

7/6/2017

Page 1

CITY OF DETROIT

BOARD OF POLICE COMMISSIONERS

PUBLIC MEETING

PAGE 1 TO 88

1301 Third Street,  
Detroit, Michigan,  
Commencing at 3:05 p.m.,  
Thursday, July 6, 2017,  
Reported by Wendy A. Boer, CSR 3505.

1 PRESENT:

2

3

4 MR. WILLIE BELL, Outgoing Chairperson, Commissioner

5 MS. LISA CARTER, Chairperson

6 ELIZABETH BROOKS, Commissioner

7 EVA GARZA DEWAELSCHE, Vice Chairperson, Commissioner

8 DERRICK SANDERS, Commissioner

9 WILLIE E. BURTON, Commissioner

10 REGINALD CRAWFORD, Commissioner

11 CONRAD MALLETT, JR., Commissioner

12 RICHARD SHELBY, Commissioner

13

14 MR. GREGORY HICKS, Secretary to the Board

15

16 ASSISTANT CHIEF WILLIAMS, Office of Chief Craig

17 ASSISTANTSANT CHIEF LASHINDA STAIR, Office of Chief Craig

18

19

20

21

22

23

24

25

1 Detroit, Michigan

2 Thursday, July 6, 2017,

3 About 3:05 p.m.

4 CHAIRPERSON BELL: Good afternoon. Welcome to  
5 the weekly meeting of the Board of Police Commissioners.  
6 This is a good afternoon to be inside, 'gonna be a cool  
7 meeting. And this is my last call to order as your  
8 chair, outgoing chair from District 4. I'm Willie Bell.  
9 And we are going to call -- our bishop is not here this  
10 afternoon, and I do not see any minister or deacon in  
11 the house. You're pointing to someone. Okay. Let us  
12 pray.

13 (Invocation given)

14 CHAIRPERSON BELL: Thank you. We are coming  
15 to -- are we ready for swearing in? Well, let's do the  
16 role call. Starting to my far right with our  
17 commissioner on my right side?

18 COMMISSION SANDERS: Commissioner Derrick  
19 Sanders, at large.

20 COMMISSIONER MALLETT: Conrad Mallett.

21 COMMISSIONER BROOKS: Elizabeth Brooks, at  
22 large.

23 COMMISSIONER DEWAELSCHÉ: Eva Garza  
24 Dewaelsche, at large.

25 COMMISSIONER CARTER: Lisa Carter, District 6.

1 COMMISSIONER CRAWFORD: Reginald Crawford,  
2 District 3.

3 COMMISSIONER SHELBY: Richard Shelby, District  
4 2.

5 CHAIRPERSON BELL: Thank you. Mr. Hicks, do  
6 we have a quorum?

7 MR. HICKS: Yes, sir, I have a quorum.

8 CHAIRPERSON BELL: Yes. We still 'gonna pause  
9 before we do the installation. We are going to give it  
10 a couple, five minutes or so. I'm going to ask the  
11 commissioners to approve the agenda for this meeting  
12 this afternoon.

13 COMMISSIONER MALLETT: So moved.

14 COMMISSIONER DEWAELSCHE: Support.

15 CHAIRPERSON BELL: Properly moved and  
16 supported. Discussion? Those in favor?

17 COMMISSIONERS: Aye.

18 CHAIRPERSON BELL: Those opposed? Motion  
19 carried. The next item of business would be approval of  
20 the minutes from June 29, 2017.

21 COMMISSIONER MALLETT: So moved.

22 COMMISSIONER BROOKS: Support.

23 CHAIRPERSON BELL: It's been properly moved  
24 and supported. Mr. Hicks, would you introduce the  
25 staff?

1 MR. HICKS: Thank you, Mr. Chair. I do want  
2 to indicate that Robert Brown is here today but is  
3 somewhere working I'm sure. And on the front row,  
4 immediately of course there's the director of personnel,  
5 Gail Oxendine. And then all the way on the front here  
6 to this side here, there is Miss Johnson who is in  
7 charge of fiscal, Ms. Blossom who is in charge of our  
8 media and community outreach, Ms. White who is in charge  
9 of policy.

10 And then as is customary, I'm going to return  
11 to Chief Drake. And I do want to indicate that for  
12 today's meeting, Sergeant Quinn is doing the taping.  
13 Media Services is doing the audiovisual work, and then  
14 Wendy Boer is the court reporter for today.

15 And if we can go to Miss Drake and she can  
16 introduce her staff who is currently here with us.

17 CHIEF DRAKE: Good afternoon. For the record,  
18 Pamela Davis Drake from the Office of the Chief  
19 Investigator. Chief investigator with us today is  
20 supervising investigator Abdullah Nelson.

21 CHAIRPERSON BELL: Okay. I'd like to  
22 introduce to my extreme left sitting in for Chief Craig  
23 is our Assistant Chief Arnold Williams.

24 ASSISTANT CHIEF WILLIAMS: Thank you very  
25 much. Can we take this time to introduce the staff?

1 CHAIRPERSON BELL: Yes, by all means.

2 ASSISTANT CHIEF WILLIAMS: Through the chair,  
3 if I can have all DPD members and civilian staff just  
4 raise your hand and introduce yourself, starting with  
5 Deputy Chief Bettison.

6 (Staff introductions)

7 CHAIRPERSON BELL: I'm going to at this time  
8 relinquish the chair for installation. Thank you for my  
9 service as chair of the Board. Looking forward to being  
10 a commissioner, sitting back and watching all the  
11 fireworks with this new chair and vice chair. But we  
12 are in good hands.

13 I'm going to ask Mr. Hicks to introduce these  
14 distinguished jurists who are sitting here in the black  
15 robes that mean they are ready for business. Mr. Hicks,  
16 introduce them. And I'm going to ask the chair and the  
17 vice chair to come around and to the front of the podium  
18 table here, and we can start the formalities with  
19 Mr. Hicks introducing them, and we can start the  
20 ceremony.

21 Isn't it a great day? And as someone state,  
22 it's always good to see democracy at work, change of  
23 leadership, peaceful, right, Commissioner Mallett?

24 COMMISSIONER MALLETT: Absolutely, brother.

25 CHAIRPERSON BELL: When he say brother, I know

1 I'm in trouble.

2 COMMISSIONER MALLETT: Wonder if next year  
3 we're going to pass it back to you?

4 CHAIRPERSON BELL: We take one year at a time.

5 MR. HICKS: Mr. Chair, the first individual  
6 going to conduct an installation is the Honorable David  
7 Braxton. And David is going to swear in Chair Lisa  
8 Carter.

9 JUDGE BRAXTON: Lisa Carter, will you please  
10 rise and come to the podium? You have been  
11 constitutionally elected chairman of this Detroit Board  
12 of Police Commissioners. It will be your duty to  
13 preside at meetings, to enforce impartially the by-laws  
14 of the Board. You are charged with the responsibility  
15 for the proper functioning of all. You must become  
16 familiar with Robert's Rules of Order and the Board's  
17 By-Laws.

18 Lisa Carter, are you prepared to take the oath  
19 of office as chairman of the Detroit Board of Police  
20 Commissioners?

21 COMMISSIONER CARTER: I am.

22 JUDGE BRAXTON: Please raise your right hand  
23 and recite before me the oath of office in the presence  
24 of honored guests and members here assembled. I Lisa  
25 Carter.

1 COMMISSIONER CARTER: I Lisa Carter.

2 JUDGE BRAXTON: Do solemnly swear or affirm.

3 COMMISSIONER CARTER: Do solemnly swear.

4 JUDGE BRAXTON: That I will support the  
5 Constitution of the United States.

6 COMMISSIONER CARTER: That I will support the  
7 Constitution of the United States.

8 JUDGE BRAXTON: And the Constitution and laws  
9 of the State of Michigan.

10 COMMISSIONER CARTER: And the Constitution and  
11 laws of the State of Michigan.

12 JUDGE BRAXTON: And all local ordinances, that  
13 I will faithfully and impartially perform.

14 COMMISSIONER CARTER: And all local ordinances  
15 that I will faithfully perform.

16 JUDGE BRAXTON: And discharge the duties.

17 COMMISSIONER CARTER: And discharge the  
18 duties.

19 JUDGE BRAXTON: Of the office of Chairman.

20 COMMISSIONER CARTER: Of the office of  
21 Chairman.

22 JUDGE BRAXTON: According to the laws and the  
23 best of my ability.

24 COMMISSIONER CARTER: According to the laws  
25 and the best of my ability.



1 JUDGE BRAXTON: By the authority vested in me  
2 by the State of Michigan, I now proclaim you duly  
3 installed as Chairman of the Detroit Board of Police  
4 Commissioners. Congratulations.

5 CHAIRPERSON CARTER: Thank you.

6 MR. HICKS: Madame Chair, the next individual  
7 who is to be installed is to be installed by the  
8 Honorable and Federal Court Judge Maria Oxholm. And  
9 that would be Commissioner Dewaelsche.

10 JUDGE OXHOLM: All right. The office of vice  
11 chair is an important post. It will be your duty to  
12 reside in the absence of the chair and conduct the  
13 duties that are specifically prescribed in the Detroit  
14 Board of Police Commissioners' By-Laws.

15 You should immediately familiarize yourself  
16 with the Rules of Parliamentary Procedure and the  
17 By-Laws of the Detroit Board of Police Commissioners.  
18 Are you prepared to take the oath of vice chair of the  
19 Detroit Board of Police Commissioners?

20 COMMISSIONER DEWAELSCHE: I am.

21 JUDGE OXHOLM: If you would please then raise  
22 your right hand and repeat after me the oath of office.  
23 I, Eva Garza Dewaelsche.

24 COMMISSIONER DEWAELSCHE: I, Eva Garza  
25 Dewaelsche.

1 JUDGE OXHOLM: Do solemnly swear.

2 COMMISSIONER DEWAELSCHE: Do solemnly swear.

3 JUDGE OXHOLM: That I will support the  
4 Constitution of the United States.

5 COMMISSIONER DEWAELSCHE: That I will support  
6 the Constitution of the United States.

7 JUDGE OXHOLM: And the Constitution and laws  
8 of the State of Michigan.

9 COMMISSIONER DEWAELSCHE: And the Constitution  
10 and laws of the State of Michigan.

11 JUDGE OXHOLM: And all local ordinances.

12 COMMISSIONER DEWAELSCHE: And all local  
13 ordinances.

14 JUDGE OXHOLM: And that I will faithfully.

15 COMMISSIONER DEWAELSCHE: And that I will  
16 faithfully.

17 JUDGE OXHOLM: And impartially perform and  
18 discharge.

19 COMMISSIONER DEWAELSCHE: And impartially  
20 perform and discharge.

21 JUDGE OXHOLM: The duties of the office of  
22 vice chair.

23 COMMISSIONER DEWAELSCHE: The duties of the  
24 office of vice chair.

25 JUDGE OXHOLM: According to the law and the

1 best of my ability.

2 COMMISSIONER DEWAELSCHÉ: According to the law  
3 and the best of my ability.

4 JUDGE OXHOLM: By the authority vested in me  
5 by the United States Government, I now proclaim you duly  
6 installed as vice chair of the Detroit Board of Police  
7 Commissioners. Congratulations.

8 VICE CHAIRPERSON DEWAELSCHÉ: Thank you so  
9 much.

10 COMMISSIONER BELL: If we can bring all the  
11 commissioners up, please? Let's give a round of  
12 applause to our chair and vice chair. Give a round of  
13 applause to our judge who came out to do the honors. We  
14 appreciate you. And finally, give applause to yourself.

15 CHAIRPERSON CARTER: Give a round of applause  
16 for our outgoing chair.

17 COMMISSIONER BELL: And now the chair.

18 CHAIRPERSON CARTER: Thank you, Mr. Chairman.

19 MR. HICKS: Prior to the meeting, I asked the  
20 chair and vice chair whether or not they would desire of  
21 making a statement relative to the judges who they  
22 invited to swear them in. And I think both of you were  
23 wanting to do so.

24 CHAIRPERSON CARTER: Yes. I asked Judge David  
25 Braxton to do the honors today. I have known David a

1 long time. I worked in the courts for a long time, and  
2 I met him when he was in the Prosecutor's Office. And  
3 we have spent many times, many picnics, many holidays up  
4 north celebrating different holidays.

5 And I got to know his family, he got to know  
6 my family; and we love him. So that's why I chose Judge  
7 David Braxton. Thank you.

8 VICE CHAIRPERSON DEWAELSCHE: And I had the  
9 pleasure of meeting Maria Oxholm, Judge Oxholm, probably  
10 about 10 or 12 years ago. She came on our SER Metro  
11 board, our nonprofit organization, probably about that  
12 time, ten years or eight or nine years ago and has been  
13 an active, active board member for our nonprofit  
14 organization.

15 And her whole court has also been very  
16 supportive of doing some programs in the winter and  
17 during Christmas for our families who are in need. They  
18 had a coats and gloves and hats program during the  
19 winter months where the staff in her court donated and  
20 brought them to our center for our families.

21 And so, she's been an active board member, and  
22 she is the vice chair of our board. And I don't know  
23 how she does it being a judge and as busy as she is, but  
24 she does. And I really appreciate and thank you for  
25 coming today. It's an honor to have you here. Thank

1 you.

2 CHAIRPERSON CARTER: Thank you. Thank you  
3 judges again. Thank you for coming out. At this time,  
4 I'm going to go on to, are there any elected officials  
5 or representatives of elected officials here this  
6 afternoon? Would you please stand and give your name  
7 for the record, please?

8 MR. GEISER: Yes. My name is Arthur Geiser.  
9 I'm the community liaison for Joy Cushingberry,  
10 presidential candidate for the Detroit City Council.

11 CHAIRPERSON CARTER: Thank you. Are there  
12 any others?

13 MS. BUTLER: I'm Fredia Butler, president of  
14 the 2nd Precinct Police Community Relations Council.

15 CHAIRPERSON CARTER: Thank you, ma'am. At  
16 this time, the Chairman's report -- oh, I think we have  
17 a switch, a switch to Assistant Chief Stair.

18 ASSISTANT CHIEF STAIR: Good afternoon, Board.  
19 I send greetings on behalf of the Chief. I'm sure the  
20 AC may have already told you, he is taking some well  
21 deserved time off this week.

22 CHAIRPERSON CARTER: Good to see you.

23 ASSISTANT CHIEF STAIR: Thank you, ma'am.

24 CHAIRPERSON CARTER: At this time, the  
25 Chairman's report. The only thing that I have to report

1 is that I did receive a phone call from the mayor's  
2 office indicating that they -- that he would be  
3 appointing a Javon Johnson from District 7 to serve the  
4 vacancy for District 7. And I don't have any further  
5 information on Mr. Johnson other than he is 22 years old  
6 and eager to work with the Board.

7 MR. HICKS: Excuse me, Mrs. Chair. According  
8 to the Charter, that appointment, just so that the  
9 Commission knows, that appointment would be for the  
10 duration of the existing term held by Commissioner  
11 Moore. The appointment should have been transmitted to  
12 the Detroit City Council for the City Council's  
13 concurrence. The City Council has 30 days upon  
14 receiving that appointment to act. And in the event  
15 that the City Council does not act, the appointment  
16 becomes effective.

17 CHAIRPERSON CARTER: Thank you. And that's  
18 what -- I did advise the mayor because he didn't know.  
19 He didn't know. So, I did advise him that it goes to  
20 City Council. Thank you.

21 At this time, Assistant Chief Stair, would you  
22 like to give a report out of CompStat?

23 ASSISTANT CHIEF STAIR: Sure, I will give a  
24 brief report as relates to our crime. Certainly, we had  
25 a long weekend for 4th of July weekend, certainly not

1 nearly as busy as Chicago was unfortunately, which is my  
2 home town. Nevertheless, we still sit where we are  
3 still trending down on all violent crime with the  
4 exception of carjacking we are up just a tad.

5 We are down on homicide as well. So, total  
6 violent offenses, we're down a total of 7 percent;  
7 overall crime, 6 percent. One of the issues we're  
8 combatting now has to do with burglary on the east side  
9 of the 8th Precinct, the west side of 12th Precinct, a  
10 bit of an uptake and certainly in the 9th Precinct as  
11 well.

12 So, we are working to help combat that,  
13 something that's, you know, historically been an issue  
14 for us. Other than that, that's CompStat. Also wanted  
15 to just thank the men and women of the Detroit Police  
16 Department for doing an incredible job that they do.  
17 You all -- and I came in late; so excuse me if you guys  
18 did discuss what happened in New York on yesterday, yes.  
19 So, we sent out a teletype, you know, to support the men  
20 and women who do the work every day here in Detroit.

21 But again, it's just a reminder of how  
22 difficult the job is and how dangerous it's getting for  
23 law enforcement.

24 CHAIRPERSON CARTER: Thank you, Assistant  
25 Chief Stair. At this time, we are going on to

1 presentations to the Board. Is the domestic violence,  
2 is that up first?

3 MR. HICKS: Customarily -- we can take it in  
4 whatever order you like. Customarily, we take human  
5 resources, which Miss Oxendine is present. And you have  
6 a blue packet in front of you with her presentation.

7 CHAIRPERSON CARTER: Miss Oxendine from human  
8 resources department.

9 DIRECTOR OXENDINE: Good afternoon, Board.  
10 Gail Oxendine for the record, director of human  
11 resources. You have your report for the month of June,  
12 2017. I did a little something different with this  
13 report as it also is the year end for the fiscal year of  
14 2016-'17. So, I gave you some comparison data as well.

15 Our current staffing levels, we currently have  
16 148 vacancies, which is 112 total sworn vacancies, which  
17 also includes 19 police assistant vacancies. So, if you  
18 look at that number, we're below 100 sworn officer  
19 positions to fill; so, we are making progress.

20 If you notice in the chart there just directly  
21 under that one reflects the 2015-16 year end staffing.  
22 And as you can see, at that time we had 348 vacancies  
23 with 261 sworn. So, we are down 140, 138 some odd --  
24 whatever the math is there -- vacancies, which means of  
25 course more officers on the force.



1                   With respect to sworn recruiting, we had a  
2                   total of 4500 applicants for the entire year. We have  
3                   150 that are currently in process. And also for the  
4                   year, 360 were hired during that fiscal year period.

5                   If you turn the page to page 2, you will see  
6                   for the year end 15-16, we hire 215. So, clearly we  
7                   are -- we are up. Also, the total number of applicants,  
8                   3460 as opposed to the 4503.

9                   Our MCOLES testing, we still are struggling  
10                  with getting enough applicants to appear and also pass  
11                  the examination. We tried different tactics, and we  
12                  will continue to brainstorm and work on that to get  
13                  those numbers up.

14                  With respect to the academy graduates, we had  
15                  actually it was two classes that graduated June the 16th  
16                  for a total of 52. And you have the race and sex of the  
17                  composition of that class, which is 26 white males, 6  
18                  white females, 12 black males, 4 black females and 4  
19                  Hispanic males.

20                  Our total new hires for June, we hired 27  
21                  sworn officers that started on June 28th, 6 civilians  
22                  for a total of 33. Your residency numbers are listed in  
23                  the chart below that, pretty much the same, not a whole  
24                  lot of difference one way or another. Of the new hires  
25                  in the month of June, 2 sworn new hires are Detroit

1 residents and 2 civilian new hires were Detroit  
2 residents.

3 With respect to our student internship  
4 program, it started on June 5th; so, we are about a  
5 month in. It's going fairly well. Next week, interns  
6 will rotate to new assignments. And we are getting very  
7 positive feedback from -- it's a group of 45. We are  
8 getting positive feedback from them at this time.

9 Attrition. Our attrition again was much lower  
10 this month. So, we have had three good months of lower  
11 attrition. We had 14 sworn non-civilian, 1 police  
12 assistant for a total of 24. Your leave of absence and  
13 restricted duty numbers are in the chart below that.

14 I did want to draw your attention to the  
15 restricted duty number, which continues to decline. And  
16 also under your special projects and information  
17 category, we did have our meeting with the unions to  
18 discuss phase two of the restricted duty process.

19 So, we're hopeful that as we implement again  
20 to that next phase, that those numbers will continue to  
21 decrease. And with that, I will take any questions that  
22 you may have at this time.

23 CHAIRPERSON CARTER: Commissioners, before we  
24 take questions, I'd like to acknowledge the presence of  
25 Commissioner Burton.

1 COMMISSIONER BURTON: Thank you, Madame Chair.

2 CHAIRPERSON CARTER: Commissioners, are there  
3 any questions for Director Oxendine?

4 COMMISSIONER CRAWFORD: Yes. Madame Chair,  
5 director, on the attrition, okay, I believe weekly we  
6 get the summary of separation; and you've categorized  
7 name, et cetera, on there. And also it has the  
8 effective date that one is separating from the  
9 department. Okay?

10 DIRECTOR OXENDINE: Yes.

11 COMMISSIONER CRAWFORD: If it's possible,  
12 could we put the start enrollment date on there? The  
13 reason why that would help, well, I believe it would  
14 help better track those who in terms of the retention,  
15 those who leave earlier so we know just how many number  
16 of years someone came and then stayed two years as  
17 opposed to someone -- of course we know in reading that  
18 report, that it shows a service retirement or sometimes  
19 unfortunately retired under charges or something of that  
20 nature.

21 But if we could show the actual hiring date  
22 because then that was the issue -- and you did respond  
23 to it last month -- in terms of the retention in terms  
24 of officers who come out of the academy and stay a few  
25 months and leave.

1 DIRECTOR OXENDINE: Yes.

2 COMMISSIONER CRAWFORD: Is that possible?

3 DIRECTOR OXENDINE: Yes. We have that number  
4 in a more comprehensive report. It's not a problem to  
5 add that field on to the report that you're making  
6 reference to.

7 COMMISSIONER CRAWFORD: Yes, ma'am. Thank  
8 you.

9 COMMISSIONER BELL: Madame Chair? Director,  
10 is it possible that you mentioned what, 40 interns?

11 DIRECTOR OXENDINE: 45, sir.

12 Commissioner BELL: Is there any interaction  
13 with the interns with OCI or with the Board of Police  
14 Commissioners?

15 DIRECTOR OXENDINE: Yes, yes. Well, so on  
16 Wednesday of each week, we have what we call a town hall  
17 meeting day. And that's the time when we invite various  
18 units throughout the department to come and talk with  
19 the interns about the workings of those units. This  
20 previous Wednesday I believe Commissioner Shelby was  
21 there. And so we always include police officers the  
22 opportunity to come and speak with the students as well.

23 COMMISSIONER BELL: I'm aware of that. I'm  
24 talking about being assigned to OCI.

25 DIRECTOR OXENDINE: They are not assigned to

1 OCI.

2 COMMISSIONER BELL: If possible, could we  
3 initiate that?

4 DIRECTOR OXENDINE: Sure.

5 COMMISSIONER BELL: Do you think that's  
6 appropriate? Chief Investigator Drake, are you  
7 receptive to that?

8 CHIEF INVESTIGATOR DRAKE: Absolutely.

9 COMMISSIONER BELL: Could you interface with  
10 the staff, Mr. Hicks? I think that would be a great  
11 experience. I met two of your interns last night at the  
12 5th Precinct community relation. And they was enthused.  
13 Captain Gardner introduced them. And it was good to see  
14 them attending community. So, I thought about that we  
15 do not interface with them and this would be an  
16 opportunity to understand the nature of -- we speak to  
17 the academy class that's in the academy. And this would  
18 be another opportunity for these civilians to get an  
19 idea how the oversight works with OCI and the Board of  
20 Police Commissioner. So, I appreciate that type of  
21 cooperation.

22 DIRECTOR OXENDINE: Sure.

23 CHAIRPERSON CARTER: Commissioners, any other  
24 questions?

25 COMMISSIONER DEWAELSCHE: Yes. Madame Chair,

1 if I may ask -- I know I have asked this before --  
2 Director Oxendine, with regard to those that are  
3 disqualified temporarily, could you give examples of the  
4 reasons and what our efforts are to try to get those  
5 back into the process? I know you have explained  
6 before. I just wanted to refresh my memory.

7 DIRECTOR OXENDINE: Sure. So, temporary  
8 disqualifications, some examples would be you have some  
9 outstanding traffic issues that you can correct. You  
10 have -- you're not 18 years of age, you're 17-1/2.  
11 You're someone who doesn't have their military  
12 information but you can obtain it. Okay?

13 So, we may temporarily disqualify you to give  
14 you time to get that. Basically, there are things in  
15 which if the applicant is given time, they can make  
16 those corrections or they can provide the appropriate  
17 information and so forth.

18 Permanent disqualifications would be such that  
19 those are issues that cannot be rectified. So, that's  
20 the difference between the two categories. With respect  
21 to getting those temporarily disqualified people back  
22 into the process, when we notify them of the temporary  
23 disqualification, we give them some time period.

24 And so what we are currently doing now is  
25 going into the database and pulling out those people who

1 that time period has elapsed and then reaching back out  
2 to them to find out, are you still interested, you know?  
3 Based on this temporary disqualification expired, you  
4 know, have you made a correction to this problem?  
5 You're welcome to reapply. And we instruct them how  
6 they can do that.

7 COMMISSIONER DEWAELSCHÉ: And I ask that  
8 question because we're talking about 650 people. That's  
9 a large number. And a lot of work went into recruiting  
10 those individuals.

11 DIRECTOR OXENDINE: You will see that 655 was  
12 for the 15-16 year. If you flip forward, you will see  
13 that number is much greater for this year, which is  
14 2300. Some of that is because just the number of people  
15 that are coming through the process is great. But we  
16 are much more attentive I would say to making sure that  
17 we move candidates through the process so we don't have  
18 a lot of lag time in the process because we have the  
19 mandate to hire at least 30 per month.

20 So, we are moving applicants quickly through  
21 the process. But we are reaching back out to those that  
22 are interested.

23 COMMISSIONER DEWAELSCHÉ: Just one quick  
24 question. With regard to those that do not pass the  
25 written and physical agility test, that's about 150 or

1 100 right there. I know that they get an opportunity to  
2 retake the test in some cases?

