

1/18/2018

Page 1

DETROIT BOARD OF POLICE COMMISSIONERS

WEEKLY AFTERNOON MEETING

THURSDAY, JANUARY 18, 2018

DETROIT PUBLIC SAFETY HEADQUARTERS

1301 THIRD STREET

DETROIT, MICHIGAN 48226

1 BOARD OF POLICE COMMISSIONERS:
2
3 GREGORY HICKS, Secretary to the Board
4 LISA CARTER, Chairperson (District 6)
5 EVA GARZA DEWAELESCHE, Vice-Chairperson, At Large
6 ELIZABETH BROOKS, Commissioner At Large
7 DERRICK SANDERS, Commissioner At Large
8 DARRYL D. BROWN Commissioner (District 1)
9 BISHOP EDGAR VANN, Commissioner (District 2)
10 SHIRLEY A. BURCH, Commissioner (District 3)
11 WILLIE E. BELL, Commissioner (District 4)
12 WILLIE E. BURTON, Commissioner (District 5)
13 WILLIAM M. DAVIS, Commissioner (District 7)
14
15
16
17 APPEARING FOR THE OFFICE OF CHIEF OF POLICE
18
19 JAMES E. CRAIG, Chief of Police
20
21
22
23
24
25

1 Detroit, Michigan
2 Thursday, January 18, 2018
3 At approx. 3:02 p.m.

4 COMMISSIONER CARTER: Good afternoon,
5 welcome to the weekly Board of Police
6 Commissioners meeting. I'm Lisa Carter, police
7 commissioner for District 6. Thank you all for
8 coming out this afternoon to this afternoon's
9 meeting.

10 At this time we're going to have the
11 invocation by Chaplain Berry.

12 (INVOCATION WAS GIVEN).

13 COMMISSIONER CARTER: Thank you,
14 Chaplain Berry. At this time we'll have the
15 introduction of the commissioners beginning with
16 the commissioner from District 7, Commissioner
17 Davis.

18 COMMISSIONER DAVIS: Good evening,
19 everyone. My name is William Davis, District 7.

20 COMMISSIONER SANDERS: Good afternoon.
21 My name is Derrick Sanders, at large.

22 COMMISSIONER BURCH: Good afternoon,
23 the name is Shirley Burch, Commissioner Shirley
24 Burch, District 3.

25 COMMISSIONER BROOKS: Elizabeth Brooks,

1 at large.

2 COMMISSIONER DEWAELESCHE: Eva Garza
3 Dewaelsche, commissioner and vice-chair, at
4 large.

5 COMMISSIONER BELL: Commissioner Willie
6 Bell, District 4.

7 COMMISSIONER BROWN: Commissioner
8 Darryl Brown, District 1.

9 COMMISSIONER BURTON: Commissioner
10 Willie E. Burton, District 5.

11 COMMISSIONER CARTER: Thank you,
12 commissioners. At this time you have before you
13 the agenda for January 18, 2018. Is there a
14 motion to --

15 COMMISSIONER BELL: So moved.

16 COMMISSIONER BROOKS: Support.

17 COMMISSIONER CARTER: It's moved and
18 supported that we approve the agenda. Is there
19 any discussion? Those in favor?

20 COMMISSIONERS: Aye.

21 COMMISSIONER CARTER: Those opposed?
22 It carries. At this time, commissioners, you
23 have before you the minutes from January 11,
24 2018. Is there a motion for approval?

25 COMMISSIONER BELL: So moved.

1 COMMISSIONER DEWAELESCHE: Support.

2 COMMISSIONER CARTER: It's been moved
3 and supported that we approve the minutes from
4 January 18, 2018 -- January 11, 2018. Is there
5 any discussion? Those in favor?

6 COMMISSIONERS: Aye.

7 COMMISSIONER CARTER: Those opposed?
8 The motion carries. At this time we'll have
9 introductions of the staff by Mr. Hicks.

10 SECRETARY HICKS: Thank you, Madam
11 Chair. I do want to indicate just before we
12 start the introductions that Sgt. Quinn is taping
13 today's session, Media Services is providing the
14 audio-visual work and Dale Rose is the court
15 reporter for today. I have next to me Mr. Brown
16 who's manager in our office and then if we go to
17 the front row we have Ms. Johnson Sisco, Mr.
18 Wyrick who is legal, Ms. Blossom, Media Outreach,
19 Ms. White who is policy, and then just jumping
20 across we have Gail Oxendine and Ms. Bridget
21 Lamar from Human Resources and then jumping back
22 on this side we go to Mr. Akbar who would
23 introduce himself and the rest of the OCI staff.

24 MR. AKBAR: Good afternoon, Board, and
25 happy new year to you. First time I had the

1 opportunity to see you. Before I get started
2 introducing staff I want to thank you for
3 voluntarily reviewing those cases. My staff
4 worked very hard trying to get those cases
5 processed.

6 Chairperson Lisa Carter, Vice-Chair Eva
7 Dewaelsche, Citizen Complaint Committee
8 Chairperson Commissioner Brooks, Commissioner
9 Willie Bell and I give a special thanks to former
10 commissioner Reggie Crawford who during the time
11 we were off during Christmas break staff was
12 still working and he read about a good 30 or 40
13 cases for us, so I really appreciate the help
14 that you have given our office and I sincerely
15 thank you.

16 Last but not least I want to thank you
17 for giving me the opportunity to serve in this
18 capacity as Interim Chief Investigator. We got
19 some great work done in terms of policy and
20 processing cases and stuff and I just want to
21 thank you for having the faith to have me up here
22 to serve during that time. I really appreciate
23 you.

24 Last but not least I want to introduce
25 to you our talented staff. I'm going to start

1 off with Supervising Investigator Abdullah
2 Nelson; Supervising Investigator Ainsley
3 Cromwell, Investigator Jessica Hunter,
4 Investigator Samuel Quick, Investigator Elgin
5 Murphy, Investigator Neeley, Investigator Daniel
6 Callaway, Investigator Antonio Jones and last but
7 not least Investigator Hiller and that's my
8 complete staff for today; thank you.

9 COMMISSIONER CARTER: Thank you, sir,
10 and it's good to see you back and glad you're
11 feeling better. Thank you.

12 At this time I'd like to introduce the
13 Chief of Police James Craig.

14 CHIEF CRAIG: Good afternoon president
15 and to the rest of the commissioners, thank you.

16 COMMISSIONER CARTER: And would you
17 like to introduce any staff?

18 CHIEF CRAIG: I'd start with Assistant
19 Chief White and we can go around the room.

20 (DPD STAFF WAS INTRODUCED).

21 COMMISSIONER CARTER: That concludes --
22 all right, thank you, sir. At this time are
23 there any elected officials or representatives of
24 elected official in the audience?

25 If not, we'll continue on. On behalf

1 of the Board, we continue to express our support
2 and concerns for fallen officers and their
3 families. Under the Chief of Police's report if
4 there's any additional information available on
5 injured or fallen officers, I'd ask that you give
6 that information at that time, Chief, thank you.

7 As many of you know, Director Gail
8 Oxendine, Director of Human Resources, has
9 announced that she will be assuming new
10 responsibilities in the Pension Board -- Pension
11 Office. There is a coffee and cake gathering
12 Friday, January 19 at 2 PM in the Human Resources
13 Bureau, 6 floor of the Detroit Police
14 headquarters Building.

15 Director Oxendine's responsibilities
16 will be assumed by her Deputy Director Ms.
17 Bridget Lamar and Ms. Lamar is here today.

18 The Board leadership recently met with
19 Ms. Lamar and we discussed some of our
20 expectations and we look towards a good
21 relationship with her as we conduct the permanent
22 search for a new director of Human Resources.

23 We have asked that the HR provide the
24 Board with an updated copy of the HR Director's
25 job description so we can review it and start our

1 search process.

2 Today we will have a presentation from
3 Detroit Police Department Chaplain Corps, our
4 Chief Chaplain Stacey Foster will be making the
5 presentation.

6 The Chaplain Corps is one of our most
7 important support organizations within the
8 department. The corps is asked to respond to
9 difficult situations and in many cases the corps
10 will see the family and friends of injured and
11 fallen personnel through difficult times long
12 after others have resumed their daily activities.

13 The corps is more professional today
14 than ever and I'm looking forward to their
15 presentation.

16 Towards the end of the meeting we will
17 have oral communications from the audience, so if
18 you would like to speak to the Board please make
19 surer you print your name on a speaker's card.
20 The cards are located on the back table or you
21 can obtain one by seeing Mr. Brown seated at the
22 front here and he needs your card before the
23 beginning of public comments, otherwise you will
24 not be able to speak to the board today.

25 With that, we'll move on to the

1 resolution that we have for Director Gail
2 Oxendine and I'm going to ask that the Vice-Chair
3 please read the resolution.

4 COMMISSIONER DEWAELESCHE: The Board of
5 Police Commissioners has a resolution honoring
6 Ms. Gail A. Oxendine.

7 WHEREAS, Ms. Gail A. Oxendine was
8 appointed to Director of Police Personnel by
9 Chief of Police James E. Craig on November 4,
10 2013 while the City of Detroit was operating
11 under bankruptcy. In early 2016 she continued
12 performing as Director under the authority of the
13 Board of Police Commissioners and

14 WHEREAS, during Director Oxendine's
15 tenure more than 800 police officers and over 400
16 civilians were hired. Her responsibilities
17 included managing all activities of the Human
18 Resources Bureau including civilian personnel,
19 police personnel, Police Medical, Equal
20 Employment Opportunity Office and Recruiting for
21 sworn and civilian personnel and

22 WHEREAS, Director Oxendine launched a
23 student internship program for college students
24 interested in a law enforcement career with the
25 Detroit Police Department that has given 228

1 local college students an overview of policing in
2 an urban area. To date 38 have been hired since
3 the summer of 2014 and

4 WHEREAS, her participation and
5 certification and LEAN Green Belt training aimed
6 at reducing costs and inefficiencies proved
7 useful in the reduction of sworn personnel in a
8 restricted-duty status to more full-duty officers
9 on patrol. Director Oxendine's successful
10 administration of the 2015/2016 lieutenant and
11 sergeant promotional examinations assisted in
12 sustaining policing excellence for the department
13 and now

14 THEREFORE BE IT RESOLVED that the
15 Detroit Board of Police Commissioners speaking
16 for the citizens of the city of Detroit as the
17 Detroit Police Department acknowledge the
18 leadership, dedication and exemplary service of
19 Ms. Gail Oxendine. Her professionalism,
20 integrity and standard of commitment to the City
21 of Detroit and its citizens merit our highest
22 regards.

23 Congratulations and good luck on your
24 new position.

25 DIRECTOR OXENDINE: Thank you, ma'am.

1 (APPLAUSE).

2 DIRECTOR OXENDINE: Thank you so much
3 to the Board. I appreciate this honor. I'm a
4 little overwhelmed with it, excuse me for that.

5 It has been quite a journey. I have
6 been so blessed to be able to serve you and serve
7 this department and serve this Chief in achieving
8 some really grand goals that have been set and
9 there's been so much improvement.

10 I know that as the leader of HR I often
11 get the accolades, but the truth of the matter is
12 that it has a true team effort. I have a
13 marvelous team. They are hard working, they work
14 well together and they march in step towards the
15 missions that we have.

16 And for that I'm eternally grateful to
17 them because without them, we cannot do this
18 work. So thank you again so much for the
19 opportunity and the honor to serve in this
20 capacity. I thank you.

21 (APPLAUSE).

22 COMMISSIONER CARTER: At this time is
23 there a motion?

24 COMMISSIONER DEWAELSCHÉ: Yes, I make a
25 motion that we approve this resolution.

1 COMMISSIONER SANDERS: Second.

2 COMMISSIONER CARTER: It's been moved
3 and supported that we adopt the resolution
4 honoring Director Gail Oxendine. Is there any
5 discussion? Those in favor?

6 COMMISSIONERS: Aye.

7 COMMISSIONER CARTER: Those opposed?
8 The motion carries. And at this time --

9 COMMISSIONER SANDERS: Madam Chair?

10 COMMISSIONER CARTER: Commissioner
11 Sanders.

12 COMMISSIONER SANDERS: I'd just like to
13 say real quick it was a joy having her here. I
14 wish there was some type of way we could keep
15 her, but I know she has to move forward. It was
16 a blessing. She's a very intelligent woman and
17 very helpful with us and personally she helped me
18 out in some things and I just -- I'm going to
19 miss her. You going to make me cry.

20 COMMISSIONER CARTER: Commissioner
21 Bell.

22 COMMISSIONER BELL: I just want to say
23 Director Gail you've been outstanding in our term
24 of office since 2014 and interacting with you.
25 You have always been kind and supportive and

1 addressed the concerns that we brought to the
2 table in discussion with you and I'm going to
3 miss you at the graduation because I have
4 attended the majority of graduations. I know I
5 attended your last one and you can see the
6 results of your work, of your teamwork, and I
7 know Commissioner Dewaelsche compliments in terms
8 of interaction and once we start engaging what
9 could we Director Oxendine and I know they
10 represent this Board clearly in that particular
11 area.

12 I know the Chief is pleased, I'm
13 pleased that -- and also the promotional exam,
14 you know, that was another milestone, so you have
15 achieved a great deal in terms of that
16 directorship and I just wish God's blessing on
17 you in your future endeavors. And one thing
18 about it, this particular time you still with the
19 City of Detroit, so we're fortunate to have you
20 and take care and I hope to see you tomorrow at 2
21 o'clock with all the -- thank you.

22 COMMISSIONER BURTON: Madam Chair?

23 COMMISSIONER CARTER: Commissioner
24 Burton.

25 COMMISSIONER BURTON: I want to say to

1 our HR director, you know, I appreciate your work
2 ethic that you brought to the department and I
3 just wanted to wish you congratulations with your
4 new position.

5 COMMISSIONER BROOKS: Yes, everything
6 has been said, but I just want to say thank you.
7 When I came as a new police commissioner you were
8 so helpful and when I wanted to help with
9 recruiting, I talked with you first before I went
10 to the Chair and I thank you so much. I don't
11 want to get choked up here, but I thank you so
12 much and I will miss you, but I know where you
13 are.

14 COMMISSIONER DEWAELSCHE: Madam Chair,
15 if I could just add as well, both Commissioner
16 Brooks and I had an opportunity to work directly
17 with Director Oxendine on recruitment efforts and
18 she was just so helpful in terms of explaining
19 actually personnel policies and procedures for
20 the City also when we met the leadership to talk
21 about different positions that we were trying to
22 fill within our Board of Police Commissioners
23 office.

24 I appreciate your openness and
25 willingness to explain things in detail to us

1 because that was a learning experience for a lot
2 of us and very helpful, so thank you and I know
3 you're going to be a positive aspect to your new
4 position. Good luck.

5 COMMISSIONER CARTER: Any other
6 comments, commissioners? I'd just like to say
7 that I enjoyed working with you Director
8 Oxendine. Your leadership is insurmountable and
9 you will truly be missed because I know that in
10 your heart you had always had this department's
11 best interests at heart and I know that to be
12 true and you're going to be missed, although I
13 know you're leaving the department in good hands,
14 you'll still be missed and good luck to you in
15 all your endeavors, and thank you for your
16 commitment to the department. Thank you.

17 At this time we'll have the report from
18 Chief Craig.

19 CHIEF CRAIG: Thank you, Madam
20 President. I just want to echo all the
21 sentiments for Gail and certainly the work she
22 did. As she alluded to in her remarks, we set
23 some pretty substantial goals. As many of you
24 know, we hadn't had a promotional exam in the
25 Detroit Police Department for eight years and one

1 of the things that I was hoping to create through
2 creation of new positions, new ranks, was to get
3 a promotional exam. Certainly she did that, we
4 did that, and we got it done.

5 So now we have the other lofty goal of
6 remaining committed to an examination every two
7 years and so the person that will replace you
8 certainly will have to wear some pretty big shoes
9 because we did get it done and it has created a
10 lot of excitement.

11 So Gail, just want to say thank you,
12 you've been a great partner and best to you in
13 your future role.

14 In terms of crime, I don't get very
15 excited in the first month or even the first
16 quarter of the year just because I know the
17 numbers can be somewhat misleading. We are off
18 to a good start, but as often times I like to
19 say, and my staff has heard me say this, if you
20 lose the first quarter, it's a possibility you
21 lose the year, so we got to get through March and
22 then we got to get through the second quarter and
23 that's when the weather changes and if we're in a
24 good place we should be okay for the remainder of
25 the year.

