident yourself
7 personally when you got through speaking at a sermon
8 that you had at your church and you had a heart
9 attack. So I thought that was very good for you to
10 suggest to the state legislature to pass that and let
11 the schools know that it is important for the students
12 to be able to do that to each other in case of an
13 emergency in that way.

14 Now, the last thing, and I'm going to be
15 brief before Brown puts that sign up. On my way here
16 I ran into a young lady, and we were discussing her
17 position at the City Council where she's one of the
18 officers there and she wants to be recruited to the
19 recruitment. And there's a hesitation in regards to
20 that. But in the meantime she was telling me about --
21 I mentioned it. You know I'm always asking questions.
22 This officer who we all know has made this outrageous,
23 and I mean outrageous statement in regards to the
24 police department.

25 Now, most of you know I have been

1 affiliated with the police since 1973 under Coleman
2 Young. So I've always been a supporter of the police
3 department regardless of who was the Chief. But this
4 Chief I feel as though has done a great job in regards
5 to getting the people together and knowing what he is
6 doing.

7 In the meantime, when I talked to her about
8 what the police is doing in her neighborhood or in her
9 whatever, her knowledge about, she stated that she
10 knew this Officer Wolfe. She worked with him. And
11 she could not understand the fact that he made those
12 statements in regards to the city of Detroit, because
13 -- it may be gossip to you guys, but I believe it. He
14 went with a Black woman for years without anyone
15 knowing about it. So I want it to be on known, and
16 I'm through with that.

17 CHAIRPERSON BELL: Excuse me. Excuse me.

18 MS. SMITH: I'm through with that. I just
19 want it to be known so it can be investigated, all
20 right. And I'm through with it, because he said stop
21 so I'll stop.

22 CHAIRPERSON BELL: Thank you. Thank you.

23 MS. SMITH: Have a blessed day. I know you
24 don't what to hear what I got to say all the time, but
25 I tell the truth. I don't come before you with

1 gossip. That's the truth. So we'll know about it
2 soon. Thank you.

3 CHAIRPERSON BELL: Thank you. Thank you.
4 Yes, ma'am.

5 Any other speakers?

6 MS. WATKINS: Good afternoon.

7 THE COMMISSIONERS: Good afternoon.

8 MS. WATKINS: I'm actually supposed to be
9 sitting in the meeting today listening because I am
10 new to the game of Police Commissioner Board and what
11 the Detroit Police do. However, I've been all over
12 this city this year, last year training as well to be
13 an effective part of change in my city.

14 VICE CHAIRPERSON MOORE: What's your name,
15 for the record?

16 MS. WATKINS: My name is Latrice Watkins
17 (ph).

18 The one thing that I just really -- that it
19 really, really bothered me today in the meeting was
20 that we talked a lot about racism. And we are in a
21 situation where we need to bring the community and you
22 guys and our Detroit police officers together. It is
23 important that we unite. That is the only way we are
24 going to make it out of this struggle with our new
25 president and with these new guidelines going on.

1 And when I come out into the community with
2 my nonprofit organizations I talk out a lot about
3 racism and our Jim Crows and things that we are still
4 letting bog us down. And there is something that I
5 try to teach citizens. There is two forms of racism
6 that's going on. There is creed, color, religion,
7 which we know, oh, so well, and there is structural.
8 And the thing that we don't teach African-Americans is
9 that that structural racism, that level, we don't even
10 begin to comprehend what's going on on that level.

11 That is why we have officers who are not
12 making enough money. That is why we have counselors
13 who are bickering instead of worrying about issues.
14 And when we walk the streets and we advocate with the
15 citizens to join with these officers and help them
16 out, we are talking about that structural racism as
17 well as a system that has been implemented to keep us
18 down.

19 And I think those are some of the things
20 that we need to start focusing on besides the yay-say
21 and the nay-say, and I thank you.

22 CHAIRPERSON BELL: Thank you.

23 MS. OSBORNE: Good evening. My name is
24 Rosalind Osborne (ph). Once again, I'm precinct
25 delegate for 336. I'm also block club president for

1 Warwick from Tireman to Warren.

2 What I just wanted to present earlier, we
3 discussed about a glitch in the system. I feel that
4 there's a glitch in the system with our car thefts.
5 My car was stolen the night I patrolled Angels Night,
6 but when I went to report it I have to go to the
7 police station to make my report. My car was stolen.
8 I actually found out 5 a.m. in the morning.

9 So to me those are little things that I
10 think we have to discuss with policing and making it
11 more effective.

12 I'm a president, but my captain has
13 actually been on my block over 43 years. And this is
14 why I do what I do. I'm her legs, I'm her voice. And
15 I feel that if that had happened to one of my seniors,
16 how are they actually going to get to the police
17 station to make that report.

18 So I think we need to look at some of these
19 glitches and some of this things that make it more
20 convenient for our seniors, our disabled and even our
21 vets in our city, because our main objective is to
22 make sure our residents feel safe and they have
23 support. But when those bridges and, like I say,
24 glitches in the system, and then when I go you tell
25 me, well, the issue is because what if you just

1 calling and say your boyfriend -- you just mad because
2 your boyfriend stole your car. That is not what you
3 tell me. You give me, please, another example. So I
4 just wanted to state that so you all can ponder on
5 that.

6 Now, I want to give God the glory. My
7 vehicle was found in Plymouth. It is returned. But I
8 just wanted to allow you all to understand, I'm a
9 able-bodied individual, but I'm thinking of my
10 seniors, my disabled and my veterans. All right.

11 CHAIRPERSON BELL: Thank you, ma'am.
12 There's some rationale for that, and I think A.C.
13 Stair is going to give you that rationale why they
14 changed the policy back to the way it is -- I mean
15 what it is today.

16 FIRST ASSISTANT CHIEF STAIR: Through the
17 Chair, it certainly isn't the policy to give a
18 response to a citizen as the young lady was given, but
19 one of things we hope to do as we move forward in the
20 department, especially with hiring more officers, is
21 to have them available to do things like that, right.
22 And then, you know, if you call a precinct, a precinct
23 captain or your neighborhood police officer when
24 things like that happen, they can figure things out,
25 certainly if it's a senior or disabled person or a

1 vet, but we hope that moving forward we'll be able to
2 do that.

3 I mean, because if you recall not so long
4 ago, they closed the precinct down after four o'clock
5 in the afternoon. And we, you know, made some efforts
6 to change that as well. And again, we really, really
7 want to do everything that we can. But seniors, our
8 veterans, are near and dear to our heart. And
9 certainly, you know, if you have issues like that in
10 the past or someone in your neighborhood group, I'd be
11 happy to hear what you have to say and work with you
12 all to make sure some things are taken care of.

13 CHAIRPERSON BELL: Thank you.

14 COMMISSIONER BURTON: Through the Chair.

15 CHAIRPERSON BELL: Yes.

16 COMMISSIONER BURTON: I just wanted to add,
17 back in October in my district, in District 5
18 downtown, I host a neighborhood crime prevention
19 forum. We talked about auto thefts, and we had
20 someone from Commercial Auto Theft there present to
21 talk to many of the residents. It was well received.
22 A lot of great information was shared. We're going to
23 have some more of these forums throughout the city,
24 possibly February and March, but it was well received
25 and it was great. A lot of, you know, residents'

1 concerns was answered.

2 And, you know, crime overall is down in the
3 city. I mean, you go hear, you know, something that's
4 going to be reported here or there, but overall crime
5 is down, you know. And but -- you know, we have to
6 give -- you know, we have to keep in mind that we have
7 to watch out for our neighbors as well.

8 I like what the lady said about the seniors
9 and the veterans. You know, this department is
10 working and they're working for you. So your tax
11 dollars are at work, but we will have more of these
12 forums as well.

13 CHAIRPERSON BELL: I just want to take this
14 opportunity to thank you for your attendance and for
15 your patience. It's been a long meeting. I wish you
16 the best in 2017.

17 We've got another speaker? Any other
18 speaker would you please come to the mike. I thought
19 we was closing out. Any other speakers?

20 Yes, sir.

21 MR. OWENS: Sorry. I didn't mean to --

22 CHAIRPERSON BELL: Yes, sir. That's okay.

23 MR. OWENS: My name is Marcus Owens. I
24 live in the Rosedale Park area, District 1, 16,
25 high-schooler.

1 I'm writing a paper on the benefits that
2 community policing and other initiatives that have
3 reduced civilian complaints against the Detroit Police
4 Department over the last couple years. I've gone to
5 the Detroit Police website. I've looked at the 2015
6 commissioners report. As has already been stated,
7 I've seen just drastic decrease of complaints against
8 the Detroit Police Department for -- since 2008.

9 But to really complete my paper, I ask --
10 what my request is to complete the paper I need the --
11 I need access to the raw data, the -- where the
12 complaints are coming from precinct wise, like where
13 exactly they are coming from.

14 I guess my request to you is is there
15 anyone within your staff that could --

16 CHAIRPERSON BELL: Could you interact with
17 our chief investigator sitting right there, and she
18 can be a great help to you.

19 MR. OWENS: Yes.

20 CHAIRPERSON BELL: Thank you.

21 COMMISSIONER CRAWFORD: One question.
22 You're writing a paper for what college? What -- or
23 just your own research?

24 MR. OWENS: This is a -- it's kind of a
25 high school like college AP level paper. It's

1 supposed to be social sciences. I'm very interested
2 in the Detroit residents and understanding, you know,
3 what really goes into a police department. I've
4 looked at the President's task force, a report that's
5 come out. And really the NPO program that Detroit has
6 just implemented is almost a direct definition of what
7 they -- to the community policing and what districts
8 around the country are trying to work towards. And
9 I'm very interested in researching that, and that's
10 something that I want to do research on my paper.

11 COMMISSIONER CRAWFORD: Thank you. Thank
12 you very much.

13 CHAIRPERSON BELL: Any other speakers?

14 MS. BILLINGSLEY: Hello. My name is
15 Yolanda Billingsley (ph). And my son, Angelo Goforth,
16 was robbed and murdered on November 15th -- no, excuse
17 me, November 21st, 2015.

18 Now, the detective that was assigned to the
19 case, I was told that I could call him any time and if
20 I couldn't reach him I can call his supervisor. I
21 have done that several times. I left voice messages.
22 I have not talked to anyone. They have not returned
23 my call. The only time that I get to speak with the
24 detective is I pop up here on him and ask him
25 questions. And the only answers that I get from him

1 is the same thing, we know who we looking for.

2 I did a second Crime Stoppers, and when I
3 did my second Crime Stoppers the streets started
4 talking. We came up with a suspect name who he
5 confessed to and everything, and we E-mailed that to
6 the detective. And right now today I still have not
7 spoke with the detective about anything.

8 I'm here -- I just want justice, and I just
9 -- I'm just looking for some help, because I just feel
10 like the detective that's on this case is not doing
11 enough. Thank you.

12 COMMISSIONER CRAWFORD: Ms. Billingsley --

13 CHAIRPERSON BELL: Could we let the Chair
14 respond first.

15 Would you speak to A.C. Stair sitting right
16 here to my left. She will speak to you directly after
17 the meeting or designate someone to speak to you in
18 reference to your concern that you just raised.

19 MS. BILLINGSLEY: Okay.

20 COMMISSIONER CRAWFORD: Ms. Billingsley,
21 first and foremost I want to offer my condolences and
22 condolences from this commission, even though it
23 occurred November the 15th last year --

24 MS. BILLINGSLEY: November 21st.

25 COMMISSIONER CRAWFORD: I'm sorry.

1 MS. BILLINGSLEY: 2015.

2 COMMISSIONER CRAWFORD: November the 21st,
3 2015. And what was your son's name?

4 MS. BILLINGSLEY: His name was Angelo
5 Goforth.

6 COMMISSIONER CRAWFORD: Goforth?

7 MS. BILLINGSLEY: Yes.

8 COMMISSIONER CRAWFORD: All right, ma'am.
9 Thank you. You have my condolences.

10 CHAIRPERSON BELL: Thank you, ma'am.

11 Any other speakers? Any other speaker
12 after this young man?

13 Okay. This is it. Okay. Thank you.

14 MR. RAZO: Good afternoon.

15 CHAIRPERSON BELL: Good afternoon, sir.

16 MR. RAZO: Rico Razo, District 6 manager
17 out of the Mayor's office.

18 Revisiting residency requirements,
19 obviously we know it's not going to change. I think
20 the question is asked does it make a police officer
21 better?

22 CHAIRPERSON BELL: Yes.

23 MR. RAZO: I don't know if there's data to
24 prove that, and I would have to say yes. But I think
25 residents having an officer in the neighborhood they

1 feel like there's a better sense of security.

2 I don't know if it's a good -- and this is
3 just a comment, maybe a good time with all the
4 resources we have coming into the city, revisiting
5 incentives to offer to police officers to move back
6 into the city. Midtown, Inc. has a great program,
7 Live Midtown, where they -- I want to say they've
8 renewed it, or maybe the money has run out to
9 subsidize housing anywhere in midtown, downtown area,
10 Henry Ford employees. I mean, it seems like we're
11 doing a good job at bringing those employees to a
12 certain part of the city. Why not work with the
13 resources that we have coming into the city to help
14 leverage some of the living conditions.

15 I mean, we all know what police officers
16 make. We all know what insurance rates are. And as a
17 police officer you want to be on the up-and-up.
18 You're not going to drive dirty. So we need to do as
19 much as we can I think as a city, maybe revisit it
20 with the Mayor and have him leverage a business
21 committee and offer an incentive.

22 Dave Bing started that fight, that effort,
23 rebuilding some houses in the Boston-Edison district
24 offering them, the officers. I don't think it was
25 received too well, and a lot of money was mismanaged

1 and spent poorly. But I think we're at a point right
2 now with leveraging the land bank, the housing stock
3 we have, the business community, we can make something
4 like that happen.

5 CHAIRPERSON BELL: Thank you, sir.

6 If there's no other business, once again,
7 thank you for your attendance and your patience, and I
8 wish you the best in 2017. The Chair would entertain
9 a motion for adjournment.

10 VICE CHAIRPERSON MOORE: So moved.

11 CHAIRPERSON BELL: It's been properly moved
12 and supported. Those in favor, aye?

13 COMMISSIONERS: Aye.

14 CHAIRPERSON BELL: Motion passed. Thank
15 you.

16 (The meeting was concluded at 5:07 p.m.)