3 DIRECTOR OXENDINE: Sure. So, the current --  
4 what we do is we are paying the cost for the testing.  
5 The written test is I believe \$68. And so if they fail  
6 that exam -- they can take that exam anywhere. But we  
7 will not incur the cost more than one time.

8 In terms of the agility exam, we give them a  
9 couple of tries. And then at that point, you know, they  
10 are able to take that agility exam at any other, you  
11 know, certified location. But we are only going to  
12 spend so much in terms of the resources to help  
13 applicants come along.

14 One thing that we are doing, a great idea that  
15 recently came from Lieutenant Johnson was to kind of  
16 have a day where when the person comes in -- talking  
17 about the agility exam now. They may be unsuccessful  
18 with the agility exam. And then we ask them to come  
19 back the following test time, which usually is on a  
20 Saturday, and just kind of run through the course again,  
21 watch it again, kind of get a feel for it, get a little  
22 practice if you will and then reschedule after that.

23 And so, we're hopeful that that strategy may  
24 render more people passing the exam. We're trying  
25 different ways.



1 COMMISSIONER DEWAELSCHE: That sounds good.  
2 Thank you so much for the clarification.

3 COMMISSIONER SHELBY: Through the chair,  
4 Director, with regards to the psychological examination,  
5 is that appropriate disqualification if an individual  
6 comes back later?

7 DIRECTOR OXENDINE: So, there are two  
8 different types of disqualifications for psychological  
9 exam. One is what we call -- I will call it the MCOLES  
10 regulatory qualification, which requires that if the  
11 candidate would like to be considered again, they would  
12 have to contact MCOLES. MCOLES has a process by which  
13 they follow for that particular candidate.

14 The other candidates are always temporary  
15 disqualifications. And those temporary  
16 disqualifications are suitability or maturity. So, the  
17 physician may or the psychologist may say one year  
18 disqualification, two years, three years, whatever the  
19 case may be. And so, they can reapply. But they can  
20 only reapply based on that time period expiring.

21 COMMISSIONER SHELBY: Okay.

22 CHAIRPERSON CARTER: Any other questions,  
23 commissioners? I have one question, Director Oxendine.  
24 The permanent qualifications may appeal, is that  
25 correct?

1                   DIRECTOR OXENDINE: Yes, permanent  
2                   disqualifications can appeal. They can appeal to the  
3                   Chief, then also the Board of Police Commissioners.

4                   CHAIRPERSON CARTER: Thank you. Thank you for  
5                   your report.

6                   DIRECTOR OXENDINE: Thank you, ma'am.

7                   CHAIRPERSON CARTER: At this time, we will  
8                   have a presentation from the Public Safety Foundation,  
9                   Miss Cathy Kavan (phonetic).

10                  MS. KAVAN: Good afternoon. Thank you so much  
11                  for having us here today. What I wanted to do is just  
12                  kind of go over a brief history of the Foundation. For  
13                  some of you who may not be aware of us, we are the  
14                  Detroit Public Safety Foundation which was founded in  
15                  2003 as the Detroit Police Foundation.

16                  Basically, the Foundation in 2003 was  
17                  responsible for taking care of making sure any of the  
18                  fallen officers in Detroit had a photo with their rank  
19                  and their end of service date, which we have continued  
20                  to do to this day.

21                  In 2010, the Police Foundation brought back  
22                  the mounted division and continues to take care of that  
23                  as of today. Then we went into prebankruptcy. And we  
24                  took a look at the needs of the first responders and  
25                  what was going on. We brought in folks with -- this was

1 when Ralph Godbee was the chief. We brought in folks  
2 from New York like Bill Bratton and others that were  
3 very familiar with some advanced police type of  
4 techniques that the police department was interested in.

5 During the bankruptcy, it was tough to get  
6 money for the police department. But we also took a  
7 look at the whole picture in terms of first responders.  
8 So, at that time, the Foundation became public safety to  
9 include fire and EMS. Post-bankruptcy, we took -- we  
10 brought on more board members.

11 We decided that we were going to focus on  
12 equipment, technology, training, community outreach and  
13 wellness. And these would be areas that were not in the  
14 city budget. At that time, it was a little bit hard to  
15 get funding for the different departments. So, we tried  
16 to offset that for when the need arose.

17 Now, as we have -- as the city has come out of  
18 bankruptcy and we do -- our mantra is that there's a lot  
19 of investment going on in the city. But if we don't  
20 have public safety, it's going to be really hard to get  
21 to our long-term goals.

22 So, we are committed for the long term. But  
23 the needs in the departments are charging because of  
24 budgets and so on. We did have a huge focus in  
25 community outreach. We work a lot with DC Bettison and

1 his folks. And we are very happy to do that because we  
2 feel that the connection that the police department has  
3 in the community is really important in terms of making  
4 sure that things stay calmer than they could be in other  
5 parts of the country. So, we work a lot with that.

6 We are very involved in the Youth Jam that  
7 they have in the summer and also the NPO conference in  
8 the fall which brings all of the commanders from the  
9 different precincts together with the citizenry. And  
10 they talk about quality of life issues. So, it's very  
11 important.

12 And I know that there's been some interest  
13 from the Commission to be a part of that as well. So,  
14 you know, we will get you the information on it in  
15 September. It will be at the Marriott Renaissance  
16 Center. And we will make sure that you have that  
17 information.

18 The Foundation also does a couple of annual  
19 events, Women in Blue, which several of you have  
20 attended and then Above and Beyond, which I have given  
21 you this information. The soft date is November 30th.  
22 We are recognizing the officers and firefighters who  
23 have gone beyond the call of duty. And we average  
24 probably about 38, 40 police and probably about 30, 32  
25 fire.

1                   So, there's a lot of people to recognize  
2                   during that event. We are also recognizing Jimmy  
3                   Settles (phonetic) this year as a city change maker and  
4                   Motorola as the public partner, safety partner. And we  
5                   have John Heparin who is going to be our host this year,  
6                   who happens to be a Detroiter. He is a national  
7                   comedian. And his grandfather was DPD. So, matter of  
8                   fact, we have some things in the museum on him. So, he  
9                   has a great connection, and he's very excited about  
10                  joining us.

11                  So, like I said, you know, basically things  
12                  change as the needs of the city change. But we are here  
13                  to be that partner for our first responders. We believe  
14                  in them. We are excited about them, and we appreciate  
15                  them. Any questions?

16                  CHAIRPERSON CARTER: Thank you, ma'am. Thank  
17                  you for the good work that you all do. Commissioners,  
18                  do you have any questions?

19                  COMMISSIONER BELL: Yes, Madame Chair. My  
20                  research revealed that in the past when this Foundation  
21                  was formulated -- I don't know the complete history --  
22                  it appears that Chairman Warfield was serving on your  
23                  Board.

24                  MS. KAVAN: Was this back in the early 2000's?

25                  COMMISSIONER BELL: I don't know. I just saw

1 where he was serving on the Board. Could you do some  
2 research? And I assume that we had a seat on that  
3 Board, and I'd like to pursue that. I think it would be  
4 proper that the Board of Police Commissioners be  
5 involved with the Foundation in that capacity. And I  
6 don't know if he rotated off or it was not filled.

7 So, I think that's something that if you would  
8 entertain that, and in terms of the Board be invited to  
9 serve. If we have to talk to our good friend, the  
10 president, Reggie Turner, that we would like to have  
11 that type of dialog, I think this Board chair or vice  
12 chair or someone designated should serve in that  
13 capacity.

14 When Warfield was serving on that Board  
15 somewhere along the line, I can't tell you where, I  
16 wouldn't. But I meant to bring it up before. I don't  
17 know.

18 COMMISSIONER DEWAELSCHÉ: Actually, I sat on  
19 the Board in the early 2000's. And it was when -- I'm  
20 trying to remember who the president of the Board was at  
21 the time. Yes. John Recolta was the Chair, and  
22 Reginald Turner was on the Board as well at that time.  
23 I don't recall the Board of Commissioners, it was a --  
24 Crimestoppers was the one it evolved from, right? It  
25 started out --

1 MS. KAVAN: Crimestoppers has always been  
2 separate.

3 MS. DEWAELESCHE: But I meant some  
4 Crimestoppers -- no, you're right, you're right. It was  
5 separate. It was separate. But when I was on the  
6 Board, it was John Recolta, and it was the early part of  
7 the inception of the group.

8 MS. KAVAN: Right. The goal during the  
9 2000's, the average annual budget was around \$75,000.  
10 And that money mostly came from this -- from board  
11 members. In 2012, when I took over, we brought it --  
12 within the first year, we brought it to \$250,000. We  
13 did a meeting with business folks. And we currently  
14 average about 1.3, 1.4 in donations. And then our  
15 participation through a grant writer who the city has  
16 now taken on as their own, we did in the last five years  
17 over 80 in federal grants that we were able to produce  
18 for the first responders.

19 But the goal was to take a look at bringing on  
20 board members at that time because of the bankruptcy and  
21 because the needs were so great, that it was important  
22 that we were able to raise as much money as we can. So,  
23 there was a lot of focus on that aspect.

24 But you're right, I mean, we have brought on  
25 folks that are more involved in the first responder

1 lane. So, I think that it would be appropriate to have  
2 that conversation.

3 COMMISSIONER BELL: Yes. We can -- Madame  
4 Chair, we can contact Mr. Warfield as far as his  
5 capacity on that. But I know you have the -- I have  
6 others. But I just think that we need to rectify and  
7 include the Board of Police Commissioners in terms of  
8 having representation. So, I would hope that you give  
9 serious consideration to that capacity.

10 COMMISSIONER MALLETT: Madame Chair, it's --  
11 Commissioner Bell, it's a private foundation. It's a  
12 private foundation, and there is no requirement. If I'm  
13 hearing you correctly, you believe that it's appropriate  
14 that the Police Commission be represented. But we don't  
15 have a right to be on the Board. There's no failure on  
16 the part of the Foundation to include the Commission  
17 that needs to be rectified.

18 COMMISSIONER BELL: I did not indicate that at  
19 all. I just said that there is some history that we  
20 have served in that capacity. I would like us to pursue  
21 if we can rectify that and we can contact the past chair  
22 of the Board of Commissioners. We have no right  
23 whatsoever. I understand that. But I just think that's  
24 something that we should really take a look at and see  
25 if that's feasible. If not, you can indicate that's not



1 the case.

2 We're not trying to force ourself on you. We  
3 just feel that we are a public safety body. We have a  
4 significant role to play. And somewhere along the line,  
5 that seat was serving on that Board. I assume that he  
6 did not get there because -- he only got there because  
7 he was commissioner, police commissioner. But we can do  
8 our research, and you do your research. And we can come  
9 together.

10 But I'm not imposing. I don't have the  
11 authority to impose my will on you at all. It's just --  
12 and it's not even for the Board to decide. I'm just  
13 bringing it to the attention of all of us at this  
14 particular point.

15 MS. KAVAN: I understand what you're saying,  
16 sir. There were a lot of folks who at that time in the  
17 early 2000's, who were community folks, you know, people  
18 that were out there that were engaged in the City of  
19 Detroit. And they were brought on because they cared  
20 about what was going on in the city. And, of course,  
21 the Board that we have right now cares the same.

22 But again, because of the nature of where the  
23 city was at the time that we evolved, it was critical  
24 that we brought on folks that had the capacity to help  
25 bring in funding so that we could assist our first

1 responders.

2 And so, you know, I come from a fundraising  
3 background. So, my tunnel vision is towards how much  
4 money can we raise. But your point is very well taken.  
5 And I will mention it to our Board.

6 COMMISSIONER BELL: I think you're doing an  
7 outstanding job. I witness all the ceremony which you  
8 involve in, all that. So, by all means, I just commend  
9 you, give you all the accolade in terms of the  
10 addressing the financial need. That's why you're here.  
11 So, you have some great Board members. So, we have  
12 witnessed that over and over again. So, if we could  
13 play a part -- if not, then we're still happy. Thank  
14 you.

15 MS. KAVAN: I'll definitely bring it to the  
16 Board's attention.

17 CHAIRPERSON CARTER: Thank you. Any other  
18 questions? Thank you, ma'am.

19 MS. KAVAN: Thank you.

20 CHAIRPERSON CARTER: At this time, we will  
21 have the presentation from the Wayne County domestic  
22 Violence Fatality Review Team.

23 MS. GERARD: Good afternoon, Chairperson Bell,  
24 newly sworn-in Chairperson Carter. I am Toreana Gerard.  
25 I am the principal attorney in the Wayne County

1           Prosecutor's Office. I currently supervise the domestic  
2           violence unit and also the elder abuse unit. To my left  
3           is Sergeant Carla Williams of the Detroit Police  
4           Department Domestic Violence Task Force who we work very  
5           very closely with on a daily basis. You will see that  
6           we have a power point. And rest assured it will only  
7           take an hour and a half; so, relax. I'm all good.

8                         No, I promise it will not take nearly that  
9           long. But we are very pleased to -- Sergeant Williams  
10          and I are very closed to present to you the first annual  
11          report of the newly formed Wayne County Domestic  
12          Violence Fatality Review Team.

13                        The Fatality Review Team was authorized and  
14          established pursuant to the Domestic Violence Act, which  
15          is Public Act 3 of 1978. What it represents is a  
16          collaboration of law enforcement, the prosecutor's  
17          office, the Wayne County Medical Examiner's office,  
18          Probation Department, Victim Service Providers and the  
19          Michigan Domestic and Sexual Violence Prevention and  
20          Treatment Board amongst other representatives.

21                        I want to see if I can do this. Our mission  
22          basically is to ultimately make systemic changes,  
23          identify problems, make those changes to hopefully in  
24          the long term prevent domestic violence intimate partner  
25          homicides.

1 All the partners involved in this -- and here  
2 is a list of the current partners -- have made a  
3 commitment to improve our county's response to domestic  
4 violence. And I can tell you having traveled around the  
5 state of Michigan and taught on elder abuse and domestic  
6 violence abuse, Wayne County is leaps and bounds ahead  
7 of other counties in this state. The City of Detroit is  
8 leaps and bounds ahead. But there's always more work  
9 that we can do.

10 Statistically, obviously, Wayne County has  
11 more domestic violence cases than any other county in  
12 the state. And I think that's just a matter of  
13 population. Of the 43 different municipality  
14 organizations that our officials deal with on a regular  
15 basis, 33 of those 43 had an increase in domestic  
16 violence warrant requests submitted to the prosecutor's  
17 office in 2016.

18 So, the incidents are going up. And that  
19 would mean one of two things. It will either mean that  
20 domestic violence is on the rise or it means hopefully  
21 that public awareness is out there and the training that  
22 we are doing and the information that is being given to  
23 survivors of domestic violence means that there are more  
24 reports being made; so, that there is a greater police  
25 response to those reports. And that's my hope.

1                   Now, regarding domestic violence homicide in  
2                   2016 in the county, there were 22 intimate partner  
3                   homicides. Of those, I believe 11 were from the city of  
4                   Detroit so far this year. County-wide, we have 10  
5                   intimate partner homicides. So, we are surpassing the  
6                   numbers from last year. The process that we utilize is  
7                   dictated by statute. And the members of the team have  
8                   been trained. We select cases to be reviewed.

9                   The initial cases, two cases that were  
10                  reviewed in 2016 were incidents of intimate partner  
11                  homicide/suicide; so, where the perpetrator killed his  
12                  intimate partner and then ultimately killed himself.

13                  So, the cases are collected. There's an  
14                  information gathering process of the team members and  
15                  review the records. We conduct outreach and ultimately  
16                  review how the process works and how the system worked  
17                  or didn't work for that particular instance. And we  
18                  make recommendations.

19                  The recommendations, like I indicated at the  
20                  beginning, are meant to hopefully make and have an  
21                  impact on systemic changes so that some day hopefully  
22                  we're no longer talking about fatality reviews for  
23                  intimate partner cases. The recommendations we made  
24                  this year are spelled out. I would caution you all, you  
25                  will have a copy of our annual report. These are not

1 recommendations to the Detroit Police Department, okay?

2 I can tell you from supervising the review of  
3 over 6,000 warrants last year, over 3,000 of them coming  
4 from the city of Detroit, being funneled through --  
5 mostly through Sergeant Williams' task force, that we  
6 are making an impact. And the response that we have  
7 here in the city of Detroit, Wayne County, to domestic  
8 violence is very positive and very strong.

9 So, these recommendations encompass everything  
10 from the Detroit Police Department to say a smaller  
11 outlying lying, out county department like the city of  
12 Gibraltar.

13 So, what we determined was, number one,  
14 there's a basic need for training, training on the issue  
15 of identifying the totality of the circumstances. What  
16 that means is every incident of domestic violence that  
17 happens doesn't happen in a bubble; and we know that.  
18 And when there is a domestic violence homicide, that  
19 doesn't happen in a bubble.

20 So, we have to train our investigators and  
21 your first responders to look at the totality of the  
22 relationship and the totality of the circumstances  
23 before we can identify those factors that perhaps we can  
24 systemically address.

25 See, that wasn't an hour an a half. That was

1 good. I would just like to thank Sergeant Williams.  
2 The partners that are involved in this are very  
3 committed to it. I do honestly believe that it will  
4 make a difference ultimately. We have to constantly  
5 push the threshold. We have to constantly push our  
6 awareness and push our training. And I cannot emphasize  
7 to this Commission enough that the key -- the key here  
8 is law enforcement training.

9 And I would be remiss in not acknowledging my  
10 superiors here. Chief Charles Jerry Dorsey from the  
11 Wayne County Prosecutor's Office. He has been the man  
12 that has been a participant with the DV Fatality Review  
13 Team. Any questions?

14 CHAIRPERSON CARTER: Commissioners, any  
15 questions?

16 COMMISSIONER SHELBY: Through the chair, with  
17 respect to the elder abuse, what kind of cases are you  
18 seeing in the Prosecutor's office?

19 MS. GERARD: Elder abuse, I can tell you that  
20 we handle -- there are two different types of cases that  
21 we handle. There are the exploitation cases, meaning  
22 financial exploitation. And the numbers -- percentage  
23 of those cases is definitely on the rise nationwide, not  
24 just this county or in this state.

25 The other type of cases we do are abuse and

1 neglect cases and assault cases and subdivide that into  
2 caregiver abuse and neglect. And then you have those  
3 percentage of cases they call stranger cases, which  
4 would be the carjackings and the home invasions and the  
5 armed robberies. And those numbers are on the rise also  
6 I can tell you.

7 COMMISSIONER SHELBY: Okay. Is that because  
8 we have an older population now?

9 MS. GERARD: I think that's part of it.  
10 Obviously, every year, as a baby boomer generation, I  
11 think we are the tail end of the baby boomer generation  
12 now going into that 65-plus category; so, that increases  
13 the number of potential victims.

14 But I can also tell you that the increasing  
15 cases we see is directly related to training and  
16 awareness and things that wouldn't have been reported  
17 before are now being regularly reported and investigated  
18 by our law enforcement agencies.

19 COMMISSIONER SHELBY: When you say elder  
20 abuse, what age are you referring to?

21 MS. GERARD: That's a tricky question. I can  
22 tell you that within Wayne County, within the elder  
23 abuse unit established by Prosecutor Worthy, the age  
24 cutoff that we use for our protocol is 65. And there's  
25 nothing magical about that number. There just had to be



1 an age; otherwise, anybody with gray hair would, you  
2 know, be channeled to my unit; so, it's 65.

3 But if you look at -- that would include me.  
4 If you look at the state laws and federal laws, you will  
5 see an age range anywhere from 55 up. So, for Wayne  
6 County Elder Abuse Unit purposes, it's 65. But pardon  
7 the pun, there's a little gray area there. Depending on  
8 the nature of the crime, we may take it if it doesn't  
9 meet that threshold.

10 CHAIRPERSON CARTER: Any other questions?

11 COMMISSIONER DEWAELSCHE: Madame Chair, if I  
12 may? So, are you finding challenges among the immigrant  
13 community these days as far as reporting? And do you  
14 have staff that are bilingual, say Hispanic and Arabic  
15 and different languages that can respond to these calls  
16 or these --

17 MS. GERARD: Yes and yes. Yes, there are  
18 challenges there; as we know, cultural challenges. And,  
19 you know, Wayne County is a melting pot. We have a  
20 large Hispanic community. We have a large Arabic  
21 community. We have Bangladesh. Sergeant and I were  
22 just talking about a case today where the targets are  
23 from Bangladesh. You name it. Eastern European  
24 communities.

25 So, we have to deal with all of those cultural

1 differences when we have a case. I can tell you that we  
2 are very blessed to have within Wayne County agencies  
3 like Access in Dearborn that helps us with the Arabic  
4 community. We have CHASS in southwest Detroit that  
5 helps with the Hispanic community. And we have  
6 training. And you have to be -- you have to be  
7 cognizant of the cultural differences in dealing with  
8 this type of case because they definitely control  
9 whether someone will report, how they will report, if  
10 they will follow through.

11 We have some members of the Wayne County  
12 Prosecutor who are bilingual. But when the need arises,  
13 we have reached out to Access. We have reached out to  
14 CHASS. We have several victims service providers within  
15 the county that we can utilize if we need services. And  
16 they have helped educate us.

17 MS. DEWAELSCHE: I guess my question, Madame  
18 Chair, if I may, my question is are you noticing a trend  
19 of maybe groups not reporting because of the climate on  
20 immigration in the country?

21 MS. GERARD: I'm sure it's there. But because  
22 due to the recent changes on the federal level, I'm sure  
23 we haven't felt the total impact of that yet. But I'll  
24 tell you with one hundred percent certainty that they  
25 will for sure.

1 MS. DEWAELESCHE: Thank you.

2 CHAIRPERSON CARTER: Any other questions?

3 COMMISSIONER BELL: Madame Chair, I just want  
4 to say that I witnessed just lately the representative  
5 out of the 5th Precinct -- I can't think of their name.  
6 But she did an excellent job in terms of the Q and A and  
7 also the pamphlet. And she said that they were very  
8 busy at the 5th Precinct. So, we have coordinators at  
9 different precincts or is this a pilot program at the  
10 5th or the 9th or something?

11 MS. WILLIAMS: Was that an advocate, a PPO  
12 advocate?

13 COMMISSIONER BELL: This was a person that  
14 handled your domestic violence at your precinct.

15 MS. WILLIAMS: Through Wayne State University,  
16 they have what is called an Americorp program where we  
17 have strategically placed PPO advocates throughout  
18 certain precincts in the city of Detroit. So, they work  
19 well with talking to victims of domestic violence and  
20 help them with the PPO process. I have called on them  
21 numerous times and said, hey, someone needs an emergency  
22 PPO, can you help us out? So, they do that too.

23 And we are looking to put more in precincts.  
24 So, it's forthcoming.

25 COMMISSIONER BELL: One more point, Madame

1 Chair. Judge Deborah Thomas was there in attendance.  
2 And she made -- as you know, she's a strong person that  
3 deal with that issue, that we need to start early, she  
4 said as soon as middle school in terms of enlightening,  
5 you know, the community about situations, it would be  
6 very helpful. And that went over well too, you know, in  
7 terms of that type of interaction with her experience,  
8 that we need to start early.

9 MS. WILLIAMS: We've been in talks -- February  
10 is teen dating violence awareness month. So, we have  
11 been in talks in trying to do something for the month of  
12 February to reach out to the teenaged group.

13 COMMISSIONER BELL: Thank you.

14 MS. GERARD: Judge Thomas, just so you know,  
15 she is what we call an arraignment information judge  
16 with cases that are brought from the district court  
17 level to the circuit court level. She handles all the  
18 arraignments for the majority of our domestic violence  
19 cases. So, she works very closely -- I would consider  
20 her a part of the team.

21 And I agree with her wholeheartedly that the  
22 earlier you catch this issue before the cycle of  
23 violence starts, hopefully we can stop it.

24 COMMISSIONER BELL: Thank you.

25 MS. GERARD: Thank you so much for having us

1 today.

2 CHAIRPERSON CARTER: You're welcome.

3 COMMISSIONER MALLET: Madame Chair, in the  
4 appendix portion of the report on the last page,  
5 Sergeant, can you take us through the chart? I just  
6 want to -- I want to understand how it is --

7 MS. GERARD: Okay. What page are you on, sir?

8 COMMISSIONER MALLET: Page 13, the Fatality  
9 Assessment Program, the reporting template.

10 MS. GERARD: Certainly. What that is, is  
11 within -- you see listed on the left-hand side the  
12 jurisdiction. You see Canton, Dearborn and Taylor.  
13 Within the last year, in 2016, those three law  
14 enforcement agencies instituted what we refer to as a  
15 LAP program, which is the lethality assessment program.

16 And it is a program based on what's commonly  
17 referred to as a Maryland model, which endeavors to  
18 identify those incidents of domestic violence where the  
19 lethality is very lie and where a homicide may be  
20 imminent.

21 COMMISSIONER MALLET: When it says number of  
22 days, what does that mean?

23 MS. GERARD: Where are you at?

24 COMMISSIONER MALLET: Lethality screens, I'm  
25 interpreting that to be 158 calls came in. And there

1 was an interpretation by the officer on the phone that  
2 this was problematic to a high degree.

3 MS. GERARD: What happens is the way this  
4 works is these officers in the three departments are  
5 specially trained to use the LAP tool. What it is, it's  
6 a page basically of I think 13 or so different  
7 questions. Depending on the answers to those questions,  
8 the first responding officer will identify whether  
9 lethality is high in this case, in which case if it is  
10 as in a hundred -- they did 158 lethality screens in  
11 214 days. Of those, 77 of those were deemed to be high  
12 danger.

13 So, what happens with those 77 is the first  
14 responders immediately connect the complainant,  
15 complaining witness, to in this case, it is First Step  
16 which is a domestic violence advocacy organization here  
17 in Wayne County. And they will be -- officer will put  
18 the complainants at the scene on the phone with a victim  
19 advocate in order to expedite providing services for  
20 them, whether it be getting them to a shelter, providing  
21 them with any other service, transportation, that they  
22 might need to get services, to get a personal protection  
23 order filled out.