1 But our crime is as follows: So
2 violent crime as of year-to-date we're down 14
3 percent. Property crime we're down 40 percent
4 with an overall crime reduction of 33 percent.

5 Big numbers, again as the weeks go by
6 -- we had good numbers last year -- those numbers
7 will start decreasing some.

8 Specific crimes, homicide as compared
9 to last year, as we know we ended the year with
10 the lowest number of homicides in 50 years. We
11 are -- compared to last year at this time we're
12 down one homicide. In terms of non-fatal
13 shootings we're down 16, a 36 percent reduction.

14 Robbery we're down 18, 18 robberies
15 which is a 13 percent. Carjackings we're down
16 four, 17 percent reduction.

17 I talk a lot about robberies. That's
18 the one gauge of where we truly are with violence
19 crime because it's an opportunist crime. The
20 victim and suspect are generally connected or
21 related in any form or fashion, so -- and that's
22 the crime that really drives fear.

23 Typically as you know in homicides
24 there's some kind of relationship, suspect and
25 victim know each other, and, again, one homicide

1 is one too many, but I'm hopeful and confident as
2 we continue to push out our Cease Fire strategy
3 that we can continue to drive down violence in
4 the city.

5 Certainly I want to give a special
6 acknowledgment to Capt. Jackson who's in our
7 audience who is leading our charge with Cease
8 Fire, he and his team, and so many folks, but
9 certainly he and his team have done a phenomenal
10 job in quickly responding to gang or group
11 violence.

12 Certainly his role in the Cease Fire
13 effort during our call-ins has started to pay
14 dividends, but again, we still this past month we
15 launched Cease Fire into the 4th and 7th
16 Precincts. It is our goal we're hopeful that we
17 will be citywide by the end of the year.

18 But a lot of that, I will tell you
19 candidly, is how well we do in our budget
20 conversations because there is a cost when you
21 talk about deploying additional officers in this
22 Cease Fire citywide.

23 And lastly I'll just say Officer,
24 Johnson the officer that was shot last year is
25 still in the hospital, is still recovering. Not

1 a lot has changed, so we just continue and we
2 appreciate your thoughts and prayers, so with
3 that I open it up for any questions you might
4 have.

5 COMMISSIONER CARTER: Commissioners,
6 questions for Chief Craig. Commissioner Bell.

7 COMMISSIONER BELL: Good to see you
8 this year, Chief. There was -- two or three
9 weeks ago there was an extensive article
10 concerning sexual assault in the city of Detroit.
11 I'm pretty sure it got your attention and I read
12 it and re-read it and I just want to take this
13 opportunity -- the reporter went on to say that
14 no one has spoken about sexual assault in the
15 city of Detroit. Those numbers haven't changed
16 that much and I don't know -- I don't have these
17 numbers before me today, but I just want to say
18 that at some point in time we need to address
19 that particular issue, our concern, our
20 compassion.

21 I think we talk a great deal about
22 homicide, carjacking, but if our women are not
23 safe in the city of Detroit, then we need to
24 speak to that issue what steps we are taking,
25 what steps we are monitoring, what's the

1 conviction rate and basically how we're
2 approaching that.

3 I know at the last meeting there was
4 some concern about how we process rape kits, do
5 we have our own lab. We all agreed if we had our
6 own lab maybe we would expedite that process.

7 I know the Prosecutor has spoken to the
8 backlog, resolving that, but I think the citizens
9 of Detroit need to know that we are concerned
10 about sexual assaults in the city of Detroit.

11 CHIEF CRAIG: Through the Chair, let me
12 just say this. Any suggestion that this
13 department doesn't take sexual assault seriously
14 is incorrect. It is very critical to this
15 department, it has been and yes, there has been a
16 lot of conversation surrounding shootings and
17 deaths because that's the thing that drives. It
18 doesn't mean that we don't pay attention to that.

19 In fact, just the opposite. That
20 article was not an article, it was an opinion and
21 I don't discount the fact that there's been
22 little movement. In fact, I think we ended the
23 year if my memory serves we correct with a 1
24 percent reduction in sexual assaults.

25 Also when you look at our year-to-date

1 we're down 45 percent in sexual assaults as
2 compared to this time last year and, again, it's
3 still too many. The one thing we do know when we
4 analyze sexual assaults, very few -- the good
5 news in that, very few are stranger assaults.
6 Those are the things that really create and drive
7 fear. We've had a number of cases, and I think
8 Capt. Tucker from Sex Crimes is here today and he
9 will tell you that late last year his team solved
10 two serial rapist cases which is phenomenal work.

11 And the last thing I'll say before I
12 give Capt. Tucker a chance to address it is that
13 as some of you may know in late November we were
14 awarded a grant from DOJ. It hasn't been
15 approved yet because it still has to go through
16 City Council, but we were awarded an \$8.1 million
17 over three years grant to hire 15 additional
18 police officers to address human and sexual
19 trafficking here in the city of Detroit.

20 I'm very excited that we were awarded
21 that grant. That's one area that now we can
22 place more focus. It's a three-year grant and
23 I'm looking to even expand it with trying to
24 bring in some of our county and state partners
25 the join us in dealing with this issue of

1 trafficking.

2 And so with that I'll turn it over to
3 the captain, he might want to add further
4 insight.

5 CAPT. TUCKER: Yes, good afternoon,
6 Chair. Just to piggyback what the Chief was
7 saying, we did experience a 1 percent decrease,
8 but the more important figure here is that our
9 closure rate also went up.

10 Now, the national average is only 39
11 percent closure rate for sexual assaults
12 unknowns. My unit has a 63 percent closure rate
13 which is 30 percent higher than the national
14 average, so they're definitely closing cases of
15 unknowns and speaking with. As the Chief just
16 said, the two serials that we closed, they were
17 responsible for seven or eight rapes just through
18 their DNA and through just deep investigative
19 work by the Sex Crimes team.

20 They recognized a nickname, followed up
21 with the older reports and after that linking the
22 four sexual assaults, so it's definitely getting
23 the attention. It's not getting as much
24 attention as homicides, because obviously
25 homicides drive the city more, but the sexual

1 assaults are high on the Chief's radar, high on
2 my radar.

3 We're just this afternoon going to put
4 a team together to address the sex trafficking
5 issue in the city, so we're doing some big things
6 with sex crimes.

7 CHIEF CRAIG: Through the Chair I just
8 wanted to also add that on this watch at our
9 taxpayer expense we launched a sex kit
10 investigator team; and so in terms of the backlog
11 yes, we're aggressively addressing that and so
12 the other thing that should be noted, I think
13 sometimes in the city we have short memories, but
14 it was not this department's choice to not have a
15 crime lab.

16 In fact, had I been the police chief at
17 that time I would have vigorously argued with the
18 Wayne County Prosecutor on the fact that our
19 crime lab should be closed, and now it's being
20 managed by the state police.

21 Now, I will tell you were there
22 problems were the crime lab -- absolutely. We
23 would certainly with the assurance that we would
24 fix the issues and I think the one thing that
25 drove concern from the Prosecutor's Office, I

1 think it was firearm evidence.

2 I think all of you probably have a
3 better understanding for the way firearms were
4 analyzed or spent casings, I'm not certain, but
5 with that said a major city police department
6 should have its own crime lab. I fully embrace
7 it and I fully agree with that.

8 COMMISSIONER CARTER: Thank you. Can
9 you give your name for record, please?

10 CAPT. TUCKER: Capt. Joe Tucker,
11 Special Victims Unit, I'm sorry.

12 COMMISSIONER BELL: Just one more
13 comment, Madam Chair. I just think that we need
14 to rebuttal that type of reporting and responding
15 and perhaps our board secretary, we could
16 response.

17 I know the Chief always does a great
18 job with his staff in responding, but I will like
19 for us to go on record that we are concerned and
20 we have some more information in terms of this
21 particular issue because when you put it on the
22 front page and two 2 or three pages, that's
23 extensive, and I don't know if this reporter
24 talked to you or anybody.

25 CHIEF CRAIG: I did not talk --

1 COMMISSIONER BELL: That's not fair
2 journalism in terms of giving you the opportunity
3 to respond, so we need to respond because this
4 issue should be dear to all of our hearts. As
5 you outlined, and I'm glad to hear you're
6 reporting back the closure rate in the team and
7 all that.

8 So yeah, unfortunately we got into some
9 difficulty with the lab and we lost the lab, but
10 perhaps in the future that we could gain our own
11 lab back because it's really a necessity that DPD
12 have their own lab in the city of Detroit with
13 the volume of work that we do in that particular
14 area.

15 I know we wholeheartedly support it,
16 maybe we can lobby to change that. I don't know
17 what the process would be, but --

18 CHIEF CRAIG: Through the Chair, one of
19 the things that we've done because that was a
20 concern of mine when I was appointed four
21 and a half years ago, I know -- I saw James White
22 -- one of the things that we have had extensive
23 conversations about is trying to create a model
24 very similar to what they have in Los Angeles.

25 In Los Angeles the LAPD and LA

1 Sheriff's Department and Cal State-LA, local
2 university, have joined together to create a
3 state-of-the-art crime lab, and I thought well,
4 you know, with Wayne State here locally it seemed
5 like that would be a perfect sense, it certainly
6 creates a career path for those who want to
7 embark on a career in forensics.

8 So we have had those discussions and
9 there has been some interest. Of course, an
10 undertaking like that costs significant money,
11 but I really think the school has shown some
12 interest and I don't want to lose sight of that
13 because, as you pointed out, we really do need to
14 have our own crime lab. The fact that it's in
15 this building, it's not ours, and so I don't know
16 -- Asst. Chief White, did you want to add some
17 additional conversation to that.

18 ASST. CHIEF WHITE: As the Chief
19 indicated, we've had some meetings with Wayne
20 State and we actually have a think tank working
21 right now. Also added to my staff is Comm.
22 Bliss, I don't know if he's here, but he has an
23 extensive background ironically in forensics, so
24 we are -- he's actually got a degree in it -- so
25 we're actually putting together -- we have a

1 think tank, we're putting together some work now
2 with Wayne State and as the Chief indicated, they
3 have shown a keen interest in getting it done.

4 There are dollars that need to be put
5 to it, but we're exploring grant opportunities
6 and a few other things, so we will have in the
7 coming months a presentation for the Chief and
8 subsequently for the Board.

9 COMMISSIONER DEWAELESCHE: Madam Chief,
10 I have just a question in terms of either Chief
11 or Assistant Chief. What can the community --
12 how can the community help in terms of
13 identifying possible human trafficking sites or
14 what should we be looking for, like are there
15 certain pockets in the city where this is
16 occurring?

17 So we have like certain types of
18 businesses?

19 CHIEF CRAIG: Through the Chair, I
20 talked a little bit about it today during our
21 press briefing with the Council President. One
22 of the things when you talk about major events
23 like right now we're on the eve of the Auto Show,
24 and when you have major events in any city --
25 this is not a Detroit thing -- these traffickers

1 converge on that city.

2 And so even last year here there was a
3 report out that 22 arrests were made of
4 traffickers here in Detroit that were associated
5 with the Auto Show. So we've been working with
6 our federal partners. Certainly Capt. Tucker has
7 been working closely with our task force.

8 And so we are aware that they came here
9 and not just for the Auto Show, but just in
10 general and that's why I'm excited about this
11 grant because then we can give full focus on
12 eradicating this behavior.

13 Now, there have been several reports
14 that says Michigan ranks No. 2 in the nation as
15 the human or sexual trafficking capital. I don't
16 know how valid that is. I heard another report
17 say we were ranked No. 8, only to be exceeded by
18 the state of Nevada.

19 I just find it hard to believe that
20 Michigan ranks higher than California or ranked
21 higher than some of the northeastern states that
22 certainly -- or the corridor connecting
23 Cincinnati along the I-75.

24 Substantial human trafficking concerns,
25 but I'm shocked, but this is what some of the

1 reports are out there. But that said though, I
2 think with this grant and the work that we're
3 going to be doing moving forward I think we'll
4 make a substantial dent.

5 COMMISSIONER BURCH: I'd like to speak
6 to the Chief, Madam Chair. It's Commissioner
7 Burch, how are you?

8 CHIEF CRAIG: I'm good.

9 COMMISSIONER BURCH: Just wanted to say
10 I'm glad to be a part of this group. By me
11 working so heavily in the community there are
12 things that you just mentioned about Wayne State.
13 We also have in the 11th Precinct, I imagine
14 they're in all precincts, what they call ComStat.

15 These students are students that come
16 from Wayne State. Can that be connected in the
17 grant money like you're saying and then I wanted
18 to ask you this, Chief.

19 As far as more police, you mentioned
20 the Cease Fire, that you would need more police.
21 If you get more police -- I'll say when you get
22 more police, would that release more officers to
23 be present in the neighborhoods? We still want
24 to see more presence of officers in the
25 neighborhood.

1 Could you address that?

2 CHIEF CRAIG: Through the Chair, so a
3 couple of things. I'm not certain on the issue
4 with Wayne State, that's a separate issue.
5 However, as it relates to police officers in the
6 neighborhood, well, we have a lot of demands to
7 do a lot of things, to be candid. You know, one
8 of the things that we have created what I call
9 the deployment formula, so that we meet our
10 minimum staffing requirements.

11 And minimum staffing requirements are
12 important so that we can achieve a certain
13 response time to emergency calls for service. So
14 what impacts that occasionally and what often
15 times does not get talked about is the fact
16 something called sick call.

17 And so when officers go off sick or
18 they're off on FMLA, those things sometimes
19 necessitate and create overtime. And so we're
20 doing a real deep drive into what that looks like
21 by precinct because part of it, I'm a firm
22 believer that if we have an inordinate number of
23 officers that are taking sick, what are the
24 captains and commanders doing in their commands
25 in terms of managing sick time.

1 So it's not like we have officers in
2 what you might think cush assignments. The vast
3 majority of our officers are in Operations and
4 when I talk about Cease Fire and we talk about
5 work under Capt. Jackson, that's significant work
6 because they're going out, they're on standby and
7 they're responding out to gang and group-related
8 shootings, very substantial.

9 And then you got the other activities
10 going on that talking about the 11th Precinct,
11 over the last several days it made some very
12 significant narcotics seizures. Even in Capt.
13 Jackson's shop some other good news, he made a
14 very significant seizure of an opioid heroin
15 because what we don't often times -- you talk
16 about the sexual assaults.

17 What we don't talk a lot about, last
18 year we ended the year with 267 homicides.
19 Opioid deaths last year in excess of 300.

20 So when you think about that -- and so
21 the good news is DEA has made a commitment. In
22 fact, I want to say they're on then ground now,
23 they're giving us five agents, one person from
24 Homeland Security and a federal supervisor to
25 work alongside our major violators, Narcotics

1 Unit to do that one thing, focus in on this
2 opioid issue.

3 And so we got two good things working.
4 We talk about the human trafficking, sex
5 trafficking and then certainly trying to abate
6 the opioid issues that we see here in the city of
7 Detroit.

8 COMMISSIONER BURCH: I just want to
9 close the thing what Commissioner Bell was
10 saying, it needs to be some kind of
11 accountability with the media that they seem to
12 have the authority or they just do what they do,
13 they love to report the negative about Detroit
14 period.

15 So I think that whatever this Board can
16 do to make them accountable to print what you
17 said, not what they think you said, I don't know
18 how we can do that, but it's too much negative
19 about everything in Detroit, not just the police.

20 CHIEF CRAIG: Through the Chair, I
21 couldn't agree with you more. One of the things
22 I've tried to do is fight being referred to as
23 "Hollywood", I've tried to -- we got to get a
24 little laugh on that -- despite that, there was a
25 method to the madness.

1 The method was to get out the right
2 information. When people stop me or stop our
3 officers and say, "You know, I think you're doing
4 a great job", we see what's going on.

5 It's not because they're shadowing me
6 or shadowing our officers, because we talk about
7 it. I think Todd Bettison and the work that
8 we're doing with our neighborhood police
9 officers, phenomenal work in our communities,
10 neighborhood police officers.

11 That's the response, but how does the
12 community know, because we get out in front of it
13 and report it.

14 You're absolutely right, it seems to me
15 that the media is more apt to report negative and
16 so we try to counter it, just like the initiative
17 today with the grant, the issue with the DEA
18 joining forces with DPD to fight the opioid
19 crisis and so those are the kind of stories we
20 push out.

