

10/6/2016

Page 1

DETROIT BOARD OF POLICE COMMISSIONERS  
REGULAR MEETING  
THURSDAY, OCTOBER 6, 2016 3:00 PM  
DETROIT PUBLIC SAFETY HEADQUARTERS  
1301 THIRD AVENUE  
DETROIT, MICHIGAN 48226

1 COMMISSIONERS:  
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3 RICHARD SHELBY, Commissioner (Dist. 1)  
4 BISHOP EDGAR VANN, Commissioner (Dist. 2)  
5 REGINALD CRAWFORD, Commissioner (Dist. 3)  
6 WILLIE E. BURTON, Commissioner (Dist. 5)  
7 LISA CARTER, Chairperson (Dist. 6)  
8 RICARDO R. MOORE, Commissioner (Dist. 7)  
9 DEREK SANDERS, Commissioner  
10 EVA GARZA DEWAELESCHE, Commissioner

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REPRESENTING THE CHIEF OF POLICE'S OFFICE:  
CHIEF JAMES E. CRAIG

1 Detroit, Michigan

2 October 6, 2016

3 About 3:00 p.m.

4 COMMISSIONER MOORE: Good afternoon. My  
5 name is Ricardo Moore, Vice Chairman of the Detroit  
6 Board of Police Commissioners and I am calling the  
7 meeting to order. At this time we'll have the  
8 invocation by Bishop Vann.

9 (Invocation given.)

10 COMMISSIONER MOORE: Thank you, Bishop. At  
11 this time we'll have introductions of the police  
12 commissioners starting on my far left with District 1  
13 Commissioner Shelby.

14 COMMISSIONER SHELBY: Commissioner Shelby,  
15 District 1.

16 COMMISSIONER VANN: Commissioner Vann,  
17 District 2.

18 COMMISSIONER CRAWFORD: Commissioner Reggie  
19 Crawford, District 3.

20 COMMISSIONER BURTON: Commissioner Willie  
21 Burton, District 5.

22 COMMISSIONER CARTER: Commissioner Lisa  
23 Carter, District 6.

24 COMMISSIONER SANDERS: Commissioner Derek  
25 Sanders, appointed.

1 COMMISSIONER DEWAELSCHE: Commissioner Eva  
2 Garza Dewaelsche.

3 COMMISSIONER MOORE: For the record  
4 Commissioner Willie Bell and Elizabeth Brooks are  
5 excused absences. Mr. Secretary, do we have a quorum?

6 MR. HICKS: Yes, Mr. Chair you have a  
7 quorum.

8 COMMISSIONER MOORE: Thank you and  
9 Mr. Secretary can you introduce the staff, please.

10 MR. HICKS: Yes, thank you very much.  
11 Commissioners, let me first start off with Gail Oxendine  
12 who's sitting up in the front row here. Of course,  
13 we -- Chief Investigator Pam Davis Drake is unable to be  
14 with us today so she has been excused. We do have  
15 Lawrence Akbar supervising investigator who is here  
16 representing the chief investigator. I have Robert  
17 Brown who is administrative assistant in our office and  
18 there is Ainsley Cromwell and Ainsley is actually on the  
19 agenda a little later because he is going to give us an  
20 update on the NACOLE convention.

21 COMMISSIONER MOORE: Thank you,  
22 Mr. Secretary. At this time, Commissioners, before you  
23 is the October 6th agenda for today. Do we have a  
24 motion to approve?

25 COMMISSIONER CARTER: So moved.

1 COMMISSIONER CRAWFORD: Second.

2 COMMISSIONER MOORE: Properly moved and  
3 second. All in favor?

4 ALL: Aye.

5 COMMISSIONER MOORE: All opposed? Ayes have  
6 it. Before you, Commissioners is the minutes from  
7 September 22nd, 2016; what is your pleasure?

8 COMMISSIONER VANN: Move the adoption, Mr.  
9 Chair.

10 COMMISSIONER CARTER: Support.

11 COMMISSIONER MOORE: It's been moved and  
12 properly second. All in favor?

13 ALL: Aye.

14 COMMISSIONER MOORE: All opposed? The ayes  
15 have it. At this time we're going to have the vice  
16 chairperson's report. However, I don't have it; I'm  
17 going to delegate it to Ainsley Cromwell the supervising  
18 investigator that's going to report on the NACOLE  
19 conference and after Investigator Cromwell we'll have  
20 the various commissioners speak who went on the trip as  
21 well.

22 MR. CROMWELL: Thank you, sir. On August  
23 the 24th through the August 29th the Detroit Board of  
24 Police Commissioners and four people from the Office of  
25 the Chief Investigator attended a national conference in

1 Albuquerque, New Mexico. The conference was entitled --  
2 the conference is sponsored by NACOLE the National  
3 Association for Civilian Oversight and Law Enforcement  
4 and their mission is to help; their mission is to help  
5 enhance fair and professional law enforcement that is  
6 responsive to community needs.

7 The conference this year's theme was  
8 confronting systemic injustice. The conference sought  
9 to challenge oversight agencies to broaden their efforts  
10 and perspectives to include a focus larger or more  
11 endemic issues with policing. It challenged us to look  
12 and gather more data and make that data more available  
13 to the public. It challenged us to move beyond  
14 discipline and individual cases like police use of force  
15 and alleged misconduct.

16 This year's conference continued the  
17 practice of having at least 29 different workshops and  
18 panels that were available to us. Monitoring protests  
19 and the role versus civil oversight, using technology  
20 and open data for better oversight, procedural justice  
21 the Cambridge, Massachusetts experience, police  
22 deescalation, the culture of training and use of force,  
23 jail safety, policy analysis in law enforcement and  
24 oversight, and using research and data to improve police  
25 accountability.

1                   One session in particular that I attended  
2                   and I think some of the commissioners attended that  
3                   would be noteworthy to present is that body cameras and  
4                   open data are very important to police oversight. This  
5                   suggests that if data and video of law enforcement  
6                   agencies are not more available to the public, then  
7                   police accountability and transparency still is not  
8                   achieving the public purpose needed in the first place.

9                   In addition to this particular session it  
10                  encouraged oversight agencies to have policies or  
11                  guidelines set in place to protect officers' personal  
12                  information. If citizens get ahold of officers'  
13                  personal information, it encouraged oversight agencies  
14                  to know how to react to that particular situation. The  
15                  key note speaker for the conference was Roy Austin  
16                  Junior. He is the Director of White House on urban  
17                  affairs, justice and opportunity.

18                  There are three things that I think stuck  
19                  with me that Mr. Austin stated. He encouraged oversight  
20                  agencies to be more broad and asked them to look into  
21                  issues such as prosecutor oversight. Prosecutors in  
22                  local communities have broad powers and Mr. Austin said  
23                  there needs to be more scrutiny on these local  
24                  prosecutors; he also asked that these juvenile offenders  
25                  in the guidelines, sentencing guidelines be more



1 explored by oversight agencies and to create more job  
2 opportunities for offenders coming out of jail.

3 As I stated earlier there were 29 different  
4 workshops; I believe the commissioners and staff people  
5 gained a lot of insight into making change in oversight  
6 agencies here and in our local community but I think  
7 we'll be doing a lot more. That concludes my  
8 presentation. It was a four day conference. The  
9 commissioners have been going for about 20 years. I've  
10 been involved for the last 6 years on the board and  
11 appreciate you letting me attend that particular  
12 conference. Any questions?

13 COMMISSIONER MOORE: Commissioners, any  
14 questions -- any insight on the conference that you  
15 would like to add?

16 COMMISSIONER VANN: Mr. Chair, if I may. I  
17 would only just like to say not only was it a good  
18 experience to share with my fellow commissioners from  
19 Detroit and others who were from across the nation but I  
20 think that every time I've been to NACOLE and I've been  
21 a number of times through the years through those 20  
22 years that we've been involved I've always been -- I've  
23 always come home feeling very good about Detroit;  
24 feeling good what we do, where we are, where we are in  
25 terms of police community relations. Some of my

1 conversations with some of the delegates who were there  
2 there's some very, very difficult things going on in a  
3 lot of cities but I'm very, very proud of what we do  
4 here in Detroit; very, very proud of our relationship  
5 with the chief and with the department and what the  
6 community's relationship here in Detroit is basically  
7 with the chief and the department as well. So we always  
8 come back feeling as if we're a little bit of ahead of  
9 everyone else.