17
18
19
20
21
22
23
24
25

- - -

A			
A.C 30:12 72:10 72:13 75:22 93:22 99:12 104:15	ad 88:18	34:25 47:22	APPEARANCES 2:1
a.m 98:8	add 15:22 81:19 86:3 100:16	49:11 82:6,6 100:4	applaud 21:14
aback 45:9	added 66:8 74:18	agree 20:12 21:17	applauded 40:2
Abdullah 6:8	addition 32:5 71:20	ahead 7:5 59:1	Applause 54:25 55:18 57:15
able 55:9 63:24 72:17 94:12 100:1	additional 14:21 76:14 88:23	air 72:20	application 76:7
able-bodied 99:9	additions 66:8	Akbar 8:23	applications 51:14 75:17
abolished 79:19 80:6	address 18:4 26:13 39:17 44:13 52:13 84:12	Alabama 80:3	applied 32:23 64:23
abolishment 79:21,22 80:10	addressed 14:3	alarmed 93:3	apply 31:21 32:2 32:20
abreast 51:2	addresses 71:12	all-time 56:23	applying 77:23
absence 75:21	adjournment 107:9	allegation 39:16 39:18	appoint 19:6,17
absent 5:19	administrative 32:22	allegations 67:10,13,15 68:18,21	appointed 2:4,5 2:10 89:5 90:7
absolutely 18:9 47:6 83:16	adoption 7:19	allocating 51:23	appointment 17:12 19:8
absorbing 34:10	adversarial 16:3 17:18 18:7 19:20 21:7 22:6 34:23 40:1	allow 99:8	appointments 17:11 19:3,14
academy 12:13 51:17 89:7 90:9	advocate 92:12 97:14	allowed 4:11	appoints 48:21
accept 38:20	Affairs 11:7	allows 30:6	appreciate 4:6 6:1 45:4 59:6 60:25 61:7,8 73:19 85:25 86:16 87:25
accepting 75:17	affiliated 95:1	ambushes 15:19	appreciated 52:10
access 102:11	African-American 92:23,24 93:10	amen 4:18,19	appreciation 54:20
accountability 33:1 38:6	African-Ameri... 93:13 97:8	amend 65:25	approach 18:17 18:24
accurate 25:14 30:24,24 71:11 71:14,15	afternoon 3:5,6 5:2 7:7 9:16 50:12 51:13 65:11,12 73:23 73:24 91:17 93:22 96:6,7 100:5 105:14 105:15	Amendment 37:8 37:10	approached 35:2
achieve 22:18	agencies 44:11 77:18 79:5 84:25	Amendments 91:4	appropriate 38:23
acknowledge 12:12,19 40:2 44:6	agency 10:16 30:2 79:10	America 35:15 87:10,10,15	approval 7:17 66:15
acknowledged 9:8 11:15	agenda 7:7,9 12:25 61:10	amount 33:17	approve 7:6,8 18:13 19:7,24
acknowledging 27:25	agents 92:23	analysis 27:4 30:19,22,23	approved 7:5 19:10,11,14 20:23 28:8,11
acknowledgment 86:17	aggressive 83:6	analyze 13:12	approximately 31:19
acquainted 55:24	agility 75:1	ancillary 56:18	apt 23:21
acting 18:17	ago 5:23 20:9	and/or 79:15	area 13:9 20:5 27:4,7 43:25 54:23 101:24 106:9
Action 92:9		Andre 6:10,10,11 6:12	areas 43:15 67:14,22 69:2 81:5
activist 36:12 36:18		Angelo 103:15 105:4	
activities 37:20		Angels 98:5	
activity 37:13		anniversary 35:25 36:3	
acts 13:23 14:3		Announcements 91:4	
		annual 69:24	
		answered 101:1	
		answers 103:25	
		anybody 30:16 32:23 36:8 46:11	
		anyways 60:20	
		AP 102:25	
		apologize 11:3	
		appear 63:4	

argument 26:20 26:23 44:1	attending 41:3, 8 41:19	backed 23:17 25:10	78:10 79:17 81:1 82:24
arguments 42:22 43:18	attention 15:10 30:4 41:4	backslash 76:8	83:5, 14, 18 84:18 85:6, 25
arrested 15:3	66:14 77:14	bad 35:15	86:22 87:3, 23 87:25 88:17, 24
article 42:13 44:9 47:11	attire 11:18	badge 70:15 71:14	89:19, 23 90:1 90:20, 23 91:2
76:22 77:1 81:4	attitude 39:22	bailed 84:10	93:21 95:17, 22 96:3 97:22
ascribe 22:18	attorney 31:23 31:25 64:24, 25	ballot 46:4	99:11 100:13 100:15 101:13
aside 29:15	attribute 36:12 38:1	bank 107:2	101:22 102:16 102:20 103:13
asked 38:6 49:20 94:4 105:20	attrition 75:18 84:20, 22	Bankole 91:25	104:13 105:10 105:15, 22
asking 94:21	audience 3:14 4:19 12:14	Baptist 88:6 91:20	107:5, 11, 14
asks 42:10	39:8 91:11	bar 62:7	bench 14:23
assaults 13:9	audio 8:11	barricaded 50:1	benefits 31:18 46:19 102:1
assigned 43:15 53:2 90:10	August 4:8 10:23 90:8	based 26:6 30:23	Bennett 38:8
103:18	authority 16:19 19:6	basically 62:7, 8 69:10	Benton 45:25
assignment 29:21	auto 100:19, 20	basis 53:24 71:8	bereavement 6:14
assistance 53:5 82:23	availability 53:4	Bay 3:20 22:23	Bernice 88:12
assistant 9:14 9:16 16:8	available 33:22 33:25 38:20	beat 53:11 60:13	Bernice's 88:8
21:16 28:23	76:9 99:21	began 69:13 89:7	best 22:7, 19 32:3, 21, 21
30:2 44:7 65:6	Avenue 91:7	behalf 48:11 90:12	42:23 79:12 81:12, 16 85:18
72:12 73:7	averaging 69:13	believe 14:5, 24 21:2 33:16	89:16 101:16 107:8
78:2, 5, 12	awaiting 74:19	34:24 43:24 47:2 50:18	better 4:17 17:3 30:16 43:20
88:14 90:17	award 89:11	77:8 95:13	50:24 74:25, 25 78:1 86:21
99:16	aware 13:8 27:22 27:23 28:1	Bell 2:2 3:5, 10 3:15, 22 4:1, 20	105:21 106:1
associating 45:12	50:9 79:9 84:9	4:22 5:18 6:11 6:20, 24 7:4, 11	Bettison 48:12 53:9
association 37:10	awesome 92:3	7:15, 22, 25 9:4 9:7 11:1, 5, 17	beyond 36:7 52:5
At-Large 5:3, 5, 7 5:21	aye 7:13, 14, 23 7:24 89:24, 25	11:20, 25 12:4 12:8, 15 17:23	Bible 58:18
at-risk 92:21	90:25 91:1 107:12, 13	18:10 20:17 21:17 22:14, 17	bickering 97:13
Atlanta 35:14		28:3 29:7 31:11 33:2, 15	big 16:10 18:3 47:20, 20
attack 94:9	B	34:19 38:24 39:3 41:7 42:4	biggest 13:3
attacked 36:11	back 8:18 11:4 15:15 23:18, 24	42:6, 8 44:22 47:4 48:5	Bill 34:25
attacks 15:7	25:8 26:8	55:20 57:16, 18	Billingsley 103:14, 15
attempted 49:25	29:11 30:5, 6	58:12, 24 59:1	104:12, 19, 24 105:1, 4, 7
attempting 85:18	35:21 38:12	60:22 61:4, 9	Billingsley 104:20
attend 21:24 27:15 47:19	41:6 45:10	62:18 63:18	Bing 106:22
71:21	46:7 48:19	64:13, 16 65:1	
attendance 11:9 12:13, 17, 20	49:11 59:4	65:7, 15 70:6	
41:7 45:2	61:20 72:24	72:16 73:18, 21	
101:14 107:7	80:5 99:14	76:2, 20 78:4	
attended 27:14 49:24 83:23	100:17 106:5		

Bishop 62:6
 91:20
bit 50:6 70:2
black 27:10,10
 33:5,11,11,17
 33:19 36:13
 45:17,18 46:1
 46:1,13 78:20
 79:7 83:6
 92:22 95:14
blend 56:11
bless 4:14,16
 58:22
blessed 6:21
 95:23
block 97:25
 98:13
blue 4:16 22:9
 53:16,25
board 1:3 3:6,10
 4:24 6:25 8:3
 8:6 9:13 12:19
 13:7 15:25
 16:14,24 17:19
 18:5,21 19:1
 19:10,11,14,24
 21:14 22:4,14
 27:21 29:1
 31:16,23 32:11
 38:15 40:22
 46:2 47:20
 48:1 49:5,14
 51:10 61:17
 63:4 64:2,3,4
 64:5,15,18,25
 65:11 66:15,17
 71:21 73:23
 89:9 90:11,19
 96:10
board's 41:13
 64:24
body 16:4 17:15
 71:23 72:9,18
 72:25
bog 97:4
bonds 15:4
boost 53:14
Boston-Edison
 106:23
bothered 96:19
bottom 30:11
 69:9 84:4

Boulevard 88:7
box 55:4,10
boyfriend 99:1,2
break 82:6
breakdown 51:24
breakfast 60:20
Brenda 12:6
bridges 98:23
brief 44:24 45:1
 45:3 47:5
 82:25 93:24
 94:15
briefly 33:14
brilliant 92:23
bring 17:5,19
 20:15 30:5,6
 30:18 40:12
 47:18 59:4
 66:14 93:5
 96:21
bringing 31:20
 88:4 106:11
broad 34:11
broke 67:7 68:10
broken 51:20
Brooks 2:4 5:6,6
 7:10 42:10,12
 44:3,20 73:16
 81:3,10,14,19
 81:21 88:1,8
 88:11 89:3,4
brother 6:9
brought 15:24
 41:3 45:1 46:7
 46:20,23 49:14
 53:7
Brown 2:13 8:17
 89:2,4,7,12,18
 94:15
brutality 92:10
budget 16:10,20
 17:1,5,7,24
 18:1 28:5,7,11
 32:6,9 33:4,6
 33:8 34:12
 60:5 80:5,15
Burton 2:6 5:10
 5:11 31:13
 47:4,6 48:6
 61:3,6 63:1,19
 64:10,14,16,17
 65:2 100:14,16

bushes 60:13
business 4:23
 7:6 88:24,25
 106:20 107:3,6
busy 56:2 57:8
 85:17

C

cadet 86:12
calculation
 29:21 33:20
calendar 74:18
call 21:12 53:25
 71:12 85:2
 99:22 103:19
 103:20,23
called 92:6
calling 54:11
 99:1
calls 53:1
cams 71:23 72:9
 72:18,25
candid 15:5
candidates 32:2
 32:24 66:20
capacity 4:5
capita 79:10
captain 4:22
 27:25 98:12
 99:23
car 27:7 70:15
 71:15 98:4,5,7
 99:2
cards 6:6
care 46:18 81:15
 100:12
career 19:19
 89:7
carried 7:16 8:1
 90:2 91:3
Carter 5:21 6:2
case 34:3 84:17
 94:12 103:19
 104:10
cases 42:21,21
 52:19 65:20,21
 65:23 66:22,24
 66:25 67:1,2,6
 67:6,7,8,13,18
 67:23 68:8,11
 68:18,20 69:1
 69:9,13,15,16

69:20
casual 20:11
categories 25:12
categorize 25:8
categorized
 24:15
category 13:22
 24:24 75:21
Caucus 92:22
cause 26:25
caused 17:13
CDC 35:14
celebrated 57:14
center 35:14
 59:10
ceremonies 17:16
 49:20,21 52:24
certain 22:2,3
 35:17 106:12
certainly 9:14
 13:3 15:20,25
 17:14 24:20
 39:11,19 40:14
 43:23 57:21
 58:8 69:23
 78:7 79:8
 99:17,25 100:9
CERTIFICATE
 108:1
certificates
 54:6 60:4
certification
 52:12
certify 108:9
cetera 6:7 9:11
 20:4 80:23
 83:10,10
CFO 16:17,19
 30:2
Chair 3:10,11
 7:2,9,18,20
 8:5 9:5,12
 13:2 18:1,2
 23:4 28:17
 29:6,8 31:13
 33:3,4,4,13
 39:2 40:17
 41:5,12 42:3,7
 42:9 43:4
 44:21 45:6
 57:17 58:11,25
 59:8,25 60:24

61:3 63:17
64:10 70:9
72:13 76:3,19
78:3 79:16
81:18 87:2
88:22 89:19
99:17 100:14
104:13 107:8
Chairman 5:9
34:24 41:7
chairperson 2:2
2:3 3:5,15,22
4:1,20,22 5:8
5:18 6:11,20
6:24 7:4,8,11
7:15,21,22,25
9:4,7 11:1,5
11:17,20,22,25
12:4,8,15
17:23 18:10
20:17 21:17
22:14,17 23:4
23:7,11 24:1
24:10,13,17,22
25:3,15,20
26:3 27:11,16
28:2,3,5 29:7
31:11 33:2,15
34:19 38:24
39:3 40:17,20
41:5,17,23
42:1,4,6,8
44:22 47:4
48:5 50:12
55:20 57:16,18
58:11,12,13,24
59:1 60:22
61:4,9 62:18
63:18 64:13,16
65:1,7,15 70:6
72:16 73:18,21
76:2,3,11,18
76:20 78:4,10
79:17 81:1
82:24 83:5,14
83:18 84:18
85:6,25 86:22
87:3,23,25
88:17,24 89:19
89:21,23 90:1
90:20,21,23
91:2 93:21