24 So, looking at Canton there, they screened  
25 158; 77 were high danger. Of those 77, then they break

1           it down further. And 64 of those spoke to the hotline  
2           worker at the time.

3                       COMMISSIONER MALLETT: Is there -- the number  
4           of days is 214, 153 and 122.

5                       MS. GERARD: Canton started first; so, they  
6           have more days in the program. Canton then --

7                       COMMISSIONER MALLETT: So, this doesn't  
8           represent a full year?

9                       MS. GERARD: No, no.

10                      COMMISSIONER MALLETT: Next year it will be  
11          365 days?

12                      MS. GERARD: Absolutely.

13                      COMMISSIONER MALLETT: Okay. Thank you.

14                      CHAIRPERSON CARTER: Any other questions,  
15          Commissioners?

16                      ASSISTANT CHIEF STAIR: Madame Chair, I just  
17          wanted Sergeant Williams to talk a little bit about a  
18          proactive approach that the Chief has instituted as it  
19          relates to hiring of additional social workers for the  
20          department to work in the precincts. So, if you could,  
21          Sarge, talk about that program.

22                      SERGEANT WILLIAMS: Thank you, AC. So, we got  
23          together and we did some talks and some research. We  
24          presented it to Chief Craig and staff. And it was  
25          approved that we have social workers placed within the

1 precincts around the city. We are going to start off  
2 small and then expand out to all of the precincts  
3 eventually. They are going to work in conjunction with  
4 the PPO advocates that are in the -- currently in the  
5 program.

6 Now, these are licensed social workers. There  
7 are going to be approximately I think nine or ten of  
8 them. Three of them will be starting on Monday, July  
9 the 10th. And they will be trained under our victims  
10 assistance program which houses our social workers as  
11 well as our advocates for domestic violence, some child  
12 abuse as well as sexual assault.

13 So then once they go through the training for  
14 about two weeks or so, two or three weeks, August  
15 the 1st, it is planned to put them into three precincts,  
16 the 3rd Precinct, the 4th Precinct and the 7th Precinct.  
17 And then as the new hire social workers come on board,  
18 those social workers that are in that first group of  
19 three precincts will be moved to other precincts; and  
20 the new social workers will go into that 3rd, 4th and  
21 7th Precinct.

22 So, they should be rolling out sometime next  
23 week. And hopefully by August the 1st, we will have  
24 them in the precincts providing services to the  
25 citizens.



1 COMMISSIONER MALLETT: AC, the goal of it is  
2 what?

3 ASSISTANT CHIEF STAIR: I think the goal  
4 ultimately is what the prosecutor said, to -- and what  
5 was going on over at the 5th Precinct on last night, to  
6 educate people, to help people if they need to get  
7 PPO's, to get them needed assistance so that we can  
8 hopefully, you know, stall some of the fatalities  
9 associated with domestic violence.

10 MS. WILLIAMS: That is correct, AC Stair. And  
11 also sometimes we have victims that will go into the  
12 precincts asking for resources and services. And by a  
13 social worker being there, they can immediately get  
14 those services or resources through the social worker or  
15 the advocate.

16 COMMISSIONER MALLETT: Like emergency housing  
17 and that kind of thing?

18 MS. WILLIAMS: Emergency housing. They may  
19 need assistance with personal protection orders. They  
20 may need help with designing a safety plan, which is  
21 what our victim assistance program does now. But having  
22 a social worker at the precinct just puts them closer to  
23 the community.

24 COMMISSIONER MALLETT: Thank you.

25 MS. WILLIAMS: You're welcome.

1 CHAIRPERSON CARTER: Any other questions,  
2 Commissioners? Thank you very much. I'd like to also  
3 thank Sara Forton who arranged everything. Sara is with  
4 the Center for Urban Studies. And we have been working  
5 together a few years now. And she is actually the  
6 coordinator for all of the PPO advocates, Americorp,  
7 Urban Safety members that are assigned to the precincts.

8 They are in every precinct except for the 2nd  
9 and the 11th. So, thank you.

10 Mr. Dorsey, I thought you retired. It's been  
11 a long time.

12 MR. DORSEY: I have retired. Thank you.

13 CHAIRPERSON CARTER: Good to see you, sir.

14 MR. DORSEY: Thank you.

15 CHAIRPERSON CARTER: At this time,  
16 Commissioners, are there any standing committee reports?

17 COMMISSIONER SHELBY: Through the Chair, the  
18 citizens complaint committee, we met. And we are -- we  
19 approved the revised SOP for officers complaints.  
20 That's going to be forwarded to the policy committee for  
21 approval and reported out to the Board. Also we looked  
22 at the data usage policy. That's also been reported to  
23 the policy committee and will be presented before the  
24 full Board for approval.

25 CHAIRPERSON CARTER: Thank you.

1 COMMISSIONER SANDERS: Through the Chair, I'd  
2 like to report out on the ride-along that I had at  
3 Precinct 4 or Precinct 7 yesterday. And it was pretty  
4 good. I like -- they have pretty good cars. A little  
5 more officers are needed. But other than that, it was a  
6 great ride-along.

7 Also, with the budget, the budget is ongoing.  
8 We are not in the red; so, that's a good thing. And we  
9 moving forward with purchasing the items that we need.  
10 And that's all what I have to report.

11 CHAIRPERSON CARTER: Thank you, Commissioner.  
12 Any other reports?

13 COMMISSIONER SANDERS: Wait a minute. Also  
14 Miss Blossom was there, and she took some fabulous  
15 pictures.

16 CHAIRPERSON CARTER: I look forward to seeing  
17 those pictures.

18 COMMISSIONER SHELBY: Through the Chair, just  
19 one final note. (Inaudible) business of updating the  
20 (inaudible).

21 CHAIRPERSON CARTER: Thank you. Any other  
22 reports? At this time, we'll have our board report from  
23 the board secretary, Mr. Hicks.

24 MR. HICKS: Thank you, Madame Chair. I simply  
25 wanted to just indicate two things. One, as one is

1 listed in the agenda that is a disqualification request.  
2 And we're beginning to work on that information  
3 currently. There were no other incoming communications  
4 to the Board. Therefore, it's not listed on the agenda.

5 I would want to remind the Board, however,  
6 that immediately following this meeting, the Chair has  
7 made arrangements to have some refreshments in  
8 celebration of the installation. So, that will be held  
9 in the room to our immediate rear. With that, that  
10 concludes my report for the day.

11 CHAIRPERSON CARTER: Thank you. Is there any  
12 old business, Commissioners?

13 COMMISSIONER CRAWFORD: Madame Chair, yes  
14 ma'am. I was out of town last week, actually out of the  
15 country. An issue that came up at the previous meeting  
16 that I attended involving Bishop Commissioner Vann, I  
17 had a question as to -- by the way, I brought --  
18 shouldn't have done it, but I kept up with some reports  
19 on vacation, readings and things that were said in the  
20 meeting in terms of who is investigating that particular  
21 incident involving the Commissioner.

22 ASSISTANT CHIEF STAIR: Through the Chair,  
23 Internal Affairs is investigating.

24 COMMISSIONER CRAWFORD: Internal Affairs is  
25 investigating? Okay. Because as I recall, there was

1           some back and forth as to that meeting, that last  
2           meeting that I attended, that perhaps OCI would, which I  
3           would consider definitely not that we should be  
4           investigating anything involving one of our own  
5           commissioners. I think on the face of it, it would just  
6           seem biased.

7                         I -- and even the department too, especially  
8           in light of some of the things that were said in the  
9           meeting last week, I think it might be appropriate to  
10          have an independent investigation perhaps maybe through  
11          the Office of the Inspector General, due to the fact  
12          that some things were -- again, I will reiterate that it  
13          was stated last week with the media and pertaining to  
14          that back and forth from the Commission, even to the  
15          department if I must say so.

16                        And also, one other issue that hit home with  
17          me was the notion that because the city of Detroit is  
18          85 percent black, that there can't be any racial  
19          profiling. To me, that's a bit absurd as I know of --  
20          as I know it, the history of how we got to this point of  
21          from a what you call a connection to racism.

22                        But racial profiling is not an -- in terms of  
23          policing in America, it's not the black or white officer  
24          sole issue. Black officers can racially profile too as  
25          well as white. It depends on the culture and also

1 the -- where we are today in America. One might  
2 consider racial profiling is the -- there was a report  
3 recently published that Detroit has the best drivers in  
4 the country, yet we have the highest insurance rates in  
5 the country. Could it be racial profiling because the  
6 city is 85 percent black, that we have the -- we have  
7 the best drivers? It's a national report.

8 I was somewhat astonished to read that we had  
9 the best drivers in the country but yet we have the  
10 highest insurance rates.

11 Racial profiling might be that the Free Press  
12 is asking the question whether the 1967 rebellion was a  
13 riot or a rebellion. I know it as a rebellion because I  
14 lived through it. And also one has to understand the  
15 difference in the definition between the riot and the  
16 rebellion.

17 Racial profiling might be an emergency manager  
18 taking over the city because that's what they did to all  
19 the black cities in the state of Michigan. So, perhaps  
20 that's even part of racial profiling.

21 But I just want to make that statement on the  
22 record. And I do believe that independent investigation  
23 is appropriate, that the department shouldn't be doing  
24 and definitely the Commission should have no part of  
25 that investigation. That's my statement. Thank you.

1 CHAIRPERSON CARTER: Thank you.

2 COMMISSIONER BELL: Madame Chair, if I may  
3 respond? We interact with the mayor and the chief  
4 concerning this issue, also chief investigator at -- I  
5 even met with the -- signed some Subpoena power to the  
6 lieutenant from Internal Affairs yesterday, and  
7 investigation is going forth. We satisfied Commissioner  
8 Vann is pleased with the process.

9 There's been dialog with all the concerned  
10 parties. So, that investigation should be coming to a  
11 head I guess in a short period of time, the next couple  
12 weeks. So, we had that type of discussion, and we are  
13 okay.

14 If Investigator Drake want to respond a little  
15 bit more, but we are satisfied with that type of  
16 interaction with Internal Affairs who has the expertise  
17 and things, the interface with Chief Investigator Drake  
18 also.

19 CHIEF INVESTIGATOR DRAKE: Thank you, sir.  
20 For the record, Madame Chair, Chief Investigator Pamela  
21 Davis Drake. Initially, immediately after the meeting I  
22 think both parties, both internal affairs and the OCI  
23 went into action to try to do a little preliminary  
24 investigation.

25 I decided that because of the nature of the

1 investigation, because there was a possible conflict of  
2 interest, given the fact that it was a Board of Police  
3 Commissioner who was making the allegation and because  
4 we -- obviously, the Board does review all of the  
5 complaints, that it was obviously a conflict of  
6 interest. So, I passed that information on to Internal  
7 Affairs, and Internal Affairs is on it.

8 They have conducted a couple of Garrity  
9 interviews. They have responded favorably. And I think  
10 within a few weeks you're going to receive that. I know  
11 also that IA has been in contact with Mr. Hicks and  
12 staff. So, they are doing a thorough job, and we are  
13 making sure of that.

14 CHAIRPERSON CARTER: Thank you.

15 COMMISSIONER CRAWFORD: Through the Chair.  
16 Chief Drake, in the past, there have been one or two  
17 commissioners on the investigation. But that's not  
18 referring to the inspector general? I do recall.

19 CHIEF INVESTIGATOR DRAKE: Do you recall them?  
20 I'm not sure what you're referring to specifically. But  
21 we can talk about it afterwards. You can give me some  
22 information, and I can follow up on that. I don't know  
23 specifically what two you're talking about. You said a  
24 couple. But I can look into that and find out.

25 COMMISSIONER CRAWFORD: I'm just saying, there



1 is a pattern here that's --

2 CHIEF INVESTIGATOR DRAKE: There has been at  
3 least one incident I know that we did refer to the  
4 Inspector General's Office that was kind of outside of  
5 our scope. I don't know of any others other than the  
6 one that I'm thinking of right offhand, sir.

7 MR. HICKS: Madame Chair, if I can also add,  
8 upon discussions with Chief Drake and listening to the  
9 Board, we did reach out -- I reached out to the  
10 Inspector General. And we had a conversation with the  
11 Inspector General around his understanding of the  
12 investigation and the methods in which they use relative  
13 to their investigations.

14 One, we were satisfied that the kind of  
15 circumstances and methods that are used by not only our  
16 people but also Internal Affairs, which Internal Affairs  
17 creates separation for us, was more than sufficient than  
18 the type of investigations that are conducted by the  
19 Inspector General.

20 So, the Inspector General, the advice to us  
21 was to have Internal Affairs conduct the investigation.  
22 And you should just know that this was not a process  
23 where a decision was made and the Inspector General was  
24 not consulted in connection with this. So, just for  
25 your added information.

1                   COMMISSIONER CRAWFORD: Thank you. One last  
2 time, through the Chair, it's so important not only to  
3 me but I think to the Board that we have civilian  
4 oversight. So, the oversight over the oversight so to  
5 speak is that it's fair, you know, impartial and in no  
6 way biased.

7                   MR. HICKS: Commissioner, if I can -- I'm  
8 sorry. Madame Chair, if I can also add, one of the  
9 things in which I had been cautioned by internal staff  
10 discussions is that this is -- in addition to trying to  
11 figure out what actually occurred, this is a situation  
12 where as a Commission, we are confronted with the  
13 question of whether or not our process works.

14                   So, we should not be doing anything different  
15 if you will. And a matter like this would normally go  
16 to Internal Affairs. So, we should not necessarily be  
17 doing anything different because the member involved in  
18 this particular case is a commissioner. So, we were  
19 very mindful in that regard. And we think that we have  
20 kind of walked the kind of balance that is necessary in  
21 this type of situation.

22                   And in talking with Internal Affairs I think  
23 yesterday, they were looking at a fairly robust  
24 investigation on the one hand and a very timely one.  
25 So, they were expecting to have some information back to

1 the Commission really within a matter of a few weeks.

2 COMMISSIONER CRAWFORD: Okay. Thank you, sir.  
3 Like I said, I was alarmed by the statements in the --  
4 back and forth in the media last week. Thank you.

5 CHAIRPERSON CARTER: Thank you.

6 ASSISTANT CHIEF STAIR: Through the Chair, if  
7 I could, I just wanted to say in support of our Internal  
8 Affairs, that they will absolutely conduct both a robust  
9 and as fast as possible investigation but also a fair  
10 investigation. Just wanted to make sure that that was  
11 put on the record.

12 MR. HICKS: I apologize for neglecting the  
13 word fair because I think clearly our effort was to put  
14 it in the hands where fairness would take place.

15 ASSISTANT CHIEF STAIR: Absolutely, sir.  
16 Thank you.

17 CHAIRPERSON CARTER: Thank you. Is there any  
18 other old business?

19 COMMISSIONER BELL: I just wanted to -- Madame  
20 Chair, are we still on schedule for -- we had  
21 discussions just last week with the powers to be about  
22 the 8th Precinct grand opening. Is that still scheduled  
23 for July the 12th?

24 ASSISTANT CHIEF STAIR: So, for the record,  
25 through the Chair, so, it looks like it's going to be

1 pushed back a couple weeks. As I was walking out of the  
2 office, in fact that was what they were working on.  
3 They were working on a date for that. Has to do with  
4 making sure that we have the appropriate technology in  
5 the building.

6 So, the building looks like it is coming out  
7 just fine. But we want to make sure that once we open,  
8 then that citizens can actually use the facility. So,  
9 it's going to be pushed back for sure. And once I find  
10 out the date, I will make sure to communicate that to  
11 you all.

12 AUDIENCE STAFF MEMBER: It's the 24th.

13 COMMISSIONER BELL: The 24th.

14 ASSISTANT CHIEF STAIR: Through the Chair.

15 COMMISSIONER BELL: I would just, Madame  
16 Chair, make sure -- we always have a little discrepancy  
17 in terms of the programming. I would ask that the Chief  
18 look out or the chair or the vice chair and also the  
19 commissioner who represent that district, I think  
20 Commissioner Shelby, in terms of the program. Is that  
21 not too much to ask in terms of formality that took  
22 place at the 5th Precinct, we want to make sure that we  
23 are included.

24 ASSISTANT CHIEF STAIR: Right.

25 COMMISSIONER BELL: Great job. I want to make

1           sure that we have the dates and the time, you know, with  
2           the schedule, 4:00?

3                        SERGEANT MADERA:    Sure, yes.

4                        COMMISSIONER BELL:   One more concern, Madame  
5           Chair, is that on the old business, that AC -- I'm  
6           sorry, Assistant Chief Williams put in place, we now --  
7           have you sent out a memo concerning the watch commanders  
8           of the precincts?  Could you elaborate what that means  
9           in terms of I guess you tighten up supervision, making  
10          sure there's a designated sergeant, lieutenant, watch  
11          commander for that particular evening or afternoon or  
12          day, whatever?

13                      SERGEANT WILLIAMS:   Through the Chair, Chief  
14          Craig, he put that in motion.  And basically what it  
15          does is it assures that you always have a supervisor who  
16          is dedicated to the streets.  So, it outlines the  
17          responsibilities of the watch commander, and it also  
18          makes sure that the watch commander or whoever is  
19          appointed to the position of watch commander is held at  
20          a higher responsibility to make sure the precinct  
21          functions.

22                      So, it's literally, it's similar to what we  
23          already have.  But it's no question.  So, you have three  
24          supervisors working.  The watch commander is the guy who  
25          has to answer for everything.

1 COMMISSIONER BELL: Thank you.

2 ASSISTANT CHIEF STAIR: I said or the girl.

3 SERGEANT WILLIAMS: Did I say guy?

4 CHAIRPERSON CARTER: Watch it.

5 COMMISSIONER BELL: Thank you.

6 CHAIRPERSON CARTER: Did you have something?

7 SERGEANT MADERA (phonetic): I was just going  
8 to let you know it was for 11:00.

9 CHAIRPERSON CARTER: What's your name for the  
10 record?

11 SERGEANT MADERA: Sergeant Madera.

12 ASSISTANT CHIEF STAIR: Madame Chair, we'll  
13 make sure to send something official out to you all.

14 ASSISTANT CHIEF CARTER: Any new business?

15 COMMISSIONER CRAWFORD: Madame Chair, I wanted  
16 to bring it to the attention of the board members and  
17 everyone else that I think Mr. Hicks put an email out  
18 today that -- sent an email communication to all the  
19 Commissioners. The Detroit Free Press is running a  
20 series starting Sunday, it's titled, "Disorderly  
21 Conduct, How the System Keeps Some Problem Cops on the  
22 Street." What it references is officers who leave one  
23 department and go to another department and work,  
24 perhaps leave under charges or there may be some  
25 discipline pending or something of that nature.

1                   For the last two or three years, I have been  
2                   raising the issue and even President Obama did. He  
3                   talked about the national registry for police officers  
4                   who may even have left under criminal charges and go to  
5                   another police department not only within their state  
6                   but even out of state such as what occurred in Cleveland  
7                   when the officer shot and killed the young man, Tamara  
8                   Rice. That officer had left a suburban police  
9                   department.

10                   As a matter of fact, within that week his  
11                   chief was going to fire him, and he resigned and went to  
12                   Cleveland Police Department. And ultimately, a  
13                   background was not obviously done correctly or wasn't  
14                   that deep of a background and ultimately took the life  
15                   of this young man.

16                   Also, here in the state of Michigan we had  
17                   Officer Melendez who left the Detroit Police Department,  
18                   was fired and then appealed through arbitration, still  
19                   lost the arbitration but resigned before that went into  
20                   effect. So, he was still certified. So, he went on to  
21                   work other small departments, Highland Park and Inkster.  
22                   And we all know what happened in Inkster a couple years  
23                   ago.

24                   So, not only a national registry is needed but  
25                   even a local one, state-wide one in the state of

1 Michigan here. But I just want to call your attention  
2 to that article that's coming out, the title,  
3 "Disorderly Conduct." Like I said, words are power in  
4 the meaning. Disorderly conduct is a misdemeanor. So,  
5 we're talking about putting police brutality, which in  
6 some of these cases not only here but even nationally  
7 across the country, it's not disorderly conduct, you  
8 know. These individuals are charged with felonies.

9 So, the title is -- in my opinion is wrong,  
10 Disorderly Conduct, because it really minimizes to some  
11 misdemeanor as to what the real meaning of it is and the  
12 real impact that this has not only had on the police  
13 departments here but even across the country. So, thank  
14 you.

15 CHAIRPERSON CARTER: Thank you, sir. Any  
16 other new business? Announcements are next Board of  
17 Police Commissioners meeting will be Thursday,  
18 July 13th, at 6:30 p.m., in the 10th Precinct at the  
19 Boys & Girls Club located at 4242 Collingwood, north of  
20 Chicago Boulevard, west of Linwood.

21 At this time, we will have oral communications  
22 from the audience. Please give your name and limit your  
23 comments to two minutes. Mr. Brown, do you have --

24 MR. BROWN: I have four speakers. Our first  
25 speaker is Kathleen Pope, followed by Mr. Roger



1 Robinson.

2 MS. POPE: Hi. My name is Kathleen Pope, and  
3 I'm from Goch & Sons Towing. In November 13 of 2015, we  
4 submitted an application to become a Detroit Police  
5 authorized tower. Several months later, we received a  
6 call from Officer Meyers who said that an inspection  
7 would be taking place. A month passed after that. We  
8 did reach out to Officer Meyers again who said that we  
9 were all set and nothing further was needed from us.

10 From that point forward, we haven't been able  
11 to receive a status. So, I wanted to come before the  
12 Board today and ask for any assistance that could be  
13 provided. As Detroit's largest tower and being in  
14 business since 1026, family owned and operated and also  
15 doing work for Michigan State Police, the Federal  
16 Reserve, the FBI, local municipalities, any help that  
17 you can provide in letting us know why we've been  
18 overlooked would be great.

19 ASSISTANT CHIEF STAIR: Yes, ma'am. Through  
20 the Chair, I will have staff look into what happened and  
21 report it back to you all.

22 COMMISSIONER MALLETT: Madame Chairperson, we  
23 did, however -- I'm not sure -- maybe Commissioner Bell  
24 remembers, this was three or four weeks ago, we did pass  
25 a resolution, I think one of the more -- the change that

1 this will occur, this will cause to occur I think is  
2 going to be profoundly important, that no longer is the  
3 Detroit Police Department responsible for issuing towing  
4 contracts. It's now gone to the City of Detroit  
5 Procurement Department.

6 So, as I understand it, while the rules have  
7 not yet been written and we haven't received, AC, any  
8 official communication back from the Corporation  
9 Council's office, that resolution passed by this Board  
10 is in some process of being acted upon, taking that  
11 potential -- let me put it this way -- putting -- having  
12 a more rigorous process around how towing contracts are  
13 let and putting it in the hands of a disinterested City  
14 of Detroit Procurement Department.

15 So, I don't know, Madame Chairperson, if it  
16 has occurred yet. But I do believe, AC, that that was  
17 certainly the result of the resolution that we passed.  
18 So, it's somewhere being worked on by the Corporation  
19 Council's office.

20 And actually, this possibly would be a good  
21 time, Madame Chairperson, to get a report back as to  
22 where it is because I think it's an important step  
23 forward that this Board took in terms of taking this  
24 particular flash point out of the Department and putting  
25 it in the hands of a much more objective disinterested

1 procurement board.

2 CHAIRPERSON CARTER: Thank you. Mr. Hicks?  
3 Thank you, Commissioner Mallett.

4 MR. HICKS: Madame Chair and to Commissioner  
5 Mallett, AC White has requested a meeting which we have  
6 scheduled for July the 10th, this coming Monday. And  
7 what we basically are doing is we are always critical in  
8 terms of those meetings not mobilizing sufficient  
9 commissioners that we violate the Open Meetings Act.

10 But outside of that, we've invited a couple of  
11 commissioners who said that they wanted to continue the  
12 interest in -- who were part of the ad hoc towing  
13 committee which was appointed under Commissioner Bell.  
14 And the subject of that meeting is quite frankly to  
15 discuss the rotation issue, assignment issue which in  
16 itself brings up the entire issue. I think that's a  
17 good place for us to get a summation in terms of quickly  
18 bringing back to the Board a report to know where we are  
19 on this issue. But that would be Monday, July the 10th.

20 COMMISSIONER MALLETT: Okay. So, Madame  
21 Chairperson, okay. I do think that it's important --  
22 and, Mr. Hicks, I really do appreciate your leadership  
23 on those kinds of reasons. Now the Board has acted.  
24 And the Board has -- and I'm just trying to articulate  
25 what I think, Madame Chairperson, is what it is that we

1 did.

2 We suspended contracts pursuant to the advice  
3 given by the Corporation Council's office. And we  
4 passed a companion resolution moving out of the  
5 Department responsibility for managing towing as it  
6 relates to rotation and everything else in terms of who  
7 is eligible to provide service to the procurement  
8 department.

9 And so, if we are having a meeting of the ad  
10 hoc committee on towing rotation, then I guess I'm not  
11 sure what we did or if what we did is being ignored.  
12 And I don't -- Greg, I'm not -- Mr. Hicks, I'm not  
13 casting aspersions. But I do know how bureaucracy  
14 works. And bureaucracy hates to give up any power or  
15 authority.

16 And in this particular instance, I believe  
17 that what the Board did was for the profound betterment  
18 of the Department, to take this particular flash point  
19 out of the Department's purview and put it in a much  
20 more regulatized, disinterested objective agency  
21 responsible for buying all of the city's services,  
22 including the city's services associated with towing.

23 There's nothing -- to me, I'm speaking, Madame  
24 Chair, only for myself. There's nothing peculiar,  
25 important, specific or necessary for this particular

1 activity to be managed by or under the purview of the  
2 Detroit Police Department in my opinion.

