DETROIT BOARD OF POLICE COMMISSIONERS

REGULAR MEETING

THURSDAY, JUNE 23, 2016 3:00 PM

DETROIT PUBLIC SAFETY HEADQUARTERS

1301 THIRD AVENUE

DETROIT, MICHIGAN 48226



COMMISSIONERS: RICHARD SHELBY, Commissioner (Dist. 1) WILLIE BELL, Vice Chairperson (Dist. 4) LISA CARTER, Chairperson (Dist. 6) RICARDO R. MOORE, Commissioner (Dist. 7) EVA GARZA DEWAELSCHE, Commissioner ELIZABETH BROOKS, Commissioner DEREK SANDERS, Commissioner





1 Detroit, Michigan 2 June 23, 2016 3 About 3:00 p.m. 4 5 COMMISSIONER CARTER: Good afternoon. 6 Welcome to the weekly Board of Police Commissioners meeting. My name is Lisa Carter, chair of the 7 8 commission and to my immediate left is vice chair Willie 9 Bell. At this time I'm going to ask that Commissioner 10 Bell do the invocation. 11 (Invocation given.) 12 COMMISSIONER CARTER: Thank you, 13 Commissioner Bell and sectary to the board, Mr. Hicks, would you please do the -- call the roll, please. 14 15 MR. HICKS: Sure, thank you; Commissioner. Commissioner Carer. 16 17 COMMISSIONER CARTER: Present. MR. HICKS: Commission Bell. 18 19 COMMISSIONER BELL: Present. 20 MR. HICKS: Commissioner Brooks. 21 COMMISSIONER BROOKS: Present. 22 MR. HICKS: Commissioner Burton has an excused absence. Commissioner Crawford. Commissioner 23 24 Dewaelsche. 25 COMMISSIONER DEWAELSCHE: Present.



Page 4

6/21/2016

Page 5

1 MR. HICKS: Commissioner Moore. COMMISSIONER MOORE: Present. 2 MR. HICKS: Commissioner Sanders. 3 COMMISSIONER SANDERS: Present. 4 5 MR. HICKS: Commissioner Shelby. COMMISSIONER SHELBY: Present. 6 7 MR. HICKS: Commissioner Vann also has an 8 excused absence. Madam Chair you have a quorum. COMMISSIONER BELL: Madam chair, 9 10 Commissioner Crawford asked to be excused last week for 11 the meeting. COMMISSIONER CARTER: Okay. All right. 12 13 COMMISSIONER BELL: Thank you. COMMISSIONER CARTER: The record should 14 reflect that. Thank you, Mr. Secretary. At this time 15 16 I'd like to introduce Deputy Chief Levalley. Thank you 17 for joining us, sir. 18 DEPUTY CHIEF LEVALLEY: Thank you, ma'am. 19 COMMISSIONER CARTER: Mr. Hicks would be 20 please introduce any other board staff that's hear 21 today. 22 MR. HICKS: Sure, thank you again, Commissioner. Gail Oxendine is here to the front. I've 23 24 asked, commissioner -- I mean Ms. Drake to introduce her own staff. And the reason why I'm doing that is from an 25



1 occasion -- from in different occasions she may have 2 staff here for a particular reason so it may or may not be just her supervisory; it might be an investigator or 3 something like that and I don't want to run the mistake 4 5 of not identifying them so if I can ask at the end of 6 the few of these introductions for -- to come back to get -- I mean to Pam and she can make her introductions, 7 8 okay. 9 Commissioners, I would also indicate that 10 Linda Bernard our board attorney is here, Robert Brown he's who's our administrative assistance is here and we 11 have a... Ms. Court; is that correct? 12 13 THE REPORTER: You mean court reporter? 14 MR. HICKS: Who is also here. 15 COMMISSIONER CARTER: Okay. Is there any 16 other staff investigator Drake, Chief Investigator 17 Drake. 18 CHIEF INVESTIGATOR DRAKE: I'll just speak 19 from here if that's okay Madam Chair. Yes, we have 20 supervising investigator Lawrence Akbar is with us. And 21 I don't see any other staff right now. 22 COMMISSIONER CARTER: Okay thank you. Thank you for joining us. At this time commissioners you have 23 24 before you the agenda for Thursday, June 23rd. Is the 25 there a motion to approve the agenda?



6/21/2016

Page 7

1	COMMISSIONER MOORE: So moved.
2	COMMISSIONER SHELBY: Support.
3	COMMISSIONER CARTER: It's been moved and
4	supported that we approve the agenda. Is there any
5	discussion? Those in favor?
6	ALL: Aye.
7	COMMISSIONER CARTER: Those opposed? The
8	motion carries. At this time we will postpone the
9	meeting minutes approval of June 16th to the next
10	meeting. That's what's on the agenda, okay. At this
11	time the only thing that I'd like to report this week is
12	that I did we did finish the BOCP annual report
13	thanks to chief investigator Drake who did a lot of work
14	on the report and that has been distributed to all of
15	the commissioners and it will be going out. We will
16	provide copies of the report in the next couple weeks.
17	So if anyone has any questions on it. Did you all
18	receive it?
19	COMMISSIONER MOORE: No.
20	COMMISSIONER CARTER: No?
21	COMMISSIONER DEWAELSCHE: It was e-mailed.
22	COMMISSIONER CARTER: It was e-mailed today.
23	COMMISSIONER MOORE: Today? Okay I didn't
24	check my e-mail.
25	COMMISSIONER CARTER: Thank you. And at



1 this time --2 MR. BROWN: The OCI report. 3 COMMISSIONER CARTER: I'm sorry? Chief 4 Investigator Drake will now do the OCI report. Thank 5 you. 6 CHIEF INVESTIGATOR DRAKE: Thank you, Madam 7 Chair. All right. These are the statistics received 8 through May 31st, 2016. There were a total of 109 9 cases, which represents a 22 percent increase from last 10 year and as you all know last year around this time our 11 numbers were significantly more than they normally are 12 so that is not to -- not unexpected. So we will keep an 13 eye and continue to keep an eye on the number of cases and if it's trending in that increase, we will 14 15 definitely be addressing that. 16 At the end of May 2016 the office of the 17 chief investigator had 172 open cases, 425 cases were filed and 426 cases were closed. Of the 109 cases filed 18 19 36 percent involved unknown officers. Of the alleged known units involved the leading complaints were the 20 21 11th precinct at 8 percent, the 6th and 8th precincts at 7 percent and the 5th precinct at 6 percent. 22 23 Of the 109 cases filed they involved 192 24 allegations where the leading causes of concern were: 31 percent were procedure, 24 percent were demeanor, 17 25



1 percent were service and force and property both were at 2 7 percent; 89 cases were closed in the month of May and they involved allegations where the findings were as 3 4 follows: 35 percent were not sustained, 16 percent were 5 exonerated, 16 percent were unfounded and 10 percent 6 were sustained. And the leading areas of concern in the 7 89 cases closed were at follows: Procedure at 46 8 percent, demeanor at 22 percent, service at 11 percent 9 and force at 6 percent.

Our office had a total of as of date the total is 199 cases in our office, 14 cases have been submitted to either myself or the supervisors for supervisory review and no cases are over 90 days and that completes my report. Are there any questions, Commissioners?

16 COMMISSIONER CARTER: Commissioners, do you
17 have any questions?

18 COMMISSIONER MOORE: Through the chair.
19 COMMISSIONER CARTER: Commissioner Moore.
20 COMMISSIONER MOORE: Great report as usual.
21 What are the options that a citizen has if they want to
22 file a report; how can they go about doing that?
23 CHIEF INVESTIGATOR DRAKE: File a citizen
24 complaint report?

25 COMMISSIONER MOORE: Yes.

HANSON RENAISSANCE COURT REPORTERS & VIDEO A13-567-8100

1 CHIEF INVESTIGATOR DRAKE: And when you mean 2 options do you mean the different venues in which they 3 can file?

4 COMMISSIONER MOORE: Correct. 5 CHIEF INVESTIGATOR DRAKE: Okay they can 6 file via telephone. They can call us at 313-596-2499; that is our front desk so to speak, virtual front desk 7 8 number. Someone will answer the phone and speak with 9 them directly and they will input information into the 10 That is one route. They can come to a board computer. 11 of police commissioners meeting and file a report or 12 they can give us the information and we will file 13 thereafter. They can also write us a letter; they can 14 do it via e-mail. They can also go to any of our 15 websites, the DPD website, the board's website or the 16 city of Detroit's website and file.

17 COMMISSIONER MOORE: Okay thank you, ma'am.
18 CHIEF INVESTIGATOR DRAKE: You're welcome,
19 sir.

DEPUTY CHIEF LEVALLEY: Also a DPD supervisor sergeant and above whether they encounter them on the street, at police stations, any rank can take a citizen complaint.

24 COMMISSIONER MOORE: Thank you, Chief.25 COMMISSIONER BELL: Madam Chair, chief



1 investigator.

2 CHIEF INVESTIGATOR DRAKE: Yes, sir. 3 COMMISSIONER BELL: In the past when I had opportunity to work in OIC (sic) I would have discussion 4 5 with the citizen in terms of if they say the officers is 6 unknown it's just an encounter mostly plain clothes 7 officers or multi officers in like a narcotic setting or 8 do we have any dialogue to get an idea of what has 9 transpired; they can not identify the officer? I mean, 10 we have had discussion in the past I just want to 11 revisit this issue. 12 CHIEF INVESTIGATOR DRAKE: Sure. A 13 combination of probably all of the above. Sometimes the 14 encounter is very quick they don't ask the officer for 15 the identifying information. Once they do ask the 16 officer, the officer is obligated to provide the 17 information to them. Sometimes they can't see the badge 18 number or whatever but the badge numbers are on all the 19 uniforms.

20 COMMISSIONER BELL: Yes.

21 CHIEF INVESTIGATOR DRAKE: If they are plain 22 clothes and don't have dress attire or their uniforms on 23 they can always ask the officer but there are number of 24 reasons; sometimes they just don't ask, sometimes they 25 don't see the information, sometimes the complainant



1 doesn't respond to us when we try to reach out to them. 2 So the officer will originally be unknown. Sometimes we can gather the information later on during the course of 3 4 the investigation if we have the complainant's 5 engagement. But we don't always get that so it's just a 6 number of reasons, sir, why they may not get it. 7 We're seeing less unknown officers. I think 8 we're doing a better job at alerting the citizens as to 9 what they should be doing, looking for the badge number 10 and the name and also asking the question because the 11 officers are obligated to give them the information. 12 COMMISSIONER BELL: Thank you. I just 13 wanted to share that with the public to make sure that 14 they are informed and just not something that we take 15 lightly for this process. 16 CHIEF INVESTIGATOR DRAKE: Absolutely. 17 COMMISSIONER BELL: Also would you elaborate 18 Madam Chair with chief investigator would you elaborate 19 on our visit to the academy last week when Mr. Hicks the 20 board's secretary? Could you share that experience 21 because you are the focal point of that encounter with 22 that. 23 CHIEF INVESTIGATOR DRAKE: Well, sir, I 24 appreciate that but I think it's important too for the 25 new recruits to also hear from the board directly and

> HANSON RENAISSANCE COURT REPORTERS & VIDEO 313-567-8100

1 the other commissioners that are present always give 2 very good information and a historical perspective which is always enlightening. We did have a chance to meet; I 3 believe there were 20 in that class that we attended. 4 5 They were a very diverse group of people. I think 6 they -- we gave them a lot of very good information. Ι 7 just truly hope that they absorbed it. Looking forward 8 to getting them back on the street and seeing what 9 they're all about so it was an interesting encounter. 10 COMMISSIONER BELL: I want to thank Mr. Hicks for his participation; it was his first 11 encounter and he offered valuable information, 12 13 especially when we talked about some of the historic 14 stress and other issues, something we need to highlight. 15 CHIEF INVESTIGATOR DRAKE: Correct. 16 COMMISSIONER BELL: But we also had a conversation that we as a board need to review the 17 18 academy curriculum. I don't think we have looked at the 19 entire curriculum of the academy. 20 COMMISSIONER MOORE: Through the chair just 21 have a quick clarification. The curriculum is state mandated. 22 23 COMMISSIONER BELL: Whatever it is we want 24 to take a look at the overall, whatever role the 25 department play in, state mandated. I think we need to



Page 14

get familiar 'cause we have some concerns in reference to certain areas which we had a conversation. I think we need to take a look at the entire -- I know they send it out but we need to look at the entire curriculum in terms of what's really been stressed there, perhaps something that might be something we would be concerned about.

8 Especially encounter with the community. In 9 most cases this is their first encounter going --10 policing in Detroit, which I identified as different in policing in Grosse Pointe. So those issue that we are 11 12 really, really concerned about I think we need to take a 13 look at in terms of where we are in terms as we go 14 forward so we can convey that to the academy that 15 we're --16 CHIEF INVESTIGATOR DRAKE: Absolutely, sir, 17 I'm sure they'd have no problem providing that 18 information. They've been very receptive. 19 COMMISSIONER BELL: Thank you Madam chair. 20 COMMISSIONER CARTER: Thank you. Any other 21 questions commissioners? Thank you ma'am. 22 CHIEF INVESTIGATOR DRAKE: Thank you. 23 COMMISSIONER BELL: Deputy Chief Levalley

24 I'm going to turn the mic over to you for the report

25 from the chief's office.



1 DEPUTY CHIEF LEVALLEY: Thank you, ma'am. 2 Deputy Chief Levalley sitting in for Chief Craig today. I'll start with an overview of a few crime categories 3 like I usually present. Homicide the other day we're at 4 5 140. Last year today's date we are 128. We have an increase of 12 or 9 percent increase in homicides. 6 Nonfatal shootings we're at 406. Last year we were at 7 8 442 for a decrease of 36 or 8 percent. And carjackings 9 we're at 132. Last year we were at 208 for a decrease 10 of 76 or 37 percent in carjackings. 11 Our priority one response time for last week

12 was 16 minute average. That's the average over 1,781 13 priority one calls last week. Few other things to 14 mention before we get into the presentation. I'd like 15 to introduce Lieutenant Javon Johnson. Please stand up. 16 Lieutenant Johnson was transferred into the chief's 17 staff this week and his assignment will be the chief's adjective in his office so I know most of the board has 18 19 regular interaction with Celia Washington and Commander 20 Bettison but with Lieutenant Johnson I'm sure most of 21 the board members will get to know him.