10 COMMISSIONER MOORE: I agree.

11 COMMISSIONER VANN: And I felt that way  
12 again after all of these years.

13 COMMISSIONER CRAWFORD: Through the chair.  
14 Yeah, we're ahead of everyone else since 1974 since we  
15 established the police commission by the city charter  
16 most definitely and that was my third conference and  
17 having to interact and communicate and talk with  
18 individuals across the country in various forms of  
19 civilian oversight I said this attending my first  
20 conference is that I think we have, you know, one of the  
21 most powerful commissions and a community kind of  
22 connected police commission that it's been around for  
23 years so I think we have one of the best.

24 Also too Mr. Ainsley something you stated  
25 about the body cams and accountability and transparency

1 and accountability hit the nail right on the head and I  
2 picked that up too in that particular conference. And  
3 there was one issue and we talked about it at last  
4 year's conference, actually previous one too in Kansas  
5 City, where I think what needs to be done is when we  
6 have conferences or when there is a NACOLE conference  
7 that NACOLE needs to reach out to the community and let  
8 the community know via a press conference or whatever  
9 that they're in the city.

10 That's something organizations I was with  
11 years ago we went to different cities and conferences  
12 particularly the National Police Officers Association  
13 but where they reach out to let the community know that  
14 they were there and we had more community input, more  
15 community participation in the conference and so that's  
16 the only thing I had but thank you for your  
17 presentation, sir.

18 MR. CROMWELL: I just want to give you one  
19 last feedback that a lot of people are very impressed  
20 with the fact that Detroit Board of Police Commissioners  
21 meets with the community or is available to the  
22 community each week; that's really unheard of around the  
23 nation that the citizens have the ability to speak to  
24 the chief of police and the Board of Police  
25 Commissioners on a weekly basis.

1 COMMISSIONER MOORE: Commissioner Burton.

2 COMMISSIONER BURTON: Thank you, Mr. Chair.

3 I thought the training was very informative. You know,  
4 well invested. We were able to network with other  
5 commissioners from all over the nation, learned about  
6 best practices and policies, and I actually got a chance  
7 to see what other cities were doing and looking at what  
8 we doing here and I'm proud of our chief and proud of  
9 our department and what our Gods are doing here at home.

10 COMMISSIONER MOORE: Any other comments,  
11 Commissioners?

12 COMMISSIONER DEWAELSCHE: Yes, I just want  
13 to add a little bit more to that and that is that we sat  
14 and spoke with several of the presenters at the  
15 conference and in our discussions when we were talking  
16 about how we work here in Detroit and how the commission  
17 what our role is in the meetings, et cetera on a weekly  
18 basis. The presenters were saying that Detroit should  
19 be a presenter at these conferences and in fact while we  
20 were speaking they called one of the NACOLE organizers  
21 to give us their card to make sure that we get on the  
22 next conference because we have as commissioners are  
23 saying we seem to be more advanced in a lot of areas and  
24 we have experiences that we can share with them over the  
25 last 20 plus years.

1                   And so we have a lot to offer in terms of  
2 best practices, experience, and just knowledge and so  
3 you know, it was surprising is that a lot of the  
4 commissioners were fairly new. I don't know if  
5 everybody experienced that. And so I just wanted to add  
6 that to the comments that have been said. But there was  
7 one workshop that I went to that I would like to find  
8 out and maybe ask Director Oxendine or the chief. It  
9 was a workshop on CIT crime -- Crisis Intervention  
10 Training and it has to do with the issues that we're  
11 facing nowadays with individuals who have like mental --  
12 are mentally ill or those kinds of situations and I  
13 found that to be very interesting and I wondered if we  
14 had that in our curriculum; if there's certain hours  
15 that are spent or if something we're looking into.

16                   COMMISSIONER BURTON: Through the chair.

17                   COMMISSIONER MOORE: You want a response  
18 from the chief?

19                   COMMISSIONER DEWAELSCHE: Either the chief  
20 or the director.

21                   CHIEF CRAIG: Through the chair we do have  
22 crisis intervention. In fact, it's part of a 40 hour  
23 block so I've often times said the number one crisis  
24 facing first responders or police officers is dealing  
25 with the mentally ill. I know that you hosted a panel

1 on the taser. I will tell you as a best practice those  
2 cities that have struggled in dealing with persons  
3 suffering from mental illness frankly those departments  
4 they do not have tasers.

5 I know in Portland, Maine while it's a very  
6 small city per capita it probably had more persons  
7 suffering from mental illness so that department became  
8 a training department one of four in dealing with  
9 mentally ill persons and we were able to introduce the  
10 taser as yet another tool and show where lives were  
11 saved because some of the individuals that we had  
12 contact with suicide by cop, threatening suicide so it  
13 was a very effective tool.

14 But that said this department is actively  
15 involved in that training. Do we need more? Yes but  
16 it's beyond us because if you look at, and certainly I  
17 know that Commissioner Crawford will attest to what our  
18 institutions look like today where inmates are  
19 incarcerated there's some reports as high as 60 to 75  
20 percent of those that are incarcerated are suffering  
21 from some form of mental illness. So it is a crisis  
22 situation. And we do need to do better but it's going  
23 to require funding.

24 COMMISSIONER DEWAELSCHE: And I'm so glad to  
25 hear that it is a part of the curriculum and 40 hours I

1 think was the standard across the nation because a lot  
2 on the oversight groups that were there did not have the  
3 training included in their department so I'm very happy  
4 to hear that. Thank you, Chief.

5 COMMISSIONER MOORE: Commissioner Burton.

6 COMMISSIONER BURTON: Yes, as far as the CIT  
7 training I was very impressed with Los Angeles. Los  
8 Angeles was doing as far as CIT training as well as  
9 Minneapolis how they sent a caseworker out with the  
10 officer when they was dealing with handling the  
11 homeless. I thought that was very informative; it was a  
12 great overall presentation on that.

13 COMMISSIONER CARTER: Through the chair. I  
14 just wanted to piggy back off of Commissioner  
15 Dewaelsche's comments. The presenters did I mean took  
16 us by hand to the NACOLE representatives so that we as a  
17 city can be represented on the panels in future  
18 conferences and I'd also like to say that I'm happy that  
19 we sent four staff members this year and I hope that  
20 they took away as much as we did because they do the  
21 work, the investigations, and so I'm hopeful that they  
22 will take an active role in participating in NACOLE as  
23 we go forward so thank you.

24 COMMISSIONER MOORE: Commissioner  
25 Crawford --

1                   COMMISSIONER SHELBY: Having attended the  
2 last two conferences and this third conference was about  
3 the most meaningful I've went to since we've been  
4 attending these conferences. I was particularly  
5 impressed with the presentation oversight board from  
6 Jamaica. It was interesting to find out they actually  
7 get their authority from parliament, which was their  
8 government and it's some major challenges there and  
9 they're still overcoming some major challenges so it was  
10 a real eye opener.

11                   COMMISSIONER CRAWFORD: Through the chair.  
12 Thank you, Chief you're reading my stats; you're right  
13 on target with those numbers. Over 70 percent, you said  
14 65, 75 percent and it is 70 percent of those  
15 incarcerated particularly coming through the Wayne  
16 County jail some sort of mental illness but from a  
17 historical perspective John Engler was the governor  
18 years ago and they closed down Lafayette Clinic and a  
19 lot of mental institutions here in the state of Michigan  
20 and so thus the result of that was, and we knew that at  
21 that time -- as a matter of fact I was a police officer  
22 in the 7th precinct and Lafayette Clinic was in the 7th  
23 precinct and we were sent there on duty to monitor the  
24 social worker and psych workers getting laid off or  
25 being out of a job.



1           So in talking to those who were one might  
2 say in protest some of us police officers joined them on  
3 the picket line when we were off duty 'cause we knew the  
4 impact is there is no treatment in terms of counseling  
5 or medication; people were getting off their meds, et  
6 cetera, and no regulation in terms of them taking their  
7 meds every day that it was going to turn up in the jail  
8 population in being, you know, people being arrested.

9           Also too years later in talking to a number  
10 of judges and communicating with them in the court  
11 system in Wayne County is they have no other choice but  
12 to sentence these people for committing crimes who were  
13 mentally ill but being brought into the system because  
14 they committed some crime and not sentence them to  
15 treatment. So the impact of that of all these years and  
16 not only in Michigan but across the country too of  
17 ignoring the issues of the mentally ill is a result of  
18 what we have today in our incarceration in some of our  
19 institutions.