95:17,22 96:3
96:14 97:22
99:11 100:13
100:15 101:13
101:22 102:16
102:20 103:13
104:13 105:10
105:15,22
107:5,10,11,14
challenge 54:11
54:12,14
challenges 44:10
change 15:4,21
23:21 25:11
84:7 96:13
100:6 105:19
changed 99:14
changes 66:4,10
chaplain 3:13,21
3:25 4:6,7,8
4:21 10:20,20
10:22,22,24,24
48:7,7,12,13
48:18,22 49:12
50:9,17 51:3
51:25 53:25
54:17 55:11,13
56:13,16 58:19
59:12 61:12,15
62:4 63:7,11
chaplain's 52:16
chaplains 48:16
48:22 49:2,5
51:6,8,20 52:4
52:12 53:13
58:14,15 59:2
59:8,9
character 50:20
charge 24:20
charged 24:19
charges 46:22
chart 69:6
charter 17:12
18:8 19:5
charters 19:2
check 87:14,14
chemistry 50:20
chief 2:11 3:13
4:6,8 6:17,19
6:22,23 8:18
8:19 9:8,10,12
9:14,16,17,19

9:22,24 10:16
10:18,20,22,24
11:6,13,19
13:1,2 16:8
18:9 19:5,7,8
19:13 20:10,15
20:18 21:16,24
22:3,13,16
23:2,5,6,10,13
24:5,12,16,18
24:25 25:4,16
25:19 26:1,5
27:13,17,22
28:4,13,17,23
29:16 30:2
34:22 35:2
38:13,24 39:2
39:5,9 40:18
40:19,21 41:11
41:19,25 42:18
43:4 44:6,7
45:1,8 47:8,14
47:19 48:1,7
48:10,11,21,23
48:24 49:4,4
49:15,16 50:7
50:11,13 51:9
51:17 52:1
53:7,9,10,14
53:15,17,17,19
53:20,21 55:14
55:22 56:4,15
57:17,19 60:7
60:11 61:2,20
62:11,14,15
65:5,6,9 70:9
72:12 73:7
78:1,2,5,12
81:21 82:16
88:14 95:3,4
99:16 102:17
child 52:25
chose 79:24
church 88:7,9
91:20,21 94:8
churches 85:12
cite 19:21
cities 45:17,24
46:13 56:9,11
81:7
citizen 12:13
66:11 69:7

71:9 99:18
citizens 22:8
43:21 46:4
50:23 56:5
78:24 79:14
89:10,16 90:13
93:7 97:5,15
city 12:15 14:25
16:13,19 20:6
22:19 35:19
44:19 45:20,20
45:21,23 46:1
46:17 47:12,15
47:21 49:3,7
53:22 55:4,17
56:3,5 58:14
59:17 76:24
77:20,21,22,23
77:24 78:14,24
79:14 80:9,9
80:11 84:2,6
87:10,13,15,18
89:15 90:13
93:6 94:17
95:12 96:12,13
98:21 100:23
101:3 106:4,6
106:12,13,19
civilian 74:5
75:19 102:3
civilians 74:4,8
75:13
clarification
66:8
clarify 26:3
class 51:17
classes 75:7
clearly 20:18
34:15 85:10
clergy 48:21
51:10
close 30:19
34:16 40:16
closed 67:7,18
68:9 69:1
100:4
closely 18:18
43:8 63:7,10
closing 101:19
closure 65:22
club 97:25
co-workers 49:18

coaching 52:23	100:20	89:10,25 90:12	complained 63:25
Cody 86:12	commission 3:7	90:19 91:1	complaint 66:12
coin 54:10,10,11	3:11 4:24	93:23 94:2	69:7
54:12,14,14	17:15 31:3	96:7 102:6	complaints 68:3
coins 60:4,12	35:4 57:4	107:13	68:13 70:23
Coleman 8:25	61:17 63:22	Commissioners'	71:10 72:3
95:1	70:13 91:17	8:3	102:3,7,12
college 102:22	104:22 108:19	commit 93:16	complete 30:10
102:25	commissioner 2:4	commitment 41:13	102:9,10
colleges 85:13	2:5,6,7,8,9,10	56:17 89:15	108:13
color 78:15	5:2,4,6,8,10	90:14	comprehend 97:10
81:15 97:6	5:10,12,12,14	committed 16:23	comprehensive
come 3:17 4:2,11	5:14,16,20,21	17:4 54:17	69:24 74:17
9:1 19:12,25	6:2 7:10,19	59:19	CompStat 27:14
37:17 40:22	28:4,14 31:12	committee 33:5	27:15
41:14,14,17	31:13 33:2,3,7	66:12,13,14	computer 108:11
48:8,12 49:20	33:10,12 34:20	88:18 106:21	concentrated
51:10 53:18	39:6 40:10	common 14:5	71:17
65:2 66:3	41:1 42:2,5,7	communicate	concern 17:13,17
78:15 79:15	42:10,12 44:3	30:13 62:13	20:5 21:19
84:5 91:13,14	44:20,21,22	79:5	67:14,22 69:2
95:25 97:1	45:5 47:4,6	communication	70:10 78:24
101:18 103:5	48:5 55:21	21:21 61:21,24	104:18
comes 25:7 38:15	58:25 59:2,7	62:17 63:3	concerned 17:25
48:1 51:2	59:24 60:3,9	64:1,3 91:11	38:25 92:4
comfort 56:18	60:15,17,23	communications	concerns 17:20
comforted 16:6	61:3,6 63:1,17	74:9	17:22 18:4
coming 11:4,6	63:19 64:10,14	communities 37:6	20:13 70:7
22:4,23 36:2	64:16,17 65:2	82:10	101:1
51:11 62:22	70:8,20 71:22	community 12:9	concluded 107:16
64:4 72:1,9	72:22 73:10,13	12:23 21:23,24	concludes 9:2
81:22 82:4,16	73:16 76:19,21	26:12 35:1,5	68:1 70:4
82:21 83:8	77:5 79:16,18	36:17,18 41:14	75:25
86:24 102:12	81:3,10,14,18	42:19 48:15	conditions
102:13 106:4	81:25 82:1,20	51:9 55:25	106:14
106:13	83:25 86:2,13	56:12,17,20	condolences
commander 48:11	86:18 87:1,2,4	70:14 71:7,8,9	104:21,22
53:8 54:8 92:2	87:8 88:1,8,11	71:18 79:23	105:9
commanding 48:24	89:3,4,22 90:4	80:4 82:12	conduct 49:19,22
59:11	90:5,22 91:22	84:2,6,10	confessed 104:5
Commencing 1:13	96:10 100:14	87:12,16 91:4	confidentiality
commend 55:22,22	100:16 102:21	91:7 92:2,15	52:18,21
82:20	103:11 104:12	93:16 96:21	conflict 14:4
commendable 56:6	104:20,25	97:1 102:2	17:9 42:19
57:12	105:2,6,8	103:7 107:3	63:5
comment 33:14	commissioners	company 72:18	congratulate
41:21 57:20	1:3 4:25 5:19	comparing 40:10	89:17 90:18
81:19,22 86:3	7:14,24 23:2	comparison 68:6	Congressional
106:3	47:25 58:24	competency 50:20	92:22
comments 40:10	61:23 65:12	compile 72:1,23	connected 52:10
60:22 70:7	70:6 73:24	complainant	54:16
Commercial	76:2 77:2 81:1	71:14	connection 80:4

Conrad 5:20	63:13 73:6	Crawford 2:7	83:13 102:11
conservative 80:14	108:13	5:12,13 33:2,3	105:23
consider 36:14	Council 18:22	33:10 34:20	date 67:4 72:11
consideration 59:8	20:3 93:6	40:10 42:2,5,7	dates 75:9
considered 25:1	94:17	44:21,22 45:5	daunting 66:1
34:22	Counsel 20:5	60:23 63:17,19	Dave 106:22
consistent 67:3	counseling 53:5	70:8,20 71:22	David 6:9
consistently 69:21	counselors 97:12	72:22 73:10,13	DAVIS-DRAKE 6:10
constantly 93:8	count 23:14	79:16,18 82:2	8:22 65:11,13
93:9	counterterrorism 37:1	87:2,4,8 91:22	65:16 70:19
consulted 19:23	counties 15:1,2	102:21 103:11	71:1 72:4,17
contact 16:7	country 15:11,14	104:12,20,25	73:3,9,12,14
35:13	35:10 37:25	105:2,6,8	73:17,20
contention 16:11	79:4,10 92:11	creating 31:16	day 3:9 6:14
continue 4:15	92:17 103:8	creed 97:6	26:22 38:22
14:21 34:16	County 1:16	crime 14:12,13	47:11 58:5
62:22 75:22	108:5,8,19	24:2 25:16,23	78:19 81:4
79:1 85:21,22	couple 5:19 8:8	26:6,6,6,8,9	92:14,19 95:23
87:6,17	20:9 23:19	26:14 27:2,4	days 56:22 65:23
continues 40:3	38:14 66:7	42:14 44:17	deal 21:13 28:5
continuing 89:17	78:7 82:5	47:12 100:18	36:12 38:17
contract 10:13	84:14 102:4	101:2,4 104:2	57:4,5
control 16:13,22	course 8:12,16	104:3	dealing 38:16
17:1,1 35:14	76:22	crimes 25:22	49:12 50:4
convenient 98:20	court 8:12	26:11 93:16	deals 25:16
conversation 20:11 27:1	cover 65:17,19	criminal 14:7	dealt 38:10,11
conversations 21:11 38:14	CPA 31:20,22	23:9,10,14	dear 100:8
cooperation 29:10 31:6	32:3,22 64:12	24:3,4,6,17	Dearborn 83:10
coordinated 54:20	64:22	25:7 46:21,22	83:19,20
cops 42:15	CPR 94:4	46:22	death 24:14 49:8
core 38:8 59:19	Craig 2:11 6:17	criteria 50:10	49:12 50:4
84:1	6:19,23 9:10	critical 14:22	53:6
corner 85:16	9:12,17 11:13	49:7 52:23	deaths 57:24,25
Corporal 24:14	11:19 13:1,2	crossed 74:11	decades 78:8
27:19,25	18:9 20:15,18	Crow 40:11,25	December 7:17
Corporation 20:5	22:13,16 23:6	41:21 46:10,14	20:24 40:11
corps 48:7,12,13	23:10,13 24:5	Crows 97:3	65:18 68:2,7
48:19,23,25	24:12,16,18,25	CSR 108:18	68:11,17,21
51:3 53:25	25:4,19 26:1,5	CSR-4163 1:15	70:11 74:1
54:17 55:13	27:13,22 28:4	current 66:1,5	75:6,7
56:14,16 58:19	28:13,17 39:2	74:2	decision 38:23
61:12,15 62:4	39:5,9 40:19	currently 39:14	decisions 14:23
63:7,11	40:21 41:11,19	65:20	26:25
correct 33:6,7	41:25 42:18		Deck 10:18,18
33:12 58:18	43:4 44:6 45:1	D	51:1,10,13
	48:11 49:4	D 1:15 108:7,18	decline 77:19
	52:1 53:9,10	Daniel 91:23	decrease 68:4,6
	53:14,17,19,21	Darnell 83:24	69:14 72:3
	57:17,19 61:20	84:8	102:7
	65:5	data 28:20 30:20	decreased 71:2
	Craig's 49:15	30:23,23,24	decreasing 74:20
		31:1,8 72:1	dedicated 52:6

dedication 52:25 89:13 90:16	Derrick 2:10 5:4	5:2,3 59:24	disprove 18:13
deeply 39:12	description 69:8 70:2	60:3,9,17	disputes 13:14 13:18 43:7
defensive 22:1	designate 104:17	81:18,25 82:20	disqualification 74:15
deficit 34:2,14 34:18	desire 41:13	86:2,13,18	disrespect 45:7 93:6
definitely 12:4 39:9 72:23	despite 44:16,17	87:1 89:22 90:22	disseminate 51:20
definition 103:6	detail 58:21 70:2	dial 76:12,13	distributing 66:11
delegate 12:3,5 12:7 97:25	detailed 69:8	dialogue 21:18 22:12 40:4	district 2:2,3,6 2:7,8,9 3:11 5:9,11,13,15 5:17 12:6 47:7 53:3,3 100:17 100:17 101:24 105:16 106:23
demeanor 67:15 67:24 68:18 69:3,3	detective 17:12 103:18,24 104:6,7,10	Diane 10:2	districts 103:7
Dennis 9:23	detectives 20:22	difference 69:17	diverse 77:18 87:12
denominator 14:5	detention 59:10	different 21:20 26:25 51:23 61:13 82:8	diversity 77:14 79:2,7 82:15 87:19
department 10:21 13:19 15:9 16:2,5,13 20:1 27:9 28:25 29:10,11 32:8 32:12,16,17 34:7 36:6,9 40:14 47:9,18 47:21 48:3,15 48:18 49:3,15 52:9,15 53:14 55:23 56:5 58:7 62:5,13 63:2,5,21 64:19 68:4 74:3 76:5,24 77:6,9,17,21 78:14 79:2 80:3,19,22 81:21 83:1 87:10,13,15,19 89:5,11 90:8 90:13,17 94:24 95:3 99:20 101:9 102:4,8 103:3	determine 26:7 70:16	diligent 89:13	division 37:1
Departmental 10:1,3,5,7,9 10:11,15	determining 19:4	diligently 44:4 72:14	document 21:2
departments 36:10 83:2	Detroit 1:3,11 1:12 3:1,9,19 10:21 11:13,14 12:12 15:17 16:4 22:8,19 22:24,25 27:24 35:9,20 36:5 37:24 39:19,22 42:14 44:9,19 45:21,22,24,24 46:17 47:12 48:15,18,20 49:2,3,23 52:15,16 53:13 54:24 55:17 56:6,9 59:18 70:17,25 75:12 75:13 76:5,8 76:24 77:20 78:14,21,24 79:14 80:9,9 81:8 84:3,6 85:4,5,19 87:6 87:13 89:5,9 89:10,11,15 90:7,9,11,12 90:13,19 91:6 91:7 93:7 95:12 96:11,22 102:3,5,8 103:2,5	dinner 26:20	documents 21:9
deploying 33:18	Detroit's 44:13	direct 14:24 103:6	doin' 23:5,6 48:9
depth 49:1	developing 16:4 17:18	directed 59:14	doing 8:11 29:4 32:7,8 42:16 44:8 47:16 50:14 53:21 59:19 61:7 62:12 72:14 74:23 75:7 85:5,7,18 86:1 86:20 92:3 95:6,8 104:10 106:11
deputy 4:8 10:20 10:22 11:6 19:6 38:13	Dewaelsche 2:5	direction 14:20 18:16 31:15 32:14	dollars 31:17 80:11,12,14,16 101:11
		directions 21:13 45:11 61:25 62:10 104:16	domestic 42:22 43:10,12,16
		director 11:2 18:1 48:25 73:21 76:4,21 79:1 80:5,15 87:4	Donald 35:11 38:1
		dirty 106:18	door 11:6 48:1
		disabled 98:20 99:10,25	dot 76:8
		disagreements 20:4	downtown 100:18 106:9
		disappoint 19:18	DPD 9:11,18
		disappointed 19:22	
		disclose 30:22	
		discuss 98:10	
		discussed 28:24 98:3	
		discussing 43:5 94:16	
		discussion 25:24 25:25 78:6	
		discussions 20:10	
		Disease 35:14	
		disparity 76:23	