We had earlier this week Monday incident at CAYMC where there was believed to be a weapon that was made through security into the building. I'm sure everybody saw it in the news. We had to evacuate the



1 building and clear the building floor by floor, room by 2 room. At no point in time were there any shots fired by anybody. There was what was believed to be a weapon 3 4 observed on an X-ray scanner coming into the building. 5 There are some issues at that building with the level of 6 technology that they're using to screen people. And 7 that caused the individual to be able to take the bag 8 into the building before the security was able to really 9 be aware that that was the bag that contained what we 10 saw on the X-ray image. So that's how the person got 11 through. And at that point we didn't know who it was because the security was screening so many people that 12 13 they really didn't get a good look at the face of who it 14 was.

15 But we cleared the whole building, used a 16 lot of law enforcement resources to do so. Fortunately, 17 nobody was injured. So follow-up to that the next day 18 Assistant Chief Dolunt met with a number of people that 19 are involved in the security of that building because 20 that's not a police department run building. But of 21 course when there's security breach then we're the ones 22 to respond. So they're working on upgrading the 23 security measures there and the technology that they're 24 using to secure the building, looking at some improved 25 camera systems we might link into the real time crime



1 center so that we don't have something like that occur 2 again where we're not able to isolate the person or the 3 group or the area where it occurred.

4 Last Friday the department published an 5 eligibility roster for sergeants and lieutenants. We 6 administered an examination almost a year ago and all of the -- that process has now come to the point where 7 8 we've published a list or I should say human resources 9 has published a list, Director Oxendine who's I'm sure 10 very excited that that process is coming to a close. 11 And so I don't know at this point when we'll see promotions on that list but it's out there. 12

13 And then one other thing to mention too is 14 that with regard to our increase in homicides majority 15 of that increase that we've seen has been on the west 16 side of the city and we just had two weeks ago our first 17 call-in, cease fire call-in on the west side. So I know 18 in a previous presentation we indicated that we were 19 going to be expanding cease fire to the west side of the 20 city and we started that in April but it took a few 21 months to identify the individuals that needed to be at 22 the call-in to put all the pieces in place in the 6th, 8th and 12th precincts in order to make that happen. 23 24 So we had the first call-in I believe two 25 weeks ago today. And so far and it's only been two



1 weeks but we've seen quite a difference in the level of 2 violence related to shots being fired or people being 3 shot or killed in those particular precincts. So we're 4 still doing call-ins regularly at the 5th and 9th 5 precincts where we've seen drastic reductions so that is going to be our -- still be our strategy moving forward; 6 7 we're sticking with the cease fire model. So I'll take 8 any questions or I can turn the floor over to police 9 medical.

10 COMMISSIONER MOORE: Through the chair. I 11 do have a quick question in regards to the Coleman Young 12 Municipal Center. Initially it was a lock down, in 13 house sheltering then it transitioned to an evacuation. 14 Who made that call to do that or is that...

15 DEPUTY CHIEF LEVALLEY: Well, there was a --16 I don't know it was an individual that made the call. 17 We set up a command post right away and so we had a tactical commander of the scene. The chief was also on 18 19 site almost the entire day and was the ranking official 20 that was making the final decisions on those types of 21 incident or types of decisions. But initially when I 22 say evacuation it was a controlled evacuation. So the 23 building was a lock down situation and then as we 24 brought tactical teams on site, they started from top to 25 bottom; we secured each of the exits and started from



1 top to bottom going floor by floor, room by room 2 evacuating people but it wasn't a rapid evacuation it 3 was a controlled sort of evacuation. 4 COMMISSIONER MOORE: And so the lock down 5 initially came in --DEPUTY CHIEF LEVALLEY: Correct. So there 6 were some people who were in the building for a 7 8 considerable period of time it's, I don't know what the 9 square footage is but it's a big building. It took all 10 day to clear. 11 COMMISSIONER MOORE: Understood. Thanks. COMMISSIONER DEWAELSCHE: Madam Chair I have 12 13 a quick question as well. With regard to the security 14 or the technology that we have to identify whether there are weapons going through the screen I guess, the 15 16 system, do we have anything that would have like a 17 buzzer or something that could identify a gun and a 18 sound? 19 DEPUTY CHIEF LEVALLEY: Yes, there are --20 there is technology available. 21 COMMISSIONER DEWAELSCHE: Right, but we don't have it? 22 23 DEPUTY CHIEF LEVALLEY: Well at CAYMC they 24 don't. So when you say we... 25 COMMISSIONER DEWAELSCHE: Well, I guess



where the leadership, the mayor is I would, you know,
 that's very concerning to me.

3 DEPUTY CHIEF LEVALLEY: Correct. That was 4 certainly the follow up meeting that A.C. Dolunt had the 5 next morning with officials that are responsible for 6 purchasing that equipment or employing that equipment because the technology is available. We have it at the 7 8 new 5th precinct; it's one the most advanced. When you walk through the door it immediately identifies and 9 10 makes a noise to the desk personnel that somebody has a 11 large metal object somewhere on their body and kind of points to where it is. 12

13 COMMISSIONER DEWAELSCHE: So that would be 14 my next question: What is it that identifies? Is it 15 metal; it's metal?

16 DEPUTY CHIEF LEVALLEY: Sure.

17 COMMISSIONER DEWAELSCHE: That will cause 18 the buzzer?

DEPUTY CHIEF LEVALLEY: 19 Yeah. And then 20 what's going through the bags are going through; they're 21 actually being X-rayed and you can see outlines of 22 what's inside the bag just like you do at the airport but the equipment that they have at CAYMC is antiquated. 23 24 COMMISSIONER DEWAELSCHE: Right. 25 DEPUTY CHIEF LEVALLEY: So it's going to be



1 upgraded. 2 COMMISSIONER DEWAELSCHE: Great. 3 DEPUTY CHIEF LEVALLEY: So they will 4 probably change some of their procedures to accommodate 5 that equipment because there's a slight delay for what 6 goes through and what they see on the screen. That's what allowed the person to enter the elevator and get in 7 8 the building. 9 COMMISSIONER DEWAELSCHE: Okay. Thank you. 10 COMMISSIONER CARTER: Any other questions, 11 Commissioners? 12 COMMISSIONER BELL: Yes, ma'am. 13 COMMISSIONER CARTER: Commissioner Bell. 14 COMMISSIONER BELL: Thank you Madam Chair. 15 Perhaps this question is for Director Oxendine in terms 16 of promotional list. What role will the Board of Police 17 Commission play in terms of promotion? 18 DIRECTOR OXENDINE: I'm not certain about 19 your question with respect to the role. 20 COMMISSIONER BELL: Well the charter 21 indicates that we approve all promotions so Commissioner 22 Dewaelsche is familiar with in the past but this would 23 be a new experience under the 2012 charter but the 24 charter still stipulate, and there been some discrepancy 25 about promotion in the past with nonemergency manager



1 but basically the charter indicate that the board would 2 play -- approve all promotion; they don't stipulate any They say all promotions so I just want maybe 3 rank. 4 Commissioner Dewaelsche can elaborate past experience. 5 COMMISSIONER DEWAELSCHE: In my past 6 experience on the commission we would get the list of the recommended -- I'm sorry through the chair -- a list 7 8 of the recommended promotions that the chief had and 9 then we would review that list and approve it. 10 DIRECTOR OXENDINE: Well I do know the chief is considering when we would do promotions. There are 11 some -- there's some preliminary work that needs to be 12 13 done with respect to the training and so that's under 14 way right now. So we wouldn't be able to move forward. 15 The current process is that those that are identified 16 for promotion actually have to complete the training 17 first before they are actually approved for promotion. 18 So we're not quite there yet. We do have the two promotional lists but we're waiting for the what's 19 20 called the S pack and the L pack to be revised, if you 21 will. 22 So it seems like the previous practice would probably be, you know, the same practice as that. 23 The 24 number of promotions that the chief would like to make

25 at both ranks would, you know, I guess the forth -- come

RENAISSANCE hansonreporting.com

313-567-8100

1 forth before the board and, you know, we'd proceed in 2 that matter.

3 COMMISSIONER BELL: And I would -- Madam 4 Chair I would anticipate that we would not have 5 promotion before we have opportunity -- we would not 6 have a last minute process where the board would be 7 involved and as in the past we would do it in a timely 8 manner that we are properly notified and we can do due 9 diligence in terms of acting as responsible board. 10 That's what I would request on behalf of the board. 11 DIRECTOR OXENDINE: Okay. 12 COMMISSIONER MOORE: Through the chair just 13 a quick question. Every two years this test will be given? 14 15 DIRECTOR OXENDINE: I don't know about this 16 test. 17 COMMISSIONER MOORE: But a promotional exam 18 will be given? 19 DIRECTOR OXENDINE: Well let me just say 20 that the chief is committed to conducting promotional 21 exams every two years. 22 COMMISSIONER MOORE: Okay. So when would 23 the next round begin? 24 So the next round would DIRECTOR OXENDINE: 25 begin once this list is declared expired, if you will.



1 So this list will be in effect at least two years from 2 the date of its publication which was June 17th, 2016. 3 COMMISSIONER MOORE: So as far as getting 4 vendors and things of that nature that's something 5 that's like a template or cookie cutter that you have 6 and you just go into it at a certain month like May of 7 2017 or? 8 DIRECTOR OXENDINE: I'm not really sure right now because there's some discussion on how we 9 10 proceed with the next promotional exam so it's a little premature to kind of have that discussion or answer your 11 12 question because I'm a little unclear on what we're --13 how we're going to proceed next time. 14 COMMISSIONER MOORE: Thank you. 15 COMMISSIONER CARTER: Mrs. Bernard. 16 MS. BERNARD: Linda Bernard section 7814 of 17 the charter says also, Commissioner Bell, that all 18 examinations will be prepared by the division of police 19 personnel with the concurrence of the board. So the 20 examinations are subject to your review and approval as 21 well as the promotion list. With respect to promotions 22 it states that the chief of police shall make all promotions within the department; all promotions shall 23 24 be with the approval of the board. 25 COMMISSIONER BELL: Would you take mic,

> HANSON RENAISSANCE COURT REPORTERS & VIDEO 313-567-8100

1 please. Thank you.

2 MS. BERNARD: I'm sorry Mr. Chairman, Linda Bernard board attorney. Section 7814 of the charter for 3 if anyone wants to reference it directly states that the 4 5 chief of police shall make all promotions within the 6 department; all promotions shall be with the approval of 7 the board. And then secondly with respect to the 8 examination question and that same -- in the second 9 paragraph of that section it states that all 10 examinations will be prepared by the division of police 11 personnel with the concurrence of the board. So vou approve both the examination as well as the persons who 12 13 will be promoted. 14 COMMISSIONER CARTER: Okay. Thank you, 15 Mrs. Bernard, Attorney Bernard. Any other questions commissioners? 16 17 COMMISSIONER SHELBY: Yeah, through the 18 chair. This question for the chief. Can you give me an 19 update on Project Green Light and how many additional 20 businesses have come on board. 21 DEPUTY CHIEF LEVALLEY: Right we're at right 22 now 32 green light locations that are active. I believe 23 we have 41 that are in the pipeline; they're somewhere 24 either at the MOU signed stage or installing equipment. 25 Our goal is to be well over 100 by the end of the year.



1	COMMISSIONER BELL: Madam Chair, I have one
2	more question; this is for the deputy chief. A media
3	question, concerning the body camera because you know
4	the question that's coming; concerning the executive can
5	control the process and the chief indicated he was not
6	aware that they had that mechanism in place. What is
7	the most accurate response to that particular issue?
8	Assuming you know what I'm talking about.
9	DEPUTY CHIEF LEVALLEY: I'm familiar with
10	body cams; I'm not sure about the question though.
11	COMMISSIONER BELL: Perhaps Deputy Chief
12	Washington can respond to the issue in the media about
13	there's a mechanism where the department executive can
14	control the process, turn it on and off and not begin
15	when the control's with the officer; are you familiar
16	the coverage on that? Deputy Chief Washington she on
17	top of all the issues.
18	MS. WASHINGTON: Thank you, Mr. Chair Celia
19	Washington legal advisor. There was a story that did
20	run about this hidden capability of even when the body
21	cam is off the there's a magic button or a secret button

where certain executive management could monitor. It's my understanding that that is not the case. I did mention that to A.C. White and if you'd like I can have him report out more thoroughly next week. But I did



1	reach out immediately to him.
2	COMMISSIONER CARTER: We would like that.
3	MS. WASHINGTON: I will make sure.
4	COMMISSIONER CARTER: Okay thanks. Any
5	other questions, Commissioners?
6	COMMISSIONER SANDERS: I have a question.
7	COMMISSIONER CARTER: Commissioner Sanders.
8	COMMISSIONER SANDERS: Commissioner Bell
9	stole my thunder but it's okay. It's all right. My
10	question is with the CAYMC building, you know, you did
11	an excellent report on it because I'm a part of the
12	solution of the CAYMC building and I appreciate your
13	honesty in that report because everything you said was
14	true. I hate to say that because but there's going to
15	be an update on the cameras and everything else and with
16	the system; the system will be updated, too. I just
17	hate at this particular time this had to happen but I'm
18	glad that didn't nothing really, really bad come out of
19	it, that it happened like this but you did an excellent
20	job, an excellent job, you know, getting people out of
21	
	there, going through it and we appreciate it.
22	there, going through it and we appreciate it. DEPUTY CHIEF LEVALLEY: Thank you.
22 23	
	DEPUTY CHIEF LEVALLEY: Thank you.



1 would turn the mic over to Ms. Bridget Lamar who is the 2 manager, executive manager over Police Medical. And her 3 staff is here; she's going to give a presentation. 4 Thank you.