3 So, I really would like to know that we are --  
4 what we are doing because if we are not going to pay  
5 attention to our own resolutions, if we are not -- if  
6 what we did basically had no effect, then I do think  
7 that's a really, really, really important matter for  
8 this Board to take up because it would be difficult for  
9 me to understand why we would not be following through  
10 on a decision that we made -- I don't know -- three or  
11 four weeks ago.

12 COMMISSIONER BELL: Madame Chair, I just want  
13 to respond that, Commissioner Mallett, we have a Charter  
14 mandated responsibility to address towing by this body  
15 here. And I think this meeting would clear up what your  
16 concern and other concerns. We just cannot vacate that  
17 Charter mandated responsibility. So --

18 COMMISSIONER MALLETT: What are you talking  
19 about, Commissioner Bell?

20 COMMISSIONER BELL: May I finish? We would  
21 have our attorney to the Board in place at that  
22 particular time and raise those issues, concerns. There  
23 is a Charter responsibility that we have as a Board of  
24 Police Commissioners to address those issues. So,  
25 therefore, our attorney along with the powers that be

1 with the DPD who held that type of discussion and report  
2 back to this body if we was acting properly.

3 But we just cannot say -- we have to abide by  
4 the Charter. And we taken all that consideration.  
5 Maybe we acted too hasty. I don't know. But we are  
6 going to review the matter in the near future with -- as  
7 Mr. Hicks stated, with our attorney, with the attorney  
8 from the Corporation Council and with DPD Assistant  
9 Chief White. That's why this issue surfaced, that we  
10 want to address the problem. So, that's where we stand.

11 COMMISSIONER CRAWFORD: Through the Chair, I  
12 definitely don't profess to have the legal genius of a  
13 mind as Commissioner Mallett. But I do concur with him.  
14 And I will say that the resolution that we voted on and  
15 voted on is binding at this time. And that's reference  
16 to what we voted on.

17 So as far as what was said earlier in terms of  
18 looking into the matter and also what -- jointly with  
19 what Commissioner Mallett said, good procurement office  
20 where that goes through, I think it is appropriate.

21 MR. HICKS: Madame Chair, what the Commission  
22 acted on was a motion.

23 COMMISSIONER MALLETT: A motion? On a motion?

24 MR. HICKS: On a motion. And one of those  
25 motions was to rescind a permit of a particular vendor.

1 The second one was a motion that expressed -- our  
2 wording was something -- willingness to do something or  
3 whatnot, another in relation to the procurement office.

4 The issue is that in addition to -- as  
5 Commissioner Bell said, that we have some Charter  
6 responsibility. There exists an entire ordinance, a  
7 towing ordinance, that assigns specific responsibility  
8 to us as a Board. Our motion and/or resolution cannot  
9 override that ordinance or the Charter.

10 So, what we're -- aside from discussing  
11 questions of rotation, the rotation in the precinct for  
12 assignment, the question has to also be as to what  
13 responsibility -- what responsibilities must we retain  
14 because it's given to us by Charter and ordinance as  
15 opposed to by a motion in which we pass.

16 COMMISSIONER MALLETT: Madame Chairperson, I  
17 appreciate that. So, this is the first time that -- I  
18 guarantee you is the first time that I have heard it. I  
19 suspect that this is the first time some of the other  
20 members of the Commission have heard of this. I do  
21 believe that it is worthy of a full report. And I would  
22 ask that we not have discussions about rotations of  
23 various towing companies until we know what it is that  
24 we have done and until we have determined as a body what  
25 it is that we want to do.

1 I guarantee you, Madame Chairperson, that if  
2 the Board decides that under the -- we can certainly  
3 request a change in the ordinance. We certainly can  
4 make modifications to the way business is conducted. We  
5 need to do that in a deliberate fashion. We need to do  
6 that in front of all of the men and women who are  
7 gathered here and those watching at home. This is a  
8 matter of critical importance.

9 And you're probably right, that we may have  
10 acted hastily. I, for one, however, saw it as an  
11 opportunity to really take back from and protect the  
12 Department from the confusion associated with not having  
13 a realistic bureaucratically run procurement process  
14 that is objective, disinterested and does not depend on  
15 day-to-day relationships.

16 So, I thought it was excellent work that we  
17 did. That was one of the significant times in terms of  
18 me leaving here thinking that I had made an actual  
19 contribution to the betterment of the people of the city  
20 of Detroit. And if we are going to as a Commission back  
21 down from that, then we ought to do that in a deliberate  
22 fashion and, Commissioner Bell, do it in front of  
23 everybody so that everybody can see what it is that we  
24 have done and everybody can be sure who voted for what  
25 and when.



1                   So, I am absolutely interested in revisiting  
2                   this. And I'm not interested in coming to the ad hoc  
3                   towing committee meeting because I don't want to vote on  
4                   an ad hoc towing contract. I would like there to be a  
5                   disinterested bureaucratically run governmental process  
6                   not similar to the same one we use to buy all the rest  
7                   of the goods and services that we buy from the City of  
8                   Detroit. Towing should not be specially carved out.  
9                   So, we should review that.

10                   CHAIRPERSON CARTER: We will review it.  
11                   Mr. Hicks, if you could provide all the commissioners  
12                   with a copy of the ordinance, that would be helpful as  
13                   soon as possible. That would be helpful. And then I  
14                   think that we should review and make sure that we --

15                   COMMISSIONER MALLETT: There may be a  
16                   disagreement, Madame Chairperson, about what the right  
17                   thing is to do. And I'd be more than willing to be  
18                   educated.

19                   CHAIRPERSON CARTER: Thank you. But in the  
20                   meantime, this young lady needs an answer. She needs  
21                   help. So, that's why I referred it to --

22                   ASSISTANT CHIEF STAIR: Madame Chairperson,  
23                   just for the record, the Chief absolutely supports the  
24                   procurement office of the City of Detroit managing the  
25                   rotation piece. He absolutely supports it. However, I

1 will still follow up with the entity who was involved in  
2 this initially with Goch & Sons and the conversation to  
3 just try and figure out what happened in that regard.

4 CHAIRPERSON CARTER: Thank you.

5 COMMISSIONER BELL: Madame Chair, I just want  
6 to say this. Two areas that we have to look at in terms  
7 of a body; that is research and legal. And we must do  
8 due diligence on both as we well know in terms of that's  
9 why your staff is -- have a research person and we have  
10 an attorney to the Board. Those two areas are critical  
11 to have that information and provide it.

12 And I look at as our role models in terms of  
13 council, they have a research staff and they have a  
14 legal staff. So, you just cannot rely on outside  
15 authority. But there is a city ordinance. Mr. Hicks  
16 pointed out there's a mandate why we got into that  
17 business in the first place. So, therefore, we must act  
18 accordingly and have that information and do not act on  
19 our emotion on the issue that we did not have any  
20 control of.

21 But now it came to our attention, we want to  
22 address it properly without vacating our authority. And  
23 that would be the proper role to play. And by all means  
24 we would enlighten the whole Board in reference to where  
25 we are with this issue. And we can make the decision

1 collectively. That's how we should function at all  
2 matters of our Board obligation and do not -- maybe we  
3 should have tabled that issue, but we did not. We  
4 respond in a quick fashion. But now we want to pause.  
5 And that is brought to our attention. That's why AC  
6 White was concerned and Mr. Hicks was concerned and I  
7 was concerned. So, we are moving the right direction.  
8 Thank you.

9 CHAIRPERSON CARTER: Thank you, sir.

10 MS. POPE: Thank you. I appreciate it, and I  
11 appreciate everything historically that's been done to  
12 make the process more fair because we have felt it,  
13 those of us who have worked in the city of Detroit and  
14 haven't had a chance to historically, to do work with  
15 the police. We appreciate it, the changes you have  
16 made.

17 CHAIRPERSON CARTER: Thank you.

18 MR. BROWN: Ms. Chair, our next speaker is  
19 Roger Robinson, followed by Ms. Fredia Butler and Miss  
20 Bernice Smith.

21 MR. ROBINSON: Madame Chair, Commissioners, my  
22 name is Roger Robinson. I have a business in Detroit.  
23 38 years I have lived and worked in Detroit, north end,  
24 for 40 years. As a side bar, in 1967 in July I was in  
25 the Jeffery's housing project as a resident.

1 I'm here to try to get some relief or  
2 intervention. A leased vehicle was removed from the  
3 state without my authorization. As the principal  
4 officer of my company, I presented myself to my precinct  
5 police, and they took a report; but it was not reported  
6 as a crime or as a stolen vehicle.

7 The result is I'm still getting citations from  
8 North Carolina, failure to pay tolls. I'm exposed for  
9 \$15,000 on a lease that has expired. And I can't get  
10 the vehicle recovered because there's no original report  
11 of a missing vehicle. So, people in Carolina do nothing  
12 about it. I have this exposure. It wasn't authorized.  
13 The person at the precinct was professional, was no  
14 unreasonable behavior. I just am exposed in a situation  
15 where there was no authority for the removal of the  
16 vehicle. And I'm looking for some relief or procedures  
17 so that at least from my point of view corrective action  
18 can be taken.

19 About ten years ago, I had a similar  
20 situation. Detroit police made a report, the vehicle  
21 was recovered. Ten years later, I guess the terrain had  
22 shifted, and I can't get a report made so that police in  
23 another jurisdiction can intervene and that I can have  
24 some sort of relief from my insurance company who views  
25 this as a civil action because there is no police

1 report.

2 CHAIRPERSON CARTER: AC?

3 ASSISTANT CHIEF STAIR: Yes, ma'am. Through  
4 the Chair, Assistant Chief Williams will assist  
5 Mr. Robinson.

6 CHAIRPERSON CARTER: Thank you, Mr. Robinson.

7 MR. ROBINSON: My pleasure. Thank you.

8 MS. BUTLER: Good afternoon. My name is  
9 Fredia Butler. I'm a community activist. Last  
10 Thursday, June 29th, I listened to Chairman Bell speak  
11 on the topic or title, when stopped by the police and  
12 Chief Craig's presentation on the tinted windows and the  
13 safety of the police. The topic was brought about I  
14 believe because of the incident with Bishop Vann.

15 As I have stated several months ago, no one is  
16 above the law, whether they are an officer or a person  
17 with a title. We all should be treated with respect.  
18 But if we are stopped by the police, we should roll the  
19 window down and have readily available a valid driver's  
20 license, car registration and car insurance because  
21 that's the law.

22 I stated before the Board several months ago  
23 about young white officers working in urban areas with  
24 no experience of being around black people. And now  
25 hearing the kind of rhetoric that is coming from the

1 leadership in our country will only create problems.

2 I'm thankful that the incident happened to  
3 Bishop Vann rather than a young black male, which I  
4 believe the outcome would have been different. We would  
5 have heard, quote, "I shot him because I feared for my  
6 life."

7 Members of the Board, all politics are local.  
8 And I'm sorry Chief Craig isn't here because I was  
9 stating this to him as head of the department. And the  
10 climate that we are in in our country, my situation is  
11 to minimize some of our concerns by making it a rule;  
12 one, no two white officers should be in a car alone.  
13 And two, have cameras on at all times when making a  
14 stop. Three, that as part of the training of officers,  
15 state clearly that they be disciplined for violation of  
16 their oath when they use their weapons to intimidate, as  
17 I have heard a Chief say that we still have a race  
18 problem. And sometimes a black officer could handle the  
19 problem and the outcome may be different. I

20 I have spoken with an officer who shared his  
21 experience of a problem being escalated by intimidation.  
22 And this was through Chief Craig. I know there are  
23 problems in making stops. But to defend an officer who  
24 has violated his oath toward a senior who was unarmed,  
25 you lose credibility when the public hears this kind of

1 news.

2 What can we tell our youth or anyone when this  
3 happens? This behavior reinforces disrespect for the  
4 law and disrespect for our so called leaders in our  
5 communities. That's my statement to the meeting last  
6 week.

7 CHAIRPERSON CARTER: Thank you, Ms. Butler.

8 ASSISTANT CHIEF STAIR: Madame Chair, if I can  
9 just respond just a bit. One, the investigation in  
10 regards to -- I'm sorry. The investigation in regards  
11 to Bishop Vann is ongoing as we spoke about a few  
12 minutes ago. Second, our department, whether it be a  
13 black officer or a white officer, we wouldn't make a  
14 mandate to just have -- to never have two white male  
15 officers or two white females or whatever working  
16 together.

17 And yes, we do hire people who have not  
18 necessarily spent a lot of time inside of the city of  
19 Detroit. However, some of the things that we have done  
20 and one of the things that Deputy Chief Renee Hall  
21 instituted was having our young people, when we hire  
22 them, all of them, to do outreach in the community per  
23 se. And so one of the things that we learned and that  
24 they have certainly learned is that most of us have way  
25 more things alike than we are different. And that was

1 we should have people who are thoughtful. And we try to  
2 do a really good job of that within the recruiting  
3 process.

4 Director Oxendine and her team do an amazing  
5 job as it relates to recruits and understanding that  
6 just because someone's color of their skin is a little  
7 bit different doesn't mean that they can't police in the  
8 city of Detroit.

9 Certainly, as Commissioner Crawford indicated,  
10 there are going to be times when people are racially  
11 profiled. We get that. However, at the same time, the  
12 Detroit police officers, whether they be black, white,  
13 green, purple, yellow, whatever it is, they do an  
14 amazing job day in and day out.

15 And when you talk about officers who have  
16 given their lives, we never discuss whether or not  
17 they're black or white at the end of the day. So, I  
18 just wanted to make sure that that was on the record,  
19 you know. Certainly respect the opinion of Miss Butler.  
20 At the same time, that needed to be said.

21 CHAIRPERSON CARTER: Thank you, Assistant  
22 Chief Stair.

23 COMMISSIONER BELL: Madame Chair, I just want  
24 to respond also. Miss Butler, we've come a long way in  
25 terms of integrating this department as you well know.



1 And Commissioner Shelby and I came on in the early 70's  
2 and interact with some of the officers were hired in the  
3 60's, in the 50's. We were somewhat regulated and  
4 confined to just working with blacks, certain precincts  
5 and all that. So, we don't want to turn the clock back.

6 So, this department, it represented a cross  
7 section of people. We have witnessed that. And  
8 speaking to the class, they was more engaging. They  
9 have been breaking bread and have fellowship and do  
10 community service. That was not the case when I was in  
11 the academy. We was not that well received.

12 But we ended up having a predominantly black  
13 class, one of the largest classes in early '71. So,  
14 take into consideration that it's just not a -- Bishop  
15 Vann echoed that too. He did not even share the color  
16 of the officer. But we just had an incident with a  
17 black retired officer. You know how that goes? So,  
18 it's not a total racial thing.

19 But in terms of contact, but we have to  
20 address the issue regardless of your skin color. And  
21 that's what we are trying to do. And I agree with  
22 Assistant Chief Stair in terms of approaching it in that  
23 manner that -- but we have that type of dialog. And  
24 that's why chief investigators and others going into the  
25 academy to witness our interaction with them and share

1 some of those concerns, what happened in '67, what  
2 happened to Malice Green, to give them some background.

3 And by all means we can do more of that. I  
4 think it's even important even how we respond to LGBT,  
5 you know, the whole issue of sexual preference. We are  
6 addressing it. That was not the case in the past.

7 So, we have come a long way. I just want to  
8 reassure you, we just cannot put white officers just  
9 with white officers, black officers with black officers.  
10 We don't really want to cater to that type of  
11 interaction.

12 COMMISSIONER CRAWFORD: Madame Chair, through  
13 the Chair, I just want to go on record to say that --  
14 even kind of somewhat take on Commissioner Bell's  
15 evolution of the department. When I came on too, we  
16 were the largest group that integrated this department,  
17 some 1100 of African American males and women and  
18 Latinos too in the 70's, in the late 70's. And matter  
19 of fact, that's when Chief Craig came on in reference to  
20 the evolution.

21 What you're doing today in terms of outreach  
22 work and community service that the officers or new  
23 recruits are exposed to is far different than some  
24 cultural diversity class that is given for eight hours  
25 or something of that nature, you know.

1                   So, that's today, which is current today, that  
2                   exposure to the community coming from those who come  
3                   from outside the community. So, it's more of a  
4                   wholistic approach opposed to just this -- and as you  
5                   well may know, often types cultural diversity classes  
6                   come into play sometimes after there is an incident when  
7                   we go out and hire some cultural diversity consultant or  
8                   something like that to come in and do an eight-hour  
9                   course or something like that.

10                   And even in the academy curriculum, I'm sure  
11                   they still have some eight-hour course on cultural  
12                   diversity but nothing over having individuals who go out  
13                   in the community and do some work and get exposed to the  
14                   community which they are going to work though. So,  
15                   that's just the only comment that I have. Thank you.

16                   CHAIRPERSON CARTER: Thank you, Commissioner.

17                   MS. SMITH: Good afternoon, Bernice Smith,  
18                   political activist. Last week, I understand that there  
19                   was a poll taken on the radio program that I do some  
20                   commentary on, and it was in regards to the incident of  
21                   the reverend with the police. First thing most of the  
22                   people we are talking about was the law against the  
23                   windows being dark. So, that was mainly what was spoken  
24                   about. Isn't that not against the law for the windows  
25                   to be, and he should have known better.

1                   Next is what was talked about, it was  
2                   comparing our city with Chicago. The Chicago mayor has  
3                   asked for help in regards to the crime there. And they  
4                   sent in AOTF. 20 of them was sent there. I talked with  
5                   some people that was in the Chief's office. They call  
6                   them superintendent there. I subscribe to the Chicago  
7                   Defender; so, therefore, I keep up with what's going on  
8                   since I am a native Chicagoan rather.

9                   And they have quite a bit of crime. We are  
10                  fortunate not to have as much crime as they have. But  
11                  an article that was written last week in regards to  
12                  having to get help, the Chief wanted if they could get  
13                  some help to come here to the city of Detroit. In the  
14                  meantime, your Commissioner Carter made the statement --  
15                  and I quote, those -- saying Detroit doesn't need help  
16                  from Washington, insisting the city should better  
17                  allocate its resources and that such assistance likely  
18                  wouldn't help reduce killings anyway.

19                  I can't believe that that was said from our  
20                  Commissioner.

21                  CHAIRPERSON CARTER: I didn't say that.

22                  MS. SMITH: Well, it was misquoted then  
23                  because it was brought up again. And I said I was going  
24                  to come today and ask if this was true, what you said.

25                  CHAIRPERSON CARTER: That's not what I said.

1 MS. SMITH: We have had over 614 killings in  
2 the city, not only in our city, in the United States,  
3 that was taken for to give us that amount. In the  
4 meantime, if the Chief decided that he needs help, I  
5 think we should give him all the cooperation in the  
6 world and yes, ask for the ATF's to come here because we  
7 do have quite a bit of killings here.

8 You got the mother the other day that was  
9 pregnant. She was stabbed. Two gentlemen that was in  
10 the car was shot at. So, yes, we can use some help.  
11 And I believe if you would investigate more thoroughly  
12 with our police department and see what they are doing,  
13 they need help. And we should give them all the help  
14 that they can get. I thank you for your time.

15 CHAIRPERSON CARTER: Thank you.

16 COMMISSIONER CRAWFORD: Through the Chair,  
17 again, clarify something. In terms of needing help, I  
18 think we are already getting help. I think the  
19 department is working with ATF, the FBI and a bunch of  
20 other alphabet organizations or departments too.  
21 Historically, we always have or jointly. I think on  
22 that national level, in terms of what Washington wants  
23 to do, in Chicago -- this is Detroit.

24 Also, I'm sure accepting help from Washington  
25 at this point in the climate of what's going on in

1 Washington and -- not my president -- Donald Trump, is  
2 there going to be strings attached, such as what they  
3 want to do with the Wayne County Sheriff's Department,  
4 that the Sheriff Benny Napoleon has resisted in terms of  
5 the immigrant population here?

6 So, there's just a lot of things coming. But,  
7 you know, one needs to be careful in terms of generally  
8 those in the government in Washington today. So --

9 MS. SMITH: I don't doubt that, Commissioner.  
10 It's just the idea, when we read it in the paper, we  
11 were quite upset about it. That's why I thought that we  
12 should bring it to her attention and find out if it was  
13 correct or was misquoted. That was the only thing. It  
14 wouldn't have been no problem whatsoever for me to even  
15 ask for any kind of help if we were getting it. But  
16 that was the only thing that I was in doubt about.  
17 That's why I wanted to find out. All right. Thank you  
18 very much.

19 CHAIRPERSON CARTER: Any other comments,  
20 questions, Commissioners? Is there a motion for  
21 adjournment?

22 COMMISSIONER SANDERS: So moved.

23 CHAIRPERSON CARTER: Support?

24 COMMISSIONER DEWAELSCHÉ: Second.

25 CHAIRPERSON CARTER: All in favor?

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

COMMISSIONERS: Aye.

CHAIRPERSON CARTER: This meeting is  
adjourned. Thank you.

(Proceedings concluded at 5:15 p.m.)

CERTIFICATE OF REPORTER

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

STATE OF MICHIGAN               )  
  ) SS  
COUNTY OF MACOMB               )

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



*Wendy A. Boer*

Wendy A. Boer,  
CSR 3505



A			
<b>Abdullah</b> 5:20	58:8	<b>alarmed</b> 59:3	<b>appropriate</b> 21:6
<b>abide</b> 70:3	<b>added</b> 57:25	<b>alike</b> 79:25	22:16 25:5
<b>ability</b> 8:23,25	<b>addition</b> 58:10	<b>allegation</b> 56:3	32:1,13 53:9
11:1,3	71:4	<b>allocate</b> 84:17	54:23 60:4
<b>able</b> 24:10 31:17	<b>additional</b> 47:19	<b>alphabet</b> 85:20	70:20
31:22 65:10	<b>address</b> 38:24	<b>amazing</b> 80:4,14	<b>approval</b> 4:19
<b>absence</b> 9:12	69:14,24 70:10	<b>America</b> 53:23	50:21,24
18:12	74:22 81:20	54:1	<b>approve</b> 4:11
<b>absolutely</b> 6:24	<b>addressing</b> 34:10	<b>American</b> 82:17	<b>approved</b> 47:25
21:8 47:12	82:6	<b>Americorp</b> 43:16	50:19
59:8,15 73:1	<b>adjourned</b> 87:3	50:6	<b>approximately</b>
73:23,25	<b>adjournment</b>	<b>amount</b> 85:3	48:7
<b>absurd</b> 53:19	86:21	<b>and/or</b> 71:8	<b>Arabic</b> 41:14,20
<b>abuse</b> 35:2 36:5	<b>advanced</b> 27:3	<b>Announcements</b>	42:3
36:6 39:17,19	<b>advice</b> 57:20	64:16	<b>arbitration</b>
39:25 40:2,20	68:2	<b>annual</b> 28:18	63:18,19
40:23 41:6	<b>advise</b> 14:18,19	31:9 35:10	<b>area</b> 41:7
48:12	<b>advocacy</b> 46:16	37:25	<b>areas</b> 27:13 74:6
<b>AC</b> 13:20 47:22	<b>advocate</b> 43:11	<b>answer</b> 61:25	74:10 77:23
49:1,10 61:5	43:12 46:19	73:20	<b>arises</b> 42:12
66:7,16 67:5	49:15	<b>answers</b> 46:7	<b>armed</b> 40:5
75:5 77:2	<b>advocates</b> 43:17	<b>anybody</b> 41:1	<b>Arnold</b> 5:23
<b>academy</b> 17:14	48:4,11 50:6	<b>anyway</b> 84:18	<b>arose</b> 27:16
19:24 21:17,17	<b>affairs</b> 52:23,24	<b>AOTF</b> 84:4	<b>arraignment</b>
81:11,25 83:10	55:6,16,22	<b>apologize</b> 59:12	44:15
<b>accepting</b> 85:24	56:7,7 57:16	<b>appeal</b> 25:24	<b>arraignments</b>
<b>Access</b> 42:3,13	57:16,21 58:16	26:2,2	44:18
<b>accolade</b> 34:9	58:22 59:8	<b>appealed</b> 63:18	<b>arranged</b> 50:3
<b>acknowledge</b>	<b>affirm</b> 8:2	<b>appear</b> 17:10	<b>arrangements</b>
18:24	<b>African</b> 82:17	<b>appears</b> 29:22	52:7
<b>acknowledging</b>	<b>afternoon</b> 3:4,6	<b>appendix</b> 45:4	<b>Arthur</b> 13:8
39:9	3:10 4:12 5:17	<b>applause</b> 11:12	<b>article</b> 64:2
<b>act</b> 14:14,15	13:6,18 16:9	11:13,14,15	84:11
35:14,15 67:9	26:10 34:23	<b>applicant</b> 22:15	<b>articulate</b> 67:24
74:17,18	61:11 77:8	<b>applicants</b> 17:2	<b>aside</b> 71:10
<b>acted</b> 66:10	83:17	17:7,10 23:20	<b>asked</b> 11:19,24
67:23 70:5,22	<b>age</b> 22:10 40:20	24:13	22:1 84:3
72:10	40:23 41:1,5	<b>application</b> 65:4	<b>asking</b> 49:12
<b>acting</b> 70:2	<b>agencies</b> 40:18	<b>appointed</b> 61:19	54:12
<b>action</b> 55:23	42:2 45:14	67:13	<b>aspect</b> 31:23
76:17,25	<b>agency</b> 68:20	<b>appointing</b> 14:3	<b>aspersions</b> 68:13
<b>active</b> 12:13,13	<b>agenda</b> 4:11 52:1	<b>appointment</b> 14:8	<b>assault</b> 40:1
12:21	52:4	14:9,11,14,15	48:12
<b>activist</b> 77:9	<b>agility</b> 23:25	<b>appreciate</b> 11:14	<b>assembled</b> 7:24
83:18	24:8,10,17,18	12:24 21:20	<b>assessment</b> 45:9
<b>activity</b> 69:1	<b>ago</b> 12:10,12	29:14 67:22	45:15
<b>actual</b> 19:21	63:23 65:24	71:17 75:10,11	<b>assigned</b> 20:24
72:18	69:11 76:19	75:15	20:25 50:7
<b>ad</b> 67:12 68:9	77:15,22 79:12	<b>approach</b> 47:18	<b>assignment</b> 67:15
73:2,4	<b>agree</b> 44:21	83:4	71:12
<b>add</b> 20:5 57:7	81:21	<b>approaching</b>	<b>assignments</b> 18:6
	<b>ahead</b> 36:6,8	81:22	<b>assigns</b> 71:7