61:22 62:11
Drake 8:19 65:9
 70:9
dramatic 77:10
drastic 102:7
dressed 27:10
drink 47:2
drinking 42:23
drive 106:18
driver's 86:11
driving 13:23
 80:2
drop 42:14
dropped 23:23
 69:14
DTS 35:11
due 66:6
duties 18:23
 37:18 51:25
duty 15:11,18
 39:14 57:24,24
 75:20
duty-related
 39:15 57:25
dysfunction
 28:15

E

E 2:2,6
E-mailed 104:5
E-mails 64:6,19
ear 56:19
earlier 3:12
 34:22 57:23
 81:20 98:2
early 14:4 23:22
 43:22
east 78:21
Eastern 89:8
easy 82:11
Echols 10:10,10
Edgar 2:8 5:14
effect 21:5 77:7
 77:8,12,13
effective 96:13
 98:11
effort 28:19
 42:19 43:23
 58:8 71:18
 106:22
efforts 21:15
 44:14 51:7

71:6 100:5
eight 67:25
Eighth 67:10
 68:15
either 30:1
 70:17 77:22
 84:25
either/or 92:14
 93:15
elected 11:10,11
 11:12 12:10
 93:5
election 38:1
 45:21
eligibility
 76:16
Elizabeth 2:4
 5:6
EM 40:11
embarrassed
 18:21
emergency 40:23
 40:24 45:14,16
 45:22 46:2,5,8
 46:9,20,23
 49:25 94:13
emotional 52:14
emphasize 37:9
 87:14
employees 77:22
 80:11 106:10
 106:11
employment 37:13
 76:8 84:25
encountered
 29:19
encourage 27:15
 87:17
encouraged 16:1
 16:6 87:5
ended 14:14 73:5
ends 26:20
enforcement
 36:24 37:7,16
 37:19 67:12
 79:5 83:12
 85:1 92:25
engage 36:8
enlightening
 66:2
entertain 7:18
 89:19 107:8

entire 46:5 68:7
environment
 44:12
epidemic 35:12
equipment 17:2
 80:21
error 33:20
errors 29:21,22
especially 18:5
 19:17 20:6
 63:8 99:20
essence 36:20
 93:25
essentially
 30:20
establish 53:1
established
 48:20
et 6:7 9:11 20:4
 80:23 83:10,10
etched 72:19
ethical 53:4
Eva 2:5 5:3
evaluate 17:7
evaluated 24:7
evaluation 17:6
 31:2
evened 67:1
evening 50:11
 51:14 97:23
events 52:13
everybody 18:11
evidently 35:12
ex-felons 43:19
 44:2
exactly 11:17,19
 47:16 55:8
 61:14 72:18
 102:13
examination 30:9
examiner 23:18
 23:24
example 27:5
 33:23 34:5
 99:3
examples 37:19
 37:22
excellent 4:13
 59:5 62:6
exception 52:19
excited 47:16
 55:16 66:20

excuse 33:13
 42:5 53:15
 64:2 70:8
 90:16 95:17,17
 103:16
excused 5:19
executive 53:24
exist 16:18
 30:14,15,17
exit 82:25 83:11
exonerated 67:20
 68:23
expand 51:8
expectation 22:2
expectations
 22:3
expenses 34:6
experience 49:10
 52:4 66:3
experiences
 52:13
experiencing
 29:9,13
expires 108:19
explain 28:21
 41:2 50:24
explained 28:18
Explorers 51:5
exposed 38:2
 61:12,12
expressed 17:17
expression 54:9
 54:19
expressions 54:3
extend 56:3
extensively
 28:24

F

face 3:8
Facebook 35:8,16
 35:21,23 36:15
 36:19 39:1,3
facing 16:14
fact 13:13 16:6
 16:19 20:20
 23:16,17 28:22
 39:13 40:7
 44:1,14,17
 53:23 87:9
 94:6 95:11
faiths 48:22

fallen 58:2	71:10	follow-up 34:21	100:4
falling 86:23	filed 67:6,8	following 26:1	Fourth 68:14
falls 48:23	68:3,8,9,11	45:22 52:17	71:24,25 72:5
false 25:17 26:7	70:23	follows 67:19,23	72:6
26:9	filing 26:9	68:2,22 74:1	frankly 16:2
familiar 62:4	fill 18:7 85:10	football 3:19	free 54:23
families 49:18	filled 74:4	22:22	freedom 37:10
58:2	filling 21:20	force 67:16,24	friends 49:18
family 5:23,25	31:25	69:4 103:4	front 22:5 24:9
6:3,6,13,16,20	final 25:15	forced 31:10	fulfill 18:19
26:23 61:22,22	54:19	Ford 106:10	fulfilled 18:23
62:3	financial 10:1,3	foregoing 108:9	full 66:14,19
far 24:18 26:5	10:5,7,9,11,15	foremost 104:21	108:12
31:24 45:25	10:17 15:24	forgot 24:19	fully 34:5
56:10 63:2	28:9 80:18	55:1	functions 52:16
64:11 66:3	find 42:24 83:21	forgotten 54:16	fundamental
fashion 38:13	86:7	form 6:5 45:11	29:14,19 34:9
fast 80:13	finding 84:15	formality 8:4	funeral 6:6
fatality 26:21	findings 67:19	formed 38:8	funeralized 6:12
Father 4:10	68:21,22	former 46:23	funerals 52:25
fault 79:20	fingers 74:10	83:24	future 6:4 52:19
favor 7:13,23	finished 31:11	formerly 48:19	83:15
89:24 90:25	firefighters	forms 97:5	FYI 27:16
107:12	80:10	forth 30:4 31:1	
FBI 24:3,11	first 3:7 5:20	31:6 34:8	G
36:19,21,25	8:6,7 9:14	49:18 69:18	Gail 11:2 44:7
37:16 92:23	14:16 16:7	71:16 108:10	73:21
February 51:18	21:16 28:4,23	forthcoming 91:9	gain 62:16
51:18 91:8,8	30:2,12 37:8	forum 100:19	game 3:19 22:23
100:24	37:10 39:24	forums 100:23	28:1 96:10
feedback 40:15	40:21 44:7	101:12	garbage 35:20
61:25 83:3	48:3 49:11	forward 3:17	Garza 5:3
feel 52:9 59:4	54:4 55:21,25	19:13 22:12,15	gather 4:11
61:23 95:4	65:6 72:12	22:16 28:12	gender 77:15
98:3,15,22	73:7 74:14	35:7 48:8	generated 33:18
104:9 106:1	78:2,5,12 83:7	55:15 72:14	64:5
feeling 16:3	84:15 89:2	80:13 82:9	generating 31:8
feels 84:10	93:25 94:1	99:19 100:1	George 91:16,18
feet 41:16	99:16 104:14	foster 10:24,25	Georgia 80:2
felons 15:2	104:21	48:14 49:5	Gerald 9:21
felt 18:20	fiscal 8:15 32:7	50:7,11,13	getting 15:3
female 55:9	33:23 74:14	53:7,15,17,20	27:12 38:12
females 79:8,9	five 67:12 68:15	56:15 60:7,11	61:20 65:22
fiber 84:1	Flint 46:21,25	62:14	71:14,15 75:3
field 85:23	Flint's 47:3	Foster's 49:16	78:10 83:9
fight 22:6,7	floor 9:11 13:1	found 92:1 98:8	84:16 86:4
92:10 106:22	17:24 42:11	99:7	95:5
fighting 42:22	focus 4:13 43:20	foundation 58:17	give 4:12 21:10
figure 26:13	77:18 79:11,11	four 15:14 32:5	53:4 58:4 69:7
31:24 99:24	focusing 97:20	33:8 54:3 66:4	78:23 83:16
figures 80:8	folks 15:24	68:16 73:2	91:12 99:3,6
file 25:17,21	25:24 79:14	74:23 92:23	99:13,17 101:6

given 33:17 38:22 44:11 54:7,14 59:8 99:18	73:10 75:10 82:1,7,9,10,11 82:12,13 83:12 84:7,24 86:24 88:18 89:2 91:10,13 92:10 92:16 93:24 94:1,14 96:24 96:25 97:6,10 98:16 99:13 100:22 101:4 105:19 106:18	63:2 76:22 77:5 87:1 95:4 100:22,25 102:18 106:6	hard 27:5 42:16 50:4 57:11 61:7 83:17 85:3
gives 17:3	Green 3:20 22:23	Greg 63:15	harm 52:19
giving 16:24 54:3,6,13 63:3	Gregory 2:12 6:25 28:6	grocery 85:14	Harper 83:7
glad 62:7 92:25	Grosse 83:20	group 37:14 38:8 38:9 46:12 55:16 59:19 100:10	head 33:24
glaring 13:13 20:20	Gonzalez 11:23	groups 36:12 37:5,12	Headquarters 1:11
glitch 98:3,4	good 3:5,8 5:2 6:17 9:16 11:5 11:7,25 12:8 12:20 15:8 21:18,21 23:7 32:25 33:1,11 49:11 50:11,12 51:13,13 58:13 58:19 65:11,12 66:2 69:8 71:5 73:16,23,24 75:3 79:3,13 85:22,23 91:16 93:22 94:5,9 96:6,7 97:23 105:14,15 106:2,3,11	guess 11:8 13:3 24:11 27:19 41:6 102:14	heads 4:9
glitches 98:19 98:24	gossip 95:13 96:1	guidance 48:16 59:14	health 46:18 91:19 92:4,8 93:3
glory 99:6	gotten 53:11	guidelines 96:25	hear 3:23 15:2 30:14 40:25 41:21 45:10 48:6 61:24 87:5 92:25 95:24 100:11 101:3
go 6:13 9:18 13:5 15:20 18:12,21 21:5 23:17 24:11 25:18 28:20 39:23 47:2 49:6,17 50:15 50:17 51:23 52:4,5 54:22 54:22 55:7 58:17,21 59:1 71:7,8 72:24 74:11 76:5 98:6,24 101:3	gov 76:8	gunmen 50:1	heard 3:22 35:18 38:24 41:9 56:8,24 91:24
goal 14:14 28:18 39:16 85:9,10	government 37:13	guys 50:9,16 51:24 59:5 95:13 96:22	hearing 56:24
God 4:12 58:22 99:6	governor 11:23 46:3,3,7 83:23	gyms 85:14	heart 12:9 55:9 56:3 94:8 100:8
goes 17:6 24:7 24:12,13 52:21 103:3	graduating 88:5 88:15 89:6 90:8	<hr/> H <hr/>	heavy 12:24
Goforth 103:15 105:5,6	graduation 3:23 88:2,4	H 90:6,15,18	heels 13:11
going 4:25 12:23 12:25,25 13:20 17:19 23:1,8 24:2 26:23 27:21,24 30:22 31:18 32:9,14 39:5,9 41:6 42:9 43:1 48:6 48:19 49:1,10 50:7,14 51:3 55:2 58:21 59:21,21 60:4 62:16 64:21,24 65:16 69:21 71:18 73:8,9	Grand 88:7	half 74:14	Hello 103:14
	grants 10:13	hallway 62:21	help 4:13 14:9 14:21 15:5 50:1,6,21 56:4 56:5,19 70:16 97:15 102:18 104:9 106:13
	graph 74:20 75:21	hand 52:8 92:12	helpful 31:1
	grateful 4:10	hands 51:2	helps 50:22
	great 6:1 28:2 29:5 32:7,8 36:12 42:20,24 55:17 56:2,3 56:10 57:21	happen 16:5 20:14 25:22 29:24 99:24 107:4	Henry 106:10
		happened 13:24 45:12 46:24 98:15	hereinbefore 108:10
		happening 61:14 61:22 93:3	heroic 27:20
		happens 49:7 71:20	Heros 53:16,25
		happy 6:17 8:6 9:13 31:15 32:13 47:8 65:13 91:17 93:23 100:11	hesitance 58:8
		harassment 68:20	hesitation 94:19
		Harbor 45:25	Hewitt 9:21,21
			Hi 91:19
			Hicks 2:12 6:24 6:25 7:2,4 8:2 8:5 9:5 11:3 16:1,7,15 17:25 18:15

20:19 21:1,15
 28:6,10,23
 29:2,2,6,8
 33:13,16 34:19
 40:2 63:15
 66:11 88:21,22
high 11:18 56:23
 69:18 102:25
high-schooler
 101:25
higher 56:17
 69:11
highest 69:12
 84:19,22 89:16
highlight 76:23
highly 56:6
 57:12 90:17
hire 42:14 74:10
hired 64:12,15
 74:7 75:5 83:7
hiring 32:3 75:6
 79:12 80:23
 99:20
historical 45:6
historically
 37:6 45:16
 83:6,8
history 14:7
 19:21,23 20:6
hoc 88:18
hockey 27:24
hold 37:14 40:15
holidays 65:19
home 53:1 59:4
homegoing 6:1
homicide 13:10
 13:12 14:18
 24:6,6,16,23
 25:9 26:16
 42:21 43:11
homicides 13:8
 13:16 23:8,9
 23:12,14,15,18
 25:4 26:16,18
 43:7,9,10,13
 43:17 57:1
hone 93:17
honed 91:23
honestly 92:17
honor 53:25 57:6
 90:5
honored 27:21

honoring 27:17
hope 6:4 19:19
 20:1,14 42:15
 44:5 93:18
 99:19 100:1
hopeful 74:12
hopefully 6:21
 20:9 61:16
hoping 22:17
 28:8,15
horrible 14:2
hospital 52:25
host 100:18
hour 6:6 28:22
 88:20
hours 52:1,2,3,5
 52:6 57:9,11
houses 106:23
housing 106:9
 107:2
HR 73:22
huge 82:8
human 29:16
hundred 31:17
 69:15 80:16
Hunter-Rose 8:24