20           COMMISSIONER MOORE: Any other comments,  
21 Commissioners? Thank you --

22           COMMISSIONER VANN: Mr. Chair, just last  
23 thing to brother Cromwell there. We need get NACOLE to  
24 Detroit.

25           COMMISSIONER MOORE: That's right.

1 COMMISSIONER VANN: And I don't know -- I  
2 know, I think that you're coming off the board or  
3 whatever but I think you might have some influence in  
4 that area. I really think that they ought to come here  
5 and get a chance to see what's going on here in Detroit.

6 MR. CROMWELL: We are working on that. I  
7 believe we have the information for 2018 to bid for the  
8 conference to come here and we're going to -- it's very  
9 competitive but we're going to do some pushing and  
10 pulling and get NACOLE conference here.

11 COMMISSIONER VANN: Certainly we beat out  
12 some of the cities that they've been going to.

13 COMMISSIONER MOORE: Thank you. At this  
14 time we'll have a presentation by Director of Human  
15 Resources Gail Oxendine.

16 MS. OXENDINE: Good afternoon,  
17 Commissioners.

18 ALL: Good afternoon.

19 MS. OXENDINE: Human resources report for  
20 the month of September 2016 is as follows: In your  
21 package you have the current department staffing. We  
22 currently have 279 vacancies, 229 of those are sworn; 50  
23 of those are civilian. We were successful in hiring 40  
24 new recruits in the month of September for our class to  
25 start on September 26th so we did hit that target and

1 we're very pleased about that.

2 In terms of those that are currently in  
3 process you have for the first three months of the  
4 fiscal year we've had 1,435 applicants. We have 875  
5 that are waiting MCOLES, 112 in process, and then you  
6 see the numbers of disqualified both permanent and  
7 temporary disqualification. Want to just take a moment  
8 to talk a little about the MCOLES those that are waiting  
9 for MCOLES testing. We went live with an online  
10 application system effective the 19th of September.  
11 What we're seeing of course is because you can apply  
12 from home and you can also walk in and apply here online  
13 as well through our kiosk but of course the number of  
14 applicants has dramatically increased because of the  
15 ease of a person being able to apply.

16 So that number has spiked significantly in  
17 terms of those that are awaiting MCOLES testing. We  
18 also have a special project going on with A.C. White's  
19 staff and the training academy staff to develop a  
20 program that will help entice candidates to come forward  
21 and be part of the MCOLES testing because we have a  
22 little bit of difficulty getting people to the test room  
23 so they're going -- they're working on a program to help  
24 us to entice candidates to come forward a little more  
25 quickly and also to help them prepare to be successful

1 in terms of passing those exams as well so there will be  
2 more about that in the future.

3 Let's see so for the month of September we  
4 scheduled 131 for the written exam for MCOLES and 128  
5 and you can see there's about a 50 percent show up rate  
6 for the written test and about a 50 percent failure rate  
7 for the ability test. And that's some of the reason why  
8 we're doing this program to help candidates be more  
9 successful. We also hired 24 civilians in the month of  
10 September for a total of 64 new hires for September.

11 Going to page two you have your residency information of  
12 the new hires, civilian new hires, 14 of those are  
13 Detroit residents and of the sworn new hires 10 of those  
14 are Detroit residents.

15 With respect to our student internship  
16 program it did begin on September 26th. We have only 8  
17 students but they are very energetic and we look forward  
18 to working with them this fall. With respect to  
19 attrition: Attrition did take a dip this month and  
20 that's a really good thing for us; 13 sworn, 6 civilian,  
21 3 police assistants for a total of 22 so we did make  
22 some headway this month with respect to hiring being  
23 head of attrition. Leave of absence information you see  
24 there in the chart and a little bit about our special  
25 projects. I mentioned one of them the preparatory

1 program if you will that A.C. White and the training  
2 academy staff are working on.

3 I promised you that I would come back and  
4 give some results with respect to our stay survey. We  
5 had 322 members of the department both sworn and  
6 civilian respond to the survey that's about 11 percent  
7 of our population here. In your packets under the  
8 special projects tab you'll see the results of those the  
9 specific results of the survey but I wanted to give you  
10 some highlights. Basically with respect to retention  
11 employees are most interested and, you know, being paid  
12 appropriately, having the appropriate benefit package;  
13 those are the two most important things but also on that  
14 list coming in at number three was having the  
15 appropriate tools and resources to do the job and then  
16 number four was recognition and also training and  
17 professional development. So these seem to be the  
18 things that employees are most interested in. So you  
19 can read the details of that survey at your leisure.

20 And then our last special project we had to  
21 go back and have some conversation with a general  
22 retirement -- I mean police and fire retirement systems  
23 to discuss the process for disability retirement; that  
24 was a good meeting that we had back in August. They  
25 requested some things from us with respect to more

1 recent medical evaluations for members who are  
2 permanently disabled. We accomplished that this month  
3 and have resubmitted those files back to the pension  
4 board for them to discuss and make determinations with  
5 respect to disability retirements for those members.  
6 And with that that concludes my report and I'll take  
7 your questions.

8 COMMISSIONER MOORE: Commissioners any  
9 questions for the director?

10 COMMISSIONER DEWAELSCHÉ: With regard to the  
11 MCOLES testing.

12 MS. OXENDINE: Yes.

13 COMMISSIONER DEWAELSCHÉ: When is the  
14 testing done? Is it done during regular day hours or I  
15 mean is that a factor for people maybe not showing up?

16 MS. OXENDINE: So we give the examinations  
17 on Saturday and also one evening during the week we give  
18 the written exam. So we give the written exam during  
19 the week either a Wednesday or a Thursday and we give  
20 the written exam twice, two sessions on Saturday and  
21 also a session for the physical agility.

22 COMMISSIONER DEWAELSCHÉ: So I'm sorry if I  
23 could continue. So on the physical agility do we know  
24 what -- I mean is there a group of areas where they seem  
25 to be failing most or is there -- have you kind of

1 categorized the agility test?

2 MS. OXENDINE: I don't know that we've done  
3 that say for every specific item that they're tested on  
4 but what I can say is that, and that's why we're pretty  
5 excited about this preparatory program is that we have  
6 people who come who believe they're fit and they're not.  
7 And so you know we have some members at the training  
8 academy, members of the team who advise so if we're not  
9 successful of what they can do to be more successful and  
10 that's why this program we believe is important because  
11 we want to prepare the people beforehand instead of them  
12 taking it and failing and then having to come back  
13 again. So we haven't looked at that; I'm sure that we  
14 probably will by --

15 COMMISSIONER DEWAEELSCHÉ: Certain areas.

16 MS. OXENDINE: Certain areas. I do know  
17 that the pushups is tough for women. So, you know, we  
18 need to work on that. The running is another area of  
19 concern, you know, that people are not as successful in  
20 that in general. But I don't have any real hard numbers  
21 or data to support it.

22 COMMISSIONER DEWAEELSCHÉ: And so just one  
23 final is there a plan to maybe go back to some of the  
24 other applicants maybe not necessarily the ones that  
25 you're preparing for this testing period but maybe go

1 back a year or something and offer it to some of those  
2 applicants or no?

3 MS. OXENDINE: We haven't given that any  
4 consideration because we have so many applicants already  
5 in the pipeline. But clearly we can give that a look.

6 COMMISSIONER DEWAELESCHE: Thank you.

7 COMMISSIONER MOORE: Commissioner? Chief?

8 CHIEF CRAIG: Yeah, I just want to say this  
9 idea about the preparatory school was frankly it came  
10 out of the Los Angeles Police Department. When LA  
11 wanted to increase, you know, hiring and retention of  
12 those applying especially minorities and women  
13 especially during the 80s and early 90s this was an  
14 opportunity to hire minority and women applicants and  
15 basically went through training so they would be  
16 prepared for the regular test. It was very effective;  
17 it worked very well. Not all minorities and women went  
18 through it.

19 In fact, during the time that I was hired by  
20 the LAPD the program was in its existence I left here  
21 and went right into the academy but most again going to  
22 this preliminary program and it really helped a  
23 tremendous amount. So I know it will work well here  
24 'cause I've seen it first hand. The other thing we've  
25 done along that line is, you know, Detroit Police



1 Department like so many other police departments  
2 historically have not have a lot of women enter into the  
3 SRT. I know you haven't been here; I think there was  
4 one woman that was being considered at one time so what  
5 we've done because I wanted to diversify the ranks of  
6 the SRT. I'm calling it a revolution but we had a test  
7 last week five women who were put on what I call the  
8 scholarship program were recruited and are now going  
9 through training and while the initial phase one fully  
10 passed the physical fitness test, the other four are  
11 going through what I call an extended training  
12 opportunity so they can get up to physical standard.  
13 Because police departments just haven't done that well  
14 in identifying women to become part of SQUAT in some  
15 cities or SRT as it's called here.