21 And lastly, I got a give a lot of
22 credit to our Media Relations. By design what we
23 do now because the sound bite can kill you. When
24 they edit your story, it will say one thing and
25 take total meaning away from it and so what we do

1 now is because we know social media has more of a
2 following than television now.

3 So what we do, we'll go live in social
4 media so that if we have an issue with reporters
5 trying to slant a story, at least the unedited
6 social media account will refute anything that
7 they try to say.

8 So this is a constant battle. The only
9 thing I've asked and a lot of people is what can
10 we do to support you. I think it was
11 Commissioner Bell that made the suggestion or
12 someone that maybe we need to get out in front
13 and when these kind of things are written or
14 stated that we as a Police Commission, as the
15 oversight body of the police department get out
16 and say this is factual and that kind of takes
17 that edge off.

18 So it is a battle, not just a battle
19 here in Detroit, but I was just thinking just
20 last night, every time I turn on the news, it's
21 always something negative and maybe it's because
22 it's this market.

23 The LA market of course, it's all about
24 entertainment. Crime news takes a very small
25 part unless those who have been following

1 national news the recent tragic situation in
2 northern California with those kids locked up in
3 a home. That's when it becomes LA news.

4 But generally they talking about
5 Hollywood, but we don't have Hollywood.

6 I mean, I'd like to be able to talk
7 about the Auto Show and some of these cars that
8 we're going to be displaying tomorrow, I mean
9 that's a bit of good news, so thank you for that.

10 COMMISSIONER SANDERS: Through the
11 Chair and the Chief, Capt. Rodney Cox -- Capt.
12 Jackson of Cease Fire, anything that we can do to
13 bring that program to have more officers, we
14 should because when I did my ride-along with them
15 it was two officers that was just dynamite.

16 They work together and I was just
17 shocked the way they worked together and they
18 really looked out for each other while arresting
19 somebody that was doing something wrong. So
20 Cease Fire is a really good avenue, Chief Jackson
21 -- not Chief, Rodney Jackson -- I don't know why
22 I got Cox on my mind but that's from 3rd Precinct
23 -- but Chief Jackson and anything that this Board
24 can I think we can do it and get it done.

25 CHIEF CRAIG: Through the Chair, we

1 appreciate your support for Cease Fire. I know
2 commissioners have come in to call-ins. I'm
3 equally exited about the department's work with
4 D-Live and you've heard me talk about D-Live,
5 that's out of Sinai-Grace.

6 I know Commissioner Mallett is aware of
7 the work. We're going to pilot something on the
8 west side. It's kind of, I call it, a companion
9 to Cease Fire. I think we might be able to get
10 some mileage out of that working with these
11 victims of shootings who generally right now do
12 not talk to the police department, but we think
13 if we can build rapport with victims of shootings
14 in the hospital we can identify the perpetrators
15 of violence, thereby reducing some of it.

16 So yet another initiative that this
17 department is working on.

18 COMMISSIONER SANDERS: And I'd like to
19 correct something. It's Capt. Rodney Jackson,
20 not Chief.

21 COMMISSIONER BURTON: Madam Chair, I
22 wanted to say it was a couple of weeks ago one of
23 the guest hosts for our Robert Ficano Show for
24 910-AM super station, we had Cease Fire on a
25 couple of weeks ago and we had a lot of great

1 calls coming in from callers.

2 They was talking about the role that
3 they serve with the city of Detroit in partner
4 with the Detroit Police Department and stuff like
5 that, so the callers that was calling in, it was
6 pretty informed and for many of them they didn't
7 know about how Cease Fire goes into the
8 community, but they was very pleased and I think
9 they brought up about how I think when they
10 started I want to believe it was 48205 or
11 something of that nature, and they was very
12 pleased how the police department as well as
13 Cease Fire was able to turn things around in that
14 zip code and now the Cease Fire is starting to be
15 in the pretty much all of the precincts now.

16 I think is it two precincts not in.

17 CHIEF CRAIG: Through the Chair, it's
18 in -- we just launched 4 and 7 this month and
19 then we have four precincts remaining that -- but
20 again it's going to take resources and most
21 importantly funding.

22 So as we continue to talk about our
23 budget and what we will need for us to go
24 citywide, we can't do it on a shoestring and
25 because as to Commissioner Burch's comment about

1 more officers maybe in the scout car, in order to
2 build a Cease Fire citywide those officers have
3 to come from somewhere and if we take one from
4 here, we're sacrificing something else.

5 So it's just so much that we're trying
6 to do. Again, we're fortunate to get the 15
7 additional officers once it's approved by City
8 Council, but -- and the beauty of it is the
9 Council President certainly is an ardent
10 supporter for addressing this issue of human
11 trafficking and it is a problem.

12 I'm going to look more into this whole
13 notion that we're ranked No. 2. I don't
14 understand how they could come to those
15 conclusions but --

16 COMMISSIONER BURTON: Through the
17 Chair, I just wanted to say that it was a great
18 show, the community was very informed, very
19 pleased, and I'm looking to bring in Cease Fire
20 back on the show possibly the first week of
21 February.

22 I will love to bring Chief Jackson --
23 I'd like to get your number before we adjourn.

24 And the last thing, I also brought in
25 -- I just want to end it with this. What's it

1 called, D-Live or something, they in the
2 hospitals or whatever. I brought on Cease Fire
3 and D-Live and it was a great positive show, so
4 --

5 COMMISSIONER BROWN: Ma'am Chair, to
6 the Chief, I commend you on the grant, receiving
7 the grant dollars. That's something that I'm
8 always happy to hear that we're going after those
9 funds. I wasn't able to make the press release
10 today, but I was really happy to hear that.

11 And what I want to ask is, one, how can
12 this Board really get involved with helping about
13 the human trafficking issues like today they have
14 an awareness show at Martin Luther King High
15 School today at 4 PM which we have to be here,
16 but I wanted to be able to say it, but it's in
17 connection with the FBI and Michigan State
18 Police.

19 How did we get together and what type
20 of plan can we roll out as a Board and in the
21 police department to get this message out to the
22 high school students who are primarily at risk.

23 CHIEF CRAIG: Through the Chair,
24 Commissioner Brown, I think that's a great idea
25 and certainly I look over to my partner Chief

1 Bettison who we do a lot of work in the schools
2 and certainly really when you look at the driver
3 of this whole sex trafficking, one of the things
4 we do know is these young people and their access
5 in social media and not being properly
6 scrutinized by the parents many times
7 unfortunately these sex predators will identify
8 these young people through social media and
9 that's how it starts generally.

10 That's one way it starts. But as I
11 explained earlier today because there's some
12 confusion about the difference between sex
13 trafficking and prostitution and clearly
14 prostitution, someone willingly does that, but
15 when you talk about sex trafficking, it's forced.

16 So it make you believe what brings a
17 person into that type of criminality certainly is
18 the inducement of support, gifts or whatever and
19 so -- and that's what you find like during this
20 time with the Auto Show where sometimes children
21 who are brought in from other places and they're
22 advertising not only through social media, but
23 some of these little papers, so it's a big issue,
24 but I'm optimistic now especially if we're going
25 to be working with our federal partners and the

1 state police we can finally start making some
2 dent in this problem.

3 COMMISSIONER BROWN: Also I'd like to
4 see and be encouraged with the same marketing
5 strategy that we did with the -- that you guys
6 did with the success of the Green Light program.
7 If we could go along the lines of that, of trying
8 to get this message out using the same marketing
9 strategy with using the websites, anything that
10 we can put on here.

11 I mean, as a father here living in the
12 city of Detroit with six daughters, I'm very
13 concerned. Even though they all grown, but that
14 doesn't exclude them from being into those
15 situations, so I would be very interested in
16 helping anything that I can do and if we can
17 recommend to the Board to do.

18 CHIEF CRAIG: We can certainly do that,
19 Madam Chair, and Todd, I know there's a lot of
20 stuff we're doing.

21 Is there anything -- maybe we can get
22 together with some of the Board members who want
23 to work on this campaign because we do go into a
24 lot of schools and so maybe something --

25 COMMISSIONER BROWN: Just one thing

1 before he speaks, also if we could reach out to
2 our corporate partners. I know that DTE is doing
3 something on human trafficking, they're coming to
4 have something coming up soon right here at 1
5 Energy Plaza and just that information and just
6 that awareness that goes out to them, can we
7 partner with them to get that message out to
8 maybe quicken because, you know, all of these
9 people down here working, they have children and
10 they take those messages back and the more that
11 we're involved with -- I know my daughter once
12 told me if I got an Instagram page she was
13 getting off of it, and I said okay, I guess I'm
14 on Instagram. I didn't really want them on it.

15 CHIEF CRAIG: We do a lot of work with
16 social media as you can imagine. This is why we
17 find out -- that's one of the things that Capt.
18 Tucker and his team, they do a real deep dive in
19 that. That how come we know with the Auto Show,
20 we know what's going on right now and we're in
21 the process of a number of investigations.

22 So with that, do you want to add
23 anything, Todd.

24 DEP. CHIEF BETTISON: Dep. Chief
25 Bettison for the record. Right now the Chief

1 directed me or put me in the position to be a
2 liaison to work with Council President Brenda
3 Jones and the department to help pull the
4 strategy together as far of human trafficking,
5 and with our Media Relations and also our Graphic
6 Arts Department, we can work together and put out
7 educational videos and many of the entities that
8 you spoke of such as DTE and some of the other
9 corporate partners, the task force that we have,
10 they're the ones that are going in collectively
11 and actually providing the presentations and
12 training to folks like DTE and some other folks,
13 but definitely appreciate the support of this
14 board as partners because we're all in this
15 together.

16 We can get behind it and I think
17 collectively we can make a big impact as far as
18 educate the community in knowing exactly what to
19 look for. For example, I know a lot of ladies
20 and I have been to some of the nail shops to get
21 -- my daughter got me to get a pedicure and when
22 you're sitting there, it's different things that
23 can look out because you have the sex trafficking
24 piece, but you have the labor aspect of human
25 trafficking as well, so an educated community

1 knows how to identify and how to report properly,
2 so I look forward to working with you all.

3 CHIEF CRAIG: And through the Chair I
4 just wanted to also add, one of the areas -- and
5 I touched on it briefly -- without going into a
6 lot of detail but with the number of strip clubs
7 that we have here in Detroit, those locations,
8 many of them are breeding grounds for sex
9 trafficking. We've gone in, we do
10 investigations.

11 There's been tremendous pushback when
12 we started to investigate that type of activity
13 inside of those businesses and so that's
14 something we're going to continue to push.

15 COMMISSIONER BROOKS: Madam Chair, I
16 would be happy to work with you because I think
17 it was you I met with when I brought human
18 trafficking to the Board working through
19 Neighborhood Legal Services.

20 Neighborhood Legal Services are now in
21 the process of having a building so that when the
22 young people are released from jail they will
23 have a place to go if they're out on the street
24 prostituting, so that's something that's been
25 dear to me and I think you're the one that set up

1 a meeting with the Neighborhood Legal Services
2 people that came and we discussed it, so I will
3 be happy to work with you.

4 DEP. CHIEF BETTISON: Thank you.

5 CHIEF CRAIG: Through the Chair and
6 since we're talking about this issue I can have
7 the strong sense that certainly the Board is
8 committed to this effort, so maybe we can have a
9 single-purpose meeting with those Board members
10 who want to be involved because, again, our next
11 hurdle is getting through City Council, I think
12 it's next week, and once we do that then we're
13 going to start building this new task force.

14 And we would like to hear your
15 suggestions and ideas going forward and what role
16 you feel you can play because I think it would
17 make a difference.

18 COMMISSIONER BURCH: I concur with what
19 you said, those that want to work with Dep. Chief
20 Bettison.

21 COMMISSIONER CARTER: So moving
22 forward, it looks like we have two volunteers for
23 the Human Trafficking Ad Hoc Committee, so any
24 others, just let me know if you would like to be
25 a part of it.

1 Thank you, Chief, thank you everyone
2 for your comments.

3 At this time we'll have the
4 presentation from the Chaplain Corps.

5 LT. POTTS: Good afternoon, Board.
6 Unfortunately Chaplain Foster could not make it,
7 but Officer Deck who's liaison for Detroit Police
8 Department which oversees the Chaplain Corps will
9 be doing the presentation.

10 I'm Lashana Potts, I'm the lieutenant
11 that's over the chief neighborhood liaison under
12 direction of Dep. Chief Todd Bettison and Capt.
13 Conway Petty.

14 OFFICER DECK: Officer Dwayne Deck for
15 the record and before I do the presentation I'd
16 like the chaplains to stand and introduce
17 themselves starting with Comm. Chaplain Franklin.

18 (CHAPLAINS INTRODUCED THEMSELVES).

19 OFFICER DECK: Okay. So the mission
20 for the Detroit Police Chaplain Corps is to
21 foster a more positive relationship between the
22 members of the Detroit Police Department and
23 community and render spiritual guidance and
24 prepare chaplains through in-service training
25 programs.

1 The Detroit Police Department Chaplain
2 Corps going back to 1949, they were formally
3 established by the Detroit ordinance in January
4 of 1975. The Chief of Police appoint the members
5 of the clergy for the various faiths to serve as
6 chaplains after they do our Chaplain Academy
7 which is nine weeks and at the end of the nine
8 weeks the Chief of Police swears them in and he
9 appoints them as the position of chaplain.

10 The Chaplain Corps falls under the
11 oversight of the Chief Neighborhood Liaison. As
12 such, the commanding officer for Chief of
13 Neighborhood Liaison serves as director of the
14 Chaplain Corps.

15 The chaplains are called upon to assist
16 the department personnel in making notifications
17 to families of officers who have received serious
18 injuries or death. They assist the peer support
19 at the scene of critical incidents and/or death.

20 They visit injured police officers and
21 fire personnel, offer comfort to families,
22 friends, co-workers of deceased members of the
23 department and also citizens.

24 They conduct and/or participate in
25 religious services for deceased officers and/or

1 their families upon request. They conduct an
2 annual interfaith denominational memorial service
3 which is the first Friday of May of each year.

4 The chaplains also work with the
5 department in emergency situations. As an
6 example, for attempt suicide, barricaded gunman
7 and the notifications of the next of kin in
8 citizen's death or injury.

9 They may also be called upon to serve
10 as mediation between citizens and the department
11 with the neighborhood police officers.

12 One of the things I did leave out what
13 I meant to talk about with the first slide we
14 started in 1975. However, within a ast 10 years
15 we also did the training and implemented the
16 Chaplain Corps for the Flint Police Department
17 and Ann Arbor.

18 The candidates to be the Detroit Police
19 Department chaplain, you need to be in good
20 standing and endorsed for the chaplaincy by a
21 recognized religion body, have a specialized
22 interest in police chaplaincy by training and
23 work or experience, have a minimum of five-year
24 preparation and experience in the ministry and
25 within that five years at least two have to be in

1 direct ministry.

2 Have not been convicted of a felony.
3 Their conduct is in keeping with the dignities of
4 the ministry and their candidacy is presented by
5 various recommendations from denominational
6 leaders and recognized civic leaders, so they
7 have to actually have a recommendation from their
8 denomination and a civic leader and they're in
9 good health.

10 Currently we have 69 chaplains, we have
11 a chief chaplain, seven deputy chief chaplains
12 and then the rest are all chaplains, so we broke
13 them up.

14 It's six at the 2nd Precinct, six at
15 the 3rd Precinct, five at the 4th Precinct, six
16 at the 5th Precinct, six at the 6th Precinct,
17 five at the 7th and 8th Precincts, six at the 9th
18 Precinct, six at the 10th Precinct, five at the
19 11th and six at the 12th.

20 Our goal is to extend -- because we're
21 trying to get chaplains not just at the
22 precincts, but at the bureaus also, so we
23 constantly take applications.

24 Once we get enough to do a class, then
25 I will submit a recommendation for is to do a

1 nine-week course.

2 The chaplains are required to do a
3 minimum of 16 hours per month which is a total of
4 880 hours. However, most of the chaplains do
5 above and beyond and Chaplain Comm. Franklin,
6 he's one of the ones that does above and beyond
7 the 16 hours.

8 This total does not include when
9 they're called to a scene. They get called to a
10 scene middle of the night, so they actually add
11 that on to their 16 hours.

12 That 16 hours is kind of broke up to
13 four hours a week where they go into the
14 precincts and offer prayer and guidance and a lot
15 of them do ride-alongs with the police officers
16 also, so that's what that 16 hours, but if I get
17 a call and request for a chaplain, they just add
18 it to their 16 hours.