I

idea 42:20 53:10
 55:6 83:11
 94:5
ignore 84:3
Imagine 54:20,23
immediately
 84:17
impact 14:12,24
 80:9,18
impacted 45:23
 46:16
impacts 92:7
impecculent 90:16
implement 46:11
implemented 73:1
 97:17 103:6
important 26:10
 27:1 57:2,6
 61:11 78:25
 92:9 94:11
 96:23
importantly 80:4
improve 82:13
improved 75:2

improving 75:23
in-service 48:17
Inaudible 10:4
 10:18 26:17
 59:9
incentive 106:21
incentives 106:5
incident 49:6
 52:23 94:6
incidents 14:17
 15:19 43:16
 49:7
include 52:16
 62:13
including 14:11
 20:22 37:15
 71:12
income 60:14
increase 13:21
 15:12 56:25,25
 66:23 72:2
increases 17:2
incredible 78:16
independent 25:5
indicate 8:8,10
indicated 18:10
indicates 19:5
individual 24:19
 26:9 36:14
 99:9
individual's
 37:11
individuals
 21:20 35:11
 43:18 59:10
infiltration
 36:24
inform 53:3 92:6
informal 20:10
 21:11
information
 16:25 28:7,10
 30:5,7 33:21
 34:10,21 38:12
 38:15,21 45:10
 64:5 65:17
 70:13 71:11
 72:11,11,23
 75:11 76:14,14
 76:15 77:6
 80:24 100:22
infuriated 40:6

initially 25:8
initiated 16:7
 39:24
initiatives
 51:11 102:2
injury 39:15
 49:8 53:6
inordinate 43:15
inside 30:20
Instagram 36:19
instance 27:3
instances 23:19
instituted 49:4
insurance 106:16
intact 28:8
integrated 84:5
integrity 89:14
intelligence
 36:25
interact 12:21
 61:13 62:2
 102:16
interaction 6:5
 6:21 18:14
 61:17 62:8,21
interdenomina...
 49:23
interested 43:2
 103:1,9
interfere 37:18
internal 25:24
internet 36:6,16
 92:6
internship 75:15
 86:15
interpretation
 19:9
interview 82:25
 83:11
interviewing
 51:15 66:17
interviews 66:16
 66:19
introduce 4:3,24
 5:1 8:2,18,20
 9:10,18 11:10
 15:25
introduced 9:8
 11:1
introduction 9:3
inverse 25:20
investigated

95:19
investigation
 39:15,24
investigations
 68:8
investigator 6:8
 8:23,24,25 9:2
 65:9 102:17
invocation 3:17
involved 14:6
 18:2 43:19
 62:23 67:8
 68:12,17 70:11
 70:18
involvement
 12:13
involving 13:14
 15:19 43:10
 44:1
issue 14:4 16:10
 17:24 19:3
 21:23 38:5
 39:17 41:6
 45:13 83:22,25
 84:4,9 98:25
issues 16:9,12
 20:12 36:15
 38:16 57:3,5
 77:16 97:13
 100:9
item 7:6 18:3,15
items 22:10 34:7

J

Jackson 10:14,14
Jacqueline 10:10
James 2:11 90:6
 90:6,15,18
January 1:14 3:2
 7:7,9 48:20
 51:16 54:1,2
 54:21 61:19
 74:10 75:8,8,8
 75:16 91:5
Jarrett 24:14
 27:19,25
Jesse 11:23
Jessica 8:24
Jesus 4:18
Jim 40:11,25
 41:21 46:10,13
 97:3

job 3:24 32:7,8
 42:16 47:20
 49:2 51:4
 53:21 54:9
 58:9 59:5 62:6
 63:2 76:22
 78:16 79:3,13
 79:13 86:21
 92:3 95:4
 106:11
jobs 17:3 37:15
 37:15 47:17
 76:9
John 38:8
Johnson 8:15
 9:23,23
join 37:11 76:4
 92:24 97:15
joined 58:8
joining 76:6
Jones 10:16,16
 30:3,16 32:7
 32:10
Joseph 38:9
Jr 2:8 90:6,7,15
jumped 49:5
June 89:5
justice 104:8
justified 23:9
 23:12 24:3,21
 25:4,10
justifieds 24:11

K

keep 5:23 6:7,12
 51:21 62:23
 85:24 86:24
 87:19 97:17
 101:6
keeping 51:2,4
 74:10
Kelly 10:12
key 22:10
killed 15:11,15
 15:17
killing 25:1
kin 50:2,5
kind 3:18 30:3,8
 30:24 39:22
 44:14 45:9
 51:21 67:1
 91:23 92:14

102:24
kinds 56:18
KKK 37:5
Klan 37:4
Klux 37:4
knew 27:18 61:14
 95:10
know 4:1 5:22
 8:16 14:22
 15:16 16:10
 17:9 18:3,8
 19:22,23 20:21
 21:12,18 23:23
 24:18,24 26:16
 26:22 27:9,14
 27:18 28:6
 29:3 31:14,14
 31:21,24 32:8
 32:13 34:3,4,5
 34:13 35:5
 36:11 37:21
 38:7 40:1,3,5
 41:1 43:3,22
 44:16,23 45:20
 45:22 47:17,22
 47:24 50:3,14
 54:11 55:2,7
 55:10 56:23
 57:3,3,9,9,9
 57:23 58:4,5
 60:17,18 61:9
 62:2,18 63:9
 63:15 65:3
 70:22,24 72:8
 76:25 77:1
 78:6,12 79:6
 79:23 80:19
 81:5 82:10,11
 82:16 83:5,8
 83:18,19 84:1
 84:7 85:6,9,12
 85:13,13,13,14
 85:15,15,25
 86:15,16 92:14
 92:15,17 93:24
 94:2,11,21,22
 94:25 95:23
 96:1 97:7
 99:22 100:5,9
 100:25 101:2,3
 101:5,5,6,9
 103:2 104:1

105:19,23
 106:2,15,16
knowing 21:5
 77:6 95:5,15
knowledge 95:9
known 58:20
 61:19 67:9
 68:12 95:15,19
knows 38:13
 66:17
Ku 37:4

L

L 21:3,4
lack 29:9 31:5
 63:25 64:1,2
 77:9
lacking 58:7
lady 4:2 92:20
 94:16 99:18
 101:8
laid 58:16
land 107:2
Lansing 79:21
 80:7
large 77:21 79:5
largely 29:14
 66:6
larger 25:12
 74:22
largest 79:9
LaShanda 9:2
Lashinda 9:14
late 88:20
Latrice 96:16
law 20:1 36:24
 37:7,15,19
 45:23 46:5,8
 46:10 79:5,22
 80:9 83:12
 85:1 92:25
lawful 37:12
Lawrence 8:23
laws 46:10,11
layman's 38:10
layoffs 80:20
layperson 19:4
lead 28:6
leaders 44:15
 56:1 58:17
leadership 40:11
 49:16,16 56:14

67:19,22 68:13
68:21 69:1
lean 50:5
leans 55:5
leave 75:20
leaving 77:22
83:2,9 84:16
left 61:23 91:14
103:21 104:16
Legal 11:7
legislature 46:7
94:3,10
legs 98:14
leisure 51:24
lending 52:8
let's 27:5 30:21
letting 97:4
level 38:3 56:17
97:9,10 102:25
leverage 106:14
106:20
leveraging 107:2
liaison 9:20
10:19 48:11,24
48:25 55:14
62:15
lieutenant 9:19
9:19,23 19:15
48:9,10 50:24
51:19 54:7
55:1,19 59:16
60:2,21 61:1
62:16,19,19,25
life 52:13 92:13
92:18
lifelong 90:14
Lightfoot 90:3,6
90:7,15,19
lightly 56:7
57:13
liked 85:20
liken 80:1
likened 46:9
Likewise 6:19
limit 37:13
limited 52:17
line 15:11,17
30:11 57:24
84:4 92:18
Lions 3:19
Lisa 5:21 10:16
15:24 16:11,15

16:19 17:7
28:18 32:6,10
listed 56:9
76:10
listening 56:19
91:25 96:9
little 29:22
64:20 70:1
74:24,25 75:1
86:23 98:9
live 22:20,20
45:20,20 46:17
77:23 79:24,24
84:2,6 93:16
101:24 106:7
lived 78:21
Lives 36:13
living 106:14
Livonia 78:21
81:7 83:9
local 37:7
location 91:9
logic 19:16
long 39:6 45:23
78:7,22 81:16
100:3 101:15
longer 16:18
look 13:8 14:25
19:20 22:16
33:21 43:8,23
51:24 69:8
81:16 82:7
93:14 98:18
looked 21:25
43:9 102:5
103:4
looking 22:12,14
27:9 47:18
51:9 55:15
81:5 86:11
104:1,9
looped 25:2
Loranger 36:1
loss 80:3
lost 5:22 44:17
78:18
lot 32:10 38:21
38:25 47:19
69:22,23 71:6
81:7 85:17
92:15,17 93:8
96:20 97:2

100:22,25
106:25
love 4:17 32:24
59:3
loved 5:24
lovely 3:22
loves 4:17
low 13:11 15:4
67:1 80:13
lower 75:2
lowest 59:12
lunch 60:20
lynching 93:14
Lynn 10:8

M

ma'am 12:1 70:9
71:22 72:22
73:11 76:18
78:4 81:17
87:23 96:4
99:11 105:8,10
Macomb 15:1
mad 99:1
Madam 87:4
main 20:8 98:21
maintain 52:17
maintained 69:15
major 66:4
majority 14:6
making 18:19
29:20 31:8
52:9 63:23
66:9 71:11,19
79:12 92:19
97:12 98:10
male 55:9
males 27:10
92:24
Mallett 5:21
malls 85:15,15
man 48:2 78:13
105:12
manage 47:21
management 52:23
65:24 80:5
manager 40:23,24
45:15,16,23
46:8,9,20
105:16
managers 46:2,23
manual 36:5

manually 25:13
map 26:13
March 51:18 70:1
100:24
Marcus 101:23
marriage 52:24
matter 36:13
87:9
matters 78:22
mayor 11:14,24
18:11 19:13,17
20:4 106:20
Mayor's 105:17
MCOLES 74:19,19
74:21 75:4,23
82:8
MDOC 43:21
meals 54:4,5
60:4,6,12
mean 4:4 19:1
25:25 27:2
29:17 47:22
53:15 58:1
59:3 70:24
94:23 99:14
100:3 101:3,21
106:10,15
meaningful 61:16
means 36:19,20
59:21
meant 41:1,9
media 1:10 8:11
35:18 36:7
38:4 53:12
61:25
medical 23:18,24
meet 21:16 85:9
meeting 1:4 3:6
3:7 7:7 8:21
12:24 17:20
21:22 28:19,22
28:23 29:3
30:11 35:1,8
41:18,20 83:23
86:6 91:4,7
93:6 96:9,19
101:15 104:17
107:16
meetings 8:11
21:25 35:3,4,6
40:8 41:8,8,14
41:15,20 47:19

71:7,21 82:5	minimum 52:1	motion 7:8,16,18	97:20 98:18
member 3:14	minister 52:22	8:1 89:20 90:2	102:10,11
12:14 39:8	minted 54:10,12	90:20 91:3	106:18
92:9	minute 42:9 61:5	107:9,14	needed 30:14
members 8:20	84:14	move 7:19 12:25	51:21 53:13
16:1 17:16	minutes 7:17	28:11 29:25	56:19,20,21
19:11,24 21:14	91:12	35:7 42:4,6,8	needs 20:11
32:18 37:14	mismanaged	65:7 72:14	38:10,11 50:19
40:6 48:14,21	106:25	99:19 106:5	Neely 9:2
51:12 53:2	mission 48:13	moved 7:11,22	neighborhood
55:25 56:15	87:22	29:17,23 89:21	9:20 10:19
64:5	Missionary 88:6	89:23 90:21,23	48:10,23,25
membership 37:17	mistaken 24:19	107:10,11	55:14 95:8
memorial 49:23	73:4	movie 54:22	99:23 100:10
memory 20:23	misunderstanding	moving 100:1	100:18 105:25
23:17	17:10	Muncy 92:3	neighboring 15:1
men 4:16 22:8	modifications	murdered 103:16	neighbors 101:7
52:6	66:5	murders 14:10	Nelson 6:9,13,16
mention 41:25	Monday 74:10,12	44:1	Nelson's 6:9
55:2 93:2	monetary 52:8	Myron 24:14	nephew 13:25
mentioned 34:25	money 60:10,13		Network 92:10
41:23 45:14	80:21 92:20	N	networking 36:7
77:2,2,3 81:20	97:12 106:8,25	NAACP 83:25	never 34:22
82:1,7 92:20	monies 60:8,11	name 3:16 4:16	new 4:5 6:18 8:6
94:21	month 38:18	12:2 91:12,18	9:13 20:19
mentor 92:21	51:16 54:1	96:14,16 97:23	29:17,23,25
merit 89:16	65:18,19 66:21	101:23 103:14	31:15 32:18,22
90:17	67:2 68:1,2	104:4 105:3,4	42:19 46:10
messages 103:21	71:20 73:25	names 71:12	55:13 62:15
met 16:1 20:8	74:22 75:3,5,6	narcotic 13:17	65:3,4,13
40:3 65:24	75:7 85:9	narcotics 13:17	88:25 91:17
metro 54:24	months 33:22	Nathan 35:22	93:23 96:10,24
Metropolitan	38:19 72:1	nation's 44:15	96:25
89:6 90:9	83:17 85:3	national 38:3	news 13:3,6
MI 76:8	Moon 10:6,6	92:9	14:15 39:11
Michelle 91:18	Moore 2:3 5:8,9	nationally 82:14	44:9 47:11
Michigan 1:2,12	7:8,21 11:22	nay-say 97:21	nexus 13:17
3:1,9 15:13	23:4,7,11 24:1	near 6:4 100:8	niece 14:2
35:10 44:10	24:10,13,17,22	necessarily 31:9	night 27:8,24
45:17 46:5	25:3,15,20	59:16	38:22 98:5,5
108:4,8,19	26:3 27:11,16	necessary 35:6	nine 67:16 68:14
midtown 106:6,7	28:2 40:17,20	70:16	Ninety-two 67:18
106:9	41:5,17,23	necessity 20:24	Ninth 91:9
mike 4:2 65:10	42:1 50:12	need 6:15 14:21	non-Detroit
91:14 101:18	58:11,13 76:3	15:4,5 20:10	75:14
Miller 10:8,8	76:11,18 89:21	21:18 22:11	nonfatal 14:11
million 80:11,12	90:21 96:14	28:11 31:23	14:15,17,19
80:14,16	107:10	32:16 39:23	23:23
million-dollar	moral 52:14 53:4	51:22 59:20	nonprofit 97:2
32:6 33:8	morale 53:14	61:21 62:8	Nonresidency
mind 101:6	morning 6:12	65:8 70:12	82:2
minimal 52:2	21:16 98:8	93:20 96:21	nonresidents