**assist** 33:25  
77:4  
**assistance** 48:10  
49:7,19,21  
65:12 84:17  
**assistant** 2:16  
5:23,24 6:2  
13:17,18,23  
14:21,23 15:24  
16:17 18:12  
47:16 49:3  
52:22 59:6,15  
59:24 60:14,24  
61:6 62:2,12  
62:14 65:19  
70:8 73:22  
77:3,4 79:8  
80:21 81:22  
**ASSISTSANT** 2:17  
**associated** 49:9  
68:22 72:12  
**assume** 30:2 33:5  
**assured** 35:6  
**assures** 61:15  
**astounded** 54:8  
**ATF** 85:19  
**ATF's** 85:6  
**attached** 86:2  
**attendance** 44:1  
**attended** 28:20  
52:16 53:2  
**attending** 21:14  
**attention** 18:14  
33:13 34:16  
62:16 64:1  
69:5 74:21  
75:5 86:12  
**attentive** 23:16  
**attorney** 34:25  
69:21,25 70:7  
70:7 74:10  
**attrition** 18:9,9  
18:11 19:5  
**audience** 60:12  
64:22  
**audiovisual** 5:13  
**August** 48:14,23  
**authority** 9:1  
11:4 33:11  
68:15 74:15,22  
76:15  
**authorization**

76:3  
**authorized** 35:13  
65:5 76:12  
**available** 77:19  
**average** 28:23  
31:9,14  
**aware** 20:23  
26:13  
**awareness** 36:21  
39:6 40:16  
44:10  
**Aye** 4:17 87:1

---

**B**

---

**baby** 40:10,11  
**back** 6:10 7:3  
22:5,21 23:1  
23:21 24:19  
25:6 26:21  
29:24 53:1,14  
58:25 59:4  
60:1,9 65:21  
66:8,21 67:18  
70:2 72:11,20  
81:5  
**background** 34:3  
63:13,14 82:2  
**balance** 58:20  
**Bangladesh** 41:21  
41:23  
**bankruptcy** 27:5  
27:18 31:20  
**bar** 75:24  
**based** 23:3 25:20  
45:16  
**basic** 38:14  
**basically** 22:14  
26:16 29:11  
35:22 46:6  
61:14 67:7  
69:6  
**basis** 35:5 36:15  
**beginning** 37:20  
52:2  
**behalf** 13:19  
**behavior** 76:14  
79:3  
**believe** 19:5,13  
20:20 24:5  
29:13 32:13  
37:3 39:3  
54:22 66:16

68:16 71:21  
77:14 78:4  
84:19 85:11  
**Bell** 2:4 3:4,8  
3:14 4:5,8,15  
4:18,23 5:21  
6:1,7,25 7:4  
11:10,17 20:9  
20:12,23 21:2  
21:5,9 29:19  
29:25 32:3,11  
32:18 34:6,23  
43:3,13,25  
44:13,24 55:2  
59:19 60:13,15  
60:25 61:4  
62:1,5 65:23  
67:13 69:12,19  
69:20 71:5  
72:22 74:5  
77:10 80:23  
**Bell's** 82:14  
**Benny** 86:4  
**Bernice** 75:20  
83:17  
**best** 8:23,25  
11:1,3 54:3,7  
54:9  
**better** 19:14  
83:25 84:16  
**betterment** 68:17  
72:19  
**Bettison** 6:5  
27:25  
**beyond** 28:20,23  
**biased** 53:6 58:6  
**bilingual** 41:14  
42:12  
**Bill** 27:2  
**binding** 70:15  
**bishop** 3:9 52:16  
77:14 78:3  
79:11 81:14  
**bit** 15:10 27:14  
47:17 53:19  
55:15 79:9  
80:7 84:9 85:7  
**black** 6:14 17:18  
17:18 53:18,23  
53:24 54:6,19  
77:24 78:3,18  
79:13 80:12,17

81:12,17 82:9  
82:9  
**blacks** 81:4  
**blessed** 42:2  
**Blossom** 5:7  
51:14  
**blue** 16:6 28:19  
**board** 1:5 2:14  
3:5 6:9 7:11  
7:14,19 9:3,14  
9:17,19 11:6  
12:11,13,21,22  
13:18 14:6  
16:1,9 20:13  
21:19 26:3  
27:10 29:23  
30:1,3,4,8,11  
30:14,19,20,22  
30:23 31:6,10  
31:20 32:7,15  
32:22 33:5,12  
33:21 34:5,11  
35:20 48:17  
50:21,24 51:22  
51:23 52:4,5  
56:2,4 57:9  
58:3 62:16  
64:16 65:12  
66:9,23 67:1  
67:18,23,24  
68:17 69:8,21  
69:23 71:8  
72:2 74:10,24  
75:2 77:22  
78:7  
**Board's** 7:16  
34:16  
**body** 33:3 69:14  
70:2 71:24  
74:7  
**Boer** 1:20 5:14  
88:18  
**boomer** 40:10,11  
**Boulevard** 64:20  
**bounds** 36:6,8  
**Boys** 64:19  
**brainstorm** 17:12  
**Bratton** 27:2  
**Braxton** 7:7,9,22  
8:2,4,8,12,16  
8:19,22 9:1  
11:25 12:7

<b>bread</b> 81:9	<b>buying</b> 68:21	34:17, 20, 24	<b>certainty</b> 42:24
<b>break</b> 46:25	<b>by-laws</b> 7:13, 17	39:14 41:10	<b>CERTIFICATE</b> 88:1
<b>breaking</b> 81:9	9:14, 17	43:2 45:2	<b>certified</b> 24:11
<b>brief</b> 14:24		47:14 50:1, 13	63:20
26:12	<b>C</b>	50:15, 25 51:11	<b>CERTIFY</b> 88:8
<b>bring</b> 11:10	<b>call</b> 3:7, 9, 16	51:16, 21 52:11	<b>cetera</b> 19:7
30:16 33:25	14:1 20:16	55:1 56:14	<b>chair</b> 3:8, 8 5:1
34:15 62:16	25:9, 9 28:23	59:5, 17 62:4, 6	6:2, 8, 9, 11, 11
86:12	40:3 44:15	62:9, 14 64:15	6:16, 17 7:5, 7
<b>bringing</b> 31:19	53:21 64:1	67:2 73:10, 19	9:6, 11, 12, 18
33:13 67:18	65:6 84:5	74:4 75:9, 17	10:22, 24 11:6
<b>brings</b> 28:8	<b>called</b> 43:16, 20	77:2, 6 79:7	11:12, 12, 16, 17
67:16	79:4	80:21 83:16	11:20, 20 12:22
<b>Brooks</b> 2:6 3:21	<b>calls</b> 41:15	84:14, 21, 25	14:7 19:1, 4
3:21 4:22	45:25	85:15 86:19, 23	20:9 21:25
<b>brother</b> 6:24, 25	<b>calmer</b> 28:4	86:25 87:2	25:3 29:19
<b>brought</b> 12:20	<b>cameras</b> 78:13	<b>carved</b> 73:8	30:11, 12, 21
26:21, 25 27:1	<b>candidate</b> 13:10	<b>case</b> 25:19 33:1	32:4, 10, 21
27:10 31:11, 12	25:11, 13	41:22 42:1, 8	39:16 41:11
31:24 33:19, 24	<b>candidates</b> 23:17	46:9, 9, 15	42:18 43:3
44:16 52:17	25:14	58:18 81:10	44:1 45:3
75:5 77:13	<b>Canton</b> 45:12	82:6	47:16 50:17
84:23	46:24 47:5, 6	<b>cases</b> 24:2 36:11	51:1, 18, 24
<b>Brown</b> 5:2 64:23	<b>capacity</b> 30:5, 13	37:8, 9, 9, 13, 23	52:6, 13, 22
64:24 75:18	32:5, 9, 20	39:17, 20, 21, 23	55:2, 20 56:15
<b>brutality</b> 64:5	33:24	39:25 40:1, 1, 3	57:7 58:2, 8
<b>bubble</b> 38:17, 19	<b>Captain</b> 21:13	40:3, 15 44:16	59:6, 20, 25
<b>budget</b> 27:14	<b>car</b> 77:20, 20	44:19 64:6	60:14, 16, 18, 18
31:9 51:7, 7	78:12 85:10	<b>casting</b> 68:13	61:5, 13 62:12
<b>budgets</b> 27:24	<b>care</b> 26:17, 22	<b>catch</b> 44:22	62:15 65:20
<b>building</b> 60:5, 6	<b>cared</b> 33:19	<b>categories</b> 22:20	67:4 68:24
<b>bunch</b> 85:19	<b>careful</b> 86:7	<b>categorized</b> 19:6	69:12 70:11, 21
<b>bureaucracy</b>	<b>caregiver</b> 40:2	<b>category</b> 18:17	74:5 75:18, 21
68:13, 14	<b>cares</b> 33:21	40:12	77:4 79:8
<b>bureaucratically</b>	<b>carjacking</b> 15:4	<b>cater</b> 82:10	80:23 82:12, 13
72:13 73:5	<b>carjackings</b> 40:4	<b>Cathy</b> 26:9	85:16
<b>burglary</b> 15:8	<b>Carla</b> 35:3	<b>cause</b> 66:1	<b>chairman</b> 7:11, 19
<b>Burton</b> 2:9 18:25	<b>Carolina</b> 76:8, 11	<b>caution</b> 37:24	8:19, 21 9:3
19:1	<b>carried</b> 4:19	<b>cautioned</b> 58:9	11:18 29:22
<b>business</b> 4:19	<b>cars</b> 51:4	<b>celebrating</b> 12:4	77:10
6:15 31:13	<b>Carter</b> 2:5 3:25	<b>celebration</b> 52:8	<b>Chairman's</b> 13:16
51:19 52:12	3:25 7:8, 9, 18	<b>center</b> 12:20	13:25
59:18 61:5	7:21, 25 8:1, 1	28:16 50:4	<b>Chairperson</b> 2:4
62:14 64:16	8:3, 6, 10, 14, 17	<b>ceremony</b> 6:20	2:5, 7 3:4, 14
65:14 72:4	8:20, 24 9:5	34:7	4:5, 8, 15, 18, 23
74:17 75:22	11:15, 18, 24	<b>certain</b> 43:18	5:21 6:1, 7, 25
<b>busy</b> 12:23 15:1	13:2, 11, 15, 22	81:4	7:4 9:5 11:8
43:8	13:24 14:17	<b>certainly</b> 14:24	11:15, 18, 24
<b>Butler</b> 13:13, 13	15:24 16:7	14:25 15:10	12:8 13:2, 11
75:19 77:8, 9	18:23 19:2	45:10 66:17	13:15, 22, 24
79:7 80:19, 24	21:23 25:22	72:2, 3 79:24	14:17 15:24
<b>buy</b> 73:6, 7	26:4, 7 29:16	80:9, 19	16:7 18:23

19:2 21:23	5:24 6:2,5	<b>clarification</b>	61:17,18,19,24
25:22 26:4,7	13:17,18,19,23	25:2	<b>commanders</b> 28:8
29:16 34:17,20	14:21,23 15:25	<b>clarify</b> 85:17	61:7
34:23,24 39:14	21:6,8 26:3	<b>class</b> 17:17	<b>Commencing</b> 1:18
41:10 43:2	27:1 39:10	21:17 81:8,13	<b>commend</b> 34:8
45:2 47:14	47:16,18,24	82:24	<b>comment</b> 83:15
50:1,13,15,25	49:3 52:22	<b>classes</b> 17:15	<b>commentary</b> 83:20
51:11,16,21	55:3,4,17,19	81:13 83:5	<b>comments</b> 64:23
52:11 55:1	55:20 56:16,19	<b>clear</b> 69:15	86:19
56:14 59:5,17	57:2,8 59:6,15	<b>clearly</b> 17:6	<b>Commission</b> 3:18
62:4,6,9 64:15	59:24 60:14,17	59:13 78:15	14:9 28:13
65:22 66:15,21	60:24 61:6,13	<b>Cleveland</b> 63:6	32:14,16 39:7
67:2,21,25	62:2,12,14	63:12	53:14 54:24
71:16 72:1	63:11 65:19	<b>climate</b> 42:19	58:12 59:1
73:10,16,19,22	70:9 73:22,23	78:10 85:25	70:21 71:20
74:4 75:9,17	77:3,4,12 78:8	<b>clock</b> 81:5	72:20
77:2,6 79:7	78:17,22 79:8	<b>closed</b> 35:10	<b>commissioner</b> 2:4
80:21 83:16	79:20 80:22	<b>closely</b> 35:5	2:6,7,8,9,10
84:21,25 85:15	81:22,24 82:19	44:19	2:11,12 3:17
86:19,23,25	84:12 85:4	<b>closer</b> 49:22	3:18,20,21,23
87:2	<b>Chief's</b> 84:5	<b>Club</b> 64:19	3:25 4:1,3,13
<b>challenges</b> 41:12	<b>child</b> 48:11	<b>coats</b> 12:18	4:14,21,22
41:18,18	<b>chose</b> 12:6	<b>cognizant</b> 42:7	6:10,23,24 7:2
<b>chance</b> 75:14	<b>Christmas</b> 12:17	<b>collaboration</b>	7:21 8:1,3,6
<b>change</b> 6:22 29:3	<b>circuit</b> 44:17	35:16	8:10,14,17,20
29:12,12 65:25	<b>circumstances</b>	<b>collected</b> 37:13	8:24 9:9,20,24
72:3	38:15,22 57:15	<b>collectively</b>	10:2,5,9,12,15
<b>changes</b> 35:22,23	<b>citations</b> 76:7	75:1	10:19,23 11:2
37:21 42:22	<b>cities</b> 54:19	<b>Collingwood</b>	11:10,17 14:10
75:15	<b>citizenry</b> 28:9	64:19	18:25 19:1,4
<b>channeled</b> 41:2	<b>citizens</b> 48:25	<b>color</b> 80:6 81:15	19:11 20:2,7,9
<b>charge</b> 5:7,7,8	50:18 60:8	81:20	20:12,20,23
<b>charged</b> 7:14	<b>city</b> 1:3 13:10	<b>combat</b> 15:12	21:2,5,9,20,25
64:8	14:12,12,13,15	<b>combatting</b> 15:8	23:7,23 25:1,3
<b>charges</b> 19:19	14:20 27:14,17	<b>come</b> 6:17 7:10	25:21 29:19,25
62:24 63:4	27:19 29:3,12	19:24 20:18,22	30:18 32:3,10
<b>charging</b> 27:23	31:15 33:18,20	24:13,18 27:17	32:11,18 33:7
<b>Charles</b> 39:10	33:23 36:7	33:8 34:2	33:7 34:6
<b>chart</b> 16:20	37:3 38:4,7,11	48:17 65:11	39:16 40:7,19
17:23 18:13	43:18 48:1	80:24 82:7	41:11 43:3,13
45:5	53:17 54:6,18	83:2,6,8 84:13	43:25 44:13,24
<b>Charter</b> 14:8	66:4,13 72:19	84:24 85:6	45:3,8,21,24
69:13,17,23	73:7,24 74:15	<b>comedian</b> 29:7	47:3,7,10,13
70:4 71:5,9,14	75:13 79:18	<b>comes</b> 24:16 25:6	49:1,16,24
<b>CHASS</b> 42:4,14	80:8 84:2,13	<b>coming</b> 3:14	50:17 51:1,11
<b>Chicago</b> 15:1	84:16 85:2,2	12:25 13:3	51:13,18 52:13
64:20 84:2,2,6	<b>city's</b> 68:21,22	23:15 38:3	52:16,21,24
85:23	<b>civil</b> 76:25	55:10 60:6	55:2,7 56:3,15
<b>Chicagoan</b> 84:8	<b>civilian</b> 6:3	64:2 67:6 73:2	56:25 58:1,7
<b>chief</b> 2:16,16,17	18:1 58:3	77:25 83:2	58:18 59:2,19
2:17 5:11,17	<b>civilians</b> 17:21	86:6	60:13,15,19,20
5:18,19,22,23	21:18	<b>commander</b> 61:11	60:25 61:4

62:1,5,15	42:4,5 44:5	<b>confusion</b> 72:12	70:8
65:22,23 67:3	49:23 77:9	<b>Congratulations</b>	<b>correct</b> 22:9
67:4,13,20	79:22 81:10	9:4 11:7	25:25 49:10
69:12,13,18,19	82:22 83:2,3	<b>conjunction</b> 48:3	86:13 88:13
69:20 70:11,13	83:13,14	<b>connect</b> 46:14	<b>correction</b> 23:4
70:19,23 71:5	<b>companies</b> 71:23	<b>connection</b> 28:2	<b>corrections</b>
71:16 72:22	<b>companion</b> 68:4	29:9 53:21	22:16
73:15 74:5	<b>company</b> 76:4,24	57:24	<b>corrective</b> 76:17
80:9,23 81:1	<b>comparing</b> 84:2	<b>Conrad</b> 2:11 3:20	<b>correctly</b> 32:13
82:12,14 83:16	<b>comparison</b> 16:14	<b>consider</b> 44:19	63:13
84:14,20 85:16	<b>complainant</b>	53:3 54:2	<b>cost</b> 24:4,7
86:9,22,24	46:14	<b>consideration</b>	<b>council</b> 13:10,14
<b>commissioners</b>	<b>complainants</b>	32:9 70:4	14:12,13,15,20
1:5 3:5 4:11	46:18	81:14	70:8 74:13
4:17 7:12,20	<b>complaining</b>	<b>considered</b> 25:11	<b>Council's</b> 14:12
9:4,17,19 11:7	46:15	<b>constantly</b> 39:4	66:9,19 68:3
11:11 18:23	<b>complaint</b> 50:18	39:5	<b>counties</b> 36:7
19:2 20:14	<b>complaints</b> 50:19	<b>Constitution</b> 8:5	<b>country</b> 28:5
21:23 25:23	56:5	8:7,8,10 10:4	42:20 52:15
26:3 29:17	<b>complete</b> 29:21	10:6,7,9	54:4,5,9 64:7
30:4,23 32:7	88:13	<b>constitutionally</b>	64:13 78:1,10
32:22 39:14	<b>composition</b>	7:11	<b>county</b> 34:21,25
47:15 50:2,16	17:17	<b>consultant</b> 83:7	35:11,17 36:6
52:12 53:5	<b>comprehensive</b>	<b>consulted</b> 57:24	36:10,11 37:2
56:17 62:19	20:4	<b>contact</b> 25:12	38:7,11 39:11
64:17 67:9,11	<b>CompStat</b> 14:22	32:4,21 56:11	39:24 40:22
69:24 73:11	15:14	81:19	41:6,19 42:2
75:21 86:20	<b>computer</b> 88:11	<b>continue</b> 17:12	42:11,15 46:17
87:1	<b>concern</b> 61:4	18:20 67:11	86:3 88:6
<b>Commissioners'</b>	69:16	<b>continued</b> 26:19	<b>county's</b> 36:3
9:14	<b>concerned</b> 55:9	<b>continues</b> 18:15	<b>County-wide</b> 37:4
<b>commitment</b> 36:3	75:6,6,7	26:22	<b>couple</b> 4:10 24:9
<b>committed</b> 27:22	<b>concerning</b> 55:4	<b>contract</b> 73:4	28:18 55:11
39:3	61:7	<b>contracts</b> 66:4	56:8,24 60:1
<b>committee</b> 50:16	<b>concerns</b> 69:16	66:12 68:2	63:22 67:10
50:18,20,23	69:22 78:11	<b>contribution</b>	<b>course</b> 5:4 16:25
67:13 68:10	82:1	72:19	19:17 24:20
73:3	<b>concluded</b> 87:4	<b>control</b> 42:8	33:20 83:9,11
<b>commonly</b> 45:16	<b>concludes</b> 52:10	74:20	<b>court</b> 5:14 9:8
<b>communicate</b>	<b>concur</b> 70:13	<b>conversation</b>	12:15,19 44:16
60:10	<b>concurrence</b>	32:2 57:10	44:17
<b>communication</b>	14:13	74:2	<b>courts</b> 12:1
62:18 66:8	<b>conduct</b> 7:6 9:12	<b>cool</b> 3:6	<b>Craig</b> 2:16,17
<b>communications</b>	37:15 57:21	<b>cooperation</b>	5:22 47:24
52:3 64:21	59:8 62:21	21:21 85:5	61:14 78:8,22
<b>communities</b>	64:3,4,7,10	<b>coordinator</b> 50:6	82:19
41:24 79:5	<b>conducted</b> 56:8	<b>coordinators</b>	<b>Craig's</b> 77:12
<b>community</b> 5:8	57:18 72:4	43:8	<b>Crawford</b> 2:10
13:9,14 21:12	<b>conference</b> 28:7	<b>Cops</b> 62:21	4:1,1 19:4,11
21:14 27:12,25	<b>confined</b> 81:4	<b>copy</b> 37:25 73:12	20:2,7 52:13
28:3 33:17	<b>conflict</b> 56:1,5	<b>Corporation</b> 66:8	52:24 56:15,25
41:13,20,21	<b>confronted</b> 58:12	66:18 68:3	58:1 59:2

62:15 70:11  
 80:9 82:12  
 85:16  
**create** 78:1  
**creates** 57:17  
**credibility**  
 78:25  
**crime** 14:24 15:3  
 15:7 41:8 76:6  
 84:3,9,10  
**Crimestoppers**  
 30:24 31:1,4  
**criminal** 63:4  
**critical** 33:23  
 67:7 72:8  
 74:10  
**cross** 81:6  
**CSR** 1:20 88:19  
**cultural** 41:18  
 41:25 42:7  
 82:24 83:5,7  
 83:11  
**culture** 53:25  
**current** 16:15  
 24:3 36:2 83:1  
**currently** 5:16  
 16:15 17:3  
 22:24 31:13  
 35:1 48:4 52:3  
**curriculum** 83:10  
**Cushingberry**  
 13:9  
**Customarily** 16:3  
 16:4  
**customary** 5:10  
**cutoff** 40:24  
**cycle** 44:22

---

**D**

---

**daily** 35:5  
**danger** 46:12,25  
**dangerous** 15:22  
**dark** 83:23  
**data** 16:14 50:22  
**database** 22:25  
**date** 19:8,12,21  
 26:19 28:21  
 60:3,10  
**dates** 61:1  
**dating** 44:10  
**David** 7:6,7  
 11:24,25 12:7

**Davis** 5:18 55:21  
**day** 6:21 15:20  
 20:17 24:16  
 26:20 37:21  
 52:10 61:12  
 80:14,14,17  
 85:8  
**day-to-day** 72:15  
**days** 14:13 41:13  
 45:22 46:11  
 47:4,6,11  
**DC** 27:25  
**deacon** 3:10  
**deal** 36:14 41:25  
 44:3  
**dealing** 42:7  
**Dearborn** 42:3  
 45:12  
**Deborah** 44:1  
**decide** 33:12  
**decided** 27:11  
 55:25 85:4  
**decides** 72:2  
**decision** 57:23  
 69:10 74:25  
**decline** 18:15  
**decrease** 18:21  
**dedicated** 61:16  
**deemed** 46:11  
**deep** 63:14  
**defend** 78:23  
**Defender** 84:7  
**definitely** 34:15  
 39:23 42:8  
 53:3 54:24  
 70:12  
**definition** 54:15  
**degree** 46:2  
**deliberate** 72:5  
 72:21  
**democracy** 6:22  
**department** 15:16  
 16:8 19:9  
 20:18 27:4,6  
 28:2 35:4,18  
 38:1,10,11  
 47:20 53:7,15  
 54:23 62:23,23  
 63:5,9,12,17  
 66:3,5,14,24  
 68:5,8,18 69:2  
 72:12 78:9

79:12 80:25  
 81:6 82:15,16  
 85:12,19 86:3  
**Department's**  
 68:19  
**departments**  
 27:15,23 46:4  
 63:21 64:13  
 85:20  
**depend** 72:14  
**Depending** 41:7  
 46:7  
**depends** 53:25  
**Deputy** 6:5 79:20  
**Derrick** 2:8 3:18  
**deserved** 13:21  
**designated** 30:12  
 61:10  
**designing** 49:20  
**desire** 11:20  
**determined** 38:13  
 71:24  
**Detroit** 1:3,17  
 3:1 7:11,19  
 9:3,13,17,19  
 11:6 13:10  
 14:12 15:15,20  
 17:25 18:1  
 26:14,15,18  
 33:19 35:3  
 36:7 37:4 38:1  
 38:4,7,10 42:4  
 43:18 53:17  
 54:3 62:19  
 63:17 65:4  
 66:3,4,14 69:2  
 72:20 73:8,24  
 75:13,22,23  
 76:20 79:19  
 80:8,12 84:13  
 84:15 85:23  
**Detroit's** 65:13  
**Detroiter** 29:6  
**Dewaelsche** 2:7  
 3:23,24 4:14  
 9:9,20,23,24  
 9:25 10:2,5,9  
 10:12,15,19,23  
 11:2,8 12:8  
 21:25 23:7,23  
 25:1 30:18  
 31:3 41:11