16 COMMISSIONER MOORE: Thank you, Chief.  
17 Commissioner Vann.

18 COMMISSIONER VANN: Yes, sir, thank you.  
19 Number one, thank you again for the great report. It's  
20 always very comprehensive and very user friendly so  
21 thank you very much for doing that. I guess I couldn't  
22 help but take a look at the residency matrix that you  
23 gave to us and of course I think most of us remember a  
24 time in the city of Detroit where our police officers  
25 lived in the neighborhoods. I know my understanding is

1 is that Chicago has such a law and of course police live  
2 in the neighborhoods, the teachers have to live in the  
3 neighborhoods, the fire fighters, the EMS people have to  
4 live in the neighborhoods and of course there's a  
5 definite advantage to that with regard to the economic  
6 stability of the city but also the safety of the city  
7 and the residents of the city as well.

8 I noticed here that there's almost three  
9 times as many sworn officers living outside of the city  
10 than there are in the city which way is that trending?  
11 Has it been trending more toward officers living outside  
12 of the city or more toward officers living inside of the  
13 city?

14 CHIEF CRAIG: Through the chair. It's  
15 interesting you bring that up and I know that's been a  
16 source of concern that's been -- I've been confronted  
17 with since I've been here. Of course I started a time  
18 when residency was in the city of Detroit and at some  
19 point it's gone away. I would tell you my estimates, I  
20 could be off some, but I would say probably anywhere  
21 between 65 and 70 percent of our police officers do not  
22 live in the city.

23 Now so if one were to push the issue of  
24 residency, and I've been vocal on this issue, candidly I  
25 worked in the department about 70 percent of the Los

1 Angeles police officers lived outside the city. If such  
2 a law were to come back into place tomorrow, we would  
3 probably be facing, and I did a survey just out of  
4 curiosity at the rollcall at the fourth precinct on the  
5 platoon two shift so out of the entire rollcall only two  
6 lived in the city of Detroit. So could you imagine if  
7 such a law was put in place, we would lose 70 percent.

8 Let's talk about the executive level of the  
9 police department. If residency was in place today, it  
10 would only be myself and one other chief officer that  
11 would live inside the city. So we have a great team,  
12 officers are committed as I've heard you say, you know,  
13 certainly the work our men and women is doing is very  
14 different but I would just have us reflect on the kind  
15 of police department we have and of course we do try to  
16 hire Detroiters. We are into high schools to create a  
17 pathway for Detroit high school students to go right  
18 into the Detroit Police Academy all of which who live in  
19 the city of Detroit but again if such a law were put in  
20 place, we would lose roughly 70 percent of our police  
21 department. And we couldn't police the city of Detroit.  
22 That's just the reality.

23 COMMISSIONER MOORE: Commissioner Crawford.

24 COMMISSIONER CRAWFORD: Through the chair.

25 On the note of residency because I was totally against

1 the abolishment of residency, excuse me, years ago and  
2 went to Lansing a few times in protest of that; however,  
3 noting, and you're right it is 70 percent for those who  
4 reside outside the city, maybe 71 now, but the issue is  
5 I don't see it coming back. I don't see any law going  
6 through the state legislature that's going to bring  
7 people back and if there were one that would pass, I'm  
8 almost certain everybody would be grandfathered those  
9 who are outside the city wouldn't be forced to move  
10 back.

11           Having said that the economic impact of the  
12 abolishment of residency years ago after two years, two  
13 and a half years after it was abolished the think tank  
14 out of Lansing and these are their officers. The think  
15 tank out of Lansing said the economic impact on the city  
16 of Detroit in terms of lost revenues, taxes, et cetera  
17 was 300 million dollars. 300 million dollars and that  
18 was after two and a half years of the abolishment. Not  
19 only when we talk about not only Detroit but that's all  
20 cities across, I mean, that amount of money was Detroit  
21 but the impact was on the other cities across the entire  
22 state of Michigan and of course not only was it police  
23 and fire but it was referencing all city employees, too.  
24 But the police and fire in particular in the city of  
25 Detroit and the few city employees that -- general city

1 employee that moved to was 300 million dollars and you  
2 multiply that from, what, ten years ago or something  
3 like that so I mean we're talking about 700 million  
4 dollars so then we talk about our deficit.

5 But I'm glad to see that the awaiting MCOLES  
6 is 875 so when we go high tech things might have become  
7 a little easier. And also too I want to welcome to the  
8 Detroit family and the DPD family the 26 officers that  
9 graduated Friday from the academy so I welcome them to  
10 the department family and the Detroit family. Thank  
11 you.

12 COMMISSIONER VANN: So what are the trends?

13 MS. OXENDINE: It's about the same. It  
14 remains steady. It's not trending one way or the other.  
15 One thing I can say though is that now that we have an  
16 online application system we are getting quite a few out  
17 of state candidates. And so it will be, you know, it's  
18 our plan to provide them with information about housing  
19 within the city of Detroit and so we're hoping that, you  
20 know, some of those officers if they have an opportunity  
21 to come on board will become Detroit residents so we  
22 have quite a few out of state candidates that are  
23 applying really nationwide.

24 COMMISSIONER SHELBY: Through the chair.

25 Thank you, Director, for a good report. If an applicant

1 fails the psych evaluation, is he permanently  
2 disqualified or can that person come back and reapply?

3 MS. OXENDINE: It depends on the nature of  
4 the disqualification. So there are some that are  
5 permanent disqualifications and there are some that are  
6 temporary disqualifications. So those that are  
7 temporary, yes, they can come back and reapply and we  
8 inform those candidates specifically of the time period  
9 in which they can reapply.

10 COMMISSIONER MOORE: Commissioners, any  
11 other questions? Lieutenant Jones do you want to  
12 approach the microphone.

13 LIEUTENANT JOHNSON: Just as far as you were  
14 saying about --

15 COMMISSIONER MOORE: Your name please for  
16 the record.

17 LIEUTENANT JOHNSON: Lieutenant Johnson.

18 COMMISSIONER MOORE: Johnson, I'm sorry.

19 LIEUTENANT JOHNSON: Just to address what  
20 the commission said about how important it is residency  
21 one of the new stars on our team that came was it last  
22 week with Director Oxendine is Sergeant Star Gonzales  
23 and she has been very important in the numbers that we  
24 have received and when she's not at fairs she makes it  
25 her business to go out into the streets the Coney

1 Islands, the McDonalds, the Tim Hortons within the city  
2 of Detroit to make sure that we are bringing in  
3 residents and hiring residents so I just thought that it  
4 just be important at this time to acknowledge her and  
5 her efforts which are significant.

6 COMMISSIONER MOORE: Thank you, Lieutenant  
7 Johnson.

8 COMMISSIONER DEWAELSCHE: If I could just  
9 also make one quick comment and I think that this new  
10 program this pretraining that you're doing to prepare  
11 people may result in increasing Detroit residents  
12 numbers. I believe because just with my experience at  
13 our agency, you know, we have kids that are youth that  
14 are graduating from school that don't have reading  
15 levels, you know, at 12th grade and they're lacking, you  
16 know, even coming out of school so I can see where a  
17 program like this is going to help Detroit youth prepare  
18 for that test a little bit better.

19 MS. OXENDINE: Agreed.

20 COMMISSIONER MOORE: Thank you, Director.

21 MS. OXENDINE: Thank you.

22 COMMISSIONER MOORE: Next we have chief of  
23 police James Craig.

24 CHIEF CRAIG: Good afternoon. First of all  
25 I want to thank the board for supporting me on the loss

1 of my mother. I know some of you personally came out  
2 and so I just want to thank you for that level of  
3 support. In terms of crime, overall crime is still  
4 trending down. We're at a 5 percent as we're now in the  
5 last quarter of the year. We have 5 percent reduction  
6 overall crime, 6 percent reduction in violence, and 4  
7 percent reduction in property crime. The only area in  
8 the violent crime that we're starting to see an uptick,  
9 we kind of dropped at the last -- at the end of last  
10 quarter we actually started making some headway and now  
11 we're slightly up 3 percent that number continued to  
12 fluctuate; we're still down significantly in nonfatal  
13 shootings. I think right now we're seeing about 85  
14 nonfatal shootings as compared to last year. Big news  
15 continues to be our double digit reductions in robberies  
16 and carjackings; still moving in the right direction so  
17 overall crime is good.