75:13
normal 11:18
notably 36:13
 37:5
Notary 1:16
 108:7
note 3:18 40:16
 65:5
noted 16:21 74:7
noticed 36:8
notification
 53:6 64:3
notifications
 63:6,12,15,16
 63:20 64:9,11
notifying 50:2
November 20:21
 65:18,19 66:21
 66:24 67:2,3,5
 67:8 68:2
 70:10 73:25
 103:16,17
 104:23,24
 105:2
NPO 103:5
NPOs 43:1 63:7
 63:10
number 13:17,18
 15:14 23:13,15
 29:18 34:4
 43:16 57:23
 63:8,9 69:9
 71:2 74:19,22
 76:12 79:9
 80:14
numbers 13:5
 23:16,21 24:8
 25:11,12,13,18
 69:11,12,18,21
 70:3,15,15
 71:13,15,15
 74:15 75:18,21
 80:8 82:13
 83:17 84:20,23
 85:3 86:4,19
nurse 91:19 92:5
 92:6,6
nursing 92:8

O

o'clock 27:8
 100:4

Oakland 15:1
objective 98:21
obligated 31:2
obligation 18:19
obtaining 70:15
obviously 35:9
 35:11 36:15
 105:19
occurred 104:23
occurring 13:16
 27:8
OCI 6:15 12:19
 42:22 65:25
October 36:22,22
 100:17
offended 40:13
 40:15,18,19
 41:4
offer 4:5 29:3
 104:21 106:5
 106:21
offering 106:24
office 9:22,24
 9:25 10:2,4,6
 10:8,10,14
 25:9 62:20
 64:21 65:3
 66:22 105:17
officer 10:17,18
 10:19 35:18,22
 36:1 39:20
 48:24 49:8,9
 49:13 51:1,10
 51:13 54:8,13
 54:15,15,22
 55:12 57:24
 59:11 70:18
 89:2,7,12,18
 91:23 92:1
 94:22 95:10
 99:23 105:20
 105:25 106:17
officers 15:8,10
 15:12,14,17
 26:22 27:18
 44:16,18,19
 47:17 50:3,21
 52:9 53:11,22
 54:3,18 55:7,9
 56:21,22 58:2
 58:17 67:9
 68:12 70:11,24

70:25 78:17
 83:1,6,8 84:2
 84:6,16,24
 92:13,16,18
 93:4,19 94:18
 96:22 97:11,15
 99:20 106:5,15
 106:24
official 12:22
officials 11:10
 11:11,12 93:5
oftentimes 53:10
 71:1
oh 11:17 88:3
 97:7
OIC 8:19
okay 3:15 6:24
 12:22 21:1
 22:21 23:7,11
 24:10,14 25:15
 29:22 33:10,13
 33:20 41:18
 48:13 65:1
 71:25 73:12
 83:14,18 84:18
 88:24 93:10
 101:22 104:19
 105:13,13
old 46:8 58:21
 88:24
oldest 5:25
onboard 47:10
once 12:18 36:16
 71:20 72:19
 91:19 97:24
 107:6
one-percent 68:6
one-third 26:16
 43:6,17 70:23
ones 5:24 28:9
 35:17 58:22
 63:21
ongoing 52:11
 73:11
online 76:8,16
open 17:23 23:1
 40:4 65:20
 68:8
opened 39:15
 67:6
operate 31:22
 32:25

operates 20:3
operating 64:25
operational
 20:24
operationally
 34:13
opinion 20:2,2
 40:14 44:24,25
opinions 20:4
 23:3
opportunities
 37:14 63:10
opportunity 3:23
 12:21 14:8
 17:3 29:5
 57:22 101:14
opposed 7:15,25
 41:10 74:24
 77:15 90:1
 91:2
opposite 79:20
oral 91:10
order 34:7 50:18
ordinance 48:20
organization
 60:19
organizations
 97:2
Osborne 12:2,2
 97:23,24
ought 57:14
outrageous 94:22
 94:23
outstanding 3:24
 54:8 73:18
overall 14:12,13
 34:12 47:12
 66:25 68:5,7
 74:16 101:2,4
overnight 47:14
oversight 16:20
 30:9 48:23
overtime 31:9
Owens 101:21,23
 101:23 102:19
 102:24
Oxendine 11:2
 44:7 73:21,23
 73:25 76:7,13
 77:4,11 81:9
 81:13,17,24
 82:19,22 83:4

83:13,16 84:13	pay 60:5 77:14	87:11	15:10,14,17
84:19 85:7	80:23	personnels 87:16	16:4 19:13,18
86:8,14,20,23	paying 30:4	perspective 45:7	22:3 25:17
87:7,21,24	peer 49:4 52:22	92:8	26:17,22 27:9
88:3,13,16	58:6	ph 9:25 10:6	27:24 36:5,10
	people 22:19,23	21:4 36:1	36:11 39:19
	25:17,21 26:25	90:16 96:17	44:10,16,19
P	28:9 30:4	97:24 103:15	48:15,18,21
p.m 1:13 3:3	31:21 34:4	phenomenal 49:2	49:3,23 50:3
91:6 107:16	35:1 39:21	49:15 51:4	51:5 52:15,16
pace 81:6,11	44:18 46:12	53:9,21 55:6	53:11,13 56:12
pack 21:3,4,4,5	51:23 55:23,24	55:16 58:9	56:22 57:1,1,2
packet 74:2	56:2 57:7,8	Phillips 10:4,4	57:24 61:17
page 36:6 74:2	59:12,19 64:22	philosophy 40:25	62:5 70:18,25
75:10	75:4,5,24	phone 21:12	71:15 76:5
Pam 8:19,19	79:12 80:2	71:12	78:14 80:2,10
paper 102:1,9,10	84:20 86:5,15	physical 18:14	80:18,22 83:24
102:22,25	93:15 95:5	75:1	84:25 87:10,11
103:10	percent 13:21	piece 16:25	87:12,15 89:5
paragraph 37:2	14:15 56:25	86:11	89:7,9,11,12
parallel 29:24	67:8,10,11,12	pilot 71:23 73:1	89:18 90:7,9
pardon 64:1	67:15,16,16,17	73:5,7	90:19 92:10,13
Park 101:24	67:20,20,21,21	place 4:11 66:4	92:16,18 93:18
Parker 9:25,25	67:23,24,24,25	108:10	94:24 95:1,2,8
Parks 83:20	68:4,5,12,14	places 81:8	96:10,11,22
part 28:25 33:19	68:15,16,18,19	plan 42:19	98:7,16 99:23
34:23 38:9	68:19,20,23,24	plans 42:14	102:3,5,8
40:24 41:6	68:24,25 69:3	platoon 54:4,5	103:3 105:20
50:14,18,19,22	69:4,4,5 70:11	play 22:20 26:18	106:5,15,17
56:13 62:3	70:21 71:3,4,5	43:24 79:15	policemen 42:17
86:8,9 96:13	percentages	please 3:17 4:2	policing 98:10
106:12	75:12	11:15 39:8	102:2 103:7
participate	perform 52:24	47:5 48:8 61:5	policy 8:16
49:19	period 15:18	91:12,13 99:3	31:16 32:22
particular 27:7	19:7 29:11	101:18	38:16 64:15,23
35:18 36:10,18	47:24 80:20	pleased 47:8	99:14,17
43:15 46:12	84:22	Plymouth 99:7	ponder 99:4
55:22 56:13	perpetrators	point 4:23 16:21	poorly 107:1
particularly	43:19	27:12 30:18	pop 103:24
16:15 31:1	perplexed 29:22	31:2 33:23	position 12:10
38:16,22 45:8	person 4:14 28:6	35:13 39:16	20:19 29:8
54:1	32:21 39:14,19	51:15 58:16	31:22 32:20,23
partner 43:21	50:25,25 55:5	59:13 63:20,23	32:24 64:23,23
pass 75:2 94:10	64:15 65:4	81:14 107:1	85:11 94:17
passed 62:20	99:25	Pointe 83:20	positions 31:16
69:6 107:14	personal 60:14	pointed 57:23	31:22 32:3
pastor 57:10	personalities	64:8	64:15 74:3
pastors 56:1	31:5	poised 43:14	positive 48:14
patience 101:15	personally 39:12	police 1:3 3:6	53:1
107:7	60:7 94:7	3:11 4:24 6:22	possession 15:3
patrolled 98:5	personnel 11:2	8:3 9:9 10:21	possibly 85:8
pattern 34:17	37:20 53:3	12:12,19 15:8	100:24
pause 42:9 64:13			

post 36:15,16 39:12	presented 94:3	103:5 106:6	92:15
posted 35:22,25	president 96:25 97:25 98:12	programs 48:17 53:4	pushing 85:24 86:24
posting 35:21	President's 103:4	progress 47:23	put 15:13 17:8 25:6,6,13 29:15 31:8 32:10,14 34:6 45:11 46:4,11 55:3,10 63:3 63:12 80:8 92:18
postings 35:9,16	presidents 36:10	progressing 13:15	puts 94:15
potentially 29:21	pressure 32:10	project 72:14 75:22	<hr/> Q <hr/>
Potts 9:19,19	pretty 19:24 35:17 67:3 68:10 69:21 71:8 75:11	proliferation 56:10	qualifications 86:6
48:9,10 50:24	prevent 26:21	promoted 62:19	qualified 32:4 32:21
51:19 55:1,19	prevention 100:18	promotion 21:5	quality 22:24
59:16 60:2,21	pride 90:15	promotional 17:16 49:20	quarter 15:16
61:1 62:19,25	primarily 74:8	promotions 17:11 19:2 20:22	question 25:16 31:4,5 59:25 77:25 78:1 82:25 88:1 102:21 105:20
practices 66:9	prior 13:21 14:7	proper 39:24	questions 15:23 17:21 23:2 55:19 70:5,6 73:15 76:1 94:21 103:25
pray 4:9 93:19	prior 13:21 14:7	properly 7:11,22 90:23 107:11	Quinn 8:10
prayed 55:11	prison 59:21	proportions 35:13	quite 50:6 83:7
prayer 4:4 5:24 54:12,14,17 55:4,5,10 62:24 93:18,20	prisoner 14:9	proposal 94:3	quorum 7:1,3 9:6
prayerful 4:3,4	private 22:6	proprietary 57:5	quotes 40:10
prayers 6:7,13	proactively 14:3 26:24	prosecute 26:8	<hr/> R <hr/>
praying 54:18	probably 30:16 39:5 69:25 78:1 79:8	prosecutor 25:7	R 2:3
precinct 12:3,3 12:5,10 27:7 27:17 55:4 67:10,11,12 68:14,15 71:24 71:24,25 89:8 90:10 91:6,9 92:2,3 93:18 97:24 99:22,22 100:4 102:12	problem 29:14,16 30:3 34:9,11 51:22 72:7 73:14 86:5	Prosecutor's 25:9	race 77:15
precincts 60:20 72:25	problems 28:20 29:18 30:14,17	protects 37:11	racism 92:7 96:20 97:3,5,9 97:16
precious 4:14,16	procedural 66:7	prove 105:24	radio 91:24 93:12
predict 27:3,5	procedure 67:15 67:23 68:19 69:2	provide 53:5 58:1 60:4 69:23 72:10 74:16 77:5 85:2	raise 60:9,13 84:8
predictive 27:4	proceedings 108:10,14	provides 16:20	raised 21:23 60:8,11 62:7 83:25 104:18
predominantly 45:18 46:1,1 46:12	process 6:14 50:6,16,17 51:14,15 66:9 74:15 75:4,23 76:7,16	providing 30:8,9 54:4,5 71:12	raises 80:23
preference 37:9	processes 66:5	provision 37:11	ran 94:16
Prep 86:12	professional 52:11	public 1:11,16 22:5,7 25:25 37:15 53:12 76:10 89:14 90:14 91:19 92:4 93:3 94:2 108:7	rank 19:6,14
preparation 91:14	professionalism 89:14	publicly 20:12 29:5	ranked 13:17,18
prepare 48:16 75:24	profile 11:18	purchase 34:7	
preparing 18:12	program 49:4 60:1,18 71:23 73:1 75:15 86:12,15 93:12	purpose 4:13 25:23	
present 4:15 8:21 52:19 98:2 100:20		purposes 37:12	
presentation 72:8,15		push 85:21,22	