19 Through ongoing professional training
20 and certifications the Detroit Police chaplains
21 strive to understand and address life experiences
22 and events as they relate to the spiritual morale
23 and emotional well-being of the Detroit Police
24 Department personnel.

25 The Detroit Police chaplains' functions

1 include but are not limited to they maintain
2 confidentiality with those that they speak with
3 the exceptions of when it's harm or themselves.

4 So the goal is they minister through
5 prayer support, through critical incidents
6 training and through coaching and reflections.
7 They perform marriage ceremonies, child
8 dedications and also funerals and they also do
9 hospital visits.

10 They establish positive work
11 relationships with the members of their assigned
12 districts or precincts and precinct personnel
13 service programs availability and they also give
14 moral support and ethics counseling.

15 And we have three events that's coming
16 up that we normally do and the first one is
17 unsung hero presentation where we're going to
18 identify the police officers within the precincts
19 that has did above and beyond and that's going to
20 be February 13, 2018.

21 Of course, our 45th annual Detroit
22 Police Department Interfaith Memorial which is
23 the first Friday in May, so it's May 4, and you
24 guys will get your invitations soon.

25 And the Heros in Blue Appreciation Week

1 where the chaplains go to the precincts and they
2 actually feed the officers and prayerfully pass
3 out the prayer challenge coins that we have made.

4 So with that being said, if you have
5 any questions for me, I'm available and I'm going
6 to ask Chaplain Comm. Franklin to come to assist
7 with some of the questions if you have any
8 questions.

9 COMMISSIONER CARTER: Commissioner
10 Brooks.

11 COMMISSIONER BROOKS: I don't have a
12 question, but I'd like to thank you all. Capt.
13 Gardner and I met with the chaplains at one of
14 your monthly meetings to recruit and I must say
15 we recruited quite a bit between all the churches
16 that you all are affiliated with and the
17 neighborhoods, so thank you very much and we'll
18 be back.

19 COMM. FRANKLIN: The one thing I need
20 you to do, when you go out and do recruiting,
21 just remind them that this is a volunteer. A lot
22 of them when they submit their applications think
23 it's a paid position; that's a problem.

24 COMMISSIONER CARTER: Commissioner
25 Bell.

1 COMMISSIONER BELL: Yes, Madam Chair.
2 Also I thought all ministers were volunteer, but
3 we know that's not the case clearly.

4 COMM. FRANKLIN: The good part about it
5 with Highland Park they have to pay for their
6 chaplain training and ours is free.

7 COMMISSIONER BELL: Once again, I want
8 to commend you, Chaplain Corps, going back to my
9 police career over the years in the '70s just to
10 interact with you the last four or five years,
11 but I think we do have one formal request from
12 this Board in terms of interacting with the Chair
13 and Vice-Chair, the leadership team, we talked
14 about asking you to formally at least obligate
15 yourself to our community meetings.

16 We have one community meeting every
17 month on the second Thursday at 6:30 PM. As you
18 already outlined, you already there in the
19 precincts, like next month we'll be in the 9th
20 Precinct. You have five or six chaplains.

21 We don't need five or six, but we need
22 one or two -- or one, if you could make that
23 commitment to this Board I think that would help
24 us in terms of the spirituality, invocation and
25 that process.

1 So if that's not too much to ask, I
2 would like to make that formal request that if
3 you can entertain at least our community meetings
4 for prayer and interaction invocation, that would
5 be a blessing to the Board.

6 COMM. FRANKLIN: Mr. Brown already beat
7 you to it, e's already submitted your schedule
8 and told me that he wanted a chaplains in red.

9 COMMISSIONER BELL: I wanted to make
10 sure it's on the public record. The Lord hears
11 your request and He responds to your request and
12 I would thank all you Chaplain Corps as we
13 continue and perhaps you can help us in that
14 spirit to walk too as commissioners, some form of
15 interaction. Maybe we can set up some
16 interaction in the near future this year because
17 always enjoyed your moral service, been long
18 standing once again that brings a whole lot to
19 the process of officers who have -- and their
20 families who have lost their lives and those who
21 serve, so always look forward to that type of
22 interaction.

23 I want to thank you for that type of
24 leadership, so, Madam Chair, thank you.

25 COMMISSIONER CARTER: Thank you.

1 Commissioner Davis.

2 COMMISSIONER DAVIS: Hello. I think
3 the chaplains do a wonderful job. Is there
4 anything that you all need or you all should be
5 asking for that you all haven't received?

6 COMM. FRANKLIN: Well, Deputy Chief
7 Bettison is doing a great job in giving us what
8 we need, so at this point we're good.

9 COMMISSIONER CARTER: Any other
10 questions?

11 COMMISSIONER BURTON: I'd just like to
12 add, I'm proud of the role that the Chaplain
13 Corps plays in our community and a lot of times I
14 reach out to the Chaplain Corps whenever I have
15 speaking obligations throughout the city and it
16 goes pretty well received through the community,
17 so they very pleased as well with the Chaplain
18 Corps and keep up the good work.

19 COMMISSIONER CARTER: Thank you. Thank
20 you for the presentation and thank you for all
21 that you do for the citizens in the community;
22 thank you.

23 At this time we'll have committee
24 reports.

25 COMMISSIONER DEWAEELSCHÉ: Madam Chair,

1 I have a report from the Personnel Subcommittee.
2 The Personnel Subcommittee has reviewed two
3 disqualification appeals, one for Franz
4 Beauregard and second one for Michael Flintoff
5 and recommend the full board deny the appeals,
6 therefore the decisions of the department will
7 stand.

8 And finally dependant upon the actions
9 of the full Board, the staff is directed to
10 contact each applicant and advise each of the
11 actions taken by the Board.

12 So I make a motion that we --

13 COMMISSIONER BROWN: I'll second the
14 motion.

15 COMMISSIONER CARTER: It's been moved
16 and supported that we disqualification appeal for
17 Franz Beauregard and Michael Flintoff. Is there
18 any discussion?

19 Those in favor?

20 COMMISSIONERS: Aye.

21 COMMISSIONER CARTER: Those opposed?
22 The motion carried. Thank you.

23 COMMISSIONER DEWAEELSCHÉ: Thank you,
24 Madam Chair. That concludes my report.

25 COMMISSIONER CARTER: Thank you, ma'am.

1 Any other committee reports?

2 At this time we'll have a report from
3 the Board Secretary.

4 SECRETARY HICKS: Madam Chair, thank
5 you very much. I do not have a report for this
6 meeting.

7 COMMISSIONER CARTER: Any old business,
8 commissioners? New business?

9 Announcements. Our next Board of
10 Police Commissioners meeting will be Thursday,
11 January 25, 2018 at 3 PM here at the Detroit
12 Public Safety Headquarters located at 1301 Third
13 Street.

14 Our next community meeting will be
15 Thursday, February 8, in the 9th Precinct at the
16 Helman Recreation Center located at 19601 Crusade
17 Street, the entrance or parking is at 19601
18 Brock, here in the city and that's east of Hays
19 and north of Seven Mile on the east side.

20 COMMISSIONER BELL: Yes, ma'am.

21 COMMISSIONER CARTER: At this time we
22 will have oral communication from the audience.
23 Please give your name and limit your comments to
24 two minutes, please.

25 MR. ROBERT BROWN: Ma'am Chair, I have

1 three cards. Your first speaker will be
2 Mr. Peter Rhodes followed by Ms. Michelle George.

3 COMMISSIONER CARTER: And who's the
4 third?

5 MR. ROBERT BROWN: Ms. Joanne Warren is
6 the third.

7 MR. RHODES: My name is Peter Rhodes.
8 I'm a resident, I'm up in the Green Acres
9 Neighborhood, 12th Precinct, 2nd District.

10 Last year I asked about police officers
11 assigned Little Caesars Arena, Comerica Park,
12 North American Auto Show, Ford Field and the
13 grand prix and other large venues.

14 And I understand a report is going to
15 be submitted by the department to the Board of
16 Police Commissioners concerning that matter.
17 That's good because budget time is coming up for
18 the 2018/19 fiscal year and those questions are
19 going to be asked about these large venues,
20 whether they're paying their fair share, whether
21 secondary employment programs should be used
22 instead of the current program, whether the
23 current program is draining away police officers
24 from neighborhood patrols.

25 So I'm looking forward to the report.

1 I know it's coming soon. I think we'll have
2 another discussion after that, but I really want
3 to make sure that the Board knows that it's
4 coming up, be aware of the report, review the
5 report, share the report because it is a real
6 concern in the neighborhoods whether large venues
7 are draining away police resources; thank you.

8 COMMISSIONER CARTER: Thank you,
9 Mr. Rhodes.

10 MR. ROBERT BROWN: Ms. Michelle George.

11 MS, GEORGE: Good afternoon, Madam
12 Chairman and the Board of Commissioners. I
13 wanted to talk about briefly the human
14 trafficking. I know Chief Craig is not here and
15 is absent, one of the reasons that Michigan is
16 No. 2 is because of Canada.

17 I know now they want the nurses to --
18 we have to have credit now in human trafficking,
19 so a lot of times the perpetrators are going into
20 the libraries now and I know we talked about it
21 last year in Frankenmuth in our STD Conference,
22 so we're also as nurses honing in on it because
23 like I spoke before, we want to talk about the
24 prep and everything with getting the victims in
25 for testing and everything like that. So I also

1 would be able to share more information.

2 I hope Wayne State University -- I'm
3 sure they will get on board because I'm a
4 graduate of Wayne State in the master's program
5 and we want more forensic nursing as well as a
6 career.

7 To talk about the -- to focus in on the
8 Chaplain Corps program I know at our police
9 community meeting they mentioned Chaplain Berry
10 that on the New Years Day they went into a home,
11 it was a home invasion and just to talk about how
12 dangerous it is and you have that Chaplain Corps
13 also in support of the officers, and I think the
14 perpetrator had a weapon as well, but they were
15 able to catch that perpetrator.

16 So I know the program is very useful.
17 I know they talked about the -- Chaplain Berry
18 used to talk about the after-care program, but
19 also there needs to be a before program because
20 when you look at it you have a lot of the
21 perpetrators in mass shootings are in domestic
22 violence a lot of times.

23 And also I wanted to bring up
24 downstairs the security desk in force as we come
25 in, I notice they do not have weapons, so I don't

1 -- I just think we -- not that I'm getting into
2 everybody's business -- you say I am, but maybe
3 we need to think about that as people come in so
4 I think that's my speech. Thank you for that.

5 COMMISSIONER CARTER: Thank you.

6 COMMISSIONER BELL: Madam Chair, I
7 think we have another volunteer from our civilian
8 population to interact with Commissioner Brown
9 and Commissioner Brooks and I'm glad she
10 enlightened us why we are No. 2 now and I see
11 Asst. Chief White took note on that, so making
12 sure that these two co-chairs interact.

13 Ms. George, I just volunteered you to
14 interact on that particular committee with
15 Commissioner Brown and Commissioner Brooks, so
16 raise your right hand. Thank you.

17 MR. ROBERT BROWN: Madam Chair, your
18 last speaker will be Ms. Joanne Warren.

19 MS. WARREN: Yes, hello, everybody.
20 This is my first time here. I had filed
21 unfortunately more than one complaint. I'm new
22 to the process, but I would like to make it real
23 clear to people, I am not anti police, but I am
24 anti police misconduct.

25 I'm new to these Police Commission

1 procedures, so I take responsibility for any lack
2 of doing whatever I may have needed to do in
3 this, but I received a response and I'm just real
4 amazed.

5 It says, "A complete and thorough
6 investigation has been conducted regarding your
7 complaint. Our finding were as follows". Force
8 - no force. Force - not sustained, procedure no
9 charge."

10 Well, I had to call the office up to
11 find out which case this was. There's no
12 discussion of the facts, there's no discussion of
13 the reasoning. How do I know this was properly
14 investigated. I'm not saying it wasn't, I'm just
15 saying I have no idea that it was.

16 Well, actually I do have some idea and
17 that is I do have a video that -- it was my fault
18 not making sure they had it. I tried to -- I'm
19 technologically challenged. I tried to send it,
20 I couldn't.

21 But also I had done a FOIA for the
22 police officer's video and in my video the green
23 light was on which I think means the camera was
24 on, but I was told there's no video. That seems
25 to be a violation of Police Directive 304.6-31.

1 That camera was required to be activated.

2 And when I did speak with the
3 Commissioner I just didn't -- excuse me, the
4 investigator, I'm not sure what that person
5 investigated, so I asked for a copy of the
6 complaint, right, and a gentleman here gave it to
7 me, I appreciate that, but it says details of
8 incident circumstances, okay, that's like a
9 description of the facts.

10 But the complaint, the complaint is the
11 officers had no right to touch me in the first
12 place and Investigator Jones says she did check
13 that out. Well --

14 COMMISSIONER CARTER: Ma'am, I'm going
15 to stop you there and I'm going to have you --

16 MS. WARREN: So I would like to appeal
17 this. I just want to make that real clear or we
18 re-open it because I have more information, find
19 out what happened with the camera or something
20 and I'm sorry, I'm new to this process. Thank
21 you for letting me go over.

22 COMMISSIONER CARTER: It's okay.

23 MS. WARREN: I find this incredibly
24 inadequate. Is Justice Mallett here? Like he
25 would know. You can't write a decision that has

1 no reasoning.

2 COMMISSIONER CARTER: So I'm going to
3 ask that you see Supervising Investigator Akbar
4 -- Abdullah Nelson, I'm sorry and he's going to
5 take some information from you.

6 MS. WARREN: And why do I have to FOIA
7 the report to see what the report -- because how
8 do I know it was even a balanced report if I
9 can't see it.

10 COMMISSIONER CARTER: I don't know.
11 You can talk to him and we'll get things
12 resolved.

13 MS. WARREN: Okay, thank you.

14 COMMISSIONER CARTER: And thank you for
15 coming down and it's not an issue that you're new
16 to.

17 MS. WARREN: Oh, okay, thanks. So is
18 this something I can speak with the commissioner
19 that from my district, District 5, hello? Did I
20 get it right, I'm sorry.

21 COMMISSIONER CARTER: That's Willie
22 Burton.

23 MS. DERUP: My name is Cindy Derup and
24 Joanne is a friend of mine and she's very
25 politically active and that's why we're good

1 friends I guess.

2 But this is not -- to me it's like a
3 political harassment. There's two incidents with
4 the police department with her.

5 One, at the Mayor's meeting where they
6 started shoving her down the stairs and another
7 in the elevator where they karate chopped her --
8 one officer in front of the head of the Planning
9 Department.

10 And so everybody acts like nothing
11 happened. Well, I'll tell you what happened to
12 me personally and I don't remember if I did
13 remember making a complaint once to the Cadillac
14 Tower Building, and I'm not sure, I think it was
15 about this incident, where I was trying to talk
16 to Marcel Todd outside in that little foyer
17 between the City Council and the hallway where
18 the elevators are on the 13th floor of the
19 Coleman A. Young Building.

20 They only gave me two minutes on my
21 comment and I was trying to tell them there's
22 going to be a sink hole right at my street
23 because they dumped a whole load of sand out of
24 the truck beyond the hole with that tamping every
25 nine inches or whatever is appropriate for the

1 street, so I was trying to say don't put the
2 concrete there until you make sure that there's
3 no more settling and I didn't think it was right
4 that they allowed -- they actually repaired this
5 water stop thing that went into the building out
6 in the middle of the street.

7 They should have run a whole new line I
8 thought and not be putting the fairing coat
9 underneath the street, but they did it.

10 But I wasn't allowed to finish, so I
11 was waiting to finish with Marcel when this
12 policeman that didn't like me that used to stay
13 around City Council and they never had guns until
14 the bankruptcy, they were in suits before.

15 COMMISSIONER CARTER: Do you have a
16 complaint, ma'am?

17 MS. DERUP: So he was telling me to get
18 out of here and I said well, I pay taxes just
19 like these people that are waiting to see him
20 from the union for the Pontchartrain.

21 And so I just sat down and disobey him
22 and don't leave the foyer area. And so then
23 Marcel comes out, I said -- he knows me well, I
24 know him -- and I started telling him, but I
25 didn't get to finish, but there's going to be a

1 sinkhole there and so this cop comes up again and
2 starts telling me I can't be here and I'm talking
3 to Marcel, so Marcel offers to go out in the hall
4 where the elevators are, so we go out in the
5 hall.