18           You probably saw the report yesterday. I've  
19 been very vocal in pushing for those who threaten to  
20 kill police officers via social media platform that we  
21 would vigorously address that issue. Good news is that  
22 state attorney general after it was declined by the  
23 prosecutor's office took a look at one of the threats  
24 and decided to prosecute; that person was arrested and  
25 arraigned today on a 1 million dollar cash bond. So for



1 our police officers the men and women who put their  
2 lives on the line that is in fact good news.

3 The other second one was doing now Captain  
4 Steil's funeral there was an individual who threatened  
5 to blow up the church with all of us inside of it and  
6 that person has been arrested and the U.S. attorney did  
7 file charges against that individual. So the message is  
8 clear if you threaten to kill a police officer, we will  
9 find you and arrest you.

10 COMMISSIONER MOORE: Is that the U.S.  
11 attorney, chief, or the state?

12 CHIEF CRAIG: That was the U.S. attorney on  
13 the one involving the church, the memorial service for  
14 Captain Steil. That was an FBI DPD joint effort and so  
15 the decision was made that we would take that case to  
16 the federal prosecutor who did charge the individual.  
17 And the one yesterday which was a state case, a state AG  
18 filed those charges.

19 COMMISSIONER MOORE: Commissioners, any  
20 questions for the chief?

21 COMMISSIONER CRAWFORD: Through the chair.  
22 In reference to the threats that's why it was so  
23 important that I read into the record there was an  
24 article of the, you know, to know the difference between  
25 threats and free speech and years ago of course we

1 didn't have this social media, in some cases anti social  
2 media. Like you, Chief, I came from the city where we  
3 had -- in the state that had the charge of terroristic  
4 threats and it wasn't an issue that police officers who  
5 charge an individual with threatening the life of a  
6 police officer or the life of another citizen. I know  
7 here in Michigan it seems to be a little bit different.  
8 But I think it's appropriate to go after the individuals  
9 and who threaten the lives of police officers and even  
10 also citizens.

11 But I just want to say I think too it was  
12 important for me to get the information to the community  
13 and those who for whatever reason, I mean, threats are  
14 threats and it's nothing -- I mean it is serious and,  
15 you know, appropriate action needs to be taken when you  
16 threaten somebody's life particularly a police officer,  
17 thank you.

18 COMMISSIONER MOORE: Any other questions?  
19 Thank you, Chief.

20 CHIEF CRAIG: Thank you.

21 COMMISSIONER MOORE: Is Commander Bettison  
22 in the house?

23 COMMANDER BETTISON: Yes, sir.

24 COMMISSIONER MOORE: You read to start, sir?

25 COMMANDER BETTISON: For the record

1 Commander Bettison, chief's neighborhood liaison and  
2 proud to hold that position. I want everybody to take a  
3 look at the picture that's on the screen; I was sitting  
4 there looking at it, reflecting and my staff pulled it  
5 and put it up there and it makes me think about a saying  
6 that Chief Craig always would talk about and refer to; I  
7 think he knows what I'm about to say right now: Main,  
8 the way life should be. That's what that picture  
9 reminds me of; police in the community, everybody having  
10 a good time. You know, just peaceful. A relationship.  
11 That's what that reflects; that's what this office  
12 reflects; that's what the DPD reflects; that's what all  
13 of us reflect here working.

14 I would say that the Detroit Police  
15 Department is definitely the gold standard when it comes  
16 to community policing under the leadership of Chief  
17 James E. Craig; I'm proud to be a part of the team.  
18 Mission statement of course you can read it. But  
19 proactively putting programs, things in place to  
20 increase the quality of life for the citizens, visitors  
21 everyone who live, work, and play in the city of  
22 Detroit; our youth, seniors, millennials, everybody.  
23 It's about all of us. And the police department serves  
24 the entire community no matter who you are; no matter  
25 what group you're a part of we're here to offer service.

1                   And that's what we're about. Of course  
2 transparency and just pulling everybody together. Being  
3 proactive, coming up with solutions to make sure that we  
4 can just make this a better place. Often times folks  
5 really, you know, see me and my crew and my officers  
6 running around and, you know, sometimes folks will say  
7 well Commander Bettison what are you responsible for?  
8 That's it right there. That's my world, my staff world,  
9 and I got my team here with me too and I just want to  
10 thank all of them out there. Chaplain Corp right here  
11 in the audience we got Chief of the Detroit Police  
12 Chaplains Stacey Foster. Could you stand. Thank you,  
13 sir.

14                   Our chaplains I mean they're here for us  
15 when there's tragedy in the city whether it's a critical  
16 incident that's involving a police officer that's been  
17 injured or families in the city that has experienced  
18 loss, our chaplains are, you know, on the ready;  
19 responding out and helping us manage through these tough  
20 situations. They do an excellent job and now our  
21 chaplains are also even working in concert with our  
22 cease fire faith based coordinator as well so our  
23 chaplains even respond to hospital emergency rooms right  
24 now to offer comfort for families. So they're stepping  
25 up and we're utilizing chaplains more now than ever and

1 they have answered that call.

2 Our explorers, you know, and I'll go through  
3 the side and talk about some of the other things that we  
4 do but that's what falls up under my command right there  
5 and everybody on the team is just doing a great job.  
6 Often times in the community our citizens will say well,  
7 you know, and they'll ask the police department, you  
8 know, the youth; what are you doing for the youth?  
9 What's going on with the youth?

10 We do a lot with the youth. We're engaged.  
11 We have various programs that have been around and we're  
12 always forming new relationships and new bonds but our  
13 law enforcement explorers we currently have 120 teens,  
14 young adults and they help out just throughout the year  
15 doing various activities and many of our explorers  
16 actually go on to become police officers so it's a  
17 mechanism to introduce young people at an early age to  
18 professional law enforcement.

19 I know that for example Commander Marlon  
20 Wilson he was an explorer, you know, and the list goes  
21 on and on. But during the fireworks we have our  
22 explorers; they volunteer. At our veteran's hero's ball  
23 that we're going to have this Saturday our explorers  
24 will be there.

25 One of the things that a lot of folks just

1 really don't know about and we have to do a better job  
2 of getting it out to the community is our Junior Police  
3 Cadet Program that has been around since 1975 but I want  
4 to just thank Sergeant Perry and publically acknowledge  
5 him for the work that he did this past summer because  
6 Sergeant Perry and the staff over there had over 1,700  
7 kids that they employed that went through our summer  
8 cadet program and let me tell you when those young men  
9 and women walk into the program often times it's going  
10 to be their first opportunity at having any type of  
11 employment, any type of structure and discipline, and we  
12 mold them at that point and help craft them and  
13 introduce them to good social habits so that they'll be  
14 prepared for the workplace later on and teach them  
15 discipline and self-respect; and at their graduation you  
16 can just see how they've grown and matured.

17           And I will tell you that I invited the news  
18 media there to the graduation because I wanted them to  
19 see that to get that good news story out because it's so  
20 positive. Because we didn't get parental permission to  
21 be able to show the youth we weren't able to do it but  
22 next year when the kids sign up for the program, we'll  
23 make sure that we get that parental permission in  
24 advance so that when graduation times come we'll be able  
25 to show the whole city and the world how we do with our

1 Junior Police and Cadet Program and I'll ensure that  
2 you're all invited there as well but it's just awesome.

3           COMMANDER BETTISON: Mrs. Pannell this is  
4 your part right here. Citizen Police Academy and we're  
5 having a Youth Citizens Police Academy that will be  
6 starting shortly as well but with our Citizens Police  
7 Academy let me tell you it's a way for us to educate our  
8 community and show citizens exactly how their police  
9 department is working for them and they in turn become  
10 ambassadors and they're able to go out and educate their  
11 family and friends about the Detroit Police Department  
12 and how we do and it's certain classes that they're  
13 taught about: Homicide investigations, personal safety  
14 they actually get a chance to go through our shoot,  
15 don't shoot firearms simulator over at our police  
16 academy.