5 COMMISSIONER CARTER: Thank you, sir. 6 MS. LAMAR: Good afternoon, Madam Chair, commissioners, Deputy Chief Levalley, staff members and 7 8 community members. My name is Bridget Lamar the 9 executive manager for human resources with direct 10 responsibility for Police Medical. Thank you for the 11 opportunity for giving us the time to go over the services provided by Police Medical. The mission of 12 13 Police Medical is to protect, restore, and enhance the health and wellness of those who have dedicated their 14 15 lives to public service. Simply put we are the safety 16 net for our members both sworn and civilian. We have --17 we are here to assist our members in maintaining a 18 healthy balance in regard to their physical and mental 19 well being.

This afternoon we will provide an overview of our staff, our case management services, our psychological services, our drug screening program, our special projects, which included the family medical leave, duty disability project and we will go over family medical leave. I have the opportunity to have



Page 29

two of my staff members here: Officer Willie Bradley,
 who is a case manager and Officer Mark Fraser who has
 our drug screen program.

Police Medical team enhances the health and 4 5 well being of our members. Service is the rent we pay 6 for being; it is the very purpose of life. And not 7 something you do in your spare time. This is a quote by 8 Marian Wright Edelman. We believe at Police Medical the 9 service we provide for our members and their family is 10 mere compared to the sacrifices they make each and every 11 day to maintain peace and ensure the safety of residents and visitors to this great city. Our team serves as a 12 13 resource to officers, civilians and their families. 14 We're here to support management and coordinate with 15 other units to be a watchful eye for the department as a 16 whole to ensure that we adhere to and comply to 17 policies, collective bargaining agreements and law such as the Americans with Disabilities Act. 18

Our case management services: We schedule appointments to ensure that our members are complying to their treatment regimens, both on-duty and off-duty injuries. We maintain the medical files for members to ensure confidentiality. Records management and retention guidelines are being met. We advocate on our members' behalf. We have a weekly case conference with



6/21/2016

Page 30

our third party administrator CMI to ensure that our
 officers who are injured on duty are getting the
 services that they need in the way that they need to get
 them.

5 We prepare the duty and update the duty 6 We report on a weekly basis to the chief's statuses. office and we also prepare clearances for retirements so 7 8 they -- officers see us on the way in and on the way 9 out. We do the physicals. We're responsible for the 10 physicals for the applicants that are coming in through 11 the academy and as officers prepare to retire we do their exits, the clearances for exits. 12

13 For our psychological services we have a 14 support team that is available 24/7 for any critical 15 incidents. There is critical incident debriefing for 16 incidents such as shootings, multiple deaths, incidents 17 that involve the elderly as well as children. We have 18 fitness for duty evaluations for members who are involved in critical incidents. We conduct hospital 19 20 visits. We have in services for our units and bureaus 21 within the department. And we have an employee 22 assistance program that assists our members and their 23 families that is free of charge; that service is 24 available 24 hours a day, 7 days a week via telephone. 25 Also our drug screening program we have a



1 random selection process. We notify the commands as 2 well as the members of their drug screening, 3 notification of positive drug screening results. We coordinate just cause drug screening and provide 4 5 testimony in discipline cases if necessary. There were 6 two special prompts that were undertaken under the 7 offices of Police Medical. One was the family medical 8 leave project which director reported upon in a previous 9 meeting.

10 As a part of the family medical leave 11 project there was a in service that was conducted on the family medical leave itself. As well as talking about 12 13 the audit what we were going to be looking at the team 14 and I went out to the commands, which had members that 15 were on family medical leave to ensure that the -- there 16 was compliance to family medical leave. We looked to 17 see if it was being recorded correctly; if there were 18 any outliers and members using the family medical leave 19 outside parameters and we provided the findings which 20 director provided to this body.

We also had a restricted duty process where we engaged all members that were in on restrictive duty in the interactive process. Under the Americans with Disability Acts we engaged about 80 members. We are going into the third phase in July, which we will look



6/21/2016

Page 32

1 at the number of restricted duty members and some of the 2 members will be notified if we have positions that are 3 available and their status at that time.

4 We'll get to the meat and potatoes here, the 5 numbers. Looking at the medical services and the 6 numbers that are being reported for 2015 are from 7 January 1st until May 31st of this year. Thus far we've 8 had 243 medical appointments. Last year from July --9 from January 1st, excuse me, to December 31st there were 10 850 appointments. For the psychiatric evaluations were 11 111 for this year; last year was 359. And for the evaluations again those are evaluations where our 12 13 officers are involved in critical incidents and we want 14 to make sure that their mind space is good. When we 15 have something going on with our heart, we see a 16 cardiologist. If something's going on with our oral 17 health, we see a dentist. So we want to make sure we 18 provide that service to our officers.

For our debriefing sessions if they're again critical incidents within the department we provide a clinical psychologist that will go out on site to the department to the command and provide service. This year we've had one. Well if we -- we probably add another one because we had one earlier this week or earlier this month excuse me. In 2015 we conducted 7.



1	For employee assistance program our
2	referrals have been three this year that have come into
3	the office. Again officers are free to use this service
4	24 hours 7 days a week; these are just the ones that
5	have been reported to us. Last year there were 53. For
6	the walk-in patients these are patients that just come
7	into Police Medical it may be for a injury, for an
8	appointment, for FMLA paperwork or just to ask a
9	question; thus far we've had 783. Last year in total we
10	had 2,133. Our total patients served for this year have
11	been 1,026; last year it was 3,246.

12 With our drug screening program thus far we 13 have 382 officers; last year we screened 1,023. I just 14 want to go over some averages. Also for our on duty injury claims although the police department has the 15 highest number of claims our off days are well below 16 17 average compared to the rest of the city we're at 16.2 days, the rest of the city is above that. We have the 18 lowest calls per claim within the city of Detroit and 19 20 that I attest to the staff here in Police Medical in 21 aggressive managing the cases for our on duty injuries 22 as well as providing the information and staying in 23 contact with our officers. Are there any questions for 24 me?

25

COMMISSIONER CARTER: Commissioners?



1	COMMISSIONER SHELBY: Question.
2	COMMISSIONER CARTER: Commissioner Shelby.
3	COMMISSIONER SHELBY: Through the chair. So
4	how does your office funnel information with respect to
5	HIPAA rules?
6	MS. LAMAR: Well there is release of
7	information that the officers must sign and we adhere to
8	all confidentiality and if there is no signed medical
9	release, we do not release the information.
10	COMMISSIONER CARTER: Commissioner Moore.
11	COMMISSIONER MOORE: Thank you Madam Chair.
12	When an officer is on patrol and they got notified for a
13	drug scree how long do they have to comply?
14	MS. LAMAR: Two hours.
15	COMMISSIONER MOORE: And if they're on a
16	critical incident how does that work?
17	MS. LAMAR: If there is a critical incident
18	we will command will notify us and then additional
19	time will be allowed.
20	COMMISSIONER MOORE: An additional question:
21	What prompted the audit that you mentioned?
22	MS. LAMAR: Well it was through, the FMLA
23	audit was a part of a lien project and when I came on,
24	because I've been here since September, end of
25	September, director gave me that as one of our projects

HANSON RENAISSANCE COURT REPORTERS & VIDEO 1313-567-8100

and the team and I took that project and we wanted to ensure that there was compliance to FMLA and then also the some of the feedback of ensuring that there was compliance to the FMLA laws.

5 COMMISSIONER MOORE: So it wasn't anything 6 like you saw officers were abusing it at a rapid pay 7 with secondary income jobs or things of that nature?

8 DIRECTOR OXENDINE: Since I directed the 9 audit I'll take the question. Gail Oxendine, Director 10 of HR. My experience in working from central HR prior 11 to coming over as the director the previous director we 12 had an opportunity to train her and her staff and 13 several members of the department. What we found at 14 that time was that there was a lot of noncompliance. 15 And so when I came over as the director of HR I wanted 16 to do an audit to determine whether or not the situation 17 had improved or whether there was still a lot of 18 noncompliance.

19 So I'm happy to say that the situation had 20 improved. There still was some noncompliance but that 21 gave us a baseline for where we are and I wanted to put 22 an audit program in place so that we would quarterly 23 look at these numbers and look at the situation, do some 24 spot checking to ensure that we will remain in 25 compliance going forward.



6/21/2016

1 COMMISSIONER MOORE: Is there a policy going 2 to be presented or has a policy already been done? 3 DIRECTOR OXENDINE: The policy is there. 4 It's just a matter of making sure that we are compliant with the policy and the law. 5 6 COMMISSIONER MOORE: Gotcha. Thank you very much. 7 8 DIRECTOR OXENDINE: Thank you. 9 COMMISSIONER CARTER: Commissioner 10 Dewaelsche. 11 COMMISSIONER DEWAELSCHE: Yes, thank you Madam Chair. I have a couple questions with regard to 12 13 psychological services. 14 MS. LAMAR: Yes ma'am. 15 COMMISSIONER DEWAELSCHE: Can you tell me 16 how does the team work; what is the structure and how does it work? 17 18 MS. LAMAR: The team is through -- well, the 19 chief's office they're not being compensated but it was 20 volunteers initially from all ranks within the 21 department. They receive training and if there is a 22 critical incident that occurs, then we have four teams and we have leaders and co-leaders of the team and 23 24 notification and control will if the commanding officer 25 so deems it necessary for peer support to be available,

> HANSON RENAISSANCE COULT REPORTED & VIDEO 313-567-8100

Page 36

1 then peer support will go out again 24/7 to the incident 2 and talk to the officers, provide them with resources 3 that they may need and whatever else in terms of recourse and directions in terms of services or care 4 5 that they may need. 6 COMMISSIONER DEWAELSCHE: Great and one other with regard to in services can you tell me what 7 kinds of in services those are? 8 9 MS. LAMAR: Yes, ma'am. We conducted an in 10 service through Commander Slapey; she requested stress 11 management for her team. Over at number two they're requesting some conflict resolution so as issues come up 12 13 within the different commands the commanding officer 14 will contact Police Medical and through our provider, 15 our EAP provider we will provide services to them. 16 COMMISSIONER DEWAELSCHE: Okay. And one 17 other quick question Madam Chair with regard to the 18 numbers it looks as if the numbers are going down in 19 2016 if you compare them with 2015. 20 MS. LAMAR: Yes, ma'am. 21 COMMISSIONER DEWAELSCHE: Right? 22 MS. LAMAR: Yes, ma'am. 23 COMMISSIONER DEWAELSCHE: And what can you 24 attribute that to? 25 MS. LAMAR: Well I can attribute that to a



1

2

3

4

5

6

7

8

Page 38 couple things: One is the -- our number of injuries are going down. And with the psychiatric evaluations again if it's not -- if the number of critical situations if they're going down, those numbers are going down and with the management of the cases and so we have an aggressive management of our cases so we're there on top of the cases and ensuring that there's adherence to the medical regimen.

9 COMMISSIONER DEWAELSCHE: Okay and then just 10 real quick you're located in this facility?

MS. LAMAR: Yes, ma'am. We're located inRoom 651.

13 COMMISSIONER DEWAELSCHE: And so officers or
14 anybody who needs service would have to come here?
15 MS. LAMAR: Yes, ma'am.

16 COMMISSIONER DEWAELSCHE: Or the peer team 17 could go to them?

MS. LAMAR: Yes, ma'am. And also Sergeant Stevens and myself on call 24/7 so a person from Police Medical is always available.

21 COMMISSIONER DEWAELSCHE: Thank you.

22 MS. LAMAR: You're welcome.

23 COMMISSIONER SHELBY: Through the chair 24 quick question. What's the policy when a female member 25 let's you know that she's pregnant? Does she have to



1 let you know she's preqnant by department policy? 2 MS. LAMAR: Well if a female member, it's up 3 to her to let us know that she is expecting because we 4 cannot make any assumptions under the law. Once she 5 makes -- let's us know then she has -- if she applies 6 for family medical leave, then she's granted if she has the qualifiers but she has to let us know that she's 7 8 expecting. We cannot and will not make any assumptions. 9 COMMISSIONER SHELBY: I'm talking about 10 fitness for duty. Usually it's the policy in the past 11 was she could work up until she started showing and she 12 couldn't work the street anymore and put on light duty; 13 is that still the case? So once she let's you know 14 she's pregnant, can she still continue with her duties? 15 MS. LAMAR: Yes or the doctor, her doctor; 16 that's between her and her physician. We again are not 17 going to make any assumptions because in doing so we may violate her under the Americans with Disabilities Act or 18 19 the Pregnancy Act and we do not want to do that. 20 COMMISSIONER SHELBY: So if she's in her, 21 let's say second trimester and her doctor says it's 22 okay, she can still work the street? 23 MS. LAMAR: Yes, sir. 24 COMMISSIONER SHELBY: Okay, thank you. 25 MS. LAMAR: Any other questions?



1 COMMISSIONER BELL: Yeah madam Chair. 2 COMMISSIONER CARTER: Commissioner Bell. 3 COMMISSIONER BELL: Two questions: First one is drug screening. Could you elaborate outcome or 4 5 results of the drug screening? 6 MS. LAMAR: I sure can. 7 COMMISSIONER BELL: Okay. 8 MS. LAMAR: Let me put my glasses on here. 9 Thus far this year we're looking at January 1st through 10 February -- through May. We have received, there were 11 four positive results and the positive results we received was because of medication but once that went 12 13 through our medical review officer, those were deemed 14 negative results. There were no reasonable suspicions. 15 We had -- put some glass back on here. For 16 our return to duty we get a positive, one positive but 17 again medication because certain medications will come 18 up on the drug screens and if they do, they have to take 19 their medications into our medical review officer, the 20 officer will talk with the member as well as their 21 physician and answer any medical questions. If we look 22 last year January 1st through December 31st we had 14 positive results, which again most of those are 23 24 medication, which is probably about one and a half 25 percent and reasonable suspicion there was one. That

> HANSON RENAISSANCE COURT REPORTERS & VIDEO 313-567-8100

1 was a positive result.