6 Then the officer comes and grabs Marcel
7 and starts pulling him back into that foyer and
8 I'm sidestepping trying to finish what I had to
9 say.

10 ASST. CHIEF WHITE: Through the Chair,
11 we're going to assist her. Ma'am -- thank you.

12 COMMISSIONER CARTER: Was that the last
13 speaker?

14 MR. ROBERT BROWN: Yes.

15 COMMISSIONER DEWAELESCHE: Motion to
16 adjourn, Madam Chair.

17 MR. BROWN: Support.

18 COMMISSIONER CARTER: All in favor?

19 COMMISSIONERS: Aye.

20 COMMISSIONER CARTER: Meeting is
21 adjourned. Thank you everyone.

22 (Proceedings concluded at
23 4:25 p.m.)

24

25

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

CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
) SS
COUNTY OF WAYNE)

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



DALE E. ROSE,
CSR-0087

A			
abate 33:5	administration	50:23 53:22	53:6 68:11
Abdullah 7:1	11:10	appoint 48:4	Assistant 7:18
65:4	adopt 13:3	appointed 10:8	28:11
able 9:24 12:6	advertising	26:20	assisted 11:11
36:6 37:9	41:22	appoints 48:9	associated 29:4
38:13 40:9,16	advise 57:10	appreciate 6:13	Asst 27:16,18
61:1,15	affiliated 53:16	6:22 12:3 15:1	62:11 68:10
absent 60:15	after-care 61:18	15:24 20:2	assumed 8:16
absolutely 24:22	afternoon 1:10	37:1 44:13	assuming 8:9
34:14	3:4,8,20,22	64:7	assurance 24:23
Academy 48:6	5:24 7:14 23:5	Appreciation	ast 49:14
access 41:4	24:3 47:5	52:25	attempt 49:6
accolades 12:11	60:11	approaching 21:2	attended 14:4,5
account 35:6	afternoon's 3:8	appropriate	attention 20:11
accountability	agenda 4:13,18	66:25	21:18 23:23,24
33:11	agents 32:23	approval 4:24	audience 7:24
accountable	aggressively	approve 4:18 5:3	9:17 19:7
33:16	24:11	12:25	58:22
achieve 31:12	ago 20:9 26:21	approved 22:15	audio-visual
achieved 14:15	37:22,25	39:7	5:14
achieving 12:7	agree 25:7 33:21	approx 3:3	authority 10:12
acknowledge	agreed 21:5	apt 34:15	33:12
11:17	aimed 11:5	Arbor 49:17	Auto 28:23 29:5
acknowledgment	Ainsley 7:2	ardent 39:9	29:9 36:7
19:6	Akbar 5:22,24	area 11:2 14:11	41:20 43:19
Acres 59:8	65:3	22:21 26:14	59:12
actions 57:8,11	allowed 67:4,10	67:22	availability
activated 64:1	alluded 16:22	areas 45:4	52:13
active 65:25	alongside 32:25	Arena 59:11	available 8:4
activities 9:12	amazed 63:4	argued 24:17	53:5
10:17 32:9	American 59:12	arresting 36:18	avenue 36:20
activity 45:12	analyze 22:4	arrests 29:3	average 23:10,14
acts 66:10	analyzed 25:4	article 20:9	awarded 22:14,16
Ad 46:23	and/or 48:19,24	21:20,20	22:20
add 15:15 23:3	48:25	Arts 44:6	aware 29:8 37:6
24:8 27:16	Angeles 26:24,25	asked 8:23 9:8	60:4
43:22 45:4	Ann 49:17	35:9 59:10,19	awareness 40:14
51:10,17 56:12	announced 8:9	64:5	43:6
added 27:21	Announcements	asking 54:14	Aye 4:20 5:6
additional 8:4	58:9	56:5	13:6 57:20
19:21 22:17	annual 49:2	aspect 16:3	68:19
27:17 39:7	52:21	44:24	
address 20:18	anti 62:23,24	assault 20:10,14	B
22:12,18 24:4	Antonio 7:6	21:13	back 5:21 7:10
31:1 51:21	anybody 25:24	assaults 21:10	9:20 26:6,11
addressed 14:1	appeal 57:16	21:24 22:1,4,5	39:20 43:10
addressing 24:11	64:16	23:11,22 24:1	48:2 53:18
39:10	appeals 57:3,5	32:16	54:8 68:7
adjourn 39:23	APPEARING 2:17	assigned 52:11	background 27:23
68:16	APPLAUSE 12:1,21	59:11	backlog 21:8
adjourned 68:21	applicant 57:10	assignments 32:2	24:10
	applications	assist 48:15,18	balanced 65:8

bankruptcy 10:11
 67:14
barricaded 49:6
basically 21:1
battle 35:8,18
 35:18
beat 55:6
Beauregard 57:4
 57:17
beauty 39:8
beginning 3:15
 9:23
behalf 7:25
behavior 29:12
believe 29:19
 38:10 41:16
believer 31:22
Bell 2:11 4:5,6
 4:15,25 6:9
 13:21,22 20:6
 20:7 25:12
 26:1 33:9
 35:11 53:25
 54:1,7 55:9
 58:20 62:6
Belt 11:5
Berry 3:11,14
 61:9,17
best 16:11 17:12
better 7:11 25:3
Bettison 34:7
 41:1 43:24,25
 46:4,20 47:12
 56:7
beyond 51:5,6
 52:19 66:24
big 17:8 18:5
 24:5 41:23
 44:17
BISHOP 2:9
bit 28:20 36:9
 53:15
bite 34:23
blessed 12:6
blessing 13:16
 14:16 55:5
Bliss 27:22
Blossom 5:18
Blue 52:25
board 1:8 2:1,3
 3:5 5:24 8:1
 8:10,18,24

9:18,24 10:4
 10:13 11:15
 12:3 14:10
 15:22 25:15
 28:8 33:15
 36:23 40:12,20
 42:17,22 44:14
 45:18 46:7,9
 47:5 54:12,23
 55:5 57:5,9,11
 58:3,9 59:15
 60:3,12 61:3
body 35:15 49:21
break 6:11
breeding 45:8
Brenda 44:2
Bridget 5:20
 8:17
briefing 28:21
briefly 45:5
 60:13
bring 22:24
 36:13 39:19,22
 61:23
brings 41:16
 55:18
Brock 58:18
broke 50:12
 51:12
Brooks 2:6 3:25
 3:25 4:16 6:8
 15:5,16 45:15
 53:10,11 62:9
 62:15
brought 14:1
 15:2 38:9
 39:24 40:2
 41:21 45:17
Brown 2:8 4:7,8
 5:15 9:21 40:5
 40:24 42:3,25
 55:6 57:13
 58:25 59:5
 60:10 62:8,15
 62:17 68:14,17
budget 19:19
 38:23 59:17
build 37:13 39:2
building 8:14
 27:15 45:21
 46:13 66:14,19
 67:5

Burch 2:10 3:22
 3:23,24 30:5,7
 30:9 33:8
 46:18
Burch's 38:25
Bureau 8:13
 10:18
bureaus 50:22
Burton 2:12 4:9
 4:10 14:22,24
 14:25 37:21
 39:16 56:11
 65:22
business 58:7,8
 62:2
businesses 28:18
 45:13

C

Cadillac 66:13
Caesars 59:11
cake 8:11
Cal 27:1
California 29:20
 36:2
call 30:14 31:8
 31:16 37:8
 51:17 63:10
call-ins 19:13
 37:2
Callaway 7:6
called 31:16
 40:1 48:15
 49:9 51:9,9
callers 38:1,5
calling 38:5
calls 31:13 38:1
camera 63:23
 64:1,19
campaign 42:23
Canada 60:16
candid 31:7
candidacy 50:4
candidates 49:18
candidly 19:19
capacity 6:18
 12:20
capital 29:15
Capt 19:6 22:8
 22:12 23:5
 25:10,10 29:6
 32:5,12 36:11

36:11 37:19
 43:17 47:12
 53:12
captain 23:3
captains 31:24
car 39:1
card 9:19,22
cards 9:20 59:1
care 14:20
career 10:24
 27:6,7 54:9
 61:6
carjacking 20:22
Carjackings
 18:15
carried 57:22
carries 4:22 5:8
 13:8
cars 36:7
Carter 2:4 3:4,6
 3:13 4:11,17
 4:21 5:2,7 6:6
 7:9,16,21
 12:22 13:2,7
 13:10,20 14:23
 16:5 20:5 25:8
 46:21 53:9,24
 55:25 56:9,19
 57:15,21,25
 58:7,21 59:3
 60:8 62:5
 64:14,22 65:2
 65:10,14,21
 67:15 68:12,18
 68:20
case 54:3 63:11
cases 6:3,4,13
 6:20 9:9 22:7
 22:10 23:14
casings 25:4
catch 61:15
Cease 19:2,7,12
 19:15,22 30:20
 32:4 36:12,20
 37:1,9,24 38:7
 38:13,14 39:2
 39:19 40:2
Center 58:16
ceremonies 52:7
certain 25:4
 28:15,17 31:3
 31:12

certainly 16:21 17:3,8 19:5,9 19:12 24:23 27:5 29:6,22 33:5 39:9 40:25 41:2,17 42:18 46:7	51:2,4,20 53:1 53:13 54:20 55:8 56:3	20:10,15,23 21:10 22:16,19 23:25 24:5,13 25:5 26:12 28:15,24 29:1 33:6 38:3 39:7 42:12 46:11 56:15 58:18 66:17 67:13	52:15 59:17 60:1,4 65:15 Comm 27:21 47:17 51:5 53:6,19 54:4 55:6 56:6
CERTIFICATE 69:1 certification 11:5 certifications 51:20 CERTIFY 69:8 Chair 5:11 13:9 14:22 15:10,14 21:11 23:6 24:7 25:13 26:18 28:19 30:6 31:2 33:20 36:11,25 37:21 38:17 39:17 40:5,23 42:19 45:3,15 46:5 54:1,12 55:24 56:25 57:24 58:4,25 62:6,17 68:10 68:16	chaplains' 51:25 charge 19:7 63:9 check 64:12 chief 2:17,19 6:18 7:13,14 7:18,19 8:3,6 9:4 10:9 12:7 14:12 16:18,19 20:6,8 21:11 23:6,15 24:7 24:16 25:17,25 26:18 27:16,18 27:18 28:2,7,9 28:10,11,19 30:6,8,18 31:2 33:20 36:11,20 36:21,23,25 37:20 38:17 39:22 40:6,23 40:25 42:18 43:15,24,24,25 45:3 46:4,5,19 47:1,11,12 48:4,8,11,12 50:11,11 56:6 60:14 62:11 68:10	citywide 19:17 19:22 38:24 39:2 civic 50:6,8 civilian 10:18 10:21 62:7 civilians 10:16 class 50:24 clear 62:23 64:17 clearly 14:10 41:13 54:3 clergy 48:5 close 33:9 closed 23:16 24:19 closely 29:7 closing 23:14 closure 23:9,11 23:12 26:6 clubs 45:6 co-chairs 62:12 co-workers 48:22 coaching 52:6 coat 67:8 code 38:14 coffee 8:11 coins 53:3 Coleman 66:19 collectively 44:10,17 college 10:23 11:1 come 30:15 37:2 39:3,14 43:19 53:6 61:24 62:3 Comerica 59:11 comes 67:23 68:1 68:6 comfort 48:21 coming 3:8 28:7 38:1 43:3,4	commanders 31:24 commanding 48:12 commands 31:24 commend 40:6 54:8 comment 25:13 38:25 66:21 comments 9:23 16:6 47:2 58:23 Commission 35:14 62:25 commissioner 2:6 2:7,8,9,10,11 2:12,13 3:4,7 3:13,16,16,18 3:20,22,23,25 4:2,3,5,5,7,7 4:9,9,11,15,16 4:17,21,25 5:1 5:2,7 6:8,8,10 7:9,16,21 10:4 12:22,24 13:1 13:2,7,9,10,10 13:12,20,20,22 14:7,22,23,23 14:25 15:5,7 15:14,15 16:5 20:5,6,7 25:8 25:12 26:1 28:9 30:5,6,9 33:8,9 35:11 36:10 37:6,18 37:21 38:25 39:16 40:5,24 42:3,25 45:15 46:18,21 53:9 53:9,11,24,24 54:1,7 55:9,25 56:1,2,9,11,19 56:25 57:13,15 57:21,23,25 58:7,20,21 59:3 60:8 62:5 62:6,8,9,15,15 64:3,14,22 65:2,10,14,18
Chairman 60:12 Chairperson 2:4 6:6,8 challenge 53:3 challenged 63:19 chance 22:12 change 26:16 changed 20:1,15 changes 17:23 chaplain 3:11,14 9:3,4,6 47:4,6 47:8,17,20 48:1,6,9,10,14 49:16,19 50:11 51:5,17 53:6 54:6,8 55:12 56:12,14,17 61:8,9,12,17 chaplaincy 49:20 49:22 chaplains 47:16 47:18,24 48:6 48:15 49:4 50:10,11,12,21	Chief's 24:1 child 52:7 children 41:20 43:9 choice 24:14 choked 15:11 chopped 66:7 Christmas 6:11 churches 53:15 Cincinnati 29:23 Cindy 65:23 circumstances 64:8 Citizen 6:7 citizen's 49:8 citizens 11:16 11:21 21:8 48:23 49:10 56:21 city 10:10 11:16 11:20 14:19 15:20 19:4		

65:21 67:15
 68:12,15,18,20
commissioners
 1:8 2:1 3:6,15
 4:12,20,22 5:6
 7:15 10:5,13
 11:15 13:6
 15:22 16:6
 20:5 37:2
 55:14 57:20
 58:8,10 59:16
 60:12 68:19
commitment 11:20
 16:16 32:21
 54:23
committed 17:6
 46:8
committee 6:7
 46:23 56:23
 58:1 62:14
communication
 58:22
communications
 9:17
communities 34:9
community 28:11
 28:12 30:11
 34:12 38:8
 39:18 44:18,25
 47:23 54:15,16
 55:3 56:13,16
 56:21 58:14
 61:9
companion 37:8
compared 18:8,11
 22:2
compassion 20:20
complaint 6:7
 62:21 63:7
 64:6,10,10
 66:13 67:16
complete 7:8
 63:5 69:13
compliments 14:7
computer 69:11
ComStat 30:14
concern 20:19
 21:4 24:25
 26:20 60:6
concerned 21:9
 25:19 42:13
concerning 20:10

59:16
concerns 8:2
 14:1 29:24
concluded 68:22
concludes 7:21
 57:24
conclusions
 39:15
concrete 67:2
concur 46:18
conduct 8:21
 48:24 49:1
 50:3
conducted 63:6
Conference 60:21
confident 19:1
confidentiality
 52:2
confusion 41:12
congratulations
 11:23 15:3
connected 18:20
 30:16
connecting 29:22
connection 40:17
constant 35:8
constantly 50:23
contact 57:10
continue 7:25
 8:1 19:2,3
 20:1 38:22
 45:14 55:13
continued 10:11
converge 29:1
conversation
 21:16 27:17
conversations
 19:20 26:23
convicted 50:2
conviction 21:1
Conway 47:13
cop 68:1
copy 8:24 64:5
corporate 43:2
 44:9
corps 9:3,6,8,9
 9:13 47:4,8,20
 48:2,10,14
 49:16 54:8
 55:12 56:13,14
 56:18 61:8,12
correct 21:23

37:19 69:13
corridor 29:22
cost 19:20
costs 11:6 27:10
Council 22:16
 28:21 39:8,9
 44:2 46:11
 66:17 67:13
counseling 52:14
counter 34:16
county 22:24
 24:18 69:6
couple 31:3
 37:22,25
course 27:9
 35:23 51:1
 52:21
court 5:14
Cox 36:11,22
Craig 2:19 7:13
 7:14,18 10:9
 16:18,19 20:6
 21:11 24:7
 25:25 26:18
 28:19 30:8
 31:2 33:20
 36:25 38:17
 40:23 42:18
 43:15 45:3
 46:5 60:14
Crawford 6:10
create 17:1 22:6
 26:23 27:2
 31:19
created 17:9
 31:8
creates 27:6
creation 17:2
credit 34:22
 60:18
crime 17:14 18:1
 18:2,3,4,19,19
 18:22 24:15,19
 24:22 25:6
 27:3,14 35:24
crimes 18:8 22:8
 23:19 24:6
criminality
 41:17
crisis 34:19
critical 21:14
 48:19 52:5