15:14	89:13	related 57:25	represented 68:4
ranking 15:13	recognize 11:21	relates 17:11	83:19
rate 74:25 75:2	17:13 42:9	79:7	representing
rates 106:16	43:17 90:14	relations 56:12	12:10 18:21
rationale 99:12	recognized 82:15	relationship	represents 66:22
99:13	record 17:8	16:3 17:18	republican 46:6
raw 102:11	18:20 32:15	21:8 34:24	46:7
Ray 10:6	34:1 37:3 63:4	48:14	request 16:25
Razo 11:15	96:15	relationships	17:5 61:16
105:14,16,16	recruit 85:19	53:2	102:10,14
105:23	87:6,18	relative 34:6	requested 20:22
reach 11:8 12:18	recruited 83:21	religion 97:6	requesting 17:2
82:10,11 86:14	85:2 94:18	religious 49:19	requests 29:12
103:20	recruiters 81:5	remaining 9:17	34:6 54:13
reached 16:7	recruiting 44:4	remains 87:19	required 50:8
reaching 55:11	44:11,16 51:7	remarks 4:3,4	51:25
read 37:3 38:21	74:13 77:19	remember 13:24	requirements
42:21,21 49:1	81:8 83:6	remind 16:14	50:8 76:16
50:16	85:22,23	40:22	105:18
readily 38:20	recruitment 85:4	reminder 54:15	research 38:21
ready 47:14,15	85:5,8 94:19	remuneration	102:23 103:10
59:22 74:11	recruits 44:5	57:7	researching
realize 81:7	reduce 14:10	render 8:4 48:16	103:9
realized 13:4	reduced 102:3	renewed 106:8	reserve 12:23
66:3	108:11	replaced 65:5	88:19
realizing 43:6	reducing 26:18	replacement	residency 75:10
really 17:25	74:16	31:24	77:9,15 79:19
18:7,22 25:22	reduction 13:5	report 12:22,23	79:21,25 80:10
36:7 37:9 41:1	reductions 43:25	26:8,9,18	80:25 83:22
43:2,2 44:4,14	reentry 14:9	34:15 36:21,25	84:1 105:18
44:15 58:15	reference 35:7	37:16 69:24,25	residents 35:19
59:3,13 60:25	36:1,18 45:13	70:4 73:16,22	47:7 75:12,13
71:17 78:22,25	45:19 104:18	74:1,17,18	75:14 76:24
78:25 79:2	referenced 35:19	75:25 86:5	77:20 85:5,19
81:6,15 92:8	36:5	98:6,7,17	87:6 98:22
96:18,19,19	referencing 35:3	102:6 103:4	100:21 103:2
100:6,6 102:9	reflecting 30:25	reported 13:6	105:25
103:3,5	reflection 87:11	26:15 34:17	residents'
reason 20:15	87:16	39:11 101:4	100:25
40:12 56:9	reflexion 52:24	108:9	resolution 14:4
reasonable 29:11	regard 59:25	reporter 8:13	42:20 89:12
rebuilding	89:16 90:17	108:1	90:3,5
106:23	regardless 46:10	Reporter's 65:5	resolutions 89:1
recall 100:3	78:15 82:4	reporting 24:2	resolved 45:3
receive 57:7	95:3	26:6,11 34:11	89:9 90:11
63:14 64:6,19	regards 27:19	reports 25:17,21	resources 33:17
received 64:11	94:19,23 95:4	25:23 26:7	106:4,13
100:21,24	95:12	33:18 65:17	respect 74:13,17
106:25	Reggie 5:12	88:18,19	74:21 77:15,19
recess 32:10	REGINALD 2:7	represent 11:12	77:25 79:13
recognition	regular 1:4 71:8	representation	85:4
27:23 54:7	relate 52:13	17:14	respectful 91:12

respective 75:9	rise 36:23	74:22	90:3,6,15,18
respond 29:3	River 88:7	school 46:2	serious 49:8
44:23 65:8	RMR 1:15 108:18	102:25	seriously 41:20
104:14	road 26:13	schools 94:5,11	sermon 94:7
response 30:25	robbed 103:16	sciences 103:1	serve 39:21
44:24 45:1,3	robberies 27:6	scout 27:7	48:22 50:21,22
99:18	Robert 2:13 8:17	scrutiny 37:22	53:23
responsibilities	role 18:7 22:6	search 69:4	served 43:20
18:23	26:18 40:24	second 54:6	serves 20:23
responsibility	43:24 47:20	68:14 91:7	48:25
18:8 30:8	77:14	92:2,3,12	service 6:1
62:12	roles 19:20 32:1	104:2,3	49:23 53:3
restricted 75:20	Room 1:10	secret 21:9	54:9 57:8 58:2
result 43:7	Rosalind 12:2	secretary 2:12	61:8 67:16,24
82:14	97:24	6:25 64:4	68:19 69:4
resumes 31:20	Rosedale 101:24	section 8:15,16	89:14
32:1,19,25	roughly 69:12	sector 37:15	services 8:11
retired 46:18	RPR 1:15 108:18	security 106:1	10:1,3,5,7,9
89:18	ruled 23:20,24	see 3:8 6:4,17	10:11,15 56:18
retirees 89:1	run 34:1 47:21	7:5 8:7 9:1	sessions 74:23
returned 99:7	47:21 106:8	11:5,7,22,25	set 74:9 82:12
103:22	running 23:16	12:8,20 14:8	108:10
returning 43:21	29:23 34:14,18	21:2,19 22:25	setting 85:16
Reverend 94:1	74:23	28:9 32:3,18	settings 61:14
review 17:6	Russell 10:12,12	32:19,21,24	seven 23:8 68:20
65:25 66:12		35:15 47:23	72:2 73:1
revisit 106:19	S	49:12 50:13	Seventh 71:24
revisiting	S 21:3,4	51:19 56:17	72:5 90:10
105:18 106:4	sacrifice 53:23	58:14,19 60:18	severely 58:7
Ricardo 2:3 5:9	sacrifices 78:18	69:10 74:12,14	sexual 13:9
Rice 1:15 8:12	safe 22:24 98:22	74:20 75:18	share 29:5 83:14
108:7,18	safety 1:11	84:19,22 86:18	shared 100:22
Richard 2:9 5:16	90:14	seeing 93:9,9	Sheila 1:15 8:12
Rico 11:15,23	salary 31:17	seeking 76:15	108:7,18
105:16	salute 48:2	seen 31:20 32:1	Shelby 2:9 5:16
ridiculous 78:8	Sanders 2:10 5:4	32:2,23 77:19	5:16 58:25
right 4:25 11:6	5:4 18:1 28:4	102:7	59:7
12:25 14:20	28:14 31:12	sees 42:14	Sherlene 9:25
27:13 28:2	33:12 59:2	senior 99:25	shift 54:7
37:11 42:1	90:4,5	seniors 98:15,20	shooting 14:17
44:25 46:21	SANFORD 33:7	99:10 100:7	15:15
51:2,6 56:1	sat 64:8 79:19	101:8	shootings 14:11
57:8 64:8	satisfied 31:15	sense 4:12 77:12	14:16,19 23:23
65:16 69:16	Saturday 27:23	106:1	57:1,1
71:1,4 72:20	save 59:20 92:13	sensitive 37:14	shop 85:17
73:12 78:13	saw 13:9 14:16	separate 15:18	short 47:24
86:13 88:10	30:25 76:25	separating 83:1	86:24
95:20 99:10,21	93:10	separation 84:5	shortly 65:22
102:17 104:6	saying 24:5 29:1	September 73:4,6	shot 13:25 14:1
104:15 105:8	scenario 27:20	92:22	15:12
107:1	schedule 61:10	sergeant 8:10	show 33:19 34:14
Riley 10:2,2	scheduled 66:19	9:21,21 35:23	72:18,25 92:6

show-up 74:25	SMITH 88:10	specifically	42:19 51:18
shown 33:23	93:22 95:18,23	38:25	97:20
61:18	Snyder 46:3	spending 34:17	started 21:3,4
side 30:13 78:21	social 36:6	spent 34:1 80:22	43:5,8 45:25
79:20	43:14 103:1	107:1	49:11 58:6
sign 94:15	software 16:12	spiritual 48:16	69:17 104:3
significant	29:17	52:14 59:14	106:22
69:17	solution 42:25	spiritually	starting 6:22
silenced 19:2,12	solutions 42:24	52:10	state 1:2 35:10
silent 17:12	81:23 82:4,16	spoke 91:18,20	44:25 45:15,17
simple 39:20	82:17,21 84:12	92:22 93:11	46:5,6,21 80:1
simply 39:10,23	86:7,10	104:7	94:10 99:4
58:9	someplace 41:15	sponsored 83:24	108:4,8
sing 59:3	something's	spontaneous	stated 14:14
single 78:13	38:22	13:23	18:20 35:2,5
sir 3:21,25 4:7	somewhat 7:5	sporadically	53:10 62:6
9:7 11:25	20:20	61:13	70:12 95:9
20:17 33:4,15	son 5:22,25	spotted 3:12	102:6
40:5 41:11	103:15	squad 71:15	statement 25:21
57:18 58:12	son's 105:3	squeeze 57:11	40:7,13,16
60:23 63:18,24	soon 96:2	SS 108:4	45:16 46:19
70:19 76:20	SOP 66:1	Stacey 10:24	47:1 94:23
79:18 87:3,7	sorry 3:15 6:11	staff 8:3,14,20	statements 40:5
87:21 101:20	12:1 36:22	9:11,17 12:19	95:12
101:22 105:15	69:20 74:1	12:19 16:2,5	station 98:7,17
107:5	101:21 104:25	18:4,25 20:20	statistic 15:9
sit 14:23 20:11	sort 13:17	23:15 34:4	statistical
49:21	soul 12:9	39:13 40:3,6,9	65:17
sites 82:8	souls 59:20	45:8,19 62:11	statistics 25:16
sits 50:25	sound 18:14	65:3,4 71:19	stats 13:4 25:6
sitting 19:11	sounds 78:8	75:23 77:7	43:6 68:1,2
41:15 47:25	south 59:5	82:17 102:15	70:10 87:14
96:9 102:17	southwest 11:13	staffed 34:5	status 39:14
104:15	11:14,24	staffing 17:2	staying 33:11
situation 14:1	space 4:11	74:3	stays 75:11
27:19 31:7	speak 15:5 39:6	Stair 9:15,16	stenographically
96:21	39:13 50:5,7	16:8 28:24	108:9
situations 49:25	52:4,18 53:15	30:2,12 44:7	step 8:18 15:15
six 14:14 33:22	84:13 90:12	65:6 72:10,12	81:6,11 82:9
38:19 65:20	91:13 103:23	73:7 78:2,5,12	stepped 58:15
67:11,21 69:5	104:15,16,17	88:14 99:13,16	sterling 55:25
75:5	speaker 101:17	104:15	Stile 27:25
six-percent	101:18 105:11	stalwart 55:25	stock 107:2
66:23	speakers 96:5	56:15	stole 99:2
Sixth 67:11	101:19 103:13	stand 45:15	stolen 98:5,7
68:14	105:11	46:19 47:1	stone 72:19
skills 56:2	speaking 36:21	55:23	stood 46:15
skin 78:16	89:10 91:15	standard 52:3	stop 95:20,21
slightly 13:10	92:5,7 94:7	89:15	Stoppers 104:2,3
slowly 69:13	spear 58:16	standing 56:16	stores 85:14
small 79:6	special 75:22	88:18	story 91:24
smiling 3:8	specific 24:20	start 4:25 31:25	strapped 31:7

street 1:10 85:17	89:8,22 90:22 92:19 98:23	take 15:23 17:21 31:19 33:25 41:19 45:9 55:12 56:7 57:6,13 59:11 72:24 76:1 101:13	55:8 57:20 94:1 95:25 98:24 99:3
streets 97:14 104:3	supported 7:12 7:23 89:24 90:24 107:12	taken 1:10 18:24 45:9 100:12	telling 94:20
stress 52:2,23 55:12 56:22	supporter 95:2	talk 14:18 15:7 23:8 24:1 26:19 40:1 42:12 45:2 58:18 71:9,10 78:17 80:17 97:2 100:21	Temple 91:6
string 27:6	supportive 6:2 6:16 62:1	talked 30:19 36:23 41:11,12 44:9 70:22 93:12 95:7 96:20 100:19 103:22	ten 14:16 27:8 47:22 68:4,25 71:3,4 84:21 84:21
strip 85:15	supposed 21:24 96:8 103:1	talking 23:9 24:2,23 33:20 43:25 59:10 60:15 62:10,11 81:11 84:11 97:16 104:4	tend 29:24 93:15
strive 52:12 79:1	supremacist 36:23 37:4,5 37:12,21	talks 37:3,21	Tenth 27:6
structural 8:9,9 97:7,9,16	sure 16:24 17:4 18:18,19 28:8 47:6 49:24 52:9 59:22 62:16 65:22 66:13 70:14 71:11,19 72:10 73:3 79:12 87:18 88:5 98:22 100:12	tank 80:7,8	terms 6:5 8:3,14 12:9 14:9 18:11,16,19,24 19:2,3,8,13,16 19:17,21 20:3 21:11,22 22:4 22:18,19 23:2 25:12 26:2,15 29:10,12 30:3 30:8 31:2 34:12 38:10 39:7,25 46:18 46:20,24 61:23 62:5,9 64:2,3 72:2 75:3,12 76:15 80:19,21 80:22 83:22
struggle 86:9,9 96:24	surely 6:14	taping 8:10	testing 74:21,23 74:24 75:23 82:7,13
student 75:15 86:15	surpassed 14:13	task 30:10 66:1 103:4	thank 3:25 4:7 4:20 5:18 6:15 6:23 8:5 9:4,7 9:12 12:4,8,11 12:14,15,17 13:2 34:19,20 38:23 44:3,20 47:3 48:5,6 57:16 58:5,10 58:22 60:20,21 60:24,24 61:1 61:8 62:22,24 62:25 72:16 73:13,17,18,20 73:22 76:18 82:22,22 87:5 87:20,21,23,24 88:4,11,13,16 88:17 89:17 90:18 93:20,21 95:22,22 96:2
students 94:11	susceptible 59:13	tax 101:10	
stuff 6:6 39:25	suspect 104:4	Taylor 3:21,25 4:7,8,21,22 10:22,23	
subject 77:1	suspects 14:6 44:2	TCRU 74:9	
submit 17:4	sustained 67:19 67:21 68:23,24	teach 42:19 97:5 97:8	
submits 20:21	swept 37:24	team 17:7 27:24 32:19 39:13 43:5 44:8 50:18,19,22 53:24 61:2 65:24 72:13 85:22,23	
submitted 65:21 65:23	swiftly 39:17	technology 66:6	
subsidize 106:9	sworn 74:3,5 75:6,12,18	telephone 76:12	
success 74:25 89:17	sympathizers 37:4	tell 16:11 34:13 49:10 51:11	
successful 75:24 82:3 85:20 86:4	Syndrome 35:12		
suffering 35:11 58:3	system 29:14,17 29:19,20,20,23 29:24,25 30:6 31:7 34:10 59:21 97:17 98:3,4,24		
suggest 40:23 94:10			
suggested 40:24			
suicide 23:20,25			
suicides 50:1			
summer 35:22			
Superbowl 36:1			
supervising 6:8 8:23 10:12			
supervision 108:12			
supervisor 103:20			
supervisors 65:21 71:18			
support 6:15 7:10,21 16:11 37:6,20 49:4 52:22 54:3,17 58:6 60:19 61:2 82:17,23	Tabernacle 88:6		
	table 26:20 36:4 38:18 56:8 64:7 77:3 79:20 86:10		
	T		