17           They also get a opportunity to get a tour of  
18 our 9-1-1 call system so that they understand the call  
19 ticket process, the dispatch process, and they actually  
20 get a ride along as well and folks love that class; they  
21 help us recruit but just to demonstrate how successful  
22 the Citizens Police Academy is the group of folks that  
23 enrolled and went through it they actually enjoyed it so  
24 much they established a Citizens Police Academy Alumni  
25 Association and they're over 200 strong now and whenever

1 we need them in the city of Detroit they step up. They  
2 come out and volunteer; they help us with our fireworks;  
3 they're a part of our -- big component of our volunteer  
4 angel campaign and they help us tremendously; they're  
5 out there all the time. They volunteer for field day;  
6 whenever we call they're there.

7 Our Youth Citizens Police Academy I'm going  
8 to holler back in the audience real quick and have  
9 Officer Shawn Wilson and Lawrence Smith stand up and  
10 they'll tell me the exact date that my Youth Citizens  
11 Police Academy is going to start and also the next  
12 Citizens Police Academy as well. Shawn?

13 MR. WILSON: How everybody doing? Officer  
14 Smith, Officer Wilson just the Citizens Police Academy  
15 class is starting Monday October 10th at 5:30 right here  
16 at police headquarters at noon and the Youth Academy is  
17 going to start November 9th right here at police  
18 headquarters.

19 COMMANDER BETTISON: And I want to give them  
20 a round of applause as well because they are doing it.  
21 Our LGBTQ just like I said this is the Detroit Police  
22 Department and we're here for everyone and our LGBTQ  
23 community just to be quite frankly a couple years ago  
24 they felt like we weren't really there for them; they  
25 felt left out and one of the things that Chief Craig did



1 is he actually established a position, a liaison and  
2 Officer Danielle Woods who works directly out of my shop  
3 reports to the chief of police. She is that liaison and  
4 has did tremendous work as far as building that bridge.

5 Two years ago we actually had a LGBTQ chat  
6 over at Palmer Park. The chief was there; he demanded  
7 he said hey we need to have a chat; I want us to go now;  
8 we get that order. Me, of course when he give a order  
9 start making stuff move and happen. And let me tell,  
10 you know, let me tell you the first LGBT chat there was  
11 no kumbaya; they were angry. It was folks, you know,  
12 expressing that they weren't being heard, weren't  
13 respected.

14 As a result of that we formed a board a  
15 LGBTQ advisory board and that board meets monthly and we  
16 actually listen and take in what's being said and we  
17 make changes and adjustments and we just recently this  
18 past July had the second annual LGBT chat and let me  
19 tell you guess what it was kumbaya; no complaints, they  
20 talked about how far we had been, what came, and as  
21 Chief would say, I pick up a lot of sayings from him,  
22 without waving the flag, you know, success the white  
23 flag is success but we have come a long way and now  
24 we're a model and other departments are coming to us  
25 saying hey how can we form a LGBTQ liaison chat and

1 Danny Woods is now on tour in one of the other  
2 departments local, state, and even federal giving  
3 presentations about how we're doing in the city of  
4 Detroit.

5 Our Police Athletic League, our PAL, it's  
6 the gold standard across the country when it comes to  
7 PAL. We have departments other cities reaching out to  
8 us trying to see how we do it. We have over 13 thousand  
9 kids in our PAL program. One of the things that Chief  
10 Craig also said that had to happen was, you know, folks  
11 say PAL all the time; sometimes folks really don't  
12 understand that PAL actually means Detroit Police  
13 Athletic League. So whenever I said Detroit PAL I make  
14 sure that I put the Police Athletic League there.

15 And one of the things that we did to ensure  
16 that that police connection was real strong with PAL  
17 we've actually started a team up program. And our team  
18 up program is we assign officers out as assistant  
19 coaches to work with baseball, soft ball, now it's going  
20 to be soccer and they work and provide information and  
21 their time and they were trained in how to the deal with  
22 youth and conflict resolution so that they're there as  
23 assistant coaches representing the police department  
24 along with the regular coach but they're there to listen  
25 and to establish and build those bonds and if a child is

1 having any type of issues, they're there to help and  
2 offer resources as well, and let me tell you our  
3 officers love it. We want to expand upon it and it's  
4 been doing very well and of course everybody knows that  
5 we're building a new PAL headquarters right there at the  
6 corner of Michigan and Cochrane and that's going to be a  
7 awesome facility right there.

8           So I'm very proud of the work that's being  
9 done over at PAL. I believe I have Officer Norwood and  
10 Paisley here. So if you're here, could you stand up and  
11 be recognized. CITI camp. CITI camp is Children In  
12 Trauma Intervention; it's a camp and when we talk about  
13 PTSD we already know that many of our officers are  
14 experiencing PTSD and we're doing things proactively to  
15 deal with that within the department; however, members  
16 of the community our children with the violence that  
17 they see in neighborhoods they're experiencing PTSD as  
18 well so as a way to ensure that we're caring for our  
19 youth working closely with the Detroit Public Schools  
20 we're actually in middle schools now so we pick three  
21 middle schools last year that we had over 70 kids they  
22 went through our CITI camp program and we were in -- no,  
23 it was Dixon, Fisher Upper, and Frederick Douglas and I  
24 will tell you that you see the two young ladies standing  
25 next to Officer Williams in the picture right there; we

1 build self esteem, we build character, and we change  
2 young folk's perceptions of the police.

3           The young lady with the glasses on at the  
4 graduation she gave a touching speech. She said you  
5 know when the CITI camp program started I didn't like  
6 the police. I used to cuss my teachers out. I was  
7 getting bad grades but now I don't cuss my teacher out,  
8 I like the police, and my grades have improved. That  
9 right there I looked at the chief and chief said job  
10 well done Commander Bettison and team. Because that was  
11 proof. Because one thing you know about children middle  
12 school kids they tell it like it is. I did not coach  
13 her; it was a great thing. And we're going to continue  
14 the program and working on building it and just keep it  
15 going.

16           This is something that is -- that we're  
17 implementing and, you know, the best for our vets; we're  
18 establishing a veteran's liaison and I know the chief he  
19 may touch a little bit on that as well but our military  
20 veterans; very important they're suffering from PTSD as  
21 well and you know if you look at some of the incidents  
22 that have happened across the country where there's been  
23 violence in, you know, flip back what happened in Dallas  
24 of course the shooter who shot the police officers was a  
25 vet. And when we were out at one of our community

1 meetings when chief met with the National Action Network  
2 we had a young man that stood up and said chief what  
3 about the veterans? You know, I'm a vet and I want to  
4 be able to partner with the Detroit Police Department so  
5 that we understand each other and that we can improve a  
6 relationship between the veterans that have returned  
7 home, our heroes, and then our local first responder  
8 heroes as well.

9 So from that conversation we now have a  
10 veteran's liaison out of my office and we have several  
11 people who work directly for me that are veterans so  
12 once again I'll lean one Officer Smith and also Officer  
13 Wilson who are both veterans that work for me and  
14 they're working with that young man Mr. Bachelor and now  
15 we have a veteran's liaison in our office as well. So  
16 it's going to improve our relationships and look for  
17 exciting stuff in the future about what we're going to  
18 be doing as well.

19 Neighborhood Police Officers our NPOs doing  
20 phenomenal work in the community dealing with quality of  
21 life, throwing events, working with seniors, young  
22 folks, everybody in between and let me tell you they do  
23 real police work. They're not as the chief would say  
24 ice cream scoopers. You know, because we remember our  
25 community's relations in the past but these neighborhood

1 police officers do it all. I mean they are the police.  
2 And everybody knows Baron Coleman, B.C., I will tell you  
3 B.C. about a month ago made a major narcotics arrest.  
4 You know, a citizen kept calling him telling him about a  
5 guy selling drugs in the neighborhood. B.C. got that  
6 cell phone, kept getting the call; he went over there  
7 himself and ended up handling the situation; another  
8 satisfied customer in the city of Detroit with our  
9 neighborhood police officers and there I have, you know,  
10 the number of contacts that they're making.

11           You know, this year the data collected up to  
12 September our neighborhood police officers have had over  
13 65 thousand citizen contacts which include citizen led  
14 complaints, community meetings, events; they've attended  
15 1300 -- 1,035 meetings and conducted approximately 207  
16 workshops. So they're out there and the most common  
17 thing that I hear from the community is that we want  
18 more neighborhood police officers.