Cromwell 7:3
Crusade 58:16
cry 13:19
CSR-0087 69:19
current 59:22,23
Currently 50:10
cush 32:2

D

D 2:8
D-Live 37:4,4
 40:1,3
daily 9:12
Dale 5:14 69:18
dangerous 61:12
Daniel 7:5
Darryl 2:8 4:8
date 11:2
daughter 43:11
 44:21
daughters 42:12
Davis 2:13 3:17
 3:18,19 56:1,2
Day 61:10
days 32:11
DEA 32:21 34:17
deal 14:15 20:21
dealing 22:25
dear 26:4 45:25
death 48:18,19
 49:8
deaths 21:17
 32:19
deceased 48:22
 48:25
decision 64:25
decisions 57:6
Deck 47:7,14,14
 47:19
decrease 23:7
decreasing 18:7
dedication 11:18
dedications 52:8
deep 23:18 31:20
 43:18
definitely 23:14
 23:22 44:13
degree 27:24
demands 31:6
denomination
 50:8
denominational

49:2 50:5
dent 30:4 42:2
deny 57:5
Dep 43:24,24
 46:4,19 47:12
department 9:3,8
 10:25 11:12,17
 12:7 15:2
 16:13,16,25
 21:13,15 25:5
 27:1 35:15
 37:12,17 38:4
 38:12 40:21
 44:3,6 47:8,22
 48:1,16,23
 49:5,10,16,19
 51:24 52:22
 57:6 59:15
 66:4,9
department's
 16:10 24:14
 37:3
dependant 57:8
deploying 19:21
deployment 31:9
deputy 8:16
 50:11 56:6
Derrick 2:7 3:21
Derup 65:23,23
 67:17
description 8:25
 64:9
design 34:22
desk 61:24
despite 33:24
detail 15:25
 45:6
details 64:7
Detroit 1:8,14
 1:18 3:1 8:13
 9:3 10:10,25
 11:15,16,17,21
 14:19 16:25
 20:10,15,23
 21:9,10 22:19
 26:12 28:25
 29:4 33:7,13
 33:19 35:19
 38:3,4 42:12
 45:7 47:7,20
 47:22 48:1,3
 49:18 51:20,23

51:25 52:21
 58:11
Dewaelsche 2:5
 4:2,3 5:1 6:7
 10:4 12:24
 14:7 15:14
 28:9 56:25
 57:23 68:15
difference 41:12
 46:17
different 15:21
 44:22
difficult 9:9,11
difficulty 26:9
dignities 50:3
direct 50:1
directed 44:1
 57:9
direction 47:12
Directive 63:25
directly 15:16
director 8:7,8
 8:15,16,22
 10:1,8,12,14
 10:22 11:9,25
 12:2 13:4,23
 14:9 15:1,17
 16:7 48:13
Director's 8:24
directorship
 14:16
discount 21:21
discussed 8:19
 46:2
discussion 4:19
 5:5 13:5 14:2
 57:18 60:2
 63:12,12
discussions 27:8
disobey 67:21
displaying 36:8
disqualification
 57:3,16
district 2:4,8,9
 2:10,11,12,13
 3:7,16,19,24
 4:6,8,10 59:9
 65:19,19
districts 52:12
dive 43:18
dividends 19:14
DNA 23:18

doing 24:5 30:3
 31:20,24 34:3
 34:8 36:19
 42:20 43:2
 47:9 56:7 63:2
DOJ 22:14
dollars 28:4
 40:7
domestic 61:21
downstairs 61:24
DPD 7:20 26:11
 34:18
draining 59:23
 60:7
drive 19:3 22:6
 23:25 31:20
driver 41:2
drives 18:22
 21:17
drove 24:25
DTE 43:2 44:8,12
dumped 66:23
Dwayne 47:14
dynamite 36:15

E

E 2:11,12,19
 4:10 10:9
 69:18
e's 55:7
earlier 41:11
early 10:11
east 58:18,19
echo 16:20
EDGAR 2:9
edge 35:17
edit 34:24
educate 44:18
educated 44:25
educational 44:7
effort 12:12
 19:13 46:8
efforts 15:17
eight 16:25
 23:17
either 28:10
elected 7:23,24
elevator 66:7
elevators 66:18
 68:4
Elgin 7:4
Elizabeth 2:6

3:25
embark 27:7
embrace 25:6
emergency 31:13
 49:5
emotional 51:23
employment 10:20
 59:21
encouraged 42:4
endeavors 14:17
 16:15
ended 18:9 21:22
 32:18
endorsed 49:20
Energy 43:5
enforcement
 10:24
engaging 14:8
enjoyed 16:7
 55:17
enlightened
 62:10
entertain 55:3
entertainment
 35:24
entities 44:7
entrance 58:17
Equal 10:19
equally 37:3
eradicating
 29:12
especially 41:24
establish 52:10
established 48:3
eternally 12:16
ethic 15:2
ethics 52:14
Eva 2:5 4:2 6:6
eve 28:23
evening 3:18
events 28:22,24
 51:22 52:15
everybody 62:19
 66:10
everybody's 62:2
evidence 25:1
exactly 44:18
exam 14:13 16:24
 17:3
examination 17:6
examinations
 11:11

example 44:19
49:6
exceeded 29:17
excellence 11:12
exceptions 52:3
excess 32:19
excited 17:15
29:10
excitement 17:10
exclude 42:14
excuse 12:4 64:3
exemplary 11:18
exited 22:20
37:3
expand 22:23
expectations
8:20
expedite 21:6
expense 24:9
experience 16:1
23:7 49:23,24
experiences
51:21
explain 15:25
explained 41:11
explaining 15:18
exploring 28:5
express 8:1
extending 50:20
extensive 20:9
25:23 26:22
27:23

F

fact 21:19,21,22
24:16,18 27:14
31:15 32:22
facts 63:12 64:9
factual 35:16
fair 26:1 59:20
fairing 67:8
faith 6:21
faiths 48:5
fallen 8:2,5
9:11
falls 48:10
families 8:3
48:17,21 49:1
55:20
family 9:10
far 30:19 44:4
44:17

fashion 18:21
father 42:11
fault 63:17
favor 4:19 5:5
13:5 57:19
68:18
FBI 40:17
fear 18:22 22:7
February 39:21
52:20 58:15
federal 29:6
32:24 41:25
feed 53:2
feel 46:16
feeling 7:11
felony 50:2
Ficano 37:23
Field 59:12
fight 33:22
34:18
figure 23:8
filed 62:20
fill 15:22
finally 42:1
57:8
find 29:19 41:19
43:17 63:11
64:18,23
finding 63:7
finish 67:10,11
67:25 68:8
fire 19:2,8,12
19:15,22 30:20
32:4 36:12,20
37:1,9,24 38:7
38:13,14 39:2
39:19 40:2
48:21
firearm 25:1
firearms 25:3
firm 31:21
first 5:25 15:9
17:15,15,20
39:20 49:3,13
52:16,23 59:1
62:20 64:11
fiscal 59:18
five 32:23 49:25
50:15,17,18
54:10,20,21
five-year 49:23
fix 24:24

Flint 49:16
Flintoff 57:4,17
floor 8:13 66:18
FMLA 31:18
focus 22:22
29:11 33:1
61:7
FOIA 63:21 65:6
folks 19:8 44:12
44:12
followed 23:20
59:2
following 35:2
35:25
follows 18:1
63:7
force 29:7 44:9
46:13 61:24
63:7,8,8
forced 41:15
forces 34:18
Ford 59:12
foregoing 69:9
forensic 61:5
forensics 27:7
27:23
form 18:21 55:14
formal 54:11
55:2
formally 48:2
54:14
former 6:9
formula 31:9
forth 69:10
fortunate 14:19
39:6
forward 9:14
13:15 30:3
45:2 46:15,22
55:21 59:25
foster 9:4 47:6
47:21
four 18:16 23:22
26:20 38:19
51:13 54:10
foyer 66:16
67:22 68:7
Frankenmuth
60:21
Franklin 47:17
51:5 53:6,19
54:4 55:6 56:6

Franz 57:3,17
free 54:6
Friday 8:12 49:3
52:23
friend 65:24
friends 9:10
48:22 66:1
front 5:17 9:22
25:22 34:12
35:12 66:8
full 29:11 57:5
57:9 69:12
full-duty 11:8
fully 25:6,7
functions 51:25
funding 38:21
funds 40:9
funerals 52:8
further 23:3
future 14:17
17:13 26:10
55:16

G

Gail 5:20 8:7
10:1,6,7 11:19
13:4,23 16:21
17:11
gain 26:10
gang 19:10 32:7
Gardner 53:13
Garza 2:5 4:2
gathering 8:11
gauge 18:18
general 29:10
generally 18:20
36:4 37:11
41:9
gentleman 64:6
George 59:2
60:10,11 62:13
getting 23:22,23
28:3 43:13
46:11 60:24
62:1
gifts 41:18
give 6:9 8:5
19:5 22:12
25:9 29:11
34:21 52:13
58:23
given 3:12 6:14

10:25
giving 6:17 26:2
 32:23 56:7
glad 7:10 26:5
 30:10 62:9
go 5:16,22 7:19
 18:5 22:15
 25:19 31:17
 35:3 38:23
 42:7,23 45:23
 51:13 53:1,20
 64:21 68:3,4
goal 17:5 19:16
 50:20 52:4
goals 12:8 16:23
God's 14:16
goes 38:7 43:6
 56:16
going 3:10 6:25
 10:2 13:18,19
 14:2 16:3,12
 24:3 30:3 32:6
 32:10 34:4
 36:8 37:7
 38:20 39:12
 40:8 41:24
 43:20 44:10
 45:5,14 46:13
 46:15 48:2
 52:17,19 53:5
 54:8 59:14,19
 60:19 64:14,15
 65:2,4 66:22
 67:25 68:11
good 3:4,18,20
 3:22 5:24 6:12
 7:10,14 8:20
 11:23 16:4,13
 16:14 17:18,24
 18:6 20:7 22:4
 23:5 30:8
 32:13,21 33:3
 36:9,20 47:5
 49:19 50:9
 54:4 56:8,18
 59:17 60:11
 65:25
grabs 68:6
graduate 61:4
graduation 14:3
graduations 14:4
grand 12:8 59:13

grant 22:14,17
 22:21,22 28:5
 29:11 30:2,17
 34:17 40:6,7
Graphic 44:5
grateful 12:16
great 6:19 14:15
 17:12 20:21
 25:17 34:4
 37:25 39:17
 40:3,24 56:7
green 11:5 42:6
 59:8 63:22
GREGORY 2:3
ground 32:22
grounds 45:8
group 19:10
 30:10
group-related
 32:7
grown 42:13
guess 43:13 66:1
guest 37:23
guidance 47:23
 51:14
gunman 49:6
guns 67:13
guys 42:5 52:24

H

half 26:21
hall 68:3,5
hallway 66:17
hand 62:16
hands 16:13
happened 64:19
 66:11,11
happy 5:25 40:8
 40:10 45:16
 46:3
harassment 66:3
hard 6:4 12:13
 29:19
harm 52:3
Hays 58:18
head 66:8
headquarters
 1:14 8:14
 58:12
health 50:9
hear 26:5 40:8
 40:10 46:14

heard 17:19
 29:16 37:4
hears 55:10
heart 16:10,11
hearts 26:4
heavily 30:11
hello 56:2 62:19
 65:19
Helman 58:16
help 6:13 15:8
 28:12 44:3
 54:23 55:13
helped 13:17
helpful 13:17
 15:8,18 16:2
helping 40:12
 42:16
hereinbefore
 69:10
hero 52:17
heroin 32:14
Heros 52:25
Hicks 2:3 5:9,10
 58:4
high 24:1,1
 40:14,22
higher 23:13
 29:20,21
highest 11:21
Highland 54:5
Hiller 7:7
hire 22:17
hired 10:16 11:2
Hoc 46:23
hole 66:22,24
Hollywood 33:23
 36:5,5
home 36:3 61:10
 61:11
Homeland 32:24
homicide 18:8,12
 18:25 20:22
homicides 18:10
 18:23 23:24,25
 32:18
honing 60:22
honor 12:3,19
honoring 10:5
 13:4
hope 14:20 61:2
hopeful 19:1,16
hoping 17:1

hospital 19:25
 37:14 52:9
hospitals 40:2
hosts 37:23
hours 51:3,4,7
 51:11,12,13,16
 51:18
HR 8:23,24 12:10
 15:1
human 5:21 8:8
 8:12,22 10:17
 22:18 28:13
 29:15,24 33:4
 39:10 40:13
 43:3 44:4,24
 45:17 46:23
 60:13,18
Hunter 7:3
hurdle 46:11

I

I-75 29:23
idea 40:24 63:15
 63:16
ideas 46:15
identify 37:14
 41:7 45:1
 52:18
identifying
 28:13
imagine 30:13
 43:16
impact 44:17
impacts 31:14
implemented
 49:15
important 9:7
 23:8 31:12
importantly
 38:21
improvement 12:9
in-service 47:24
inadequate 64:24
inches 66:25
incident 64:8
 66:15
incidents 48:19
 52:5 66:3
include 51:8
 52:1
included 10:17
including 10:18

incorrect 21:14
incredibly 64:23
indicated 27:19
 28:2
indicates 5:11
inducement 41:18
inefficiencies
 11:6
information 8:4
 8:6 25:20 34:2
 43:5 61:1
 64:18 65:5
informed 38:6
 39:18
initiative 34:16
 37:16
injured 8:5 9:10
 48:20
injuries 48:18
injury 49:8
inordinate 31:22
inside 45:13
insight 23:4
Instagram 43:12
 43:14
insurmountable
 16:8
integrity 11:20
intelligent
 13:16
interact 54:10
 62:8,12,14
interacting
 13:24 54:12
interaction 14:8
 55:4,15,16,22
interest 27:9,12
 28:3 49:22
interested 10:24
 42:15
interests 16:11
interfaith 49:2
 52:22
Interim 6:18
internship 10:23
introduce 5:23
 6:24 7:12,17
 47:16
INTRODUCED 7:20
 47:18
introducing 6:2
introduction

3:15
introductions
 5:9,12
invasion 61:11
investigate
 45:12
investigated
 63:14 64:5
investigation
 63:6
investigations
 43:21 45:10
investigative
 23:18
investigator
 6:18 7:1,2,3,4
 7:4,5,5,6,7
 24:10 64:4,12
 65:3
invitations
 52:24
invocation 3:11
 3:12 54:24
 55:4
involved 40:12
 43:11 46:10
ironically 27:23
issue 20:19,24
 22:25 24:5
 25:21 26:4
 31:3,4 33:2
 34:17 35:4
 39:10 41:23
 46:6 65:15
issues 24:24
 33:6 40:13

J

Jackson 19:6
 32:5 36:12,20
 36:21,23 37:19
 39:22
Jackson's 32:13
jail 45:22
James 2:19 7:13
 10:9 26:21
January 1:12 3:2
 4:13,23 5:4,4
 8:12 48:3
 58:11
Jessica 7:3
Joanne 59:5

62:18 65:24
job 8:25 19:10
 25:18 34:4
 56:3,7
Joe 25:10
Johnson 5:17
 19:24
join 22:25
joined 27:2
joining 34:18
Jones 7:6 44:3
 64:12
journalism 26:2
journey 12:5
joy 13:13
jumping 5:19,21
Justice 64:24

K

karate 66:7
keen 28:3
keep 13:14 56:18
keeping 50:3
kids 36:2
kill 34:23
kin 49:7
kind 13:25 18:24
 33:10 34:19
 35:13,16 37:8
 51:12
King 40:14
kit 24:9
kits 21:4
know 8:7 12:10
 13:15 14:4,7,9
 14:12,14 15:1
 15:12 16:2,9
 16:11,13,24
 17:16 18:9,23
 18:25 20:16
 21:3,7,9 22:3
 22:13 25:17,23
 26:15,16,21
 27:4,15,22
 29:16 31:7
 33:17 34:3,12
 35:1 36:21
 37:1,6 38:7
 41:4 42:19
 43:2,8,11,19
 43:20 44:19
 46:24 54:3

60:1,14,17,20
 61:8,16,17
 63:13 64:25
 65:8,10 67:24
knowing 44:18
knows 45:1 60:3
 67:23