96:3,3 97:21
 97:22 99:11
 100:13 101:14
 102:20 103:11
 103:11 104:11
 105:9,10,13
 107:5,7,14
thankful 5:24
Thanksgiving
 13:25
Theater 54:24
Theaters 54:20
Theft 100:20
thefts 98:4
 100:19
thing 13:7 20:8
 20:19 33:7,11
 42:24 71:5
 81:4 84:15
 93:25 94:14
 96:18 97:8
 104:1
things 8:9 13:19
 17:2 26:24
 29:12,15,24
 36:16 55:17
 59:17 64:21
 65:8 69:23
 84:14 94:1
 97:3,19 98:9
 98:19 99:19,21
 99:24,24
 100:12
think 3:12,19
 13:22,24 14:2
 14:10,14,19
 15:10 18:15
 20:9 22:1,11
 28:13,18 29:2
 30:5 31:6,23
 31:25 38:25
 39:4 42:20,23
 42:24 47:24
 55:11 56:6,25
 57:6,12,13,13
 61:18 63:2
 69:22 71:6
 72:20 73:3,5
 77:13,17 78:1
 78:19 79:11
 80:7,7 81:20
 81:21 82:5,13

82:14 83:7,20
 84:7,8 93:4,10
 97:19 98:10,18
 99:12 105:19
 105:24 106:19
 106:24 107:1
thinking 99:9
third 1:10 13:4
 13:14 24:24
 43:25 54:9
Thompson 12:6,6
 91:25
thought 11:22
 13:15 43:8,9
 43:20 53:9,13
 55:5 59:14
 61:11 71:25
 94:5,9 101:18
thousand 14:17
 31:17
thousands 86:19
threatening
 52:20,20
three 15:16 18:6
 30:21 31:16
 34:25 54:5
 58:15 64:14
Thursday 1:14
 3:2 27:8 57:10
 91:5
ticket 18:3
ties 37:7
time 3:24 4:12
 11:6,11 14:16
 22:24 26:23
 34:15 35:13
 38:18 42:10
 47:9,24 57:6
 58:3 63:24,24
 64:6,7,7,20
 66:13,23 68:5
 73:1 78:7
 80:12 83:8
 91:10 93:19,24
 95:24 103:19
 103:23 106:3
 108:10
timely 38:13
times 14:23
 16:17 29:11
 36:4 38:6
 79:22 92:15

93:8 103:21
Tireman 98:1
today 8:12,13,21
 8:22 28:24
 29:4 30:12
 32:15 41:3
 42:13 44:12
 47:10 56:16,24
 57:21 61:18
 87:20 96:9,19
 99:15 104:6
told 103:19
tomorrow 88:2,4
 88:6
top 33:24 42:15
 69:3
total 51:6 52:3
 67:14 74:4,5,6
 75:5,19
totally 31:15,17
 32:13 63:13
totals 69:7,9
track 25:5,5
 51:4
tracked 26:6
traffic 67:12
 85:18
tragic 14:3
trained 83:9
 84:16
training 48:17
 52:11 86:11
 96:12
transcription
 108:12,13
transition 6:3
translate 37:7
transparency
 33:1 38:5
transparent
 26:11
transpired 21:22
trauma 93:9,9,9
travel 79:4
tremendous 42:16
 55:12
trend 15:21
trending 14:20
trends 27:2
Trent 89:4,12,18
trickled 53:22
tried 36:12

51:20 92:24
troubled 39:12
true 25:22 34:18
 39:18,18 57:21
 63:6 81:9
 108:13
truly 26:1
Trump 35:11
Trump's 38:1
truth 78:9 80:25
 95:25 96:1
try 28:6,10
 41:13 43:14
 47:2 51:8
 84:12 87:6,17
 87:19 92:15
 97:5
trying 31:24
 82:17 86:7,14
 103:8
Tuesday 74:8
turn 8:19 13:1
 47:15
turned 43:11
 47:9 48:2
turns 30:7
twelfth 27:17
 67:11 68:15
 91:6
two 13:18 15:17
 15:18 27:9
 30:21 38:19
 46:23 58:14
 66:16,18 72:25
 74:24 75:7
 80:6,11 89:1
 91:11 93:25
 97:5
two-week 38:18
type 6:15 18:16
 22:11 30:9
 59:13

U

uncle 13:25 14:1
unconstitutional
 46:16
understand 18:18
 19:1,16 20:18
 27:2 30:13
 52:12 80:6
 84:3 95:11

99:8
understanding
 103:2
understands
 30:16
understood 30:15
underway 51:7
Unfortunately
 31:6
unfounded 67:20
 68:24
uniform 39:3
unions 36:11
unique 56:11
Unit 89:8
unite 96:23
united 22:5
units 67:9 68:13
 68:13
Unity 91:6,20
University 86:12
unknown 10:20
 67:9 68:12
 70:11,23
unknowns 70:21
unlawful 25:1
unrest 56:11
up-and-up 106:17
updated 66:6
usage 36:6
uses 26:20
usual 69:2

V

vacancies 20:25
 66:16,18 74:5
 74:5
vacant 74:6
value 52:8
Van 9:23
Vann 2:8 5:14,15
 7:19 55:21
 60:15 62:6
 76:19,21 77:5
 91:20 94:2
various 48:22
 70:14
vehicle 99:7
vehicular 24:23
verses 58:18
versus 17:11
 18:4

vested 84:20,21
vet 100:1
veterans 99:10
 100:8 101:9
vets 50:25 98:21
vetting 50:15,17
Vice 2:3 5:8,9
 7:8,21 11:22
 18:2 23:4,7,11
 24:1,10,13,17
 24:22 25:3,15
 25:20 26:3
 27:11,16 28:2
 40:17,20 41:5
 41:17,23 42:1
 50:12 58:11,13
 76:3,11,18
 89:21 90:21
 96:14 107:10
Victoria 10:14
viewed 24:6
viewpoint 25:25
vigorous 50:15
 50:17
violence 13:23
 14:25 43:10,16
 44:18 56:10
 93:11,12
violence-related
 43:12
violent 14:12,13
 15:2 42:14
 93:13,14

visit 49:17,18
visiting 59:9
visits 53:1
visual 8:11
voice 3:23 15:6
 56:19 98:14
 103:21
volunteers 52:7
 59:22
voted 32:15
 45:21 46:5,6

W

W 2:4
Wage 31:18
wait 20:2
walk 39:7 97:14
want 4:5 8:4,8,9
 8:18 9:10 11:8

12:18 13:5,7
 15:20 16:14,24
 17:9,24 18:6,7
 18:13,17 21:7
 21:8,8 22:5,6
 22:7,7,24,25
 23:19 29:1
 30:1 31:14
 32:25 34:23
 37:25 39:21,21
 40:3,7 42:12
 43:23 44:6,18
 44:23 45:2
 47:7 50:5
 53:20 55:8
 58:9 60:24
 61:6 62:12,23
 63:1,3,4,12
 79:6 80:17
 81:12 85:10
 87:14 94:2
 95:15,19 99:6
 100:7 101:13
 103:10 104:8
 104:21 106:7
 106:17

wanted 15:22,23
 16:21 17:8
 30:12 53:17,24
 55:3,21 58:4
 76:4 78:5
 91:22 93:2,17
 98:2 99:4,8
 100:16

wants 16:5 51:9
 94:18
warm 3:8,8
Warren 98:1
Warwick 98:1
Washington 11:7
 38:13
wasn't 17:10
 24:20 40:9,21
 40:25
watch 101:7
water 46:24 47:3
watered 44:14
Watkins 96:6,8
 96:16,16
way 17:6 34:10
 45:13 47:8
 51:12 56:4

59:3 94:13,15
 96:23 99:14
Wayne 1:16 108:5
 108:8,19
ways 70:14
WC3 85:13
we'll 30:22
 75:22 96:1
 100:1
we're 12:25
 16:24 24:2,5
 24:22 25:4
 27:9 29:4 30:3
 30:21 31:2,7
 31:16,19 32:3
 33:5,16,17,22
 42:15 47:17
 50:4 51:9,14
 54:4,5,11 55:2
 64:24 66:20
 74:12,23,23
 75:16 79:12
 82:14,17 83:19
 84:15 85:7,8
 85:12,12,13,14
 85:15 86:7,11
 86:20,23,24,24
 91:10 100:22
 106:10 107:1
we've 13:4 18:5
 30:19 38:14
 41:11,12 44:17
 54:10,12,20
 56:8,23,24
 65:3 66:3 77:1
 78:18 85:16
 101:17
weapon 26:20
weapons 15:3
web 36:6
website 102:5
week 5:23 12:24
 21:3,21 27:18
 27:21 54:1,5
 66:10,18 75:17
 88:19 92:5
weekend 27:23
weekly 3:6 53:24
weeks 20:9 30:21
 30:21 65:24
 82:6
welcome 3:5 4:21

21:12 22:13
well-being 52:14
went 21:4 60:7
 60:12 79:21
 95:14 98:6
Wheatley 35:22
 38:9
white 8:15 36:23
 37:4,5,11,20
 72:13 78:20
 79:8 83:24
White's 75:23
Whites 93:13
Wide 12:16
Wilborn 12:16
Willie 2:2,6
 3:10 5:10
window 52:21
winter 75:16
wise 31:25
 102:12
wish 4:9 101:15
 107:8
wishes 89:16
witnessed 19:4
 19:18 20:3
 22:22
witnesses 71:14
Wolfe 35:19
 95:10
woman 78:13
 95:14
women 4:16 22:8
 42:17 52:7
wonderful 8:7
 42:13
Woods 83:7
work 14:21 16:8
 16:15 21:8
 22:20 28:9,19
 29:1 31:9,10
 39:21 44:8
 47:15 49:25
 57:22 60:25
 61:7 62:12,23
 63:7,10 72:18
 75:22 78:23
 79:15 82:1,3
 86:1 100:11
 101:11 103:8
 106:12
worked 80:1

95:10
workers 43:14
working 13:20
 17:25 18:18
 28:16 32:6,8
 32:11,11,16,17
 41:16 42:15
 44:4 53:2
 55:15 59:17
 72:4,13 101:10
 101:10
works 16:18
 27:20 78:14
worrying 97:13
wouldn't 61:19
writing 102:1,22
written 75:2
wrong 87:9

X

Y

yay-say 97:20
Yeah 26:5 39:5
 53:17 59:7
 60:11,17 62:18
 73:4 85:6 86:8
 86:20
year 4:5 6:18,22
 8:6,7 9:13
 12:20 13:4,13
 13:15,21 14:14
 15:8,8,17
 18:24 23:22
 26:17 33:23
 35:24 36:2,3
 49:22 53:8,10
 53:11 54:18
 61:11 65:13
 66:23 67:3
 68:5,6,7 69:7
 69:14,19 70:1
 72:24,24 74:14
 74:17,18 91:17
 93:23 96:12,12
 104:23
year-end 13:4
 43:6
yearly 69:24
years 5:25 14:16
 18:6 19:5 20:7
 22:1 34:25

47:22 49:11
 58:15,21 66:4
 69:10,12,22
 71:3 78:18
 80:6,19 84:21
 89:13 95:14
 98:13 102:4
Yolanda 103:15
Yoniqua 8:25
young 4:2 19:17
 92:20 94:16
 95:2 99:18
 105:12
younger 78:10,11
 86:14
youth 92:21

Z

0

1

1 2:9 5:17 74:2
 101:24
1,031 67:7
1,035 67:1,6
1,037 67:2
1,108 68:9
1,109 68:9 69:20
1,119 69:20
1,300 69:16
1,700 69:13
1,727 75:13
10:30 88:6
100 13:20
102 74:15
10th 20:21 91:8
11 69:10,12
114 13:14 14:10
12 67:20 69:4
 83:17 85:3
 90:8
122 68:17
12th 91:5
13 67:10,24
 75:18 89:6
1301 1:10
14 58:20 75:18
14-year 84:22
14th 54:2 60:1
 61:19
15 7:17

15th 40:11
 103:16 104:23
16 52:1,2,5
 66:20 67:16,20
 68:24 101:24
16th 36:22
17 20:14 68:24
174 65:20 68:8
175,000 31:19
17505 91:6
177 67:5
17th 36:22 66:19
18 68:19 74:7
183 75:14
184 67:13
18th 66:19
1949 48:19
1973 95:1
1974 19:10
1975 48:20
1985 90:8
1994 89:6
1999 79:19 80:6
1st 20:24

2

2 2:8 5:15 75:10
2,356 74:3
2,862 74:4
20 49:11 88:14
200 47:17
2006 37:2
2007 69:11,18
2008 69:11 102:8
2009 69:11
2010 69:14
2011 69:14
2012 69:14,15
2013 69:15
2014 69:15
2014/2015 13:11
2015 66:24 67:3
 69:19,20 72:24
 102:5 103:17
 105:1,3
2016 7:17 36:22
 40:11 54:9
 67:5,18 68:17
 68:21 69:20
 72:24 74:1,18
2017 1:14 3:2,7
 7:9 15:20

80:13 91:5
 101:16 107:8
206 74:5
21st 103:17
 104:24 105:2
22 89:13
23 75:19
23rd 54:21 75:16
26 43:12 67:15
 69:3
261 74:6
27 5:24 67:24
29 67:15

3

3 2:7 5:13 63:9
3:00 1:13 3:3
30 67:8 68:11
 70:11,21
300 80:11,12
302 13:14
30th 75:8
31 68:19
321,000 33:25
326 75:13
336 12:3,7 97:25
34 68:18
37 67:23
38 67:19 68:23

4

4 2:2 3:11
40 71:4 74:11,11
 74:12 85:9
42 69:3
43 98:13
47-year 13:11

5

5 1:14 2:6 3:2
 5:11 47:7 98:8
 100:17
5:07 107:16
506 74:4
55 51:6 74:5
596-2145 76:13
5th 7:7,9

6

6 105:16
6:30 91:5,8
60 56:25

60-percent 15:12
60s 93:14
629 75:12

7

7 2:3 5:9 63:8
700 44:5 80:14
 80:15
74 68:3,11,18
77 68:20

8

82 68:5
87 66:24
880 52:3,5 57:9
 57:11

9

9-12-22 108:19
90 65:23
910 91:25
92 66:21 67:8,13
 67:23
9th 54:2,21 60:1
 61:19 74:10
 75:8