42:17 43:1  
 86:24  
**dialog** 30:11  
 55:9 81:23  
**dictated** 37:7  
**difference** 17:24  
 22:20 39:4  
 54:15  
**differences** 42:1  
 42:7  
**different** 12:4  
 16:12 17:11  
 24:25 25:8  
 27:15 28:9  
 36:13 39:20  
 41:15 43:9  
 46:6 58:14,17  
 78:4,19 79:25  
 80:7 82:23  
**difficult** 15:22  
 69:8  
**diligence** 74:8  
**direction** 75:7  
**directly** 16:20  
 40:15  
**director** 5:4  
 16:9,10 19:3,5  
 19:10 20:1,3,9  
 20:11,15,25  
 21:4,22 22:2,7  
 23:11 24:3  
 25:4,7,23 26:1  
 26:6 80:4  
**disagreement**  
 73:16  
**discharge** 8:16  
 8:17 10:18,20  
**discipline** 62:25  
**disciplined**  
 78:15  
**discrepancy**  
 60:16  
**discuss** 15:18  
 18:18 67:15  
 80:16  
**discussing** 71:10  
**discussion** 4:16  
 55:12 70:1  
**discussions** 57:8  
 58:10 59:21  
 71:22  
**disinterested**

66:13,25 68:20  
72:14 73:5  
**disorderly** 62:20  
64:3,4,7,10  
**disqualification**  
22:23 23:3  
25:5,18 52:1  
**disqualificat...**  
22:8,18 25:8  
25:15,16 26:2  
**disqualified**  
22:3,21  
**disqualify** 22:13  
**disrespect** 79:3  
79:4  
**distinguished**  
6:14  
**district** 3:8,25  
4:2,3 14:3,4  
44:16 60:19  
**diversity** 82:24  
83:5,7,12  
**division** 26:22  
**doing** 5:12,13  
12:16 15:16  
22:24 24:14  
34:6 36:22  
54:23 56:12  
58:14,17 65:15  
67:7 69:4  
82:21 85:12  
**domestic** 16:1  
34:21 35:1,4  
35:11,14,19,24  
36:3,5,11,15  
36:20,23 37:1  
38:7,16,18  
43:14,19 44:18  
45:18 46:16  
48:11 49:9  
**Donald** 86:1  
**donated** 12:19  
**donations** 31:14  
**Dorsey** 39:10  
50:10,12,14  
**doubt** 86:9,16  
**DPD** 6:3 29:7  
70:1,8  
**Drake** 5:11,15,17  
5:18 21:6,8  
55:14,17,19,21  
56:16,19 57:2

57:8  
**draw** 18:14  
**driver's** 77:19  
**drivers** 54:3,7,9  
**due** 42:22 53:11  
74:8  
**duly** 9:2 11:5  
**duration** 14:10  
**duties** 8:16,18  
9:13 10:21,23  
**duty** 7:12 9:11  
18:13,15,18  
28:23  
**DV** 39:12

---

**E**


---

**E** 2:9  
**eager** 14:6  
**earlier** 19:15  
44:22 70:17  
**early** 29:24  
30:19 31:6  
33:17 44:3,8  
81:1,13  
**east** 15:8  
**Eastern** 41:23  
**echoed** 81:15  
**educate** 42:16  
49:6  
**educated** 73:18  
**effect** 63:20  
69:6  
**effective** 14:16  
19:8  
**effort** 59:13  
**efforts** 22:4  
**eight** 12:12  
82:24  
**eight-hour** 83:8  
83:11  
**either** 36:19  
**elaborate** 61:8  
**elapsed** 23:1  
**elder** 35:2 36:5  
39:17,19 40:19  
40:22 41:6  
**elected** 7:11  
13:4,5  
**eligible** 68:7  
**Elizabeth** 2:6  
3:21  
**email** 62:17,18

**emergency** 43:21  
49:16,18 54:17  
**emotion** 74:19  
**emphasize** 39:6  
**EMS** 27:9  
**encompass** 38:9  
**endeavors** 45:17  
**ended** 81:12  
**enforce** 7:13  
**enforcement**  
15:23 35:16  
39:8 40:18  
45:14  
**engaged** 33:18  
**engaging** 81:8  
**enlighten** 74:24  
**enlightening**  
44:4  
**enrollment** 19:12  
**entertain** 30:8  
**enthused** 21:12  
**entire** 17:2  
67:16 71:6  
**entity** 74:1  
**equipment** 27:12  
**escalated** 78:21  
**especially** 53:7  
**established**  
35:14 40:23  
**et** 19:7  
**European** 41:23  
**Eva** 2:7 3:23  
9:23,24  
**evening** 61:11  
**event** 14:14 29:2  
**events** 28:19  
**eventually** 48:3  
**everybody** 72:23  
72:23,24  
**evolution** 82:15  
82:20  
**evolved** 30:24  
33:23  
**exam** 24:6,6,8,10  
24:17,18,24  
25:9  
**examination**  
17:11 25:4  
**Examiner's** 35:17  
**examples** 22:3,8  
**excellent** 43:6  
72:16

**exception** 15:4  
**excited** 29:9,14  
**excuse** 14:7  
15:17  
**existing** 14:10  
**exists** 71:6  
**expand** 48:2  
**expecting** 58:25  
**expedite** 46:19  
**experience** 21:11  
44:7 77:24  
78:21  
**expertise** 55:16  
**expired** 23:3  
76:9  
**expiring** 25:20  
**explained** 22:5  
**exploitation**  
39:21,22  
**exposed** 76:8,14  
82:23 83:13  
**exposure** 76:12  
83:2  
**expressed** 71:1  
**extreme** 5:22

---

**F**


---

**fabulous** 51:14  
**face** 53:5  
**facility** 60:8  
**fact** 29:8 53:11  
56:2 60:2  
63:10 82:19  
**factors** 38:23  
**fail** 24:5  
**failure** 32:15  
76:8  
**fair** 58:5 59:9  
59:13 75:12  
**fairly** 18:5  
58:23  
**fairness** 59:14  
**faithfully** 8:13  
8:15 10:14,16  
**fall** 28:8  
**fallen** 26:18  
**familiar** 7:16  
27:3  
**familiarize** 9:15  
**families** 12:17  
12:20  
**family** 12:5,6

65:14  
**far** 3:16 32:4  
 37:4 41:13  
 70:17 82:23  
**fashion** 72:5,22  
 75:4  
**fast** 59:9  
**fatalities** 49:8  
**fatality** 34:22  
 35:12,13 37:22  
 39:12 45:8  
**favor** 4:16 86:25  
**favorably** 56:9  
**FBI** 65:16 85:19  
**feared** 78:5  
**feasible** 32:25  
**February** 44:9,12  
**federal** 9:8  
 31:17 41:4  
 42:22 65:15  
**feedback** 18:7,8  
**feel** 24:21 28:2  
 33:3  
**fellowship** 81:9  
**felonies** 64:8  
**felt** 42:23 75:12  
**females** 17:18,18  
 79:15  
**field** 20:5  
**figure** 58:11  
 74:3  
**fill** 16:19  
**filled** 30:6  
 46:23  
**final** 51:19  
**finally** 11:14  
**financial** 34:10  
 39:22  
**find** 23:2 56:24  
 60:9 86:12,17  
**finding** 41:12  
**fine** 60:7  
**finish** 69:20  
**fire** 27:9 28:25  
 63:11  
**fired** 63:18  
**firefighters**  
 28:22  
**fireworks** 6:11  
**first** 7:5 16:2  
 26:24 27:7  
 29:13 31:12,18

31:25 33:25  
 35:10 38:21  
 46:8,13,15  
 47:5 48:18  
 64:24 71:17,18  
 71:19 74:17  
 83:21  
**fiscal** 5:7 16:13  
 17:4  
**five** 4:10 31:16  
**flash** 66:24  
 68:18  
**flip** 23:12  
**focus** 27:11,24  
 31:23  
**folks** 26:25 27:1  
 28:1 31:13,25  
 33:16,17,24  
**follow** 25:13  
 42:10 56:22  
 74:1  
**followed** 64:25  
 75:19  
**following** 24:19  
 52:6 69:9  
**force** 16:25 33:2  
 35:4 38:5  
**foregoing** 88:9  
**formalities** 6:18  
**formality** 60:21  
**formed** 35:11  
**formulated** 29:21  
**forth** 22:17 53:1  
 53:14 55:7  
 59:4 88:10  
**forthcoming**  
 43:24  
**Forton** 50:3  
**fortunate** 84:10  
**forward** 6:9  
 23:12 51:9,16  
 65:10 66:23  
**forwarded** 50:20  
**foundation** 26:8  
 26:12,14,15,16  
 26:21 27:8  
 28:18 29:20  
 30:5 32:11,12  
 32:16  
**founded** 26:14  
**four** 64:24 65:24  
 69:11

**frankly** 67:14  
**Fredia** 13:13  
 75:19 77:9  
**Free** 54:11 62:19  
**friend** 30:9  
**front** 5:3,5 6:17  
 16:6 72:6,22  
**full** 47:8 50:24  
 71:21 88:13  
**function** 75:1  
**functioning** 7:15  
**functions** 61:21  
**funding** 27:15  
 33:25  
**fundraising** 34:2  
**funneled** 38:4  
**further** 14:4  
 47:1 65:9  
**future** 70:6

---

**G**


---

**Gail** 5:5 16:10  
**Gardner** 21:13  
**Garrity** 56:8  
**Garza** 2:7 3:23  
 9:23,24  
**gathered** 72:7  
**gathering** 37:14  
**Geiser** 13:8,8  
**general** 53:11  
 56:18 57:10,11  
 57:19,20,23  
**General's** 57:4  
**generally** 86:7  
**generation** 40:10  
 40:11  
**genius** 70:12  
**gentlemen** 85:9  
**Gerard** 34:23,24  
 39:19 40:9,21  
 41:17 42:21  
 44:14,25 45:7  
 45:10,23 46:3  
 47:5,9,12  
**getting** 15:22  
 17:10 18:6,8  
 22:21 46:20  
 76:7 85:18  
 86:15  
**Gibraltar** 38:12  
**girl** 62:2  
**Girls** 64:19

**give** 4:9 11:11  
 11:12,14,15  
 13:6 14:22,23  
 22:3,13,23  
 24:8 32:8 34:9  
 56:21 64:22  
 68:14 82:2  
 85:3,5,13  
**given** 3:13 22:15  
 28:20 36:22  
 56:2 68:3  
 71:14 80:16  
 82:24  
**gloves** 12:18  
**go** 5:15 13:4  
 26:12 48:13,20  
 49:11 58:15  
 62:23 63:4  
 82:13 83:7,12  
**goal** 31:8,19  
 49:1,3  
**goals** 27:21  
**Goch** 65:3 74:2  
**Godbee** 27:1  
**goes** 14:19 70:20  
 81:17  
**going** 3:9 4:9,10  
 5:10 6:7,13,16  
 7:3,6,7 13:4  
 15:25 18:5  
 22:25 24:11  
 26:25 27:11,19  
 27:20 29:5  
 33:20 36:18  
 40:12 48:1,3,7  
 49:5 50:20  
 55:7 56:10  
 59:25 60:9  
 62:7 63:11  
 66:2 69:4 70:6  
 72:20 80:10  
 81:24 83:14  
 84:7,23 85:25  
 86:2  
**gonna** 3:6 4:8  
**good** 3:4,6 5:17  
 6:12,22 13:18  
 13:22 16:9  
 18:10 21:13  
 25:1 26:10  
 29:17 30:9  
 34:23 35:7



39:1 50:13  
 51:4,4,8 66:20  
 67:17 70:19  
 77:8 80:2  
 83:17  
**goods** 73:7  
**government** 11:5  
 86:8  
**governmental**  
 73:5  
**graduated** 17:15  
**graduates** 17:14  
**grand** 59:22  
**grandfather** 29:7  
**grant** 31:15  
**grants** 31:17  
**gray** 41:1,7  
**great** 6:21 21:10  
 23:15 24:14  
 29:9 31:21  
 34:11 51:6  
 60:25 65:18  
**greater** 23:13  
 36:24  
**green** 80:13 82:2  
**greetings** 13:19  
**Greg** 68:12  
**GREGORY** 2:14  
**group** 18:7 31:7  
 44:12 48:18  
 82:16  
**groups** 42:19  
**guarantee** 71:18  
 72:1  
**guess** 42:17  
 55:11 61:9  
 68:10 76:21  
**guests** 7:24  
**guy** 61:24 62:3  
**guys** 15:17

---

**H**


---

**hair** 41:1  
**half** 35:7 38:25  
**hall** 20:16 79:20  
**hand** 6:4 7:22  
 9:22 58:24  
**handle** 39:20,21  
 78:18  
**handled** 43:14  
**handles** 44:17  
**hands** 6:12 59:14

66:13,25  
**happen** 38:17,19  
**happened** 15:18  
 63:22 65:20  
 74:3 78:2 82:1  
 82:2  
**happens** 29:6  
 38:17 46:3,13  
 79:3  
**happy** 28:1 34:13  
**hard** 27:14,20  
**hastily** 72:10  
**hasty** 70:5  
**hates** 68:14  
**hats** 12:18  
**head** 55:11 78:9  
**heard** 71:18,20  
 78:5,17  
**hearing** 32:13  
 77:25  
**hears** 78:25  
**held** 14:10 52:8  
 61:19 70:1  
**help** 15:12 19:13  
 19:14 24:12  
 33:24 43:20,22  
 49:6,20 65:16  
 73:21 84:3,12  
 84:13,15,18  
 85:4,10,13,13  
 85:17,18,24  
 86:15  
**helped** 42:16  
**helpful** 44:6  
 73:12,13  
**helps** 42:3,5  
**Heparin** 29:5  
**hereinbefore**  
 88:10  
**hey** 43:21  
**Hi** 65:2  
**Hicks** 2:14 4:5,7  
 4:24 5:1 6:13  
 6:15,19 7:5  
 9:6 11:19 14:7  
 16:3 21:10  
 51:23,24 56:11  
 57:7 58:7  
 59:12 62:17  
 67:2,4,22  
 68:12 70:7,21  
 70:24 73:11

74:15 75:6  
**high** 46:2,9,11  
 46:25  
**higher** 61:20  
**highest** 54:4,10  
**Highland** 63:21  
**hire** 17:6 23:19  
 48:17 79:17,21  
 83:7  
**hired** 17:4,20  
 81:2  
**hires** 17:20,24  
 17:25 18:1  
**hiring** 19:21  
 47:19  
**Hispanic** 17:19  
 41:14,20 42:5  
**historically**  
 15:13 75:11,14  
 85:21  
**history** 26:12  
 29:21 32:19  
 53:20  
**hit** 53:16  
**hoc** 67:12 68:10  
 73:2,4  
**holidays** 12:3,4  
**home** 15:2 40:4  
 53:16 72:7  
**homicide** 15:5  
 37:1 38:18  
 45:19  
**homicide/suicide**  
 37:11  
**homicides** 35:25  
 37:3,5  
**honestly** 39:3  
**honor** 12:25  
**Honorable** 7:6  
 9:8  
**honored** 7:24  
**honors** 11:13,25  
**hope** 32:8 36:25  
**hopeful** 18:19  
 24:23  
**hopefully** 35:23  
 36:20 37:20,21  
 44:23 48:23  
 49:8  
**host** 29:5  
**hotline** 47:1  
**hour** 35:7 38:25

**hours** 82:24  
**house** 3:11  
**houses** 48:10  
**housing** 49:16,18  
 75:25  
**huge** 27:24  
**human** 16:4,7,10  
**hundred** 42:24  
 46:10

---

**I**


---

**IA** 56:11  
**idea** 21:19 24:14  
 86:10  
**identify** 35:23  
 38:23 45:18  
 46:8  
**identifying**  
 38:15  
**ignored** 68:11  
**immediate** 52:9  
**immediately** 5:4  
 9:15 46:14  
 49:13 52:6  
 55:21  
**immigrant** 41:12  
 86:5  
**immigration**  
 42:20  
**imminent** 45:20  
**impact** 37:21  
 38:6 42:23  
 64:12  
**impartial** 58:5  
**impartially** 7:13  
 8:13 10:17,19  
**implement** 18:19  
**importance** 72:8  
**important** 9:11  
 28:3,11 31:21  
 58:2 66:2,22  
 67:21 68:25  
 69:7 82:4  
**impose** 33:11  
**imposing** 33:10  
**improve** 36:3  
**inaudible** 51:19  
 51:20  
**inception** 31:7  
**incident** 38:16  
 52:21 57:3  
 77:14 78:2

81:16 83:6,20  
**incidents** 36:18  
 37:10 45:18  
**include** 20:21  
 27:9 32:7,16  
 41:3  
**included** 60:23  
**includes** 16:17  
**including** 68:22  
**incoming** 52:3  
**increase** 36:15  
**increases** 40:12  
**increasing** 40:14  
**incredible** 15:16  
**incur** 24:7  
**independent**  
 53:10 54:22  
**indicate** 5:2,11  
 32:18,25 51:25  
**indicated** 37:19  
 80:9  
**indicating** 14:2  
**individual** 7:5  
 9:6 25:5  
**individuals**  
 23:10 64:8  
 83:12  
**information** 14:5  
 18:16 22:12,17  
 28:14,17,21  
 36:22 37:14  
 44:15 52:2  
 56:6,22 57:25  
 58:25 74:11,18  
**initial** 37:9  
**initially** 55:21  
 74:2  
**initiate** 21:3  
**Inkster** 63:21,22  
**inside** 3:6 79:18  
**insisting** 84:16  
**inspection** 65:6  
**inspector** 53:11  
 56:18 57:4,10  
 57:11,19,20,23  
**installation** 4:9  
 6:8 7:6 52:8  
**installed** 9:3,7  
 9:7 11:6  
**instance** 37:17  
 68:16  
**instituted** 45:14

47:18 79:21  
**instruct** 23:5  
**insurance** 54:4  
 54:10 76:24  
 77:20  
**integrated** 82:16  
**integrating**  
 80:25  
**interact** 55:3  
 81:2  
**interaction**  
 20:12 44:7  
 55:16 81:25  
 82:11  
**interest** 28:12  
 56:2,6 67:12  
**interested** 23:2  
 23:22 27:4  
 73:1,2  
**interface** 21:9  
 21:15 55:17  
**internal** 52:23  
 52:24 55:6,16  
 55:22 56:6,7  
 57:16,16,21  
 58:9,16,22  
 59:7  
**interns** 18:5  
 20:10,13,19  
 21:11  
**internship** 18:3  
**interpretation**  
 46:1  
**interpreting**  
 45:25  
**intervene** 76:23  
**intervention**  
 76:2  
**interviews** 56:9  
**intimate** 35:24  
 37:2,5,10,12  
 37:23  
**intimidate** 78:16  
**intimidation**  
 78:21  
**introduce** 4:24  
 5:16,22,25 6:4  
 6:13,16  
**introduced** 21:13  
**introducing** 6:19  
**introductions**  
 6:6

**invasions** 40:4  
**investigate**  
 85:11  
**investigated**  
 40:17  
**investigating**  
 52:20,23,25  
 53:4  
**investigation**  
 53:10 54:22,25  
 55:7,10,24  
 56:1,17 57:12  
 57:21 58:24  
 59:9,10 79:9  
 79:10  
**investigations**  
 57:13,18  
**investigator**  
 5:19,19,20  
 21:6,8 55:4,14  
 55:17,19,20  
 56:19 57:2  
**investigators**  
 38:20 81:24  
**investment** 27:19  
**invite** 20:17  
**invited** 11:22  
 30:8 67:10  
**Invocation** 3:13  
**involve** 34:8  
**involved** 28:6  
 30:5 31:25  
 36:1 39:2  
 58:17 74:1  
**involving** 52:16  
 52:21 53:4  
**issue** 15:13  
 19:22 38:14  
 44:3,22 52:15  
 53:16,24 55:4  
 63:2 67:15,15  
 67:16,19 70:9  
 71:4 74:19,25  
 75:3 81:20  
 82:5  
**issues** 15:7 22:9  
 22:19 28:10  
 69:22,24  
**issuing** 66:3  
**item** 4:19  
**items** 51:9

---

**J**


---

**Jam** 28:6  
**Javon** 14:3  
**Jeffery's** 75:25  
**Jerry** 39:10  
**Jimmy** 29:2  
**job** 15:16,22  
 34:7 43:6  
 56:12 60:25  
 80:2,5,14  
**John** 29:5 30:21  
 31:6  
**Johnson** 5:6 14:3  
 14:5 24:15  
**joining** 29:10  
**jointly** 70:18  
 85:21  
**Joy** 13:9  
**JR** 2:11  
**judge** 7:9,22 8:2  
 8:4,8,12,16,19  
 8:22 9:1,8,10  
 9:21 10:1,3,7  
 10:11,14,17,21  
 10:25 11:4,13  
 11:24 12:6,9  
 12:23 44:1,14  
 44:15  
**judges** 11:21  
 13:3  
**July** 1:19 3:2  
 14:25 48:8  
 59:23 64:18  
 67:6,19 75:24  
**June** 4:20 16:11  
 17:15,20,21,25  
 18:4 77:10  
**jurisdiction**  
 45:12 76:23  
**jurists** 6:14

---

**K**


---

**Kathleen** 64:25  
 65:2  
**Kavan** 26:9,10  
 29:24 31:1,8  
 33:15 34:15,19  
**keep** 84:7  
**Keeps** 62:21  
**kept** 52:18  
**key** 39:7,7  
**killed** 37:11,12

63:7  
**killings** 84:18  
 85:1,7  
**kind** 24:15,20,21  
 26:12 39:17  
 49:17 57:4,14  
 58:20,20 77:25  
 78:25 82:14  
 86:15  
**kinds** 67:23  
**know** 6:25 12:5,5  
 12:22 14:18,19  
 15:13,19 19:15  
 19:17 22:1,5  
 23:2,4 24:1,9  
 24:11 28:12,14  
 29:11,21,25  
 30:6,17 32:5  
 33:17 34:2  
 38:17 41:2,18  
 41:19 44:2,5,6  
 44:14 49:8  
 53:19,20 54:13  
 56:10,22 57:3  
 57:5,22 58:5  
 61:1 62:8  
 63:22 64:8  
 65:17 66:15  
 67:18 68:13  
 69:3,10 70:5  
 71:23 74:8  
 78:22 80:19,25  
 81:17 82:5,25  
 83:5 86:7  
**known** 11:25  
 83:25  
**knows** 14:9

---

**L**


---

**lady** 73:20  
**lag** 23:18  
**lane** 32:1  
**languages** 41:15  
**LAP** 45:15 46:5  
**large** 3:19,22,24  
 23:9 41:20,20  
**largest** 65:13  
 81:13 82:16  
**LASHINDA** 2:17  
**late** 15:17 82:18  
**lately** 43:4  
**Latinos** 82:18

**law** 10:25 11:2  
 15:23 35:16  
 39:8 40:18  
 45:13 77:16,21  
 79:4 83:22,24  
**laws** 8:8,11,22  
 8:24 10:7,10  
 41:4,4  
**leaders** 79:4  
**leadership** 6:23  
 67:22 78:1  
**leaps** 36:6,8  
**learned** 79:23,24  
**lease** 76:9  
**leased** 76:2  
**leave** 18:12  
 19:15,25 62:22  
 62:24  
**leaving** 72:18  
**left** 5:22 35:2  
 63:4,8,17  
**left-hand** 45:11  
**legal** 70:12 74:7  
 74:14  
**let's** 3:15 11:11  
**lethality** 45:15  
 45:19,24 46:9  
 46:10  
**letting** 65:17  
**level** 42:22  
 44:17,17 85:22  
**levels** 16:15  
**LGBT** 82:4  
**liaison** 13:9  
**license** 77:20  
**licensed** 48:6  
**lie** 45:19  
**lieutenant** 24:15  
 55:6 61:10  
**life** 28:10 63:14  
 78:6  
**light** 53:8  
**limit** 64:22  
**line** 30:15 33:4  
**Linwood** 64:20  
**Lisa** 2:5 3:25  
 7:7,9,18,24  
 8:1  
**list** 36:2  
**listed** 17:22  
 45:11 52:1,4  
**listened** 77:10

**listening** 57:8  
**literally** 61:22  
**little** 16:12  
 24:21 27:14  
 41:7 47:17  
 51:4 55:14,23  
 60:16 80:6  
**lived** 54:14  
 75:23  
**lives** 80:16  
**local** 8:12,14  
 10:11,12 63:25  
 65:16 78:7  
**located** 64:19  
**location** 24:11  
**long** 12:1,1  
 14:25 27:22  
 35:9,24 50:11  
 80:24 82:7  
**long-term** 27:21  
**longer** 37:22  
 66:2  
**look** 16:18 26:24  
 27:7 31:19  
 32:24 38:21  
 41:3,4 51:16  
 56:24 60:18  
 65:20 74:6,12  
**looked** 50:21  
**looking** 6:9  
 43:23 46:24  
 58:23 70:18  
 76:16  
**looks** 59:25 60:6  
**lose** 78:25  
**lost** 63:19  
**lot** 17:24 23:9  
 23:18 27:18,25  
 28:5 29:1  
 31:23 33:16  
 79:18 86:6  
**love** 12:6  
**lower** 18:9,10  
**lying** 38:11

---

**M**

---

**ma'am** 13:15,23  
 20:7 26:6  
 29:16 34:18  
 52:14 65:19  
 77:3  
**MACOMB** 88:6

**Madame** 9:6 19:1  
 19:4 20:9  
 21:25 29:19  
 32:3,10 41:11  
 42:17 43:3,25  
 45:3 47:16  
 51:24 52:13  
 55:2,20 57:7  
 58:8 59:19  
 60:15 61:4  
 62:12,15 65:22  
 66:15,21 67:4  
 67:20,25 68:23  
 69:12 70:21  
 71:16 72:1  
 73:16,22 74:5  
 75:21 79:8  
 80:23 82:12  
**Madera** 61:3 62:7  
 62:11,11  
**magical** 40:25  
**majority** 44:18  
**maker** 29:3  
**making** 11:21  
 16:19 20:5  
 23:16 26:17  
 28:3 38:6 56:3  
 56:13 60:4  
 61:9 78:11,13  
 78:23  
**male** 78:3 79:14  
**males** 17:17,18  
 17:19 82:17  
**Malice** 82:2  
**Mallett** 2:11  
 3:20,20 4:13  
 4:21 6:23,24  
 7:2 32:10 45:3  
 45:8,21,24  
 47:3,7,10,13  
 49:1,16,24  
 65:22 67:3,5  
 67:20 69:13,18  
 70:13,19,23  
 71:16 73:15  
**man** 39:11 63:7  
 63:15  
**managed** 69:1  
**manager** 54:17  
**managing** 68:5  
 73:24  
**mandate** 23:19