L

LA 26:25 35:23
 36:3
lab 21:5,6 24:15
 24:19,22 25:6
 26:9,9,11,12
 27:3,14
labor 44:24
lack 63:1
ladies 44:19
Lamar 5:21 8:17
 8:17,19
LAPD 26:25
large 2:5,6,7
 3:21 4:1,4
 59:13,19 60:6
Lashana 47:10
lastly 19:23
 34:21
late 22:9,13
laugh 33:24
launched 10:22
 19:15 24:9
 38:18
law 10:24
leader 50:8
leaders 50:6,6
leadership 8:18
 11:18 15:20
 16:8 54:13
 55:24
leading 19:7
LEAN 11:5
learning 16:1
leave 49:12
 67:22
leaving 16:13
legal 5:18 45:19
 45:20 46:1
letting 64:21
liaison 44:2
 47:7,11 48:11
 48:13
libraries 60:20

lieutenant 11:10
 47:10
life 51:21
light 42:6 63:23
limit 58:23
limited 52:1
line 67:7
lines 42:7
linking 23:21
Lisa 2:4 3:6 6:6
little 12:4
 21:22 28:20
 33:24 41:23
 59:11 66:16
live 35:3
lives 55:20
living 42:11
load 66:23
loader 12:10
lobby 26:16
local 11:1 27:1
locally 27:4
located 9:20
 58:12,16
locations 45:7
locked 36:2
lofty 17:5
long 9:11 55:17
look 8:20 21:25
 39:12 40:25
 41:2 44:19,23
 45:2 55:21
 61:20
looked 36:18
looking 9:14
 22:23 28:14
 39:19 59:25
looks 31:20
 46:22
Lord 55:10
Los 26:24,25
lose 17:20,21
 27:12
lost 26:9 55:20
lot 16:1 17:10
 18:17 19:18
 20:1 21:16
 31:6,7 32:17
 34:21 35:9
 37:25 41:1
 42:19,24 43:15
 44:19 45:6

51:14 53:21
 55:18 56:13
 60:19 61:20,22
love 33:13 39:22
lowest 18:10
LT 47:5
luck 11:23 16:4
 16:14
Luther 40:14

M

M 2:13
ma'am 11:25 40:5
 57:25 58:20,25
 64:14 67:16
 68:11
Madam 5:10 13:9
 14:22 15:14
 16:19 25:13
 28:9 30:6
 37:21 42:19
 45:15 54:1
 55:24 56:25
 57:24 58:4
 60:11 62:6,17
 68:16
madness 33:25
maintain 52:1
major 25:5 28:22
 28:24 32:25
majority 14:4
 32:3
making 9:4 42:1
 48:16 62:11
 63:18 66:13
Mallett 37:6
 64:24
managed 24:20
manager 5:16
managing 10:17
 31:25
Marcel 66:16
 67:11,23 68:3
 68:3,6
march 12:14
 17:21
market 35:22,23
marketing 42:4,8
marriage 52:7
Martin 40:14
marvelous 12:13
mass 61:21

master's 61:4
matter 12:11
 59:16
Mayor's 66:5
mean 21:18 36:6
 36:8 42:11
meaning 34:25
means 63:23
meant 49:13
media 5:13,18
 33:11 34:15,22
 35:1,4,6 41:5
 41:8,22 43:16
 44:5
mediation 49:10
Medical 10:19
meet 31:9
meeting 1:10 3:6
 3:9 9:16 21:3
 46:1,9 54:16
 58:6,10,14
 61:9 66:5
 68:20
meetings 27:19
 53:14 54:15
 55:3
members 42:22
 46:9 47:22
 48:4,22 52:11
memorial 49:2
 52:22
memories 24:13
memory 21:23
mentioned 30:12
 30:19 61:9
merit 11:21
message 40:21
 42:8 43:7
messages 43:10
met 8:18 15:20
 45:17 53:13
method 33:25
 34:1
Michael 57:4,17
Michelle 59:2
 60:10
Michigan 1:18
 3:1 29:14,20
 40:17 60:15
 69:4
middle 51:10
 67:6

Mile 58:19
mileage 37:10
milestone 14:14
million 22:16
mind 36:22
mine 26:20 65:24
minimum 31:10,11
 49:23 51:3
minister 52:4
ministers 54:2
ministry 49:24
 50:1,4
minutes 4:23 5:3
 58:24 66:20
misconduct 62:24
misleading 17:17
missed 16:9,12
 16:14
mission 47:19
missions 12:15
model 26:23
money 27:10
 30:17
monitoring 20:25
month 17:15
 19:14 38:18
 51:3 54:17,19
monthly 53:14
months 28:7
moral 52:14
 55:17
morale 51:22
motion 4:14,24
 5:8 12:23,25
 13:8 57:12,14
 57:22 68:15
move 9:25 13:15
moved 4:15,17,25
 5:2 13:2 57:15
movement 21:22
moving 30:3
 46:21
Murphy 7:5

N

nail 44:20
name 3:19,21,23
 9:19 25:9
 58:23 59:7
 65:23
narcotics 32:12
 32:25

nation 29:14
national 23:10
 23:13 36:1
nature 38:11
near 55:16
necessitate
 31:19
necessity 26:11
need 20:18,23
 21:9 25:13
 26:3 27:13
 28:4 30:20
 35:12 38:23
 49:19 53:19
 54:21,21 56:4
 56:8 62:3
needed 63:2
needs 9:22 33:10
 61:19
Neeley 7:5
negative 33:13
 33:18 34:15
 35:21
neighborhood
 30:25 31:6
 34:8,10 45:19
 45:20 46:1
 47:11 48:11,13
 49:11 59:9,24
neighborhoods
 30:23 53:17
 60:6
Nelson 7:2 65:4
Nevada 29:18
never 67:13
new 5:25 8:9,22
 11:24 15:4,7
 16:3 17:2,2
 46:13 58:8
 61:10 62:21,25
 64:20 65:15
 67:7
news 22:5 32:13
 32:21 35:20,24
 36:1,3,9
nickname 23:20
night 35:20
 51:10
nine 48:7,7
 66:25
nine-week 51:1
non-fatal 18:12

normally 52:16
north 58:19
 59:12
northeastern
 29:21
northern 36:2
note 62:11
noted 24:12
notice 61:25
notifications
 48:16 49:7
notion 39:13
November 10:9
 22:13
number 18:10
 22:7 31:22
 39:23 43:21
 45:6
numbers 17:17
 18:5,6,6 20:15
 20:17
nurses 60:17,22
nursing 61:5

O

o'clock 14:21
obligate 54:14
obligations
 56:15
obtain 9:21
obviously 23:24
occasionally
 31:14
occurring 28:16
OCI 5:23
offer 48:21
 51:14
offers 68:3
office 2:17 5:16
 6:14 8:11
 10:20 13:24
 15:23 24:25
 63:10
officer 19:23,24
 47:7,14,14,19
 48:12 66:8
 68:6
officer's 63:22
officers 8:2,5
 10:15 11:8
 19:21 22:18
 30:22,24 31:5

31:17,23 32:1
 32:3 34:3,6,9
 34:10 36:13,15
 39:1,2,7 48:17
 48:20,25 49:11
 51:15 52:18
 53:2 55:19
 59:10,23 61:13
 64:11
official 7:24
officials 7:23
Oh 65:17
okay 17:24 43:13
 47:19 64:8,22
 65:13,17
old 58:7
older 23:21
once 14:8 39:7
 43:11 46:12
 50:24 54:7
 55:18 66:13
ones 44:10 51:6
ongoing 51:19
open 20:3
openness 15:24
operating 10:10
Operations 32:3
opinion 21:20
opioid 32:14,19
 33:2,6 34:18
opportunist
 18:19
opportunities
 28:5
opportunity 6:1
 6:17 10:20
 12:19 15:16
 20:13 26:2
opposed 4:21 5:7
 13:7 57:21
opposite 21:19
optimistic 41:24
oral 9:17 58:22
order 39:1
ordinance 48:3
organizations
 9:7
ot 13:14
outlined 26:5
 54:18
Outreach 5:18
outside 66:16

outstanding
 13:23
overall 18:4
oversees 47:8
oversight 35:15
 48:11
overtime 31:19
overview 11:1
overwhelmed 12:4
Oxendine 5:20
 8:8 10:2,6,7
 10:22 11:19,25
 12:2 13:4 14:9
 15:17 16:8
Oxendine's 8:15
 10:14 11:9

P

p.m 3:3 68:23
page 25:22 43:12
pages 25:22
paid 53:23
papers 41:23
parents 41:6
Park 54:5 59:11
parking 58:17
part 30:10 31:21
 35:25 46:25
 54:4
participate
 48:24
participation
 11:4
particular 14:10
 14:18 20:19
 25:21 26:13
 62:14
partner 17:12
 38:3 40:25
 43:7
partners 22:24
 29:6 41:25
 43:2 44:9,14
pass 53:2
path 27:6
patrol 11:9
patrols 59:24
pay 19:13 21:18
 54:5 67:18
paying 59:20
pedicure 44:21
peer 48:18

Pension 8:10,10
people 34:2 35:9
 41:4,8 43:9
 45:22 46:2
 62:3,23 67:19
percent 18:3,3,4
 18:13,15,16
 21:24 22:1
 23:7,11,12,13
perfect 27:5
perform 52:7
performing 10:12
period 33:14
permanent 8:21
perpetrator
 61:14,15
perpetrators
 37:14 60:19
 61:21
person 17:7
 32:23 41:17
 64:4
personally 13:17
 66:12
personnel 9:11
 10:8,18,19,21
 11:7 15:19
 48:16,21 51:24
 52:12 57:1,2
Peter 59:2,7
Petty 47:13
phenomenal 19:9
 22:10 34:9
piece 44:24
piggyback 23:6
pilot 37:7
place 17:24
 22:22 45:23
 64:12 69:10
places 41:21
plan 40:20
Planning 66:8
play 46:16
plays 56:13
Plaza 43:5
please 9:18 10:3
 25:9 58:23,24
pleased 14:12,13
 38:8,12 39:19
 56:17
PM 8:12 40:15
 54:17 58:11

pockets 28:15
point 20:18 56:8
pointed 27:13
police 1:8 2:1
 2:17,19 3:5,6
 7:13 8:13 9:3
 10:5,8,9,13,15
 10:19,19,25
 11:15,17 15:7
 15:22 16:25
 22:18 24:16,20
 25:5 30:19,20
 30:21,22 31:5
 33:19 34:8,10
 35:14,15 37:12
 38:4,12 40:18
 40:21 42:1
 47:7,20,22
 48:1,4,8,20
 49:11,16,18,22
 51:15,20,23,25
 52:18,22 54:9
 58:10 59:10,16
 59:23 60:7
 61:8 62:23,24
 62:25 63:22,25
 66:4
Police's 8:3
policeman 67:12
policies 15:19
policing 11:1,12
policy 5:19 6:19
political 66:3
politically
 65:25
Pontchartrain
 67:20
population 62:8
position 11:24
 15:4 16:4 44:1
 48:9 53:23
positions 15:21
 17:2
positive 16:3
 40:3 47:21
 52:10
possibility
 17:20
possible 28:13
possibly 39:20
Potts 47:5,10
prayer 51:14

52:5 53:3 55:4
prayerfully 53:2
prayers 20:2
precinct 30:13
 31:21 32:10
 36:22 50:14,15
 50:15,16,16,18
 50:18 52:12
 54:20 58:15
 59:9
precincts 19:16
 30:14 38:15,16
 38:19 50:17,22
 51:14 52:12,18
 53:1 54:19
predators 41:7
prep 60:24
preparation
 49:24
prepare 47:24
presence 30:24
present 30:23
presentation 9:2
 9:5,15 28:7
 47:4,9,15
 52:17 56:20
presentations
 44:11
presented 50:4
president 7:14
 16:20 28:21
 39:9 44:2
press 28:21 40:9
pretty 16:23
 17:8 20:11
 38:6,15 56:16
primarily 40:22
print 9:19 33:16
prix 59:13
probably 25:2
problem 39:11
 42:2 53:23
problems 24:22
procedure 63:8
procedures 15:19
 63:1
proceedings
 68:22 69:9,14
process 9:1 21:4
 21:6 26:17
 43:21 45:21
 54:25 55:19

62:22 64:20
processed 6:5
processing 6:20
professional
 9:13 51:19
professionalism
 11:19
program 10:23
 36:13 42:6
 59:22,23 61:4
 61:8,16,18,19
programs 47:25
 52:13 59:21
promotional
 11:11 14:13
 16:24 17:3
properly 41:5
 45:1 63:13
Property 18:3
Prosecutor 21:7
 24:18
Prosecutor's
 24:25
prostituting
 45:24
prostitution
 41:13,14
proud 56:12
proved 11:6
provide 8:23
providing 5:13
 44:11
public 1:14 9:23
 55:10 58:12
pull 44:3
pulling 68:7
push 19:2 34:20
 45:14
pushback 45:11
put 24:3 25:21
 28:4 42:10
 44:1,6 67:1
putting 27:25
 28:1 67:8

Q

quarter 17:16,20
 17:22
question 28:10
 53:12
questions 20:3,6
 53:5,7,8 56:10

59:18
quick 7:4 13:13
quicken 43:8
quickly 19:10
Quinn 5:12
quite 12:5 53:15

R

radar 24:1,2
raise 62:16
ranked 29:17,20
 39:13
ranks 17:2 29:14
 29:20
rape 21:4
rapes 23:17
rapist 22:10
rapport 37:13
rate 21:1 23:9
 23:11,12 26:6
re-open 64:18
re-read 20:12
reach 43:1 56:14
read 6:12 10:3
 20:11
real 13:13 31:20
 43:18 60:5
 62:22 63:3
 64:17
really 6:13,22
 12:8 18:22
 22:6 26:11
 27:11,13 36:18
 36:20 40:10,12
 41:2 43:14
 60:2
reasoning 63:13
 65:1
reasons 60:15
rebuttal 25:14
received 48:17
 56:5,16 63:3
receiving 40:6
recognized 23:20
 49:21 50:6
recommend 42:17
 57:5
recommendation
 50:7,25
recommendations
 50:5
record 25:9,19

43:25 47:15
 55:10
recovering 19:25
Recreation 58:16
recruit 53:14
recruited 53:15
recruiting 10:20
 15:9 53:20
recruitment
 15:17
red 55:8
reduced 69:11
reducing 11:6
 37:15
reduction 11:7
 18:4,13,16
 21:24
referred 33:22
reflections 52:6
refute 35:6
regarding 63:6
regards 11:22
Reggie 6:10
relate 51:22
related 18:21
relates 31:5
Relations 34:22
 44:5
relationship
 8:21 18:24
 47:21
relationships
 52:11
release 30:22
 40:9
released 45:22
religion 49:21
religious 48:25
remainder 17:24
remaining 17:6
 38:19
remarks 16:22
remember 66:12
 66:13
remind 53:21
render 47:23
repaired 67:4
replace 17:7
report 8:3 16:17
 29:3,16 33:13
 34:13,15 45:1
 57:1,24 58:2,5

59:14,25 60:4
 60:5,5 65:7,7
 65:8
reported 69:8
reporter 5:15
 20:13 25:23
 69:1
reporters 35:4
reporting 25:14
 26:6
reports 23:21
 29:13 30:1
 56:24 58:1
represent 14:10
representatives
 7:23
request 49:1
 51:17 54:11
 55:2,11,11
required 51:2
 64:1
requirements
 31:10,11
resident 59:8
resolution 10:1
 10:3,5 12:25
 13:3
resolved 11:14
 65:12
resolving 21:8
resources 5:21
 8:8,12,22
 10:18 38:20
 60:7
respond 9:8 26:3
 26:3
responding 19:10
 25:14,18 32:7
responds 55:11
response 25:16
 31:13 34:11
 63:3
responsibilities
 8:10,15 10:16
responsibility
 63:1
responsible
 23:17
rest 5:23 7:15
 50:12
restricted-duty
 11:8

results 14:6
resumed 9:12
review 8:25 60:4
reviewed 57:2
reviewing 6:3
Rhodes 59:2,7,7
 60:9
ride-along 36:14
ride-alongs
 51:15
right 7:22 27:21
 28:23 34:1,14
 37:11 43:4,20
 43:25 62:16
 64:6,11 65:20
 66:22 67:3
risk 40:22
robberies 18:14
 18:17
Robbery 18:14
Robert 37:23
 58:25 59:5
 60:10 62:17
 68:14
Rodney 36:11,21
 37:19
role 17:13 19:12
 38:2 46:15
 56:12
roll 40:20
room 7:19
Rose 5:14 69:18
row 5:17
run 67:7