Then we had return to duty, again four positive results and with return to duty they may be off work for a medical condition; again the medication there. And that when we look at our positive we're probably about a little under two percent but again most of it is for medication.

8 COMMISSIONER BELL: Thank you. Second 9 question: In the past, I know we have I guess old 10 timers always talk about the past, alcohol abuse that used to be quite common and it was quite popular and 11 12 that impacted certain areas of their jobs and 13 performance and their domestic situation. Could you 14 elaborate if you have any experience of that type of 15 abuse or perhaps not to show us in this day and age; 16 that's something? Could you elaborate?

17 MS. LAMAR: Well we do have some members 18 that are struggling and again we do provide some of the 19 resources. One of things that they did have which is 20 volunteer was Sober Shields but we're looking to bring 21 that back. It is a volunteer group that was run through 22 AA but again that's not something we could run per se; 23 it would have to be through AA but we do have the EAP 24 services and we do have other resources for our members 25 who come in and who are struggling with any type of



1 addiction. 2 COMMISSIONER BELL: Thank you. 3 COMMISSIONER CARTER: Commissioner Shelby. 4 COMMISSIONER SHELBY: Quick question: Have 5 you had any medical marijuana issues come up with drug 6 screening? 7 MS. LAMAR: No, not yet. Not to say it's 8 not going to come but we have not at this point but the 9 city does have a medical marijuana policy. 10 COMMISSIONER MOORE: Through the chair. Can 11 we see that policy? 12 MS. LAMAR: Yes, sir. 13 COMMISSIONER MOORE: I'm just curious to see 14 what it says, thank you. 15 COMMISSIONER CARTER: Ma'am, how many of 16 your staff are sworn officers? 17 MS. LAMAR: Three. I have one sergeant and two officers. 18 COMMISSIONER CARTER: And the total staff 19 20 number is what? 21 MS. LAMAR: The total staff number is seven. 22 COMMISSIONER CARTER: Okay, thank you. Any other questions commissioners? Thank you ma'am. 23 24 MS. LAMAR: Thank you. 25 COMMISSIONER MOORE: Madam Chair I think



1 Assistant Chief White is here for body cam. 2 COMMISSIONER CARTER: Assistant Chief White, 3 did you come down -- were you summoned to come down? 4 Thank you for coming down so quickly. There was a 5 question regarding the body cams and what was announced 6 in the news; what happened in the news this week. Ιf 7 you could elaborate. ASSISTANT CHIEF WHITE: I did not see the 8 9 story; I participated a little bit in the story. As 10 they were interviewing the chief I provided some answers to some of the questions that came up. So I'm speaking 11 12 just from the facts and not from the story. 13 COMMISSIONER CARTER: Okay. ASSISTANT CHIEF WHITE: So the assertion was 14 15 that there is a feature on the body camera that does 16 covert recording; is that correct? 17 COMMISSIONER CARTER: Yes. 18 ASSISTANT CHIEF WHITE: Okay so we have a 19 policy that has been drafted to eliminate any 20 opportunity for something like that to occur. There's 21 a variety of technology out there and all these 22 different cameras that where you can do a number of 23 things. There's the -- I'm trying not to get too far in 24 the week but just to give you kind of the overview of the process there are administrative features in all the 25

> HANSON RENAISSANCE COURT REPORTERS & VIDEO 313-567-8100

Page 44

cameras that we've assessed that allows management or 1 2 the owner of the camera to do a number of things. 3 For example, I could go into the system and 4 I can click on button that says constant record, meaning 5 every time the officer has a camera on, he or she will 6 be being recorded. Well certainty that's not something 7 that we would want to do. That feature is beneficial to 8 a department that chooses to use its cameras for the purpose of investigating its officers for a number of 9 10 reasons; they may not want the officers to know that the 11 camera's recording. We have chosen not to engage in that practice with our internal affairs; that's not the 12 13 way we want to use the system. So our officers will be able to control when 14 the camera is being activated. Now there will be 15 16 certain triggers on the camera such as hitting your 17 lights, having a car accident and there's another 18 trigger that escapes me right now but these are triggers 19 that are event-based. So I get into a chase -- oh 20 speed. So I get into a chase and my car goes up to

21 let's say 40 miles an hour, 45 miles an hour camera 22 comes on automatically. I hit my lights camera comes on 23 automatically. And that was done for a reason. Because 24 we don't want the officers have to worry about hitting 25 the camera when they're in a chase; we want that



1 information.

2 There's another feature on the camera that's pre event and post event recording. We've got that set 3 right now to 15 seconds post event, 30 seconds pre 4 event. Now you might ask, well, why would you do that? 5 6 Officer is involved in a car accident, someone just ran 7 a light. If we don't get pre event recording, what will 8 happen is all we will see is the officer having the 9 accident but if you get 30 seconds before the event, you 10 will see someone pulling out in front of the officer and 11 the officer hitting him.

12 So we have to be sensitive to the fact that 13 when the officer hits his camera or her camera or she is 14 engaged in an accident, we're going to know what 15 happened 30 seconds prior. We have what's called a 60 16 day risk mitigation period with the assessment of these 17 cameras so we're going to drill down all of those 18 issues.

For example, if I'm going to video assessment, and we will have a team that will look at all these videos, and in the video I see an officer engaged in an accident and I'm listening and watching 30 seconds prior and I hear: I cannot stand A.C. White; I hate his guts, right? Well, if I take that information and then do something punitive to that officer,



obviously I've compromised the entire process; I lose total credibility with the process. So our policies will be very firm and very strict on that type of behavior.

5 We may also learn in our 60 day risk 6 mitigation period that we don't need to hear the audio; we just need to see the 30 seconds prior event, okay and 7 8 if that's case, that's what we'll make the adjustment 9 for. But to alleviate any concerns that we're going to 10 be recording people in bathrooms and things like that, 11 we have deactivated the feature that causes constant 12 recording and if we see any hick ups in the system in 13 our 60 day risk mitigation period, we will pull away 14 from the system; we have a claw back built right into 15 our contract that will allow us to just move away from 16 the technology and go with another vendor.

17 COMMISSIONER CARTER: Any questions for18 Assistant Chief White?

19 COMMISSIONER DEWAELSCHE: Yes, Madam Chair. 20 So how do you activate the camera 30 seconds before an 21 event? I guess I don't understand that part. I 22 understand that there are triggers that could cause it 23 to activate.

ASSISTANT CHIEF WHITE: That's a very good question. So --



Page 47

1	COMMISSIONER DEWAELSCHE: What if those
2	three triggers don't activate it?
3	ASSISTANT CHIEF WHITE: Very good question
4	so it's called the cache. So the cache in the system
5	and I don't want to come across like I'm a techie
6	because I am not; this is how it was explained to me;
7	that there is constant information flowing through the
8	cache where it picks up just bits of info every 30
9	seconds and release it, next 30 seconds, release. It's
10	not holding the data unless there's a triggered event.
11	So the moment that there's an event trigger it grabs
12	that 30 seconds heap of data and holds on to it until
13	that video is reviewed. Now we may reduce that to 15
14	seconds; we may reduce it to 10.
15	DEPUTY CHIEF LEVALLEY: Much like a DVR at
16	home where if you don't hit the record button, you can
17	rewind but if you don't hit the record, it's just gone
18	after 30 minutes.
19	COMMISSIONER CARTER: Any other questions
20	commissioners? Thank you, sir.
21	ASSISTANT CHIEF WHITE: Thank you.
22	COMMISSIONER DEWAELSCHE: Thank you.
23	COMMISSIONER CARTER: Commissioners, any
24	standing committee reports? Any standing committee
25	reports? New business? Old business?



1 COMMISSIONER MOORE: Yes, Madam Chair last 2 week we had a conversation with grants and contracts in 3 regards to because in the power point I did receive that 4 power point; I just want it to be know and I do have 5 some follow-up questions that I'll do off the record 6 with the department regarding that.

7 COMMISSIONER CARTER: Thank you. Any other 8 old business? Under announcements our next Board of 9 Police Commissioners meeting will be Thursday, June 30th 10 here at the Detroit Public Safety Headquarters located at 1301 Third Street in Michigan Room. Our next Board 11 12 of Police Commissioners community meeting will be July, 13 Thursday, July 14th at 6:30 p.m. in the 10th precinct at the St. Stevens AME church located at 6000 John E. 14 15 Hunter Drive. At this time we'll have oral 16 communications from audience. Please give your name and 17 limit your comments to two minutes, please.

18 COMMANDER BETTISON: Good afternoon board.19 ALL: Good afternoon.

20 COMMANDER BETTISON: Just wanted to talk 21 about the Volunteer Angels program. So tomorrow June 22 24th Friday starts the river days activities. The river 23 days will be Friday, Saturday and Sunday and then of 24 course Monday which is the fire works. So this past 25 Tuesday on the 21st we had our Volunteer Angels



Page 49

orientation and it was right here at the room and we had approximately 80 people here; we got 59 folks to sign up, make commitments to come and volunteer.

A lot of folks from last year actually came 4 5 back out and signed up. So as of right now we have 6 approximately 125 folks who have signed up committed to 7 taking the various shifts so on Friday we have, and each 8 day we have three shifts; we have three four hour shifts 9 so this is going to be command post central this room, 10 the Michigan Room and we're going to run it Friday, 11 Saturday, Sunday and Monday. So to the community out there we still need additional volunteers and we 12 13 encourage you to come out and I do have a phone number 14 in the community out there; the phone number is 15 313-590-1788. You can call that number and we'll give 16 you more information about volunteering.

17 For anybody else who's interested in 18 volunteering you can just show up on Friday, Saturday, 19 Sunday or Monday at either 12 noon, that's our first 20 shift and it goes to 4 p.m. The second shift is 4 p.m. 21 to 8 p.m. and then the third shift is 8 p.m. to 11 p.m. 22 or 12 midnight. So thank you all; look forward to seeing you out there. And I know Commissioner Carter 23 24 you were there last year volunteering with Volunteer 25 Angels and much appreciated.



1 COMMISSIONER CARTER: I'm just thinking 2 about which day I'm going to come down but I am going to come down for sure. 3 4 COMMANDER BETTISON: Thank you. 5 MR. HICKS: Commissioner, can we have his name for the record? 6 7 COMMANDER BETTISON: Commander Todd 8 Bettison. COMMISSIONER MOORE: Can you read the number 9 10 again, Commander? 11 COMMANDER BETTISON: Yes, 313-590-1788. 12 COMMISSIONER MOORE: Thank you, sir. 13 COMMISSIONER CARTER: Any other oral communications? 14 15 CAPTAIN SLAPEY: Good afternoon, Madam 16 Chair, Commissioners, D.C. Levalley. I am Captain 17 Constance Slapey, the commanding officer of homicide. 18 And I really just wanted to publically thank Ms. Lamar 19 and her team for the stress management services that 20 they do provide homicide. We have reached out to her 21 and her team on numerous occasions, obviously due to the 22 nature of work that my team conducts. It has helped 23 them tremendously. 24 We have put something in place where we try 25 to have them come out at least every three to six



Page 51

1 months. The psychologist comes here on site and we make 2 it a kind of a restricted day for homicide. They do know in advance and they put on an entire presentation 3 4 to our team. We just felt like it was something that we 5 needed to kind of permanently make a regular situation 6 for them. Obviously, with the work that we do we respond to multiples, triples, children, elderly; we get 7 8 it all so we at homicide just wanted to really thank 9 them. Some of our members have personally reached out 10 and they have helped us a whole lot. So thank you so 11 much Ms. Lamar for always taking care of us. I just 12 wanted you to know that they do a great job. 13 COMMISSIONER CARTER: Thank you, ma'am. 14 That's good to know. Thank you. Any other oral 15 communications? Any other oral communications? Any other oral communications? Is there a motion to 16 dismiss? 17 18 ALL: So moved. 19 COMMISSIONER MOORE: Support. 20 COMMISSIONER CARTER: It's been moved and 21 supported that we adjourn the meeting. All in favor? 22 ALL: Aye. 23 COMMISSIONER CARTER: Meeting is adjourned. 24 Thank you all for coming out. 25 (Meeting concluded at 4:02 p.m.)