74:16 79:14	<b>members</b> 6:3 7:24	<b>months</b> 12:19	51:9 72:5,5
<b>mandated</b> 69:14	27:10 31:11,20	18:10 19:25	84:15 85:13
69:17	34:11 37:7,14	65:5 77:15,22	<b>needed</b> 49:7 51:5
<b>manner</b> 81:23	42:11 50:7	<b>Moore</b> 14:11	63:24 65:9
<b>mantra</b> 27:18	62:16 71:20	<b>mother</b> 85:8	80:20
<b>Maria</b> 9:8 12:9	78:7	<b>motion</b> 4:18	<b>needing</b> 85:17
<b>Marriott</b> 28:15	<b>memo</b> 61:7	61:14 70:22,23	<b>needs</b> 26:24
<b>Maryland</b> 45:17	<b>memory</b> 22:6	70:23,24 71:1	27:23 29:12
<b>math</b> 16:24	<b>men</b> 15:15,19	71:8,15 86:20	31:21 32:17
<b>matter</b> 29:7	72:6	<b>motions</b> 70:25	43:21 73:20,20
36:12 58:15	<b>mention</b> 34:5	<b>Motorola</b> 29:4	85:4 86:7
59:1 63:10	<b>mentioned</b> 20:10	<b>mounted</b> 26:22	<b>neglect</b> 40:1,2
69:7 70:6,18	<b>met</b> 12:2 21:11	<b>move</b> 23:17	<b>neglecting</b> 59:12
72:8 82:18	50:18 55:5	<b>moved</b> 4:13,15,21	<b>Nelson</b> 5:20
<b>matters</b> 75:2	<b>methods</b> 57:12,15	4:23 48:19	<b>never</b> 79:14
<b>maturity</b> 25:16	<b>Metro</b> 12:10	86:22	80:16
<b>mayor</b> 14:18 55:3	<b>Meyers</b> 65:6,8	<b>moving</b> 23:20	<b>Nevertheless</b>
84:2	<b>Michigan</b> 1:17	51:9 68:4 75:7	15:2
<b>mayor's</b> 14:1	3:1 8:9,11 9:2	<b>municipalities</b>	<b>new</b> 6:11 15:18
<b>MCOLES</b> 17:9 25:9	10:8,10 35:19	65:16	17:20,24,25
25:12,12	36:5 54:19	<b>municipality</b>	18:1,6 27:2
<b>mean</b> 6:15 31:24	63:16 64:1	36:13	48:17,20 62:14
36:19,19 45:22	65:15 88:4	<b>museum</b> 29:8	64:16 82:22
80:7	<b>middle</b> 44:4		<b>newly</b> 34:24
<b>meaning</b> 39:21	<b>military</b> 22:11	<b>N</b>	35:11
64:4,11	<b>mind</b> 70:13	<b>name</b> 13:6,8 19:7	<b>news</b> 79:1
<b>means</b> 6:1 16:24	<b>mindful</b> 58:19	41:23 43:5	<b>night</b> 21:11 49:5
34:8 36:20,23	<b>minimize</b> 78:11	62:9 64:22	<b>nine</b> 12:12 48:7
38:16 61:8	<b>minimizes</b> 64:10	65:2 75:22	<b>non-civilian</b>
74:23 82:3	<b>minister</b> 3:10	77:8	18:11
<b>meant</b> 30:16 31:3	<b>minute</b> 51:13	<b>Napoleon</b> 86:4	<b>nonprofit</b> 12:11
37:20	<b>minutes</b> 4:10,20	<b>national</b> 29:6	12:13
<b>media</b> 5:8,13	64:23 79:12	54:7 63:3,24	<b>normally</b> 58:15
53:13 59:4	<b>misdemeanor</b> 64:4	85:22	<b>north</b> 12:4 64:19
<b>Medical</b> 35:17	64:11	<b>nationally</b> 64:6	75:23 76:8
<b>meet</b> 41:9	<b>misquoted</b> 84:22	<b>nationwide</b> 39:23	<b>note</b> 51:19
<b>meeting</b> 1:7 3:5	86:13	<b>native</b> 84:8	<b>notice</b> 16:20
3:7 4:11 5:12	<b>missing</b> 76:11	<b>nature</b> 19:20	<b>noticing</b> 42:18
11:19 12:9	<b>mission</b> 35:21	21:16 33:22	<b>notify</b> 22:22
18:17 20:17	<b>mobilizing</b> 67:8	41:8 55:25	<b>notion</b> 53:17
31:13 52:6,15	<b>model</b> 45:17	62:25 82:25	<b>November</b> 28:21
52:20 53:1,2,9	<b>models</b> 74:12	<b>near</b> 70:6	65:3
55:21 64:17	<b>modifications</b>	<b>nearly</b> 15:1 35:8	<b>NPO</b> 28:7
67:5,14 68:9	72:4	<b>necessarily</b>	<b>number</b> 16:18
69:15 73:3	<b>Monday</b> 48:8 67:6	58:16 79:18	17:7 18:15
79:5 87:2	67:19	<b>necessary</b> 58:20	19:15 20:3
<b>meetings</b> 7:13	<b>money</b> 27:6 31:10	68:25	23:9,13,14
67:8,9	31:22 34:4	<b>need</b> 12:17 27:16	38:13 40:13,25
<b>Melendez</b> 63:17	<b>month</b> 16:11	32:6 34:10	45:21 47:3
<b>melting</b> 41:19	17:25 18:5,10	38:14 42:12,15	<b>numbers</b> 17:13,22
<b>member</b> 12:13,21	19:23 23:19	44:3,8 46:22	18:13,20 37:6
58:17 60:12	44:10,11 65:7	49:6,19,20	39:22 40:5

numerous 43:21

---

**O**

---

**oath** 7:18,23  
 9:18,22 78:16  
 78:24 88:10  
**Obama** 63:2  
**objective** 66:25  
 68:20 72:14  
**obligation** 75:2  
**obtain** 22:12  
**obviously** 36:10  
 40:10 56:4,5  
 63:13  
**occur** 66:1,1  
**occurred** 58:11  
 63:6 66:16  
**OCI** 20:13,24  
 21:1,19 53:2  
 55:22  
**odd** 16:23  
**offenses** 15:6  
**offhand** 57:6  
**office** 2:16,17  
 5:18 7:19,23  
 8:19,20 9:10  
 9:22 10:21,24  
 12:2 14:2 35:1  
 35:17,17 36:17  
 39:11,18 53:11  
 57:4 60:2 63:8  
 66:9,19 68:3  
 70:19 71:3  
 73:24 84:5  
**officer** 16:18  
 46:1,8,17  
 53:23 63:7,17  
 65:6,8 76:4  
 77:16 78:18,20  
 78:23 79:13,13  
 81:16,17  
**officers** 16:25  
 17:21 19:24  
 20:21 26:18  
 28:22 46:4  
 50:19 51:5  
 53:24 62:22  
 63:3 77:23  
 78:12,14 79:15  
 80:12,15 81:2  
 82:8,9,9,9,22  
**official** 62:13

66:8  
**officials** 13:4,5  
 36:14  
**offset** 27:16  
**oh** 13:16  
**okay** 3:11 5:21  
 19:5,9 22:12  
 25:21 38:1  
 40:7 45:7  
 47:13 52:25  
 55:13 59:2  
 67:20,21  
**old** 14:5 52:12  
 59:18 61:5  
**older** 40:8  
**once** 48:13 60:7  
 60:9  
**ongoing** 51:7  
 79:11  
**open** 60:7 67:9  
**opening** 59:22  
**operated** 65:14  
**opinion** 64:9  
 69:2 80:19  
**opportunity**  
 20:22 21:16,18  
 24:1 72:11  
**opposed** 4:18  
 17:8 19:17  
 71:15 83:4  
**oral** 64:21  
**order** 3:7 7:16  
 16:4 46:19,23  
**orders** 49:19  
**ordinance** 71:6,7  
 71:9,14 72:3  
 73:12 74:15  
**ordinances** 8:12  
 8:14 10:11,13  
**organization**  
 12:11,14 46:16  
**organizations**  
 36:14 85:20  
**original** 76:10  
**ought** 72:21  
**ourself** 33:2  
**outcome** 78:4,19  
**outgoing** 2:4 3:8  
 11:16  
**outlines** 61:16  
**outlying** 38:11  
**outreach** 5:8

27:12,25 37:15  
 79:22 82:21  
**outside** 57:4  
 67:10 74:14  
 83:3  
**outstanding** 22:9  
 34:7  
**overall** 15:7  
**overlooked** 65:18  
**override** 71:9  
**oversight** 21:19  
 58:4,4,4  
**owned** 65:14  
**Oxendine** 5:5  
 16:5,7,9,10  
 19:3,10 20:1,3  
 20:11,15,25  
 21:4,22 22:2,7  
 23:11 24:3  
 25:7,23 26:1,6  
 80:4  
**Oxholm** 9:8,10,21  
 10:1,3,7,11,14  
 10:17,21,25  
 11:4 12:9,9

---

**P**

---

**p.m.** 1:18 3:3  
 64:18 87:4  
**packet** 16:6  
**page** 1:14 17:5,5  
 45:4,7,8 46:6  
**Pamela** 5:18  
 55:20  
**pamphlet** 43:7  
**paper** 86:10  
**pardon** 41:6  
**Park** 63:21  
**Parliamentary**  
 9:16  
**part** 28:13 31:6  
 32:16 34:13  
 40:9 44:20  
 54:20,24 67:12  
 78:14  
**participant**  
 39:12  
**participation**  
 31:15  
**particular** 25:13  
 33:14 37:17  
 52:20 58:18

61:11 66:24  
 68:16,18,25  
 69:22 70:25  
**parties** 55:10,22  
**partner** 29:4,4  
 29:13 35:24  
 37:2,5,10,12  
 37:23  
**partners** 36:1,2  
 39:2  
**parts** 28:5  
**pass** 7:3 17:10  
 23:24 65:24  
 71:15  
**passed** 56:6 65:7  
 66:9,17 68:4  
**passing** 24:24  
**pattern** 57:1  
**pause** 4:8 75:4  
**pay** 69:4 76:8  
**paying** 24:4  
**peaceful** 6:23  
**peculiar** 68:24  
**pending** 62:25  
**people** 22:21,25  
 23:8,14 24:24  
 29:1 33:17  
 49:6,6 57:16  
 72:19 76:11  
 77:24 79:17,21  
 80:1,10 81:7  
 83:22 84:5  
**percent** 15:6,7  
 42:24 53:18  
 54:6  
**percentage** 39:22  
 40:3  
**perform** 8:13,15  
 10:17,20  
**period** 17:4  
 22:23 23:1  
 25:20 55:11  
**permanent** 22:18  
 25:24 26:1  
**permit** 70:25  
**perpetrator**  
 37:11  
**person** 24:16  
 43:13 44:2  
 74:9 76:13  
 77:16  
**personal** 46:22

49:19	28:24 30:4	21:12 43:5,8	<b>private</b> 32:11,12
<b>personnel</b> 5:4	32:7,14 33:7	43:14 48:16,16	<b>proactive</b> 47:18
<b>pertaining</b> 53:13	35:3 36:24	48:16,21 49:5	<b>probably</b> 12:9,11
<b>phase</b> 18:18,20	38:1,10 56:2	49:22 50:8	28:24,24 72:9
<b>phone</b> 14:1 46:1	63:3,5,8,12,17	51:3,3 59:22	<b>Probation</b> 35:18
46:18	64:5,12,17	60:22 61:20	<b>problem</b> 20:4
<b>phonetic</b> 26:9	65:4,15 66:3	64:18 71:11	23:4 62:21
29:3 62:7	69:2,24 75:15	76:4,13	70:10 78:18,19
<b>photo</b> 26:18	76:5,20,22,25	<b>precincts</b> 28:9	78:21 86:14
<b>physical</b> 23:25	77:11,13,18	43:9,18,23	<b>problematic</b> 46:2
<b>physician</b> 25:17	80:7,12 83:21	47:20 48:1,2	<b>problems</b> 35:23
<b>picnics</b> 12:3	85:12	48:15,19,19,24	78:1,23
<b>picture</b> 27:7	<b>policing</b> 53:23	49:12 50:7	<b>Procedure</b> 9:16
<b>pictures</b> 51:15	<b>policy</b> 5:9 50:20	61:8 81:4	<b>procedures</b> 76:16
51:17	50:22,23	<b>predominantly</b>	<b>proceedings</b> 87:4
<b>piece</b> 73:25	<b>political</b> 83:18	81:12	88:9,14
<b>pilot</b> 43:9	<b>politics</b> 78:7	<b>preference</b> 82:5	<b>process</b> 17:3
<b>place</b> 59:14	<b>poll</b> 83:19	<b>pregnant</b> 85:9	18:18 22:5,22
60:22 61:6	<b>Pope</b> 64:25 65:2	<b>preliminary</b>	23:15,17,18,21
65:7 67:17	65:2 75:10	55:23	25:12 37:6,14
69:21 74:17	<b>population</b> 36:13	<b>prepared</b> 7:18	37:16 43:20
88:10	40:8 86:5	9:18	55:8 57:22
<b>placed</b> 43:17	<b>portion</b> 45:4	<b>prescribed</b> 9:13	58:13 66:10,12
47:25	<b>position</b> 61:19	<b>presence</b> 7:23	72:13 73:5
<b>plan</b> 49:20	<b>positions</b> 16:19	18:24	75:12 80:3
<b>planned</b> 48:15	<b>positive</b> 18:7,8	<b>present</b> 2:1 16:5	<b>proclaim</b> 9:2
<b>play</b> 33:4 34:13	38:8	35:10	11:5
74:23 83:6	<b>possible</b> 19:11	<b>presentation</b>	<b>procurement</b> 66:5
<b>please</b> 7:9,22	20:2,10 21:2	16:6 26:8	66:14 67:1
9:21 11:11	56:1 59:9	34:21 77:12	68:7 70:19
13:6,7 64:22	73:13	<b>presentations</b>	71:3 72:13
<b>pleased</b> 35:9	<b>possibly</b> 66:20	16:1	73:24
55:8	<b>post</b> 9:11	<b>presented</b> 47:24	<b>produce</b> 31:17
<b>pleasure</b> 12:9	<b>Post-bankruptcy</b>	50:23 76:4	<b>profess</b> 70:12
77:7	27:9	<b>preside</b> 7:13	<b>professional</b>
<b>podium</b> 6:17 7:10	<b>pot</b> 41:19	<b>president</b> 13:13	76:13
<b>point</b> 24:9 33:14	<b>potential</b> 40:13	30:10,20 63:2	<b>profile</b> 53:24
34:4 35:6	66:11	86:1	<b>profiled</b> 80:11
43:25 53:20	<b>power</b> 35:6 55:5	<b>presidential</b>	<b>profiling</b> 53:19
65:10 66:24	64:3 68:14	13:10	53:22 54:2,5
68:18 76:17	<b>powers</b> 59:21	<b>Press</b> 54:11	54:11,17,20
85:25	69:25	62:19	<b>profound</b> 68:17
<b>pointed</b> 74:16	<b>PPO</b> 43:11,17,20	<b>pretty</b> 17:23	<b>profoundly</b> 66:2
<b>pointing</b> 3:11	43:22 48:4	51:3,4	<b>program</b> 12:18
<b>police</b> 1:5 3:5	50:6	<b>prevent</b> 35:24	18:4 43:9,16
7:12,19 9:3,14	<b>PPO's</b> 49:7	<b>Preventionand</b>	45:9,15,15,16
9:17,19 11:6	<b>practice</b> 24:22	35:19	47:6,21 48:5
13:14 15:15	<b>pray</b> 3:12	<b>previous</b> 20:20	48:10 49:21
16:17 18:11	<b>prebankruptcy</b>	52:15	60:20 83:19
20:13,21 21:20	26:23	<b>principal</b> 34:25	<b>programming</b>
26:3,15,21	<b>precinct</b> 13:14	76:3	60:17
27:3,4,6 28:2	15:9,9,10	<b>Prior</b> 11:19	<b>programs</b> 12:16

<b>progress</b> 16:19	66:11 68:19	65:8	<b>recruiting</b> 17:1
<b>project</b> 75:25	82:8	<b>reached</b> 42:13,13	23:9 80:2
<b>projects</b> 18:16	<b>puts</b> 49:22	57:9	<b>recruits</b> 80:5
<b>promise</b> 35:8	<b>putting</b> 64:5	<b>reaching</b> 23:1,21	82:23
<b>proper</b> 7:15 30:4	66:11,13,24	<b>read</b> 54:8 86:10	<b>rectified</b> 22:19
74:23		<b>readily</b> 77:19	32:17
<b>properly</b> 4:15,23	<b>Q</b>	<b>reading</b> 19:17	<b>rectify</b> 32:6,21
70:2 74:22	<b>qualification</b>	<b>readings</b> 52:19	<b>red</b> 51:8
<b>prosecutor</b> 40:23	25:10	<b>ready</b> 3:15 6:15	<b>reduce</b> 84:18
42:12 49:4	<b>qualifications</b>	<b>real</b> 64:11,12	<b>reduced</b> 88:11
<b>prosecutor's</b>	25:24	<b>realistic</b> 72:13	<b>refer</b> 45:14 57:3
12:2 35:1,16	<b>quality</b> 28:10	<b>really</b> 12:24	<b>reference</b> 20:6
36:16 39:11,18	<b>question</b> 23:8,24	27:20 28:3	70:15 74:24
<b>protect</b> 72:11	25:23 40:21	32:24 59:1	82:19
<b>protection</b> 46:22	42:17,18 52:17	64:10 67:22	<b>references</b> 62:22
49:19	54:12 58:13	69:3,7,7,7	<b>referred</b> 45:17
<b>protocol</b> 40:24	61:23 71:12	72:11 80:2	73:21
<b>provide</b> 22:16	<b>questions</b> 18:21	82:10	<b>referring</b> 40:20
65:17 68:7	18:24 19:3	<b>reapply</b> 23:5	56:18,20
73:11 74:11	21:24 25:22	25:19,20	<b>reflects</b> 16:21
<b>provided</b> 65:13	29:15,18 34:18	<b>rear</b> 52:9	<b>refresh</b> 22:6
<b>providers</b> 35:18	39:13,15 41:10	<b>reason</b> 19:13	<b>refreshments</b>
42:14	43:2 46:7,7	<b>reasons</b> 22:4	52:7
<b>providing</b> 46:19	47:14 50:1	67:23	<b>regard</b> 22:2
46:20 48:24	71:11 86:20	<b>reassure</b> 82:8	23:24 58:19
<b>psychological</b>	<b>quick</b> 23:23 75:4	<b>rebellion</b> 54:12	74:3
25:4,8	<b>quickly</b> 23:20	54:13,13,16	<b>regarding</b> 37:1
<b>psychologist</b>	67:17	<b>recall</b> 30:23	<b>regardless</b> 81:20
25:17	<b>Quinn</b> 5:12	52:25 56:18,19	<b>regards</b> 25:4
<b>public</b> 1:7 26:8	<b>quite</b> 67:14 84:9	<b>receive</b> 14:1	79:10,10 83:20
26:14 27:8,20	85:7 86:11	56:10 65:11	84:3,11
29:4 33:3	<b>quorum</b> 4:6,7	<b>received</b> 65:5	<b>Reggie</b> 30:10
35:15 36:21	<b>quote</b> 78:5 84:15	66:7 81:11	<b>Reginald</b> 2:10
78:25		<b>receiving</b> 14:14	4:1 30:22
<b>published</b> 54:3	<b>R</b>	<b>receptive</b> 21:7	<b>registration</b>
<b>pulling</b> 22:25	<b>race</b> 17:16 78:17	<b>recite</b> 7:23	77:20
<b>pun</b> 41:7	<b>racial</b> 53:18,22	<b>recognize</b> 29:1	<b>registry</b> 63:3,24
<b>purchasing</b> 51:9	54:2,5,11,17	<b>recognizing</b>	<b>regular</b> 36:14
<b>purple</b> 80:13	54:20 81:18	28:22 29:2	<b>regularly</b> 40:17
<b>purposes</b> 41:6	<b>racially</b> 53:24	<b>Recolta</b> 30:21	<b>regulated</b> 81:3
<b>pursuant</b> 35:14	80:10	31:6	<b>regulatized</b>
68:2	<b>racism</b> 53:21	<b>recommendations</b>	68:20
<b>pursue</b> 30:3	<b>radio</b> 83:19	37:18,19,23	<b>regulatory</b> 25:10
32:20	<b>raise</b> 6:4 7:22	38:1,9	<b>reinforces</b> 79:3
<b>purview</b> 68:19	9:21 31:22	<b>record</b> 5:17 13:7	<b>reiterate</b> 53:12
69:1	34:4 69:22	16:10 54:22	<b>related</b> 40:15
<b>push</b> 39:5,5,6	<b>raising</b> 63:2	55:20 59:11,24	<b>relates</b> 14:24
<b>pushed</b> 60:1,9	<b>Ralph</b> 27:1	62:10 73:23	47:19 68:6
<b>put</b> 19:12 43:23	<b>range</b> 41:5	80:18 82:13	80:5
46:17 48:15	<b>rank</b> 26:18	<b>records</b> 37:15	<b>relation</b> 21:12
59:11,13 61:6	<b>rates</b> 54:4,10	<b>recovered</b> 76:10	71:3
61:14 62:17	<b>reach</b> 44:12 57:9	76:21	<b>Relations</b> 13:14

<b>relationship</b> 38:22	<b>representatives</b> 13:5 35:20	61:17 71:13	<b>robberies</b> 40:5
<b>relationships</b> 72:15	<b>represented</b> 32:14 81:6	<b>responsibility</b> 7:14 61:20	<b>Robert</b> 5:2
<b>relative</b> 11:21 57:12	<b>represents</b> 35:15	68:5 69:14,17	<b>Robert's</b> 7:16
<b>relax</b> 35:7	<b>request</b> 52:1 72:3	69:23 71:6,7	<b>robes</b> 6:15
<b>relief</b> 76:1,16 76:24	<b>requested</b> 67:5	71:13	<b>Robinson</b> 65:1 75:19,21,22
<b>relinquish</b> 6:8	<b>requests</b> 36:16	<b>responsible</b> 26:17 66:3	77:5,6,7
<b>rely</b> 74:14	<b>requirement</b> 32:12	68:21	<b>robust</b> 58:23 59:8
<b>remember</b> 30:20	<b>requires</b> 25:10	<b>rest</b> 35:6 73:6	<b>Roger</b> 64:25 75:19,22
<b>remembers</b> 65:24	<b>reschedule</b> 24:22	<b>restricted</b> 18:13 18:15,18	<b>role</b> 3:16 33:4 74:12,23
<b>remind</b> 52:5	<b>rescind</b> 70:25	<b>result</b> 66:17 76:7	<b>roll</b> 77:18
<b>reminder</b> 15:21	<b>research</b> 29:20 30:2 33:8,8	<b>retain</b> 71:13	<b>rolling</b> 48:22
<b>remiss</b> 39:9	47:23 74:7,9	<b>retake</b> 24:2	<b>room</b> 52:9
<b>removal</b> 76:15	74:13	<b>retention</b> 19:14 19:23	<b>rotate</b> 18:6
<b>removed</b> 76:2	<b>Reserve</b> 65:16	<b>retired</b> 19:19 50:10,12 81:17	<b>rotated</b> 30:6
<b>Renaissance</b> 28:15	<b>reside</b> 9:12	<b>retirement</b> 19:18	<b>rotation</b> 67:15 68:6,10 71:11
<b>render</b> 24:24	<b>residency</b> 17:22	<b>return</b> 5:10	71:11 73:25
<b>Renee</b> 79:20	<b>resident</b> 75:25	<b>revealed</b> 29:20	<b>rotations</b> 71:22
<b>repeat</b> 9:22	<b>residents</b> 18:1,2	<b>reverend</b> 83:21	<b>round</b> 11:11,12 11:15
<b>report</b> 13:16,25 13:25 14:22,24	<b>resigned</b> 63:11 63:19	<b>review</b> 34:22 35:12,13 37:15	<b>row</b> 5:3
16:11,13 19:18	<b>resisted</b> 86:4	37:16 38:2	<b>rule</b> 78:11
20:4,5 26:5	<b>resolution</b> 65:25 66:9,17 68:4	39:12 56:4	<b>rules</b> 7:16 9:16 66:6
35:11 37:25	70:14 71:8	70:6 73:9,10	<b>run</b> 24:20 72:13 73:5
42:9,9 45:4	<b>resolutions</b> 69:5	73:14	<b>running</b> 62:19
51:2,10,22	<b>resources</b> 16:5,8 16:11 24:12	<b>reviewed</b> 37:8,10	
52:10 54:2,7	49:12,14 84:17	<b>reviews</b> 37:22	<b>S</b>
65:21 66:21	<b>respect</b> 17:1,14 18:3 22:20	<b>revised</b> 50:19	<b>safety</b> 26:8,14 27:8,20 29:4
67:18 70:1	39:17 77:17	<b>revisiting</b> 73:1	33:3 49:20
71:21 76:5,10	80:19	<b>Rice</b> 63:8	50:7 77:13
76:20,22 77:1	<b>respond</b> 19:22 41:15 55:3,14	<b>Richard</b> 2:12 4:3	<b>Sanders</b> 2:8 3:18 3:19 51:1,13
<b>reported</b> 1:20 40:16,17 50:21	69:13 75:4	<b>ride-along</b> 51:2 51:6	86:22
50:22 76:5	79:9 80:24	<b>right</b> 3:16,17 6:23 7:22 9:10	<b>Sara</b> 50:3,3
88:8	82:4	9:22 24:1	<b>Sarge</b> 47:21
<b>reporter</b> 5:14 88:1	<b>responded</b> 56:9	30:24 31:4,4,8	<b>sat</b> 30:18
<b>reporting</b> 41:13 42:19 45:9	<b>responder</b> 31:25	31:24 32:15,22	<b>satisfied</b> 55:7 55:15 57:14
<b>reports</b> 36:24,25 50:16 51:12,22	<b>responders</b> 26:24 27:7 29:13	33:21 57:6	<b>Saturday</b> 24:20
52:18	31:18 34:1	60:24 72:9	<b>saw</b> 29:25 72:10
<b>represent</b> 47:8 60:19	38:21 46:14	73:16 75:7	<b>saying</b> 33:15 56:25 84:15
<b>representation</b> 32:8	<b>responding</b> 46:8	86:17	<b>says</b> 45:21
<b>representative</b> 43:4	<b>response</b> 36:3,25 38:6	<b>rigorous</b> 66:12	<b>scene</b> 46:18
	<b>responsibilities</b>	<b>riot</b> 54:13,15	<b>schedule</b> 59:20
		<b>rise</b> 7:10 36:20 39:23 40:5	