19           Events I feel like I'm an event planner so  
20 does my team. I'm getting pretty good at it too. But  
21 for 2016 we did some stuff that I never thought that I  
22 would be able to accomplish but by the grace of God and  
23 a great team our summer jam our path to greatness many  
24 of the commissioners, I think all the commissioners came  
25 out to it. We had 2,500 young people out there. It was

1 educational; we had workshops and then it was a concert  
2 as well and then the chief opened it up; he hit the  
3 stage; he was doing the running man. You know, we got  
4 it all on video; it was very successful. East versus  
5 west custom car show. The Lavish car and bike show.  
6 I'd like Lavish to stand up real quick and come to the  
7 front and stand next to me and be recognized. Do I have  
8 K.D. in the house as well? Well let me tell you Lavish,  
9 I consider Lavish -- you're a millennial, right?

10 MR. LAVISH: Yeah.

11 COMMANDER BETTISON: Okay. Lavish is a  
12 millennial. And the chief met Lavish and K.D. on  
13 Jefferson Avenue, okay; it was not really a good type  
14 meeting you know. Jefferson was completely clogged up  
15 with cars; it was cars everywhere and the chief is  
16 looking and is like who did this? Who's the organizers,  
17 who's the coordinators. We had to actually get 60  
18 police vehicles respond from city wide to clear up the  
19 traffic congestion because it was a car show going on  
20 that spilled out on Jefferson that shut Jefferson down.

21 So the officers that responded was ready to  
22 tow everything. It was going to be, you know, one of  
23 those situations; he said, nah; let's not tow it but  
24 what we will do is Mr. Lavish, K.D. get with me, I want  
25 you all to meet with Commander Bettison; we're going to

1 find a spot for you all to have a car show where it  
2 doesn't compromise public safety. So as a result that  
3 next week we met in the chief's office; chief say find  
4 them a spot. We were out every evening looking for  
5 sports and finally we found a spot behind the post  
6 office; that huge park which normally holds concerts,  
7 huge area.

8           And based off of Chief Craig's, you know,  
9 power of the office of the chief, I went down and had  
10 conversations with Riverfront Conservancy, told them  
11 what the issue was, and they said absolutely for sure.  
12 Gave up the park for free; said they can host a car show  
13 there and they did and Lavish also had a car show right  
14 off of east Jefferson where Steve's Soul Food restaurant  
15 is in that area and we worked together in coordinated  
16 efforts so that it didn't compromise public safety, his  
17 car show turned out to be a great event; police was  
18 there, everybody loved it, felt safe. I had a good  
19 time; I got a education with cars now and motorcycles;  
20 didn't know anything about them really but now I do.

21           Let me tell you at that east versus west  
22 custom car show behind the post office about 3,000  
23 people showed up. It was, yeah, I've never seen nothing  
24 like it but it was all great and that's the generation  
25 of folks that normally looked at the Detroit Police



1 Department when they saw us they thought we were coming  
2 to shut stuff down until they found out that the chief  
3 had actually worked to organize the whole thing. So we  
4 made lot of friends that day.

5 And Lavish would you for the just record  
6 just say something.

7 MR. LAVISH: Put me on the spot. Since I'm  
8 on the spot only thing I really can say is that I  
9 appreciate what the chief and his staff, you know, did  
10 for me and K.D., which he's not here due to work. I  
11 guess I can say like I said I'll repeat I appreciate  
12 everything you did as far as helping with the car show.  
13 A couple car shows we had we kind of got a little bit of  
14 slacking in the beginning, a lot people in the street  
15 and we said the police are going to be there; a lot of  
16 people weren't really feeling that. They were anti  
17 police. I don't know if we should go there; you know,  
18 it's going to be a problem and we kind of had to, you  
19 know, talk them into it, talk them into it.

20 And when it came down to my show and they  
21 seen how relaxed the police were, they actually had a  
22 different perception of the police and actually it  
23 worked out to be, you know, a lot better. Because a lot  
24 of people they're aiming more for the police to be there  
25 because they felt like okay I'm used to coming to an

1 event like this and it's trouble, there's problems or  
2 you know, the cops don't have to be anything bad but if  
3 police are there it's bad because it's costing money.  
4 Some people going to jail for warrants, cars not being  
5 registered, whatever the case might be but with the  
6 police there you had a lot of other people who said okay  
7 well I feel a little bit at ease, safe, and I can bring  
8 my family out and enjoy the event all the way around  
9 versus hanging with just the homeboys. So you know I  
10 was kind of pleased with that response from them and  
11 look forward to doing it again.

12                   COMMANDER BETTISON: And based off of that,  
13 that relationship, you know, when you have a  
14 relationship you can call on folks so when we lost  
15 sergeant well Captain Steil's we were over at the 9th  
16 precinct and we were looking at the car and the chief  
17 said hey why don't we do something like put a shark on  
18 it; let's do something. We'll talk about that. And  
19 chief said hey call Lavish. I call Lavish responded,  
20 answered the phone right away and I will tell you that  
21 he got the shark; did it. And that's why the car looks  
22 so good because of that. It's the relationships. So  
23 thank you.

24                   MR. LAVISH: No problem.

25                   COMMANDER BETTISON: And you can see the

1 other events that we do as well. We did our field day  
2 and it just goes on and on and right now we're in our  
3 diaper drive right now. So we're even raising diapers  
4 for babies because that's so important as well because  
5 we care about every segment of society and often times  
6 if a kid doesn't have diapers, mother can't afford it,  
7 they don't have -- human resources normally don't pay  
8 for diapers per se so thus far we got 55,000 diapers,  
9 you know, for babies out there by partnering with  
10 development centers and all of those diapers going to  
11 babies in Detroit and that's why we call it our diaper  
12 drive, diapers for the D because it goes to Detroiters  
13 in the city of Detroit. So I'll open it up to any  
14 questions?

15 COMMISSIONER MOORE: Commissioners, any  
16 questions for Commander Bettison?

17 COMMISSIONER SHELBY: Through the chair.  
18 Thank you for a very good presentation. I also want to  
19 congratulate you and the chief; this is what community  
20 policing is really all about, reaching out to the  
21 community, working with the community. So thank you for  
22 that. You too, Chief.

23 CHIEF CRAIG: Appreciate it.

24 COMMISSIONER CRAWFORD: Through the chair.  
25 Yes, sir, Commander Bettison, thanks; good presentation.

1 I was able to hear a lot of quotes from the chief. And  
2 no seriously here Lavish, yeah, you have annual car  
3 shows, sir?

4 MR. LAVISH: Actually, this is my first car  
5 show.

6 COMMISSIONER CRAWFORD: So they will be  
7 annual?

8 MR. LAVISH: Yes, I definitely look forward  
9 to making it a annual event.

10 COMMISSIONER CRAWFORD: Okay. Are we going  
11 to have that car with the shark in his car show, Chief?

12 CHIEF CRAIG: Through the chair. We  
13 certainly can and Lavish don't know but I was cruising  
14 out I think you had something going on 7 Mile. 7 Mile  
15 was not blocked up on the west side; am I right?

16 MR. LAVISH: Yeah, it was not blocked up.

17 CHIEF CRAIG: Right, okay.

18 MR. LAVISH: It was flow of traffic and I  
19 mean on a good note versus or should I say on a good  
20 note after dealing with the police and seeing how we can  
21 do certain things one way and it be trouble free versus  
22 doing something another way and there's a lot of chaos  
23 and problems. Me and the other guy who's not here K.D.  
24 we've been more verbal with the other guys with cars; we  
25 kind of know, hey, it's like 100 of us in a small space.

1 If we get even tighter, it's going to be a problem so  
2 instead of it being problem and everybody complaining,  
3 let's keep traffic clear.

4 I mean it's not too much that they really  
5 will say if traffic is flowing but if we sitting up here  
6 blocking a lot of traffic in someone else's neighborhood  
7 because we're just guests, we're visitors, we're coming  
8 to somebody else's neighborhood at, you know, whatever  
9 building, shop, car wash, if we're causing a problem  
10 over there, so we being more vocal to a lot of other  
11 guys with cars and motorcycles. They're starting to  
12 listen because they actually see me helping out with the  
13 police and they seen that hey the police was here, they  
14 didn't bother us, they let us be out here so why do you  
15 want to mess that up? So I say by me being more verbal  
16 they listen and if they listening, then it's being  
17 effective somehow some way.

18 COMMISSIONER CRAWFORD: And you have a car?

19 MR. LAVISH: Yes.

20 COMMISSIONER CRAWFORD: Okay. Not just a  
21 organizer. All right well thank you. Thank you, Chief  
22 too and Commander Bettison for that relationship that  
23 I'm sure in the future it's going to really be great and  
24 it is great at this time.