1	STATE OF MICHIGAN)
2)
3	COUNTY OF WASHTENAW)
4	
5	CERTIFICATE OF NOTARY PUBLIC AND COURT REPORTER
6	I, Caitlyn Mancini, do hereby certify that the
7	above-entitled meeting was duly recorded by me
8	stenographically and by me later reduced to typewritten
9	form by means of computer-aided transcription; and I
10	certify that this is a true and correct transcript of my
11	stenographic notes so taken.
12	I further certify that I am neither of counsel to
13	either party nor interested in the event of this cause.
14	
14 15	1-11 Ma
	Citle Manui
15 16	Caitlyn Mancini, RPR, CSR-8887
15 16 17	
15 16 17 18	Caitlyn Mancini, RPR, CSR-8887
15	Caitlyn Mancini, RPR, CSR-8887 Notary Public,
15 16 17 18 19	Caitlyn Mancini, RPR, CSR-8887 Notary Public, Washtenaw County, Michigan
15 16 17 18 19 20	Caitlyn Mancini, RPR, CSR-8887 Notary Public, Washtenaw County, Michigan
15 16 17 18 19 20 21	Caitlyn Mancini, RPR, CSR-8887 Notary Public, Washtenaw County, Michigan
15 16 17 18 19 20 21 22	Caitlyn Mancini, RPR, CSR-8887 Notary Public, Washtenaw County, Michigan
15 16 17 18 19 20 21 22 23	Caitlyn Mancini, RPR, CSR-8887 Notary Public, Washtenaw County, Michigan



Page 1

Α **A.C**20:4 26:24 45:23 **AA** 41:22,23 **able** 16:7,8 17:2 22:14 44:14 above-entitled 52:7 **absence** 4:23 5:8 Absolutely 12:16 14:16 absorbed 13:7 **abuse** 41:10,15 abusing 35:6 academy 12:19 13:18,19 14:14 30:11 **accident** 44:17 45:6,9,14,22 accommodate 21:4 accurate 26:7 Act 29:18 39:18 39:19 acting 23:9 **activate** 46:20 46:23 47:2 **activated** 44:15 active 25:22 activities 48:22 Acts 31:24 **add** 32:23 addiction 42:1 additional 25:19 34:18,20 49:12 addressing 8:15 **adhere** 29:16 34:7 adherence 38:7 adjective 15:18 **adjourn** 51:21 adjourned 51:23 adjustment 46:8 administered 17:6 administrative 6:11 43:25 administrator 30:1 **advance** 51:3 **advanced** 20:8 **advisor** 26:19

advocate 29:24 **affairs** 44:12 afternoon 4:5 28:6,20 48:18 48:19 50:15 **age** 41:15 **agenda** 6:24,25 7:4,10 aggressive 33:21 38:6 **ago** 17:6,16,25 agreements 29:17 airport 20:22 **Akbar** 6:20 **alcohol** 41:10 alerting 12:8 allegations 8:24 9:3 alleged 8:19 **alleviate** 46:9 **allow** 46:15 **allowed** 21:7 34:19 **allows** 44:1 **AME** 48:14 Americans 29:18 31:23 39:18 Angels 48:21,25 49:25 announced 43:5 announcements 48:8 **annual** 7:12 **answer** 10:8 24:11 40:21 **answers** 43:10 anticipate 23:4 antiquated 20:23 **anybody** 16:3 38:14 49:17 **anymore** 39:12 applicants 30:10 **applies** 39:5 appointment 33:8 appointments 29:20 32:8,10 appreciate 12:24 27:12,21 appreciated 49:25 approval 7:9 24:20,24 25:6

approve 6:25 7:4 21:21 22:2,9 25:12 approved 22:17 approximately 49:2,6 April 17:20 **area** 17:3 **areas** 9:6 14:2 41:12 **asked** 5:10,24 **asking** 12:10 assertion 43:14 assessed 44:1 assessment 45:16 45:20 assignment 15:17 **assist** 28:17 assistance 6:11 30:22 33:1 Assistant 16:18 43:1,2,8,14,18 46:18,24 47:3 47:21 **assists** 30:22 Assuming 26:8 assumptions 39:4 39:8,17 attended 13:4 **attest** 33:20 **attire** 11:22 attorney 6:10 25:3,15 attribute 37:24 37:25 **audience** 48:16 **audio** 46:6 **audit** 31:13 34:21,23 35:9 35:16,22 August 52:20 automatically 44:22,23 available 19:20 20:7 30:14,24 32:3 36:25 38:20 **AVENUE** 1:13 average 15:12,12 33:17 averages 33:14 aware 16:9 26:6

Aye 7:6 51:22 в back 6:6 13:8 40:15 41:21 46:14 49:5 **bad** 27:18 badge 11:17,18 12:9 **bag**16:7,9 20:22 **bags** 20:20 **balance** 28:18 bargaining 29:17 **baseline** 35:21 basically 22:1 **basis** 30:6 bathrooms 46:10 **behalf** 23:10 29:25 **behavior** 46:4 **believe** 13:4 17:24 25:22 29:8 **believed** 15:23 16:3 Bell 2:4 4:9,10 4:13,18,19 5:9 5:13 10:25 11:3,20 12:12 12:17 13:10,16 13:23 14:19,23 21:12,13,14,20 23:3 24:17,25 26:1,11 27:8 40:1,2,3,7 41:8 42:2 beneficial 44:7 **Bernard** 6:10 24:15,16,16 25:2,3,15,15 **better** 12:8 **Bettison** 15:20 48:18,20 50:4 50:7,8,11 **big**19:9 **bit** 43:9 **bits** 47:8 **board**1:9 4:6,13 5:20 6:10 10:10 12:25 13:17 15:18,21 21:16 22:1



23:1,6,9,10	44:2,5,15,16
24:19,24 25:3	44:21,22,25
25:7,11,20	45:2,13,13
48:8,11,18	46:20
board's 10:15	camera's 44:11
12:20	cameras 27:15
BOCP 7:12	43:22 44:1,8
body 20:11 26:3	45:17
26:10,20 31:20	cams 26:10 43:5
43:1,5,15	capability 26:20
bottom 18:25	Captain 50:15,16
19:1	car 44:17,20
Bradley 29:1	45:6
breach 16:21	cardiologist
Bridget 28:1,8	32:16
bring 41:20	care 37:4 51:11
-	
Brooks 2:8 4:20	Carer 4:16
4:21	carjackings 15:8
brought 18:24	15:10
Brown 6:10 8:2	carries 7:8
building 15:24	Carter 2:5 4:5,7
16:1,1,4,5,8	4:12,17 5:12
16:15,19,20,24	5:14,19 6:15
18:23 19:7,9	6.22 7.2 7.20
	6:22 7:3,7,20 7:22,25 8:3
21:8 27:10,12	1:22,25 8:3
built 46:14	9:16,19 14:20
bureaus 30 : 20	21:10,13 24:15
Burton 4:22	25:14 27:2,4,7
business 47:25	27:23 28:5
47:25 48:8	33:25 34:2,10
businesses 25:20	36:9 40:2 42:3
button 26:21,21	42:15,19,22
44:4 47:16	
44:4 4/:10	
	43:2,13,17
buzzer 19:17	46:17 47:19,23
	46:17 47:19,23 48:7 49:23
buzzer 19:17	46:17 47:19,23
buzzer 19:17	46:17 47:19,23 48:7 49:23 50:1,13 51:13
buzzer 19:17 20:18	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23
buzzer 19:17 20:18 C cache 47:4,4,8	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5 33:21 38:5,6,7
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24 call-ins 18:4 called 22:20	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5 33:21 38:5,6,7 categories 15:3
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24 call-ins 18:4 called 22:20 45:15 47:4	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5 33:21 38:5,6,7 categories 15:3 cause 14:1 20:17
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24 call-ins 18:4 called 22:20 45:15 47:4 calls 15:13	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5 33:21 38:5,6,7 categories 15:3 cause 14:1 20:17 31:4 46:22
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24 call-ins 18:4 called 22:20 45:15 47:4 calls 15:13 33:19	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5 33:21 38:5,6,7 categories 15:3 cause 14:1 20:17 31:4 46:22 52:13
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24 call-ins 18:4 called 22:20 45:15 47:4 calls 15:13 33:19 cam 26:21 43:1	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5 33:21 38:5,6,7 categories 15:3 cause 14:1 20:17 31:4 46:22 52:13 caused 16:7
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24 call-ins 18:4 called 22:20 45:15 47:4 calls 15:13 33:19 cam 26:21 43:1 camera 16:25	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5 33:21 38:5,6,7 categories 15:3 cause 14:1 20:17 31:4 46:22 52:13 caused 16:7 causes 8:24
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24 call-ins 18:4 called 22:20 45:15 47:4 calls 15:13 33:19 cam 26:21 43:1	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5 33:21 38:5,6,7 categories 15:3 cause 14:1 20:17 31:4 46:22 52:13 caused 16:7
buzzer 19:17 20:18 C cache 47:4,4,8 Caitlyn 52:6,17 call 4:14 10:6 18:14,16 38:19 49:15 call-in 17:17,17 17:22,24 call-ins 18:4 called 22:20 45:15 47:4 calls 15:13 33:19 cam 26:21 43:1 camera 16:25	46:17 47:19,23 48:7 49:23 50:1,13 51:13 51:20,23 case 26:23 28:21 29:2,19,25 39:13 46:8 cases 8:9,13,17 8:17,18,18,23 9:2,7,11,11,13 14:9 31:5 33:21 38:5,6,7 categories 15:3 cause 14:1 20:17 31:4 46:22 52:13 caused 16:7 causes 8:24

CAYMC 15:23 19:23 20:23 27:10,12 cease 17:17,19 18:7 **Celia** 15:19 26:18 **center** 17:1 18:12 **central** 35:10 49:9 certain 14:2 21:18 24:6 26:22 40:17 41:12 44:16 certainly 20:4 certainty 44:6 **CERTIFICATE** 52:5 **certify** 52:6,10 52:12 **chair** 4:7,8 5:8 5:9 6:19 8:7 9:18 10:25 12:18 13:20 14:19 18:10 19:12 21:14 22:7 23:4,12 25:18 26:1,18 28:6 34:3,11 36:12 37:17 38:23 40:1 42:10,25 46:19 48:1 50:16 Chairman 25:2 Chairperson 2:4 2:5 **chance** 13:3 **change** 21:4 **charge** 30:23 **charter** 21:20,23 21:24 22:1 24:17 25:3 **chase** 44:19,20 44:25 **check** 7:24 checking 35:24 **chief** 3:11,12 5:16,18 6:16 6:18 7:13 8:3 8:6,17 9:23 10:1,5,18,20 10:24,25 11:2

11:12,21 12:16 12:18,23 13:15 14:16,22,23 15:1,2,2 16:18 18:15,18 19:6 19:19,23 20:3 20:16,19,25 21:3 22:8,10 22:24 23:20 24:22 25:5,18 25:21 26:2,5,9 26:11,16 27:22 27:25 28:7 43:1,2,8,10,14 43:18 46:18,24 47:3,15,21 **chief's** 14:25 15:16,17 30:6 36:19 **children** 30:17 51:7 chooses 44:8 **chosen** 44:11 **church** 48:14 citizen 9:21,23 10:23 11:5 citizens 12:8 **city** 10:16 17:16 17:20 29:12 33:17,18,19 42:9 **civilian** 28:16 civilians 29:13 **claim** 33:19 **claims** 33:15,16 clarification 13:21 **class** 13:4 **claw** 46:14 **clear** 16:1 19:10 clearances 30:7 30:12 **cleared** 16:15 **click** 44:4 **clinical** 32:21 **close** 17:10 **closed** 8:18 9:2 9:7 **clothes** 11:6,22 CMI 30:1 co-leaders 36:23 **Coleman** 18:11



collective 29:17 combination 11:13 come 6:6 10:10 17:7 22:25 25:20 27:18 33:2,6 37:12 38:14 40:17 41:25 42:5,8 43:3,3 47:5 49:3,13 50:2,3 50:25 comes 44:22,22 51:1 coming 16:4 17:10 26:4 30:10 35:11 43:4 51:24 command 18:17 32:22 34:18 49:9 commander 15:19 18:18 37:10 48:18,20 50:4 50:7,7,10,11 commanding 36:24 37:13 50:17 **commands** 31:1,14 37:13 comments 27:24 48:17 commission 4:8 4:18 21:17 22:6 52:20 commissioner 2:3 2:6,7,8,9 4:5 4:9,12,13,15 4:16,17,19,20 4:21,22,23,23 4:25 5:1,2,3,4 5:5,6,7,9,10 5:12,13,14,19 5:23,24 6:15 6:22 7:1,2,3,7 7:19,20,21,22 7:23,25 8:3 9:16,18,19,19 9:20,25 10:4 10:17,24,25 11:3,20 12:12 12:17 13:10,16 13:20,23 14:19

14:20,23 18:10 19:4,11,12,21 19:25 20:13,17 20:24 21:2,9 21:10,12,13,13 21:14,20,21 22:4,5 23:3,12 23:17,22 24:3 24:14,15,17,25 25:14,17 26:1 26:11 27:2,4,6 27:7,7,8,8,23 28:5 33:25 34:1,2,2,3,10 34:10,11,15,20 35:5 36:1,6,9 36:9,11,15 37:6,16,21,23 38:9,13,16,21 38:23 39:9,20 39:24 40:1,2,2 40:3,7 41:8 42:2,3,3,4,10 42:13,15,19,22 42:25 43:2,13 43:17 46:17,19 47:1,19,22,23 48:1,7 49:23 50:1,5,9,12,13 51:13,19,20,23 commissioners 1:9 2:1 4:6 6:9,23 7:15 9:15,16 10:11 13:1 14:21 21:11 25:16 27:5,24 28:7 33:25 42:23 47:20,23 48:9 48:12 50:16 commitments 49:3 committed 23:20 49:6 committee 47:24 47:24 **common** 41:11 communications 48:16 50:14 51:15,15,16 community 14:8 28:8 48:12 49:11,14

compare 37:19 compared 29:10 33:17 compensated 36:19 complainant 11:25 complainant's 12:4 complaint 9:24 10:23 complaints 8:20 complete 22:16 completes 9:14 compliance 31:16 35:2,4,25 compliant 36:4 comply 29:16 34:13 complying 29:20 compromised 46:1 computer 10:10 computer-aided 52:9 concern 8:24 9:6 concerned 14:614:12 concerning 20:2 26:3,4 concerns 14:1 46:9 concluded 51:25 concurrence 24:19 25:11 condition 41:4 **conduct** 30:19 conducted 31:11 32:25 37:9 conducting 23:20 **conducts** 50:22 conference 29:25 confidentiality 29:23 34:8 **conflict** 37:12 considerable 19:8 considering 22:11 **Constance** 50:17 constant 44:4 46:11 47:7 **contact** 33:23

Page 3

37:14 contained 16:9 continue 8:13 39:14 **contract** 46:15 contracts 48:2 **control** 26:5,14 36:24 44:14 control's 26:15 controlled 18:22 19:3 conversation 13:17 14:2 48:2 convey 14:14 cookie 24:5 coordinate 29:14 31:4 copies 7:16 **correct** 6:12 10:4 13:15 19:6 20:3 43:16 52:10 correctly 31:17 counsel 52:12 **County** 52:3,19 couple 7:16 36:12 38:1 **course** 12:3 16:21 48:24 court 6:12,13 52:5 coverage 26:16 covert 43:16 Craig 15:2 Crawford 4:23 5:10 credibility 46:2 **crime** 15:3 16:25 **critical** 30:14 30:15,19 32:13 32:20 34:16,17 36:22 38:3 CSR-8887 52:17 **curious** 42:13 current 22:15 curriculum 13:18 13:19,21 14:4 cutter 24:5 D