S

sacrificing 39:4
safe 20:23
Safety 1:14
 58:12
Samuel 7:4
sand 66:23
Sanders 2:7 3:20
 3:21 13:1,9,11
 13:12 36:10
 37:18
sat 67:21
saw 26:21
saying 23:7
 30:17 33:10
 63:14,15
says 29:14 63:5

64:7,12
scene 48:19 51:9
 51:10
schedule 55:7
school 27:11
 40:15,22
schools 41:1
 42:24
scout 39:1
scrutinized 41:6
search 8:22 9:1
seated 9:21
second 13:1
 17:22 54:17
 57:4,13
secondary 59:21
secretary 2:3
 5:10 25:15
 58:3,4
security 32:24
 61:24
see 6:1 7:10
 9:10 14:5,20
 20:7 30:24
 33:6 34:4 42:4
 62:10 65:3,7,9
 67:19
seeing 9:21
seizure 32:14
seizures 32:12
send 63:19
sense 27:5 46:7
sentiments 16:21
separate 31:4
sergeant 11:11
serial 22:10
serials 23:16
serious 48:17
seriously 21:13
serve 6:17,22
 12:6,6,7,19
 38:3 48:5 49:9
 55:21
serves 21:23
 48:13
service 11:18
 31:13 49:2
 52:13 55:17
services 5:13
 45:19,20 46:1
 48:25
session 5:13

set 12:8 16:22
 45:25 55:15
 69:10
settling 67:3
seven 23:17
 50:11 58:19
sex 22:8 23:19
 24:4,6,9 33:4
 41:3,7,12,15
 44:23 45:8
sexual 20:10,14
 21:10,13,24
 22:1,4,18
 23:11,22,25
 29:15 32:16
Sgt 5:12
shadowing 34:5,6
share 59:20 60:5
 61:1
Sheriff's 27:1
Shirley 2:10
 3:23,23
shocked 29:25
 36:17
shoes 17:8
shoestring 38:24
shootings 18:13
 21:16 32:8
 37:11,13 61:21
shop 32:13
shops 44:20
short 24:13
shot 19:24
shoving 66:6
show 28:23 29:5
 29:9 36:7
 37:23 39:18,20
 40:3,14 41:20
 43:19 59:12
shown 27:11 28:3
sick 31:16,17,23
 31:25
side 5:22 37:8
 58:19
sidestepping
 68:8
sight 27:12
significant
 27:10 32:5,12
 32:14
similar 26:24
Sinai-Grace 37:5

sincerely 6:14
single-purpose
 46:9
sink 66:22
sinkhole 68:1
sir 7:9,22
Sisco 5:17
sites 28:13
sitting 44:22
situation 36:1
situations 9:9
 42:15 49:5
six 42:12 50:14
 50:14,15,16,17
 50:18,19 54:20
 54:21
slant 35:5
slide 49:13
small 35:24
social 35:1,3,6
 41:5,8,22
 43:16
solved 22:9
somebody 36:19
somewhat 17:17
soon 43:4 52:24
 60:1
sorry 25:11
 64:20 65:4,20
sound 34:23
speak 9:18,24
 20:24 30:5
 52:2 64:2
 65:18
speaker 59:1
 62:18 68:13
speaker's 9:19
speaking 11:15
 23:15 56:15
speaks 43:1
special 6:9 19:5
 25:11
specialized
 49:21
Specific 18:8
speech 62:4
spent 25:4
spirit 55:14
spiritual 47:23
 51:22
spirituality
 54:24

spoke 44:8 60:23
spoken 20:14
 21:7
SS 69:5
Stacey 9:4
staff 5:9,23 6:2
 6:3,11,25 7:8
 7:17,20 17:19
 25:18 27:21
 57:9
staffing 31:10
 31:11
stairs 66:6
stand 47:16 57:7
standard 11:20
standby 32:6
standing 49:20
 55:18
start 5:12 6:25
 7:18 8:25 14:8
 17:18 18:7
 42:1 46:13
started 6:1
 19:13 38:10
 45:12 49:14
 66:6 67:24
starting 38:14
 47:17
starts 41:9,10
 68:2,7
state 22:24
 24:20 27:4,20
 28:2 29:18
 30:12,16 31:4
 40:17 42:1
 61:2,4 69:4
State-LA 27:1
state-of-the-art
 27:3
stated 35:14
states 29:21
station 37:24
status 11:8
stay 67:12
STD 60:21
stenographically
 69:9
step 12:14
steps 20:24,25
stop 34:2,2
 64:15 67:5
stories 34:19

story 34:24 35:5
stranger 22:5
strategy 19:2
 42:5,9 44:4
street 1:16
 45:23 58:13,17
 66:22 67:1,6,9
strip 45:6
strive 51:21
strong 46:7
student 10:23
students 10:23
 11:1 30:15,15
 40:22
stuff 6:20 38:4
 42:20
Subcommittee
 57:1,2
submit 50:25
 53:22
submitted 55:7
 59:15
subsequently
 28:8
substantial
 16:23 29:24
 30:4 32:8
success 42:6
successful 11:9
suer 9:19
suggestion 21:12
 35:11
suggestions
 46:15
suicide 49:6
suits 67:14
summer 11:3
super 37:24
Supervising 7:1
 7:2 65:3
supervisor 32:24
support 4:16 5:1
 8:1 9:7 26:15
 35:10 37:1
 41:18 44:13
 48:18 52:5,14
 61:13 68:17
supported 4:18
 5:3 13:3 57:16
supporter 39:10
supportive 13:25
sure 20:11 55:10

60:3 61:3
 62:12 63:18
 64:4 66:14
 67:2
surrounding
 21:16
suspect 18:20,24
sustained 63:8
sustaining 11:12
swears 48:8
sworn 10:21 11:7

T

table 9:20 14:2
take 14:20 20:12
 21:13 34:25
 38:20 39:3
 43:10 50:23
 63:1 65:5
taken 57:11
takes 35:16,24
talented 6:25
talk 15:20 18:17
 19:21 20:21
 25:25 28:22
 32:4,4,15,17
 33:4 34:6 36:6
 37:4,12 38:22
 41:15 49:13
 60:13,23 61:7
 61:11,18 65:11
 66:15
talked 15:9
 25:24 28:20
 31:15 54:13
 60:20 61:17
talking 32:10
 36:4 38:2 46:6
 68:2
tamping 66:24
tank 27:20 28:1
taping 5:12
task 29:7 44:9
 46:13
taxes 67:18
taxpayer 24:9
team 12:12,13
 19:8,9 22:9
 23:19 24:4,10
 26:6 43:18
 54:13
teamwork 14:6

technologically
 63:19
television 35:2
tell 19:18 22:9
 24:21 66:11,21
telling 67:17,24
 68:2
tenure 10:15
term 13:23
terms 6:19 14:7
 14:15 15:18
 17:14 18:12
 24:10 25:20
 26:2 28:10,12
 31:25 54:12,24
testing 60:25
thank 3:7,13
 4:11 5:10 6:2
 6:15,16,21 7:8
 7:9,11,15,22
 8:6 11:25 12:2
 12:18,20 14:21
 15:6,10,11
 16:2,15,16,19
 17:11 25:8
 36:9 46:4 47:1
 47:1 53:12,17
 55:12,23,24,25
 56:19,19,20,22
 57:22,23,25
 58:4 60:7,8
 62:4,5,16
 64:20 65:13,14
 68:11,21
thanks 6:9 65:17
thing 14:17
 21:17 22:3,11
 24:12,24 28:25
 33:1,9 34:24
 35:9 39:24
 42:25 53:19
 67:5
things 13:18
 15:25 17:1
 22:6 24:5
 26:19,22 28:6
 28:22 30:12
 31:3,7,8,18
 33:3,21 35:13
 38:13 41:3
 43:17 44:22
 49:12 65:11

think 20:21 21:8
 21:22 22:7
 24:12,24 25:1
 25:2,13 27:11
 27:20 28:1
 30:2,3 32:2,20
 33:15,17 34:3
 34:7 35:10
 36:24 37:9,12
 38:8,9,16
 40:24 44:16
 45:16,25 46:11
 46:16 53:22
 54:11,23 56:2
 60:1 61:13
 62:1,3,4,7
 63:23 66:14
 67:3
thinking 35:19
third 1:16 58:12
 59:4,6
thorough 63:5
thought 27:3
 54:2 67:8
thoughts 20:2
three 20:8 22:17
 25:22 52:15
 59:1
three-year 22:22
Thursday 1:12
 3:2 54:17
 58:10,15
time 3:10,14
 4:12,22 5:8,25
 6:10,22 7:12
 7:22 8:6 12:22
 13:8 14:18
 16:17 18:11
 20:18 22:2
 24:17 31:13,25
 35:20 41:20
 47:3 56:23
 58:2,21 59:17
 62:20 69:10
times 9:11 17:18
 31:15 32:15
 41:6 56:13
 60:19 61:22
today 5:15 7:8
 8:17 9:2,13,24
 20:17 22:8
 28:20 34:17

40:10,13,15
 41:11
today's 5:13
Todd 34:7 42:19
 43:23 47:12
 66:16
told 43:12 55:8
 63:24
tomorrow 14:20
 36:8
total 34:25 51:3
 51:8
touch 64:11
touched 45:5
Tower 66:14
traffickers
 28:25 29:4
trafficking
 22:19 23:1
 24:4 28:13
 29:15,24 33:4
 33:5 39:11
 40:13 41:3,13
 41:15 43:3
 44:4,23,25
 45:9,18 46:23
 60:14,18
tragic 36:1
training 11:5
 44:12 47:24
 49:15,22 51:19
 52:6 54:6
transcription
 69:12,13
tremendous 45:11
tried 33:22,23
 63:18,19
truck 66:24
true 12:12 16:12
 69:12
truly 16:9 18:18
truth 12:11
try 34:16 35:7
trying 6:4 15:21
 22:23 26:23
 33:5 35:5 39:5
 42:7 50:21
 66:15,21 67:1
 68:8
Tucker 22:8,12
 23:5 25:10,10
 29:6 43:18

turn 23:2 35:20
 38:13
two 17:6 20:8
 22:10 23:16
 25:22 33:3
 36:15 38:16
 46:22 49:25
 54:22 57:2
 58:24 62:12
 66:3,20
type 13:14 25:14
 40:19 41:17
 45:12 55:21,23
types 28:17
Typically 18:23

U

underneath 67:9
understand 39:14
 51:21 59:14
understanding
 25:3
undertaking
 27:10
unedited 35:5
unfortunately
 26:8 41:7 47:6
 62:21
union 67:20
unit 23:12 25:11
 33:1
university 27:2
 61:2
unknowns 23:12
 23:15
unsung 52:17
updated 8:24
urban 11:2
useful 11:7
 61:16

V

valid 29:16
VANN 2:9
various 48:5
 50:5
vast 32:2
venues 59:13,19
 60:6
vice-chair 4:3
 6:6 10:2 54:13
Vice-Chairperson

2:5
victim 18:20,25
victims 25:11
 37:11,13 60:24
video 63:17,22
 63:22,24
videos 44:7
vigorously 24:17
violation 63:25
violators 32:25
violence 18:18
 19:3,11 37:15
 61:22
violent 18:2
visit 48:20
visits 52:9
volume 26:13
voluntarily 6:3
volunteer 53:21
 54:2 62:7
volunteered
 62:13
volunteers 46:22

W

waiting 67:11,19
walk 55:14
want 5:11 6:2,16
 6:20,24 13:22
 14:25 15:6,11
 16:20 17:11
 19:5 20:12,17
 23:3 27:6,12
 27:16 30:23
 32:22 33:8
 38:10 39:25
 40:11 42:22
 43:14,22 46:10
 46:19 54:7
 55:23 60:2,17
 60:23 61:5
 64:17
wanted 15:3,8
 24:8 30:9,17
 37:22 39:17
 40:16 45:4
 55:8,9 60:13
 61:23
Warren 59:5
 62:18,19 64:16
 64:23 65:6,13
 65:17

wasn't 40:9
 63:14 67:10
watch 24:8
water 67:5
way 13:14 25:3
 36:17 41:10
Wayne 24:18 27:4
 27:19 28:2
 30:12,16 31:4
 61:2,4 69:6
we'll 3:14 5:8
 7:25 9:25
 16:17 30:3
 35:3 47:3
 53:17 54:19
 56:23 58:2
 60:1 65:11
we're 3:10 14:19
 17:23 18:2,3
 18:11,13,14,15
 19:16 21:1
 22:1 24:3,5,11
 27:25 28:1,5
 28:23 30:2
 31:19 34:8
 36:8 37:7 39:4
 39:5,6,13 40:8
 41:24 42:20
 43:11,20 44:14
 45:14 46:6,12
 50:20 52:17
 56:8 60:22
 65:25 68:11
we've 22:7 26:19
 27:19 29:5
 45:9
weapon 61:14
weapons 61:25
wear 17:8
weather 17:23
websites 42:9
week 39:20 46:12
 51:13 52:25
weekly 1:10 3:5
weeks 18:5 20:9
 37:22,25 48:7
 48:8
welcome 3:5
well-being 51:23
went 15:9 20:13
 23:9 61:10
 67:5

west 37:8
 White 5:19 7:19
 26:21 27:16,18
 62:11 68:10
 wholeheartedly
 26:15
 William 2:13
 3:19
 Willie 2:11,12
 4:5,10 6:9
 65:21
 willingly 41:14
 willingness
 15:25
 wish 13:14 14:16
 15:3
 woman 13:16
 women 20:22
 wonderful 56:3
 work 5:14 6:19
 12:13,18 14:6
 15:1,16 16:21
 22:10 23:19
 26:13 28:1
 30:2 32:5,5,25
 34:7,9 36:16
 37:3,7 41:1
 42:23 43:15
 44:2,6 45:16
 46:3,19 49:4
 49:23 52:10
 56:18
 worked 6:4 36:17
 working 6:12
 12:13 16:7
 27:20 29:5,7
 30:11 33:3
 37:10,17 41:25
 43:9 45:2,18
 write 64:25
 written 35:13
 wrong 36:19
 Wyrick 5:18

X

Y

yeah 26:8
 year 5:25 17:16
 17:21,25 18:6
 18:9,9,11
 19:17,24 20:8

21:23 22:2,9
 29:2 32:18,18
 32:19 49:3
 55:16 59:10,18
 60:21
 year-to-date
 18:2 21:25
 years 16:25 17:7
 18:10 22:17
 26:21 49:14,25
 54:9,10 61:10
 young 41:4,8
 45:22 66:19

Z

zip 38:14

0

1

1 2:8 4:8 21:23
 23:7 43:4
 10 49:14
 10th 50:18
 11 4:23 5:4
 11th 30:13 32:10
 50:19
 12th 50:19 59:9
 13 18:15 52:20
 1301 1:16 58:12
 13th 66:18
 14 18:2
 15 22:17 39:6
 16 18:13 51:3,7
 51:11,12,16,18
 17 18:16
 18 1:12 3:2 4:13
 5:4 18:14,14
 19 8:12
 1949 48:2
 19601 58:16,17
 1975 48:4 49:14

2

2 2:9 8:12 14:20
 25:22 29:14
 39:13 60:16
 62:10
 2013 10:10
 2014 11:3 13:24
 2015/2016 11:10
 2016 10:11

2018 1:12 3:2
 4:13,24 5:4,4
 52:20 58:11
 2018/19 59:18
 22 29:3
 228 10:25
 25 58:11
 267 32:18
 2nd 50:14 59:9

3

3 2:10 3:24
 58:11
 3:02 3:3
 30 6:12 23:13
 300 32:19
 304.6-31 63:25
 33 18:4
 36 18:13
 38 11:2
 39 23:10
 3rd 36:22 50:15

4

4 2:11 4:6 10:9
 38:18 40:15
 52:23
 4:25 68:23
 40 6:12 18:3
 400 10:15
 45 22:1
 45th 52:21
 48205 38:10
 48226 1:18
 4th 19:15 50:15

5

5 2:12 4:10
 65:19
 50 18:10
 5th 50:16

6

6 2:4 3:7 8:13
 6:30 54:17
 63 23:12
 69 50:10
 6th 50:16

7

7 2:13 3:16,19
 38:18

70s 54:9
 7th 19:15 50:17

8

8 29:17 58:15
 8.1 22:16
 800 10:15
 880 51:4
 8th 50:17

9

910-AM 37:24
 9th 50:17 54:19
 58:15