61:2  
**scheduled** 59:22  
 67:6  
**school** 44:4  
**scope** 57:5  
**screened** 46:24  
**screens** 45:24  
 46:10  
**se** 79:23  
**seat** 30:2 33:5  
**second** 71:1  
 79:12 86:24  
**secretary** 2:14  
 51:23  
**section** 81:7  
**see** 3:10 6:22  
 13:22 16:22  
 17:5 21:13  
 23:11,12 32:24  
 35:5,21 38:25  
 40:15 41:5  
 45:11,12 50:13  
 72:23 85:12  
**seeing** 39:18  
 51:16  
**select** 37:8  
**send** 13:19 62:13  
**senior** 78:24  
**sent** 15:19 61:7  
 62:18 84:4,4  
**separate** 31:2,5  
 31:5  
**separating** 19:8  
**separation** 19:6  
 57:17  
**September** 28:15  
**SER** 12:10  
**sergeant** 5:12  
 35:3,9 38:5  
 39:1 41:21  
 45:5 47:17,22  
 61:3,10,13  
 62:3,7,11,11  
**series** 62:20  
**serious** 32:9  
**serve** 14:3 30:9  
 30:12  
**served** 32:20  
**service** 6:9  
 19:18 26:19  
 35:18 42:14  
 46:21 68:7

81:10 82:22  
**services** 5:13  
 42:15 46:19,22  
 48:24 49:12,14  
 68:21,22 73:7  
**serving** 29:22  
 30:1,14 33:5  
**set** 65:9 88:10  
**Settles** 29:3  
**sex** 17:16  
**sexual** 35:19  
 48:12 82:5  
**share** 81:15,25  
**shared** 78:20  
**Shelby** 2:12 4:3  
 4:3 20:20 25:3  
 25:21 39:16  
 40:7,19 50:17  
 51:18 60:20  
 81:1  
**shelter** 46:20  
**Sheriff** 86:4  
**Sheriff's** 86:3  
**shifted** 76:22  
**short** 55:11  
**shot** 63:7 78:5  
 85:10  
**show** 19:21  
**shows** 19:18  
**side** 3:17 5:6  
 15:8,9 45:11  
 75:24  
**signed** 55:5  
**significant** 33:4  
 72:17  
**similar** 61:22  
 73:6 76:19  
**simply** 51:24  
**sir** 4:7 20:11  
 33:16 45:7  
 50:13 55:19  
 57:6 59:2,15  
 64:15 75:9  
**sit** 15:2  
**sitting** 5:22  
 6:10,14  
**situation** 58:11  
 58:21 76:14,20  
 78:10  
**situations** 44:5  
**skin** 80:6 81:20  
**small** 48:2 63:21

**smaller** 38:10  
**Smith** 75:20  
 83:17,17 84:22  
 85:1 86:9  
**social** 47:19,25  
 48:6,10,17,18  
 48:20 49:13,14  
 49:22  
**soft** 28:21  
**sole** 53:24  
**solemnly** 8:2,3  
 10:1,2  
**someone's** 80:6  
**somewhat** 54:8  
 81:3 82:14  
**Sons** 65:3 74:2  
**soon** 44:4 73:13  
**SOP** 50:19  
**sorry** 58:8 61:6  
 78:8 79:10  
**sort** 76:24  
**sounds** 25:1  
**southwest** 42:4  
**speak** 20:22  
 21:16 58:5  
 77:10  
**speaker** 64:25  
 75:18  
**speakers** 64:24  
**speaking** 68:23  
 81:8  
**special** 18:16  
**specially** 46:5  
 73:8  
**specific** 68:25  
 71:7  
**specifically**  
 9:13 56:20,23  
**spelled** 37:24  
**spend** 24:12  
**spent** 12:3 79:18  
**spoke** 47:1 79:11  
**spoken** 78:20  
 83:23  
**SS** 88:5  
**stabbed** 85:9  
**staff** 4:25 5:16  
 5:25 6:3,6  
 12:19 21:10  
 41:14 47:24  
 56:12 58:9  
 60:12 65:20

74:9,13,14  
**staffing** 16:15  
 16:21  
**Stair** 2:17 13:17  
 13:18,23 14:21  
 14:23 15:25  
 47:16 49:3,10  
 52:22 59:6,15  
 59:24 60:14,24  
 62:2,12 65:19  
 73:22 77:3  
 79:8 80:22  
 81:22  
**stall** 49:8  
**stand** 13:6 70:10  
**standing** 50:16  
**start** 6:18,19  
 19:12 44:3,8  
 48:1  
**started** 17:21  
 18:4 30:25  
 47:5  
**starting** 3:16  
 6:4 48:8 62:20  
**starts** 44:23  
**state** 6:21 8:9  
 8:11 9:2 10:8  
 10:10 36:5,7  
 36:12 39:24  
 41:4 43:15  
 54:19 63:5,6  
 63:16,25 65:15  
 76:3 78:15  
 88:4  
**state-wide** 63:25  
**stated** 53:13  
 70:7 77:15,22  
**statement** 11:21  
 54:21,25 79:5  
 84:14  
**statements** 59:3  
**States** 8:5,7  
 10:4,6 11:5  
 85:2  
**stating** 78:9  
**Statistically**  
 36:10  
**status** 65:11  
**statute** 37:7  
**stay** 19:24 28:4  
**stayed** 19:16  
**stenographically**

88:9  
**step** 46:15 66:22  
**stolen** 76:6  
**stop** 44:23 78:14  
**stopped** 77:11,18  
**stops** 78:23  
**stranger** 40:3  
**strategically**  
 43:17  
**strategy** 24:23  
**Street** 1:16  
 62:22  
**streets** 61:16  
**strings** 86:2  
**strong** 38:8 44:2  
**struggling** 17:9  
**student** 18:3  
**students** 20:22  
**Studies** 50:4  
**subdivide** 40:1  
**subject** 67:14  
**submitted** 36:16  
 65:4  
**Subpoena** 55:5  
**subscribe** 84:6  
**suburban** 63:8  
**sufficient** 57:17  
 67:8  
**suitability**  
 25:16  
**summary** 19:6  
**summation** 67:17  
**summer** 28:7  
**Sunday** 62:20  
**superintendent**  
 84:6  
**superiors** 39:10  
**supervise** 35:1  
**supervising** 5:20  
 38:2  
**supervision** 61:9  
 88:12  
**supervisor** 61:15  
**supervisors**  
 61:24  
**support** 4:14,22  
 8:4,6 10:3,5  
 15:19 59:7  
 86:23  
**supported** 4:16  
 4:24  
**supportive** 12:16

**supports** 73:23  
 73:25  
**sure** 5:3 13:19  
 14:23 21:4,22  
 22:7 23:16  
 24:3 26:17  
 28:4,16 42:21  
 42:22,25 56:13  
 56:20 59:10  
 60:4,7,9,10,16  
 60:22 61:1,3  
 61:10,18,20  
 62:13 65:23  
 68:11 72:24  
 73:14 80:18  
 83:10 85:24  
**surfaced** 70:9  
**surpassing** 37:5  
**survivors** 36:23  
**suspect** 71:19  
**suspended** 68:2  
**swear** 7:7 8:2,3  
 10:1,2 11:22  
**swearing** 3:15  
**switch** 13:17,17  
**sworn** 16:16,18  
 16:23 17:1,21  
 17:25 18:11  
**sworn-in** 34:24  
**system** 37:16  
 62:21  
**systemic** 35:22  
 37:21  
**systemically**  
 38:24

---

**T**


---

**table** 6:18  
**tabled** 75:3  
**tactics** 17:11  
**tad** 15:4  
**tail** 40:11  
**take** 5:25 7:4,18  
 9:18 16:3,4  
 18:21,24 24:6  
 24:10 26:22  
 31:19 32:24  
 35:7,8 41:8  
 45:5 59:14  
 68:18 69:8  
 72:11 81:14  
 82:14

**taken** 31:16 34:4  
 70:4 76:18  
 83:19 85:3  
**talk** 20:18 28:10  
 30:9 47:17,21  
 56:21 80:15  
**talked** 63:3 84:1  
 84:4  
**talking** 20:24  
 23:8 24:16  
 37:22 41:22  
 43:19 56:23  
 58:22 64:5  
 69:18 83:22  
**talks** 44:9,11  
 47:23  
**Tamara** 63:7  
**taping** 5:12  
**targets** 41:22  
**task** 35:4 38:5  
**taught** 36:5  
**Taylor** 45:12  
**team** 34:22 35:12  
 35:13 37:7,14  
 39:13 44:20  
 80:4  
**techniques** 27:4  
**technology** 27:12  
 60:4  
**teen** 44:10  
**teenaged** 44:12  
**teletype** 15:19  
**tell** 30:15 36:4  
 38:2 39:19  
 40:6,14,22  
 42:1,24 79:2  
**template** 45:9  
**temporarily** 22:3  
 22:13,21  
**temporary** 22:7  
 22:22 23:3  
 25:14,15  
**ten** 12:12 48:7  
 76:19,21  
**term** 14:10 27:22  
 35:24  
**terms** 19:14,23  
 19:23 24:8,12  
 27:7 28:3 30:8  
 32:7 34:9 43:6  
 44:4,7 52:20  
 53:22 60:17,20

60:21 61:9  
 66:23 67:8,17  
 68:6 70:17  
 72:17 74:6,8  
 74:12 80:25  
 81:19,22 82:21  
 85:17,22 86:4  
 86:7  
**terrain** 76:21  
**test** 23:25 24:2  
 24:5,19  
**testimony** 88:9  
**testing** 17:9  
 24:4  
**thank** 3:14 4:5  
 5:1,24 6:8 9:5  
 11:8,18 12:7  
 12:24,25 13:2  
 13:2,3,11,15  
 13:23 14:17,20  
 15:15,24 19:1  
 20:7 25:2 26:4  
 26:4,6,10  
 29:16,16 34:13  
 34:17,18,19  
 39:1 43:1  
 44:13,24,25  
 47:13,22 49:24  
 50:2,3,9,12,14  
 50:25 51:11,21  
 51:24 52:11  
 54:25 55:1,19  
 56:14 58:1  
 59:2,4,5,16,17  
 62:1,5 64:13  
 64:15 67:2,3  
 73:19 74:4  
 75:8,9,10,17  
 77:6,7 79:7  
 80:21 83:15,16  
 85:14,15 86:17  
 87:3  
**thankful** 78:2  
**thing** 13:25  
 24:14 49:17  
 51:8 73:17  
 81:18 83:21  
 86:13,16  
**things** 22:14  
 28:4 29:8,11  
 36:19 40:16  
 51:25 52:19

53:8,12 55:17  
 58:9 79:19,20  
 79:23,25 86:6  
**think** 11:22  
 13:16 21:5,10  
 30:3,7,11 32:1  
 32:6,23 34:6  
 36:12 40:9,11  
 43:5 46:6 48:7  
 49:3 53:5,9  
 55:22 56:9  
 58:3,19,22  
 59:13 60:19  
 62:17 65:25  
 66:1,22 67:16  
 67:21,25 69:6  
 69:15 70:20  
 73:14 82:4  
 85:5,18,18,21  
**thinking** 57:6  
 72:18  
**Third** 1:16  
**Thomas** 44:1,14  
**thorough** 56:12  
**thoroughly** 85:11  
**thought** 21:14  
 50:10 72:16  
 86:11  
**thoughtful** 80:1  
**three** 18:10  
 25:18 45:13  
 46:4 48:8,14  
 48:15,19 61:23  
 63:1 65:24  
 69:10 78:14  
**threshold** 39:5  
 41:9  
**Thursday** 1:19  
 3:2 64:17  
 77:10  
**tighten** 61:9  
**time** 5:25 6:7  
 7:4 12:1,1,12  
 13:3,16,21,24  
 14:21 15:25  
 16:22 18:8,22  
 20:17 22:14,15  
 22:23 23:1,18  
 24:7,19 25:20  
 26:7 27:8,14  
 30:21,22 31:20  
 33:16,23 34:20

47:2 50:11,15  
 51:22 55:11  
 58:2 61:1  
 64:21 66:21  
 69:22 70:15  
 71:17,18,19  
 79:18 80:11,20  
 85:14 88:10  
**timely** 58:24  
**times** 12:3 43:21  
 72:17 78:13  
 80:10  
**tinted** 77:12  
**title** 64:2,9  
 77:11,17  
**titled** 62:20  
**today** 5:2,14,19  
 11:25 12:25  
 26:11,23 41:22  
 45:1 54:1  
 62:18 65:12  
 82:21 83:1,1  
 84:24 86:8  
**today's** 5:12  
**told** 13:20  
**tolls** 76:8  
**tool** 46:5  
**topic** 77:11,13  
**Toreana** 34:24  
**total** 15:5,6  
 16:16 17:2,7  
 17:16,20,22  
 18:12 42:23  
 81:18  
**totality** 38:15  
 38:21,22  
**tough** 27:5  
**tower** 65:5,13  
**towing** 65:3 66:3  
 66:12 67:12  
 68:5,10,22  
 69:14 71:7,23  
 73:3,4,8  
**town** 15:2 20:16  
 52:14  
**track** 19:14  
**traffic** 22:9  
**train** 38:20  
**trained** 37:8  
 46:5 48:9  
**training** 27:12  
 36:21 38:14,14

39:6,8 40:15  
 42:6 48:13  
 78:14  
**transcription**  
 88:12,13  
**transmitted**  
 14:11  
**transportation**  
 46:21  
**traveled** 36:4  
**treated** 77:17  
**Treatment** 35:20  
**trend** 42:18  
**trending** 15:3  
**tricky** 40:21  
**tried** 17:11  
 27:15  
**tries** 24:9  
**trouble** 7:1  
**true** 84:24 88:13  
**Trump** 86:1  
**try** 22:4 55:23  
 74:3 76:1 80:1  
**trying** 24:24  
 30:20 33:2  
 44:11 58:10  
 67:24 81:21  
**tunnel** 34:3  
**turn** 17:5 81:5  
**Turner** 30:10,22  
**two** 17:15 18:18  
 19:16 21:11  
 22:20 25:7,18  
 36:19 37:9  
 39:20 48:14,14  
 51:25 56:16,23  
 63:1 64:23  
 74:6,10 78:12  
 78:13 79:14,15  
 85:9  
**type** 21:20 27:3  
 30:11 39:25  
 42:8 44:7  
 55:12,15 57:18  
 58:21 70:1  
 81:23 82:10  
**types** 25:8 39:20  
 83:5

---

**U**

---

**ultimately** 35:22  
 37:12,15 39:4

49:4 63:12,14  
**unarmed** 78:24  
**understand** 21:16  
 32:23 33:15  
 45:6 54:14  
 66:6 69:9  
 83:18  
**understanding**  
 57:11 80:5  
**unfortunately**  
 15:1 19:19  
**unions** 18:17  
**unit** 35:2,2  
 40:23 41:2,6  
**United** 8:5,7  
 10:4,6 11:5  
 85:2  
**units** 20:18,19  
**University** 43:15  
**unreasonable**  
 76:14  
**unsuccessful**  
 24:17  
**updating** 51:19  
**upset** 86:11  
**uptake** 15:10  
**urban** 50:4,7  
 77:23  
**usage** 50:22  
**use** 40:24 46:5  
 57:12 60:8  
 73:6 78:16  
 85:10  
**usually** 24:19  
**utilize** 37:6  
 42:15

---

**V**

---

**vacancies** 16:16  
 16:16,17,22,24  
**vacancy** 14:4  
**vacate** 69:16  
**vacating** 74:22  
**vacation** 52:19  
**valid** 77:19  
**Vann** 52:16 55:8  
 77:14 78:3  
 79:11 81:15  
**various** 20:17  
 71:23  
**vehicle** 76:2,6  
 76:10,11,16,20

**vendor** 70:25  
**vested** 9:1 11:4  
**vice** 2:7 6:11,17  
     9:10,18 10:22  
     10:24 11:6,8  
     11:12,20 12:8  
     12:22 30:11  
     60:18  
**victim** 35:18  
     46:18 49:21  
**victims** 40:13  
     42:14 43:19  
     48:9 49:11  
**view** 76:17  
**views** 76:24  
**violate** 67:9  
**violated** 78:24  
**violation** 78:15  
**violence** 16:1  
     34:22 35:2,4  
     35:12,14,19,24  
     36:4,6,11,16  
     36:20,23 37:1  
     38:8,16,18  
     43:14,19 44:10  
     44:18,23 45:18  
     46:16 48:11  
     49:9  
**violent** 15:3,6  
**vision** 34:3  
**vote** 73:3  
**voted** 70:14,15  
     70:16 72:24

---

**W**


---

**Wait** 51:13  
**walked** 58:20  
**walking** 60:1  
**want** 5:1,11  
     18:14 35:21  
     43:3 45:6,6  
     52:5 54:21  
     55:14 60:7,22  
     60:25 64:1  
     69:12 70:10  
     71:25 73:3  
     74:5,21 75:4  
     80:23 81:5  
     82:7,10,13  
     86:3  
**wanted** 15:14  
     22:6 26:11

    47:17 51:25  
     59:7,10,19  
     62:15 65:11  
     67:11 80:18  
     84:12 86:17  
**wanting** 11:23  
**wants** 85:22  
**Warfield** 29:22  
     30:14 32:4  
**warrant** 36:16  
**warrants** 38:3  
**Washington** 84:16  
     85:22,24 86:1  
     86:8  
**wasn't** 38:25  
     63:13 76:12  
**watch** 24:21 61:7  
     61:10,17,18,19  
     61:24 62:4  
**watching** 6:10  
     72:7  
**way** 5:5 17:24  
     46:3 52:17  
     58:6 66:11  
     72:4 79:24  
     80:24 82:7  
**Wayne** 34:21,25  
     35:11,17 36:6  
     36:10 38:7  
     39:11 40:22  
     41:5,19 42:2  
     42:11 43:15  
     46:17 86:3  
**ways** 24:25  
**we'll** 51:22  
     62:12  
**we're** 7:3 15:6,7  
     16:18 18:19  
     23:8 24:23,24  
     33:2 34:13  
     37:22 52:2  
     64:5 71:10  
**we've** 44:9 65:17  
     67:10 80:24  
**weapons** 78:16  
**Wednesday** 20:16  
     20:20  
**week** 13:21 18:5  
     20:16 48:23  
     52:14 53:9,13  
     59:4,21 63:10  
     79:6 83:18

    84:11  
**weekend** 14:25,25  
**weekly** 3:5 19:5  
**weeks** 48:14,14  
     55:12 56:10  
     59:1 60:1  
     65:24 69:11  
**welcome** 3:4 23:5  
     45:2 49:25  
**wellness** 27:13  
**Wendy** 1:20 5:14  
     88:18  
**went** 23:9 26:23  
     44:6 55:23  
     63:11,19,20  
**west** 15:9 64:20  
**whatnot** 71:3  
**whatsoever** 32:23  
     86:14  
**white** 5:8 17:17  
     17:18 53:23,25  
     67:5 70:9 75:6  
     77:23 78:12  
     79:13,14,15  
     80:12,17 82:8  
     82:9  
**wholeheartedly**  
     44:21  
**wholistic** 83:4  
**Williams** 2:16  
     5:23,24 6:2  
     35:3,9 39:1  
     43:11,15 44:9  
     47:17,22 49:10  
     49:18,25 61:6  
     61:13 62:3  
     77:4  
**Williams'** 38:5  
**Willie** 2:4,9 3:8  
**willing** 73:17  
**willingness** 71:2  
**window** 77:19  
**windows** 77:12  
     83:23,24  
**winter** 12:16,19  
**witness** 34:7  
     46:15 81:25  
**witnessed** 34:12  
     43:4 81:7  
**women** 15:15,20  
     28:19 72:6  
     82:17

**Wonder** 7:2  
**word** 59:13  
**wording** 71:2  
**words** 64:3  
**work** 5:13 6:22  
     14:6 15:20  
     17:12 23:9  
     27:25 28:5  
     29:17 35:4  
     36:8 37:17  
     43:18 47:20  
     48:3 52:2  
     62:23 63:21  
     65:15 72:16  
     75:14 82:22  
     83:13,14  
**worked** 12:1  
     37:16 66:18  
     75:13,23  
**worker** 47:2  
     49:13,14,22  
**workers** 47:19,25  
     48:6,10,17,18  
     48:20  
**working** 5:3  
     15:12 50:4  
     60:2,3 61:24  
     77:23 79:15  
     81:4 85:19  
**workings** 20:19  
**works** 21:19  
     37:16 44:19  
     46:4 58:13  
     68:14  
**world** 85:6  
**worthy** 40:23  
     71:21  
**wouldn't** 30:16  
     40:16 79:13  
     84:18 86:14  
**writer** 31:15  
**written** 23:25  
     24:5 66:7  
     84:11  
**wrong** 64:9

---

**X**

---

**Y**

---

**year** 7:2,4 16:13  
     16:13,21 17:2  
     17:4,4,6 23:12

23:13 25:17  
 29:3,5 31:12  
 37:4,6,24 38:3  
 40:10 45:13  
 47:8,10  
**years** 12:10,12  
 12:12 14:5  
 19:16,16 22:10  
 25:18,18 31:16  
 50:5 63:1,22  
 75:23,24 76:19  
 76:21  
**yellow** 80:13  
**yesterday** 15:18  
 51:3 55:6  
 58:23  
**York** 15:18 27:2  
**young** 63:7,15  
 73:20 77:23  
 78:3 79:21  
**youth** 28:6 79:2

---

**Z**

---

**0**

---

**1**

---

11:14 18:11  
**1.3** 31:14  
**1.4** 31:14  
 10 12:10 37:4  
**100** 16:18 24:1  
**1026** 65:14  
**10th** 48:9 64:18  
 67:6,19  
**11** 37:3  
**11:00** 62:8  
**1100** 82:17  
**112** 16:16  
**11th** 50:9  
**12** 12:10 17:18  
**122** 47:4  
**12th** 15:9 59:23  
**13** 45:8 46:6  
 65:3  
**1301** 1:16  
**138** 16:23  
**13th** 64:18  
**14** 18:11  
**140** 16:23  
**148** 16:16  
**15-16** 17:6 23:12

**15,000** 76:9  
**150** 17:3 23:25  
**153** 47:4  
**158** 45:25 46:10  
 46:25  
**16th** 17:15  
**17-1/2** 22:10  
**18** 22:10  
**19** 16:17  
**1967** 54:12 75:24  
**1978** 35:15  
**1st** 48:15,23

---

**2**

---

2 4:4 17:5,25  
 18:1  
**20** 84:4  
**2000's** 29:24  
 30:19 31:9  
 33:17  
**2003** 26:15,16  
**2010** 26:21  
**2012** 31:11  
**2015** 65:3  
**2015-16** 16:21  
**2016** 36:17 37:2  
 37:10 45:13  
**2016-'17** 16:14  
**2017** 1:19 3:2  
 4:20 16:12  
**214** 46:11 47:4  
**215** 17:6  
**22** 14:5 37:2  
**2300** 23:14  
**24** 18:12  
**24th** 60:12,13  
**250,000** 31:12  
**26** 17:17  
**261** 16:23  
**27** 17:20  
**28th** 17:21  
**29** 4:20  
**29th** 77:10  
**2nd** 13:14 50:8

---

**3**

---

3 4:2 35:15  
**3,000** 38:3  
**3:05** 1:18 3:3  
**30** 14:13 23:19  
 28:24  
**30th** 28:21

**32** 28:24  
**33** 17:22 36:15  
**3460** 17:8  
**348** 16:22  
**3505** 1:20 88:19  
**360** 17:4  
**365** 47:11  
**38** 28:24 75:23  
**3rd** 48:16,20

---

**4**

---

4 3:8 17:18,18  
 51:3  
**4:00** 61:2  
**40** 20:10 28:24  
 75:24  
**4242** 64:19  
**43** 36:13,15  
**45** 18:7 20:11  
**4500** 17:2  
**4503** 17:8  
**4th** 14:25 48:16  
 48:20

---

**5**

---

**5:15** 87:4  
**50's** 81:3  
**52** 17:16  
**55** 41:5  
**5th** 18:4 21:12  
 43:5,8,10 49:5  
 60:22

---

**6**

---

6 1:19 3:2,25  
 15:7 17:17,21  
**6,000** 38:3  
**6:30** 64:18  
**60's** 81:3  
**614** 85:1  
**64** 47:1  
**65** 40:24 41:2,6  
**65-plus** 40:12  
**650** 23:8  
**655** 23:11  
**67** 82:1  
**68** 24:5

---

**7**

---

7 14:3,4 15:6  
 51:3  
**70's** 81:1 82:18

82:18  
**71** 81:13  
**75,000** 31:9  
**77** 46:11,13,25  
 46:25  
**7th** 48:16,21

---

**8**

---

**80** 31:17  
**85** 53:18 54:6  
**88** 1:14  
**8th** 15:9 59:22

---

**9**

---

**9th** 15:10 43:10