D.C50:16



data 47:10,12 date 9:10 15:5 24:2 **DAVID** 3:12 **day** 15:4 16:17 18:19 19:10 29:11 30:24 41:15 45:16 46:5,13 49:8 50:2 51:2 days 9:13 30:24 33:4,16,18 48:22,23 deactivated 46:11 **deaths** 30:16 debriefing 30:15 32:19 **December** 32:9 40:22 decisions 18:20 18:21 **declared** 23:25 **decrease** 15:8,9 dedicated 28:14 **deemed** 40:13 **deems** 36:25 definitely 8:15 **delav** 21:5 demeanor 8:25 9:8 **dentist** 32:17 department 13:25 16:20 17:4 24:23 25:6 26:13 29:15 30:21 32:20,22 33:15 35:13 36:21 39:1 44:8 48:6 **deputy** 3:12 5:16 5:18 10:20 14:23 15:1,2 18:15 19:6,19 19:23 20:3,16 20:19,25 21:3 25:21 26:2,9 26:11,16 27:22 27:25 28:7 47:15 **DEREK** 2:9 **desk** 10:7,7

20:10 determine 35:16 **Detroit** 1:9,12 1:14 4:1 14:10 33:19 48:10 **Detroit's** 10:16 Dewaelsche 2:7 4:24,25 7:21 19:12,21,25 20:13,17,24 21:2,9,22 22:4 22:5 36:10,11 36:15 37:6,16 37:21,23 38:9 38:13,16,21 46:19 47:1,22 dialogue 11:8 difference 18:1 different 6:1 10:2 14:10 37:13 43:22 diligence 23:9 direct 28:9 directed 35:8 directions 37:4 directly 10:9 12:25 25:4 director 17:9 21:15,18 22:10 23:11,15,19,24 24:8 31:8,20 34:25 35:8,9 35:11,11,15 36:3,8 Disabilities 29:18 39:18 disability 28:24 31:24 discipline 31:5 discrepancy 21:24 discussion 7:5 11:4,10 24:9 24:11 **dismiss** 51:17 **Dist**2:3,4,5,6 distributed 7:14 **diverse** 13:5 **division** 24:18 25:10 **doctor** 39:15,15 39:21

doing 5:25 9:22 12:8,9 18:4 39:17 **Dolunt** 16:18 20:4 domestic 41:13 door 20:9 **DPD** 10:15,20 **drafted** 43:19 **Drake** 5:24 6:16 6:17,18 7:13 8:4,6 9:23 10:1,5,18 11:2 11:12,21 12:16 12:23 13:15 14:16,22 drastic 18:5 dress 11:22 drill 45:17 Drive 48:15 **drug** 28:22 29:3 30:25 31:2,3,4 33:12 34:13 40:4,5,18 42:5 due 23:8 50:21 **duly** 52:7 **duties** 39:14 **duty** 28:24 30:2 30:5,5,18 31:21,22 32:1 33:14,21 39:10 39:12 40:16 41:2,3 **DVR** 47:15 Е **E** 48:14 **e-mail** 7:24 10:14 e-mailed 7:21,22 **EAP** 37:15 41:23 **earlier** 15:22 32:24,25 Edelman 29:8 **effect** 24:1 **either** 9:12 25:24 49:19 52:13 **elaborate** 12:17 12:18 22:4 40:4 41:14,16

elderly 30:17 51:7 elevator 21:7 eligibility 17:5 eliminate 43:19 ELIZABETH 2:8 employee 30:21 33:1 employing 20:6 encounter 10:21 11:6,14 12:21 13:9,12 14:8,9 encourage 49:13 enforcement 16:16 **engage** 44:11 engaged 31:22,24 45:14,22 engagement 12:5 **enhance** 28:13 enhances 29:4 enlightening 13:3 **ensure** 29:11,16 29:20,23 30:1 31:15 35:2,24 ensuring 35:3 38:7 **enter** 21:7 **entire** 13:19 14:3,4 18:19 46:1 51:3 equipment 20:6,6 20:23 21:5 25:24 **escapes** 44:18 especially 13:13 14:8 **EVA** 2:7 **evacuate** 15:25 evacuating 19:2 evacuation 18:13 18:22,22 19:2 19:3 evaluations 30:18 32:10,12 32:12 38:2 event 45:3,3,4,5 45:7,9 46:7,21 47:10,11 52:13 event-based 44:19



43:7

everybody 15:25 **exam** 23:17 24:10 examination 17:6 25:8,12 examinations 24:18,20 25:10 example 44:3 45:19 **exams** 23:21 excellent 27:11 27:19,20 **excited** 17:10 **excuse** 32:9,25 **excused** 4:23 5:8 5:10 executive 26:4 26:13,22 28:2 28:9 **exits** 18:25 30:12,12 exonerated 9:5 expanding 17:19 expecting 39:3,8 experience 12:20 21:23 22:4,6 35:10 41:14 expired 23:25 **expires** 52:20 explained 47:6 eye 8:13,13 29:15 F **face** 16:13 **facility** 38:10 **fact** 45:12 **facts** 43:12 familiar 14:1 21:22 26:9,15 **families** 29:13 30:23 family 28:23,25 29:9 31:7,10 31:12,15,16,18 39:6 far 17:25 24:3 32:7 33:9,12 40:9 43:23 **favor** 7:5 51:21 **feature** 43:15 44:7 45:2

46:11

features 43:25 **February** 40:10 feedback 35:3 felt 51:4 **female** 38:24 39:2 **file** 9:22,23 10:3,6,11,12 10:16 **filed** 8:18, 18, 23 **files** 29:22 **final** 18:20 findings 9:3 31:19 **finish** 7:12 fire 17:17,19 18:7 48:24 fired 16:2 18:2 **firm** 46:3 first13:11 14:9 17:16,24 22:17 40:3 49:19 **fitness** 30:18 39:10 **floor** 16:1,1 18:8 19:1,1 flowing 47:7 **FMLA** 33:8 34:22 35:2,4 focal 12:21 **folks** 49:2,4,6 **follow** 20:4 **follow-up** 16:17 48:5 **follows** 9:4,7 **footage** 19:9 **force** 9:1,9 form 52:9 forth 22:25 23:1 Fortunately 16:16 **forward** 13:7 14:14 18:6 22:14 35:25 49:22 **found** 35:13 **four** 36:22 40:11 41:2 49:8 **Fraser** 29:2 free 30:23 33:3 **Friday** 17:4 48:22,23 49:7

49:10,18 **front** 5:23 10:7 10:7 45:10 **funnel** 34:4 **further** 52:12 G Gail 5:23 35:9 **GARZA** 2:7 **gather** 12:3 getting 13:8 24:3 27:20 30:2 **give** 10:12 12:11 13:1 25:18 28:3 43:24 48:16 49:15 given 4:11 23:14 23:18 **giving** 28:11 glad 27:18 **glass** 40:15 glasses 40:8 **go** 9:22 10:14 14:13 24:6 28:11,24 32:21 33:14 37:1 38:17 44:3 46:16 goal 25:25 goes 21:6 44:20 49:20 going 4:9 7:15 14:9,24 17:19 18:6 19:1,15 20:20,20,25 24:13 27:14,21 28:3 31:13,25 32:15,16 35:25 36:1 37:18 38:2,4,4 39:17 42:8 45:14,17 45:19 46:9 49:9,10 50:2,2 good 4:5 13:2,6 16:13 28:6 32:14 46:24 47:3 48:18,19 50:15 51:14 **Gotcha** 36:6 grabs 47:11 granted 39:6

Page 5

grants 48:2 great 9:20 21:2 29:12 37:6 51:12 green 25:19,22 **Grosse** 14:11 group 13:5 17:3 41:21 quess 19:15,25 22:25 41:9 46:21 guidelines 29:24 **gun** 19:17 guts 45:24 н half 40:24 happen 17:23 27:17 45:8 **happened** 27:19 43:6 45:15 happy 35:19 hate 27:14,17 45:24 Headquarters 1:12 48:10 health 28:14 29:4 32:17 **healthy** 28:18 heap 47:12 hear 5:20 12:25 45:23 46:6 heart 32:15 helped 50:22 51:10 hick 46:12 Hicks 4:13,15,18 4:20,22 5:1,3 5:5,7,19,22 6:14 12:19 13:11 50:5 hidden 26:20 highest 33:16 highlight 13:14 HIPAA 34:5 historic 13:13 historical 13:2 **hit** 44:22 47:16 47:17 hits 45:13 **hitting** 44:16,24 45:11



holding 47:10 holds 47:12 home 47:16 homicide 15:4 50:17,20 51:2 51:8 homicides 15:6 17:14 **honesty** 27:13 hope 13:7 **hospital** 30:19 hour 44:21,21 49:8 hours 30:24 33:4 34:14 house 18:13 **HR** 35:10,10,15 human 17:8 28:9 Hunter 48:15 Ι **idea** 11:8 identified 14:10 22:15 identifies 20:9 20:14 identify 11:9 17:21 19:14,17 identifying 6:5 11:15 **image** 16:10 immediate 4:8 immediately 20:9 27:1 **impacted** 41:12 important 12:24 improved 16:24 35:17,20 **incident** 15:22 18:21 30:15 34:16,17 36:22 37:1 incidents 30:15 30:16,16,19 32:13,20 **included** 28:23 **income** 35:7 **increase** 8:9,14 15:6,6 17:14 17:15 indicate 6:9 22:1

indicated 17:18 26:5 indicates 21:21 individual 16:7 18:16 individuals 17:21 **info** 47:8 information 10:9 10:12 11:15,17 11:25 12:3,11 13:2,6,12 14:18 33:22 34:4,7,9 45:1 45:24 47:7 49:16 **informed** 12:14 **initially** 18:12 18:21 19:5 36:20 **injured** 16:17 30:2 **injuries** 29:22 33:21 38:1 **injury** 33:7,15 **input** 10:9 inside 20:22 installing 25:24 interaction 15:19 interactive 31:23 interested 49:17 52:13 interesting 13:9 **internal** 44:12 interviewing 43:10 introduce 5:16 5:20,24 15:15 introductions 6:6,7 investigating 44:9 investigation 12:4 investigator 6:3 6:16,16,18,20 7:13 8:4,6,17 9:23 10:1,5,18 11:1,2,12,21 12:16,18,23

HANSON RENAISSANCE hansonreporting.com

313-567-8100

13:15 14:16,22 known 8:20 invocation 4:10 4:11 **involve** 30:17 **involved** 8:19,20 8:23 9:3 16:19 23:7 30:19 32:13 45:6 **isolate** 17:2 **issue** 11:11 14:11 26:7,12 **issues** 13:14 16:5 26:17 37:12 42:5 45:18 J January 32:7,9 40:9,22 **Javon** 15:15 job 12:8 27:20 27:20 51:12 **jobs** 35:7 41:12 **John** 48:14 **Johnson** 15:15,16 15:20 **joining** 5:17 6:23 **July** 31:25 32:8 48:12,13 **June** 1:11 4:2 6:24 7:9 24:2 48:9,21 Κ **keep** 8:12,13 **killed** 18:3 kind 20:11 24:11 43:24 51:2,5 **kinds** 37:8 know 8:10 14:3 15:18,21 16:11 17:11,17 18:16 19:8 20:1 22:10,23,25 23:1,15 26:3,8 27:10,20 38:25 39:1,3,5,7,13 41:9 44:10 45:14 48:4 49:23 51:3,12 51:14

L **L**22:20 Lamar 28:1,6,8 34:6,14,17,22 36:14,18 37:9 37:20,22,25 38:11,15,18,22 39:2,15,23,25 40:6,8 41:17 42:7,12,17,21 42:24 50:18 51:11 **large** 20:11 **law**16:16 29:17 36:5 39:4 Lawrence 6:20 laws 35:4 **leaders** 36:23 leadership 20:1 **leading** 8:20,24 9:6 **learn** 46:5 **leave** 28:24,25 31:8,10,12,15 31:16,18 39:6 **left** 4:8 **legal** 26:19 **let's** 38:25 39:5 39:13,21 44:21 **letter** 10:13 Levalley 3:12 5:16,18 10:20 14:23 15:1,2 18:15 19:6,19 19:23 20:3,16 20:19,25 21:3 25:21 26:9 27:22,25 28:7 47:15 50:16 **level** 16:5 18:1 **lien** 34:23 Lieutenant 15:15 15:16,20 lieutenants 17:5 **life** 29:6 **light** 25:19,22 39:12 45:7 **lightly** 12:15 lights 44:17,22 **limit** 48:17

Page 7

Linda 6:10 24:16 25:2 link 16:25 **Lisa**2:5 4:7 **list**17:8,9,12 21:16 22:6,7,9 23:25 24:1,21 listening 45:22 lists 22:19 **little** 24:10,12 41:6 43:9 **lives** 28:15 located 38:10,11 48:10,14 locations 25:22 **lock** 18:12,23 19:4 **long** 34:13 **look** 13:24 14:3 14:4,13 16:13 31:25 35:23,23 40:21 41:5 45:20 49:22 **looked** 13:18 31:16 looking 12:9 13:7 16:24 31:13 32:5 40:9 41:20 **looks** 37:18 **lose** 46:1 **lot** 7:13 13:6 16:16 35:14,17 49:4 51:10 lowest 33:19 М **ma'am** 5:18 10:17 14:21 15:1 21:12 36:14 37:9,20,22 38:11,15,18 42:15,23 51:13 madam 5:8,9 6:19 8:6 10:25

12:18 14:19

19:12 21:14

34:11 36:12

42:25 46:19

37:17 40:1

48:1 50:15

23:3 26:1 28:6

magic 26:21 **maintain** 29:11 29:22 maintaining 28:17 **majority** 17:14 making 18:20 36:4 management 26:22 28:21 29:14,19 29:23 37:11 38:5,6 44:1 50:19 **manager** 21:25 28:2,2,9 29:2 managing 33:21 Mancini 52:6,17 **mandated** 13:22 13:25 manner 23:8 **Marian** 29:8 marijuana 42:5,9 Mark 29:2 **matter** 23:2 36:4 **mayor** 20:1 **mean** 5:24 6:7,13 10:1,2 11:9 meaning 44:4 **means** 52:9 measures 16:23 **meat** 32:4 mechanism 26:6 26:13 **media** 26:2,12 medical 18:9 28:2,10,12,13 28:23,25 29:4 29:8,22 31:7,7 31:10,12,15,16 31:18 32:5,8 33:7,20 34:8 37:14 38:8,20 39:6 40:13,19 40:21 41:4 42:5,9 medication 40:12 40:17,24 41:4 41:7 medications 40:17,19 **meet**13:3 **meeting** 1:10 4:7

5:11 7:9,10 10:11 20:4 31:9 48:9,12 51:21,23,25 52:7 **member** 38:24 39:2 40:20 **members** 15:21 28:7,8,16,17 29:1,5,9,20,22 30:18,22 31:2 31:14,18,22,24 32:1,2 35:13 41:17,24 51:9 members' 29:25 **mental** 28:18 **mention** 15:14 17:13 26:24 mentioned 34:21 mere 29:10 met 16:18 29:24 **metal** 20:11,15 20:15 mic 14:24 24:25 28:1 Michigan 1:14 4:1 48:11 49:10 52:1,19 midnight 49:22 miles 44:21,21 mind 32:14 **minute** 15:12 23:6 minutes 7:9 47:18 48:17 **mission** 28:12 mistake 6:4 mitigation 45:16 46:6,13 model 18:7 moment 47:11 **Monday** 15:22 48:24 49:11,19 monitor 26:22 **month** 9:2 24:6 32:25 **months** 17:21 51:1 Moore 2:6 5:1,2 7:1,19,23 9:18 9:19,20,25 10:4,17,24

13:20 18:10 19:4,11 23:12 23:17,22 24:3 24:14 34:10,11 34:15,20 35:5 36:1,6 42:10 42:13,25 48:1 50:9,12 51:19 morning 20:5 motion 6:25 7:8 51:16 **MOU** 25:24 move 22:14 46:15 moved 7:1, 351:18,20 **moving** 18:6 **multi** 11:7 **multiple** 30:16 multiples 51:7 Municipal 18:12 Ν **name** 4:7 12:10 28:8 48:16 50:6 narcotic 11:7 **nature** 24:4 35:7 50:22 necessary 31:5 36:25 **need**13:14,17,25 14:3,4,12 30:3 30:3 37:3,5 46:6,7 49:12 **needed** 17:21 51:5 **needs** 22:12 38:14 **negative** 40:14 **neither** 52:12 **net** 28:16 **new**12:25 20:8 21:23 47:25 **news** 15:25 43:6 43:6 **noise** 20:10 noncompliance 35:14,18,20 nonemergency 21:25 Nonfatal 15:7 **noon** 49:19



Page 8

normally 8:11
Notary 52:5,18
notes 52 : 11
notification
31:3 36:24
notified 23:8
32:2 34:12
notify 31:1 34:18
number 8:13 10:8
11:18,23 12:6
12:9 16:18
22:24 32:1
33:16 37:11
38:1,3 42:20
42:21 43:22
44:2,9 49:13
49:14,15 50:9
numbers 8:11
11:18 32:5,6
35:23 37:18,18
38:4
numerous 50:21
0
object 20:11
obligated 11:16
obligated 11:16 12:11
12:11 observed 16:4
12:11 observed 16:4 obviously 46:1
12:11 observed 16:4 obviously 46:1 50:21 51:6
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4 off-duty 29:21
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occur 17:1 43:20 occur 17:1 43:20 occur 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25 15:18 30:7
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25 15:18 30:7 33:3 34:4
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25 15:18 30:7 33:3 34:4 36:19
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25 15:18 30:7 33:3 34:4 36:19 officer 11:9,14
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25 15:18 30:7 33:3 34:4 36:19 officer 11:9,14 11:16,16,23
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25 15:18 30:7 33:3 34:4 36:19 officer 11:9,14 11:16,16,23 12:2 26:15
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occur 17:1 43:20 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25 15:18 30:7 33:3 34:4 36:19 officer 11:9,14 11:16,16,23 12:2 26:15 29:1,2 34:12
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occurred 17:3 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25 15:18 30:7 33:3 34:4 36:19 officer 11:9,14 11:16,16,23 12:2 26:15 29:1,2 34:12 36:24 37:13
12:11 observed 16:4 obviously 46:1 50:21 51:6 occasion 6:1 occasions 6:1 50:21 occur 17:1 43:20 occur 17:1 43:20 occurs 36:22 OCI 8:2,4 off-duty 29:21 offered 13:12 office 3:11 8:16 9:10,11 14:25 15:18 30:7 33:3 34:4 36:19 officer 11:9,14 11:16,16,23 12:2 26:15 29:1,2 34:12

	4						1	3	,	2	1	,	2	5	
0	5 f :	0 E:					5	8	:	1	9				
	1	1 2	:	5	/ 1	7	, 2	7		1	2	:	7		
	3	0	:	2	,	8	,	1	1						
	3 3	2 3	:	1	3 3	, ,	1 2	8 3		3 3	3 4	:	3 7		
	3	5	:	6		3	7	:	2					~	
	3 4	8 4	:	1 9	3 ,	1	4 0	2,	: 1	1 4	6 ,	, 2	1 4	8	
	f: f:	E	Ĺ	Ce	98	5	3	1	:	7					
0	f	E	Ĺ	2:	ia	a.	L	⊥ 5	2	0	:	5			
	h I(
0	k a 6 7 2 2 2 2	ay	7	5	:	1	2		6	:	8	,	1	5	
	ю 7	:	1 2	9 3	'	2	2 0	:	7 5	: ,	1 1	0 7			
	2	15	:	9 1	Δ	2	3	:7	1	1 1	'	2 q	2		
	2	7	:	2	5		3	7	:	1	, 6	, ,			
	3 4 4	8 0	:	9 7		3 4	9 2	:	2 2	2 2	'	2	4		
_	4 10	3	:	1	3	,	1	8	7	4	6	:	7		
	4	8	:	8											
	n														
0	n	Ce	Э	1	1	:	1	5		2	3	:	2	5	
0	3 ne	9 28	: 5	4	, 6	1:	3 2	1	4	0 3	: 3	1:	2 4		
	pe														
	p								٤ı	7	1	1	:	4	
	2	3	:	5		2	8	:	1	1	,				
o	3 19	po	2:	56	Э	t	7	:	7		U				
	p † 1					5	9	:	2	1					
0	r	- ·	1	З	2	:	1	6		4	8	:	1	5	
	5	0 1	:	1 1	3 6		5	T	:	T	4	′	T	5	
	r	de	9:	r	1	7	:	2	3						
0	r	i.	51	n1	ta	a 1	t	Ĺ	21	n	4	9	:	1	
0	r	ĹĢ	J :	11	na	а.	L _		7	1	2	:	2		
	u† u†										1	Q			
0' 0'	u	∟. ⊦'	∟: ·	۰. ۱۰	- -		5 2	2 2	⊥ ∩	•	1 2				
0	u	t:	5:	id	de	э. Э	- 3	1	:	1	9	-			
0	ve	e	ra	a.	1:	L	1	3	:	2	4				
o [.]	v	21	r	σ.	i e	21	T	1	5	•	3				
0'	2 w	8 ne	: =:	2 r	0 4	4	4:	3 2	:	2	4				
-				-	-	-	·	_							

Oxendine 5:23 17:9 21:15,18 22:10 23:11,15 23:19,24 24:8 35:8,9 36:3,8 Ρ **p.m**4:3 48:13 49:20,20,21,21 49:21 51:25 pack 22:20,20 **Pam** 6:7 paperwork 33:8 paragraph 25:9 parameters 31:19 part 27:11 31:10 34:23 46:21 participated 43:9 participation 13:11 particular 6:2 18:3 26:7 27:17 party 30:1 52:13 patients 33:6,6 33:10 **patrol** 34:12 **pay** 29:5 35:6 **peace** 29:11 **peer** 36:25 37:1 38:16 **people** 13:5 16:6 16:12,18 18:2 19:2,7 27:20 46:10 49:2 **percent** 8:9,19 8:21,22,22,25 8:25 9:1,2,4,4 9:5,5,8,8,8,9 15:6,8,10 40:25 41:6 performance 41:13 **period** 19:8 45:16 46:6,13 permanently 51:5 **person** 16:10 17:2 21:7 38:19 personally 51:9 personnel 20:10

24:19 25:11 persons 25:12 perspective 13:2 **phase** 31:25 **phone** 10:8 49:13 49:14 **physical** 28:18 physicals 30:9 30:10 physician 39:16 40:21 **picks** 47:8 pieces 17:22 pipeline 25:23 place 17:22 26:6 35:22 50:24 plain 11:6,21 **play**13:25 21:17 22:2 **please** 4:14,14 5:20 15:15 25:1 48:16,17 **PM**1:11 point 12:21 16:2 16:11 17:7,11 42:8 48:3,4 **Pointe** 14:11 points 20:12 **police** 1:9 4:6 10:11,22 16:20 18:8 21:16 24:18,22 25:5 25:10 28:2,10 28:12,13 29:4 29:8 31:7 33:7 33:15,20 37:14 38:19 48:9,12 **POLICE'S** 3:11 policies 29:17 46:2 policing 14:10 14:11 **policy** 36:1,2,3 36:5 38:24 39:1,10 42:9 42:11 43:19 **popular** 41:11 positions 32:2 positive 31:3 40:11,11,16,16 40:23 41:1,3,5 **post**18:17 45:3



45:4 49:9 postpone 7:8 potatoes 32:4 power 48:3,4 practice 22:22 22:23 44:12 **pre** 45:3,4,7 precinct 8:21,22 20:8 48:13 precincts 8:21 17:23 18:3,5 Pregnancy 39:19 **pregnant** 38:25 39:1,14 preliminary 22:12 premature 24:11 **prepare** 30:5,7 30:11 **prepared** 24:18 25:10 **present** 4:17,19 4:21,25 5:2,4 5:6 13:1 15:4 presentation 15:14 17:18 28:3 51:3 presented 36:2 previous 17:18 22:22 31:8 35:11 **prior** 35:10 45:15,23 46:7 **priority** 15:11 15:13 **probably** 11:13 21:4 22:23 32:23 40:24 41:6 **problem** 14:17 procedure 8:25 9:7 procedures 21:4 proceed 23:1 24:10,13 **process** 12:15 17:7,10 22:15 23:6 26:5,14 31:1,21,23 43:25 46:1,2 **program** 28:22 29:3 30:22,25

33:1,12 35:22 48:21 **project** 25:19 28:24 31:8,11 34:23 35:1 projects 28:23 34:25 **promoted** 25:13 promotion 21:17 21:25 22:2,16 22:17 23:5 24:21 promotional 21:16 22:19 23:17,20 24:10 promotions 17:12 21:21 22:3,8 22:11,24 24:21 24:23,23 25:5 25:6 prompted 34:21 prompts 31:6 properly 23:8 property 9:1 **protect** 28:13 **provide** 7:16 11:16 28:20 29:9 31:4 32:18,20,22 37:2,15 41:18 50:20 **provided** 28:12 31:19,20 43:10 **provider** 37:14 37:15 providing 14:17 33:22 psychiatric 32:10 38:2 psychological 28:22 30:13 36:13 psychologist 32:21 51:1 **public** 1:12 12:13 28:15 48:10 52:5,18 publically 50:18 publication 24:2 published 17:4,8 17:9 **pull** 46:13

pulling 45:10 **punitive** 45:25 purchasing 20:6 **purpose** 29:6 44:9 **put**17:22 28:15 35:21 39:12 40:8,15 50:24 51:3 Q qualifiers 39:7 quarterly 35:22 question 12:10 18:11 19:13 20:14 21:15,19 23:13 24:12 25:8,18 26:2,3 26:4,10 27:6 27:10 33:9 34:1,20 35:9 37:17 38:24 41:9 42:4 43:5 46:25 47:3 questions 7:17 9:14,17 14:21 18:8 21:10 25:15 27:5,23 33:23 36:12 39:25 40:3,21 42:23 43:11 46:17 47:19 48:5 quick 11:14 13:21 18:11 19:13 23:13 37:17 38:10,24 42:4 quickly 43:4 quite 18:1 22:18 41:11,11 **quorum** 5:8 **quote** 29:7 R **R**2:6 **ran** 45:6 **random** 31:1 **rank** 10:22 22:3 **ranking** 18:19 **ranks** 22:25 36:20

Page 9

rapid19:2 35:6 **reach** 12:1 27:1 **reached** 50:20 51:9 **read** 50:9 **real** 16:25 38:10 **really** 14:5,12 14:12 16:8,13 24:8 27:18,18 50:18 51:8 **reason** 5:25 6:2 44:23 reasonable 40:14 40:25 reasons 11:24 12:6 44:10 **receive** 7:18 36:21 48:3 received 8:7 40:10,12 receptive 14:18 recommended 22:7 22:8 **record** 5:14 44:4 47:16,17 48:5 50:6 **recorded** 31:17 44:6 52:7 recording 43:16 44:11 45:3,7 46:10,12 **Records** 29:23 recourse 37:4 **recruits** 12:25 **reduce** 47:13,14 **reduced** 52:8 reductions 18:5 reference 14:1 25:4 referrals 33:2 **reflect** 5:15 **regard** 17:14 19:13 28:18 36:12 37:7,17 **regarding** 43:5 48:6 regards 18:11 48:3 regimen 38:8 regimens 29:21 regular 1:10 15:19 51:5



regularly 18:4 **related** 18:2 **release** 34:6,9,9 47:9,9 **remain** 35:24 **rent** 29:5 **report** 7:11,12 7:14,16 8:2,4 9:14,20,22,24 10:11 14:24 26:25 27:11,13 30:6 reported 31:8 32:6 33:5 **reporter** 6:13,13 52:5 **reports** 47:24,25 REPRESENTING 3:11 represents 8:9 **request** 23:10 requested 37:10 requesting 37:12 residents 29:11 resolution 37:12 **resource** 29:13 resources 16:16 17:8 28:9 37:2 41:19,24 **respect** 21:19 22:13 24:21 25:7 34:4 respond 12:1 16:22 26:12 51:7 response 15:11 26:7 responsibility 28:10 responsible 20:5 23:9 30:9 **rest** 33:17,18 **restore** 28:13 restricted 31:21 32:1 51:2 restrictive 31:22 **result** 41:1 results 31:3 40:5,11,11,14 40:23 41:3 retention 29:24

retire 30:11 retirements 30:7 **return** 40:16 41:2,3 **review** 9:13 13:17 22:9 24:20 40:13,19 **reviewed** 47:13 **revised** 22:20 **revisit** 11:11 **rewind** 47:17 **RICARDO** 2:6 RICHARD 2:3 **right** 5:12 6:21 8:7 18:17 19:21 20:24 22:14 24:9 25:21,21 27:9 37:21 44:18 45:4,24 46:14 49:1,5 **risk** 45:16 46:5 46:13 **river** 48:22,22 **Robert** 6:10 **role**13:24 21:16 21:19 **roll** 4:14 **room** 16:1,2 19:1 19:1 38:12 48:11 49:1,9 49:10 roster 17:5 round 23:23,24 route 10:10 **RPR** 52:17 **rules** 34:5 **run** 6:4 16:20 26:20 41:21,22 49:10 S **s** 22:20 sacrifices 29:10 **safety** 1:12 28:15 29:11 48:10 Sanders 2:9 5:3 5:4 27:6,7,8 **Saturday** 48:23 49:11,18 saw15:25 16:10

35:6 **says** 24:17 39:21 42:14 44:4 scanner 16:4 scene 18:18 schedule 29:19 **scree** 34:13 **screen** 16:6 19:15 21:6 29:3 **screened** 33:13 screening 16:12 28:22 30:25 31:2,3,4 33:12 40:4,5 42:6 screens 40:18 **se** 41:22 **second** 25:8 39:21 41:8 49:20 secondary 35:7 secondly 25:7 **seconds** 45:4,4,9 45:15,23 46:7 46:20 47:9,9 47:12,14 **secret** 26:21 secretary 5:15 12:20 **sectary** 4:13 **section** 24:16 25:3,9 **secure** 16:24 **secured** 18:25 security 15:24 16:8,12,19,21 16:23 19:13 **see** 6:21 11:17 11:25 17:11 20:21 21:6 30:8 31:17 32:15,17 42:11 42:13 43:8 45:8,10,21 46:7,12 **seeing** 12:7 13:8 49:23 **seen** 17:15 18:1 18:5 selection 31:1 **send** 14:3 sensitive 45:12

September 34:24 34:25 sergeant 10:21 38:18 42:17 sergeants 17:5 served 33:10 serves 29:12 service 9:1,8 28:15 29:5,9 30:23 31:11 32:18,22 33:3 37:10 38:14 **services** 28:12 28:21,22 29:19 30:3,13,20 32:5 36:13 37:4,7,8,15 41:24 50:19 sessions 32:19 **set**18:17 45:3 setting 11:7 **seven** 42:21 **share** 12:13,20 **Shelby** 2:3 5:5,6 7:2 25:17 34:1 34:2,3 38:23 39:9,20,24 42:3,4 sheltering 18:13 **Shields** 41:20 **shift** 49:20,20 49:21 **shifts** 49:7,8,8 shootings 15:7 30:16 **shot** 18:3 **shots** 16:2 18:2 **show** 41:15 49:18 **showing** 39:11 sic 11:4 **side** 17:16,17,19 **sign** 34:7 49:2 signed 25:24 34:8 49:5,6 significantly 8:11 Simply 28:15 **sir** 5:17 10:19 11:2 12:6,23 14:16 28:5 39:23 42:12 47:20 50:12



site 18:19,24 32:21 51:1 sitting 15:2 situation 18:23 35:16,19,23 41:13 51:5 situations 38:3 **six** 50:25 **Slapey** 37:10 50:15,17 **slight** 21:5 **Sober** 41:20 solution 27:12 **somebody** 20:10 something's 32:16 **sorry** 8:3 22:7 25:2 **sort** 19:3 **sound** 19:18 **space** 32:14 **spare** 29:7 **speak** 6:18 10:7 10:8 speaking 43:11 **special** 28:23 31:6 **speed** 44:20 **spot** 35:24 **square** 19:9 **St** 48:14 staff 5:20,25 6:2,16,21 15:17 28:3,7 28:21 29:1 33:20 35:12 42:16,19,21 **stage** 25:24 **stand** 15:15 45:23 standing 47:24 47:24 **start**15:3 **started** 17:20 18:24,25 39:11 **starts** 48:22 state 13:21,25 52:1 **states** 24:22 25:4,9 stations 10:22 statistics 8:7

status 32:3 statuses 30:6 **staying** 33:22 stenographic 52:11 stenographically 52:8 **Stevens** 38:19 48:14 sticking 18:7 stipulate 21:24 22:2 stole 27:9 **story** 26:19 43:9 43:9,12 strategy 18:6 **street** 10:22 13:8 39:12,22 48:11 **stress** 13:14 37:10 50:19 stressed 14:5 strict 46:3 structure 36:16 struggling 41:18 41:25 **subject** 24:20 submitted 9:12 summoned 43:3 **Sunday** 48:23 49:11,19 supervising 6:20 supervisor 10:21 supervisors 9:12 supervisory 6:3 9:13 support 7:2 29:14 30:14 36:25 37:1 51:19 supported 7:4 51:21 **sure** 4:15 5:22 11:12 12:13 14:17 15:20,24 17:9 20:16 24:8 26:10 27:3 32:14,17 36:4 40:6 50:3 suspicion 40:25 suspicions 40:14 sustained 9:4,6

sworn 28:16 42:16 **system** 19:16 27:16,16 44:3 44:13 46:12,14 47:4 systems 16:25 т tactical 18:18 18:24 take 10:23 12:14 13:24 14:3,12 16:7 18:7 24:25 35:9 40:18 45:24 **taken** 52:11 **talk** 37:2 40:20 41:10 48:20 **talked** 13:13 talking 26:8 31:12 39:9 **team** 29:4,12 30:14 31:13 35:1 36:16,18 36:23 37:11 38:16 45:20 50:19,21,22 51:4 teams 18:24 36:22 **techie** 47:5 technology 16:6 16:23 19:14,20 20:7 43:21 46:16 telephone 10:6 30:24 **tell** 36:15 37:7 **template** 24:5 **terms** 11:5 14:5 14:13,13 21:15 21:17 23:9 37:3,4 **test** 23:13,16 testimony 31:5 thank 4:12,15 5:13,15,16,18 5:22 6:22,22 7:25 8:4,6 10:17,24 12:12 13:10 14:19,20

14:21,22 15:1 21:9,14 24:14 25:1,14 26:18 27:22 28:4,5 28:10 34:11 36:6,8,11 38:21 39:24 41:8 42:2,14 42:22,23,24 43:4 47:20,21 47:22 48:7 49:22 50:4,12 50:18 51:8,10 51:13,14,24 **thanks** 7:13 19:11 27:4 they'd14:17 **thing** 7:11 17:13 things 15:13 24:4 35:7 38:1 41:19 43:23 44:2 46:10 think 12:7,24 13:5,18,25 14:2,12 42:25 thinking 50:1 **third**1:13 30:1 31:25 48:11 49:21 thoroughly 26:25 three 33:2 42:17 47:2 49:8,8 50:25 **thunder** 27:9 Thursday 1:11 6:24 48:9,13 time 4:9 5:15 6:23 7:8,11 8:1,10 15:11 16:2,25 19:8 24:13 27:17 28:11 29:7 32:3 34:19 35:14 44:5 48:15 timely 23:7 **timers** 41:10 today 5:21 7:22 7:23 15:2 17:25 today's 15:5 **Todd** 50:7



Page 12

tomorrow 48:21 **top** 18:24 19:1 26:17 38:6 total 8:8 9:10 9:11 33:9,10 42:19,21 46:2 **train** 35:12 training 22:13 22:16 36:21 transcript 52:10 transcription 52:9 transferred 15:16 transitioned 18:13 transpired 11:9 treatment 29:21 tremendously 50:23 trending 8:14 trigger 44:18 47:11 triggered 47:10 triggers 44:16 44:18 46:22 47:2 trimester 39:21 triples 51:7 **true** 27:14 52:10 **truly** 13:7 **try** 12:1 50:24 **trying** 43:23 **Tuesday** 48:25 turn 14:24 18:8 26:14 28:1 two 17:16,24,25 22:18 23:13,21 24:1 29:1 31:6 34:14 37:11 40:3 41:6 42:18 48:17 **type** 41:14,25 46:3 types 18:20,21 typewritten 52:8 U unclear 24:12 understand 46:21 46:22

understanding

26:23 Understood 19:11 undertaken 31:6 unexpected 8:12 unfounded 9:5 uniforms 11:19 11:22 **units** 8:20 29:15 30:20 **unknown** 8:19 11:6 12:2,7 **update** 25:19 27:15 30:5 **updated** 27:16 upgraded 21:1 upgrading 16:22 ups 46:12 **use** 33:3 44:8,13 **usual** 9:20 **usually** 15:4 39:10 v **valuable** 13:12 **Vann** 5:7 **variety** 43:21 various 49:7 **vendor** 46:16 vendors 24:4 **venues** 10:2 **vice** 2:4 4:8 video 45:19,21 47:13 videos 45:21 **violate** 39:18 violence 18:2 **virtual** 10:7 **visit** 12:19 **visitors** 29:12 **visits** 30:20 volunteer 41:20 41:21 48:21,25 49:3,24 volunteering 49:16,18,24 volunteers 36:20 49:12 W waiting 22:19 walk 20:9 walk-in 33:6

want 6:4 9:21 11:10 13:10,23 22:3 32:13,17 33:14 39:19 44:7,10,13,24 44:25 47:5 48:4 wanted 12:13 35:1,15,21 48:20 50:18 51:8,12 wants 25:4 Washington 15:19 26:12,16,18,19 27:3 Washtenaw 52:3 52:19 wasn't19:2 35:5 watchful 29:15 watching 45:22 way 22:14 30:3,8 30:8 44:13 we'll 17:11 32:4 46:8 48:15 49:15 we're 12:7,8 14:15 15:4,7,9 16:21 17:2 18:3,7 22:18 22:19 24:12,13 25:21 29:14 30:9 33:17 38:6,11 40:9 41:5,20 45:14 45:17 46:9 49:10 we've 17:8,15 18:1,5 32:7,23 33:9 44:1 45:3 weapon 15:23 16:3 weapons 19:15 website 10:15,15 10:16 websites 10:15 week 5:10 7:11 12:19 15:11,13 15:17,22 26:25 30:24 32:24 33:4 43:6,24 48:2 weekly 4:6 29:25

30:6 weeks 7:16 17:16 17:25 18:1 **welcome** 4:6 10:18 38:22 wellness 28:14 went 31:14 40:12 west17:15,17,19 White 26:24 43:1 43:2,8,14,18 45:23 46:18,24 47:3,21 Willie 2:4 4:8 29:1 work 7:13 11:4 22:12 34:16 36:16,17 39:11 39:12,22 41:4 50:22 51:6 **working** 16:22 35:10 works 48:24 worry 44:24 wouldn't 22:14 Wright 29:8 write 10:13 х **X-ray**16:4,10 X-rayed 20:21 Υ **Yeah** 20:19 25:17 40:1 year 8:10,10 15:5,7,9 17:6 25:25 32:7,8 32:11,11,23 33:2,5,9,10,11 33:13 40:9,22 49:4,24 years 23:13,21 24:1 **Young** 18:11 z 0 1 **1**2:3

1,02333:13

HANSON RENAISSANCE COURT REPORTERS & VIDEO 313-567-8100

Page 13

	1	
1,026 33:11	24th 48:22	30:24 32:25
1,781 15:12		33:4
10 9:5 47:14	3	76 15:10
100 25:25	3,246 33:11	7814 24:16 25:3
109 8:8,18,23	3:00 1:11 4:3	783 33:9
		785 33.9
10th 48:13	30 45:4,9,15,22	8
11 9:8 49:21	46:7,20 47:8,9	
111 32:11	47:12,18	8 8:21 15:8
11th 8:21	30th 48:9	49:21,21
12 15:6 49:19,22	31 8:25	80 31:24 49:2
125 49:6	313-590-1788	850 32:10
128 15:5	49:15 50:11	89 9:2,7
12th 17:23	313-596-2499	8th 8:21 17:23
1301 1:13 48:11	10:6	
132 15:9	31st 8:8 32:7,9	9
14 9:11 40:22	40:22	9 15:6
140 15:5	32 25:22	90 9:13
14th 48:13	35 9:4	9th 18:4
15 45:4 47:13	359 32:11	
52:20	36 8:19 15:8	
16 9:4,5 15:12	37 15:10	
16.2 33:17	382 33:13	
16th 7:9		
	4	
17 8:25		
172 8:17	4 2:4 49:20,20	
17th 24:2	4:02 51:25	
192 8:23	40 44:21	
199 9:11	406 15:7	
1st 32:7,9 40:9	41 25:23	
40:22	425 8:17	
	426 8:18	
2	442 15:8	
2,133 33:10	45 44:21	
20 13:4	46 9:7	
2012 21:23	48226 1:14	
2015 32:6,25		
37:19	5	
2016 1:11 4:2	53 33:5	
8:8,16 24:2	59 49:2	
37:19	5th 8:22 18:4	
2017 24:7	20:8	
2021 52:20		
208 15:9	6	
21st 48:25	6 2:5 8:22 9:9	
22 8:9 9:8	6:30 48:13	
23 1:11 4:2	60 45:15 46:5,13	
23rd 6:24	6000 48:14	
24 8:25 30:24	651 38:12	
33:4	651 38:12 6th 8:21 17:22	
24/7 30:14 37:1	7	
38:19	· · · · · · · · · · · · · · · · · · ·	
243 32:8	72:6 8:22 9:2	
	1	· · ·