25 COMMANDER BETTISON: And I'd just like to

1 have Sergeant Potts stand up and be recognized. She is  
2 new to our office and my right hand and she's doing  
3 excellent out on the job.

4 COMMISSIONER DEWAELSCHÉ: I just have a real  
5 quick request. Thank you again for this presentation it  
6 was fantastic. Just to see all that you're doing, you  
7 know, with the community is there a way to get a  
8 calendar or some -- you know, with the locations listed  
9 for maybe two thousand and -- the rest of 2016 and 2017?

10 COMMANDER BETTISON: Absolutely. I'll get  
11 that to you and we post it on the department's web page  
12 as well and the city web page so you can go there.

13 COMMISSIONER DEWAELSCHÉ: Okay.

14 COMMANDER BETTISON: And see a lot of the  
15 events because the neighborhood police officers are  
16 always doing stuff and see everything going on in the  
17 precinct as well and very shortly I'll have a flyer  
18 probably by end of day tomorrow and I want you to save  
19 the date October 22nd is our neighborhood police officer  
20 summit and it's going to be a great event; it's going to  
21 be at the Marriott Hotel right downtown Detroit. It's  
22 going to be -- I'll just save some of the details but  
23 it's going to be good.

24 COMMISSIONER DEWAELSCHÉ: Thank you.

25 COMMANDER BETTISON: It's about the

1 community and all about empowerment solutions.

2 COMMISSIONER DEWAELSCHE: And I hope that we  
3 have recruiting at all of your events.

4 COMMANDER BETTISON: They will be there.

5 COMMISSIONER DEWAELSCHE: Thank you.

6 COMMISSIONER MOORE: Commander Bettison  
7 first of all great presentation as always. Who heads up  
8 the explorer program?

9 COMMANDER BETTISON: That's Officer Deck.  
10 He's in the audience as well. He does an awesome job.

11 COMMISSIONER MOORE: And what's the  
12 difference between the explorers and the junior police  
13 cadets?

14 COMMANDER BETTISON: Officer Deck.

15 OFFICER DECK: The explorers -- the cadets  
16 are more so of a summer program and with the cadets they  
17 actually are a part of the... let me say.

18 COMMISSIONER MOORE: Can Sergeant Perry  
19 speak to it?

20 OFFICER DECK: Yeah, Perry can definitely  
21 speak to it.

22 COMMISSIONER MOORE: I'm a former junior  
23 police cadet.

24 COMMISSIONER CRAWFORD: Having a flash back.

25 COMMISSIONER MOORE: Right.

1 SERGEANT PERRY: Detroit Police Explorers  
2 Program is sponsored by the Boy Scouts of America.  
3 Whereas the Junior Police Cadet Program we do have a  
4 community service officer program, a uniform concept of  
5 the explorer program, and to date we have 47 officers  
6 that came to our program, the Junior Police Cadet  
7 Program, and we have a lot of officers that come to the  
8 Detroit Explorer Program. Matter of fact, we had  
9 Assistant Chief of Police Robert Dunlap. He used to be  
10 a community service officer in my program. So as well  
11 as you. He was the -- one of our first community  
12 service officers.

13 COMMISSIONER MOORE: 1988.

14 SERGEANT PERRY: Mr. Ricardo Moore one was  
15 one of our first community service officers. So that's  
16 the difference mostly they're sponsored by the Boy  
17 Scouts of America whereas my program is sponsored --  
18 well they're both police programs but his is really  
19 sponsored by the Boy Scouts of America.

20 COMMISSIONER MOORE: Thank you.

21 COMMISSIONER CRAWFORD: Through the chair,  
22 excuse me. Go ahead, Chief.

23 CHIEF CRAIG: I just want to acknowledge  
24 Sergeant Perry I know he has 40 years of service with  
25 the city of Detroit. Also acknowledge Commander Todd



1 Bettison and his team for a great job so appreciate  
2 everything you're doing.

3 COMMANDER BETTISON: Thank you.

4 OFFICER DECK: Thank you.

5 COMMISSIONER CARTER: Through the chair I'm  
6 sorry. I got wind of a hero's ball this weekend and you  
7 have tickets?

8 COMMANDER BETTISON: Yes, I do.

9 COMMISSIONER CARTER: Unfortunately I won't  
10 be able to attend but some of the other commissioners  
11 might be able to attend if that you have information.

12 COMMANDER BETTISON: I sure do. I'll make  
13 sure I get it to you but I got tickets; you can see me  
14 right after the board meeting and it's going to be at  
15 the Serbian Hall on Saturday and I don't -- is that -- 7  
16 to 11. It's going to be a great event.

17 COMMISSIONER CARTER: Thank you and thank  
18 you for the fantastic that you and your staff and the  
19 NPOs do every day. I often wonder when they get sleep  
20 because they're out there so much and every meeting  
21 they're out there every day all the time so  
22 congratulations and thanks for all the work that you do.

23 COMMANDER BETTISON: Thank you.

24 COMMISSIONER MOORE: Commissioner Crawford.

25 COMMISSIONER CRAWFORD: Oh no.

1                   COMMISSIONER VANN: Mr. Chair I just wanted  
2 to take a moment to thank Commander Bettison. I mean,  
3 he is a tireless official of our police department and I  
4 know that the chief is very proud of the work that he's  
5 done and whenever you're a CEO you got people like  
6 Commander Bettison working in your behalf and on your  
7 staff, you know, things can only go up. I'm really  
8 excited about what I see here and its impact in the  
9 community.

10                   Chief here to be commended for being  
11 supportive of all of these events and I just think they  
12 probably need a little bit more publicity. So that the  
13 community really knows that these are police events,  
14 police sponsored events. But this is what real police  
15 community relations is all about. It is about the  
16 citizens of the city being able to see our police  
17 officers as people, as men and women who are concerned  
18 about the community who may have families themselves but  
19 are concerned about our youth and concerned about other  
20 segments of the community that need that attention so  
21 I'm very proud of the department; I'm very proud of our  
22 leadership and very proud of you, too.

23                   COMMANDER BETTISON: Thank you sir.  
24 Appreciate it.

25                   COMMISSIONER MOORE: Thank you, Commander

1 Bettison.

2 COMMANDER BETTISON: Thank you all.

3 COMMISSIONER MOORE: Commissioners, any  
4 standing committee reports to present? Mr. Secretary,  
5 do you have a report for us?

6 MR. HICKS: No, Mr. Chair.

7 COMMISSIONER MOORE: Any new business? For  
8 the commissioners. Any old business? Which takes us to  
9 announcements. Our next meeting will be Thursday,  
10 October 13th, 2016 at 6:30 p.m. sponsored by the 6th  
11 precinct Commander Aric Tosqui and Captain Tiffany  
12 Stewart is going to be at the Boys & Girls Club, 16500  
13 Tireman, Detroit, Michigan 48228. That's going to be  
14 Tireman near Southfield Freeway. We'll have a special  
15 presentation by the Dearborn Police Department, Chief  
16 Haddad will be presenting so if anyone has any  
17 questions, comments, or concerns about the relationship  
18 between the Detroit Police Department, Dearborn Police  
19 Department, citizen interaction, please come out and  
20 attend. It's going to be this Thursday at 6:30 p.m.  
21 Our next community meeting will be November 10th, 2016  
22 at 6:30 p.m. which will be hosted by the 7th precinct  
23 location to be determined. And at this time we will  
24 have oral communication from the audience. Please give  
25 your name and limits your comments to two minutes.

1 COMMISSIONER CRAWFORD: Mr. Vice Chair,  
2 while we're waiting for people to come up I have a  
3 announcement Mr. Robert Johnson and we received this in  
4 our packet a couple weeks ago in reference to the Men  
5 Who Dare Incorporated. 57th Annual Scholarship Black  
6 and White Ball. It's going to be held Saturday,  
7 November the 12th, 2016 at 6 p.m. to 11 p.m. Dinner  
8 served promptly at 7. The key note speaker is the Wayne  
9 County sheriff Benny Napoleon this year.

10 Also too in that packet was a form where you  
11 could buy a add for the souvenir book and Mr. Hicks I'll  
12 reach out to you on that in terms of whether or not the  
13 commission or any of us as individual commissioners want  
14 to buy a add or something to that effect. One other  
15 announcement: This is October is the month for breast  
16 cancer awareness so that's this month and also too it's  
17 the month for domestic violence awareness, the month of  
18 October. There may be some of those who know how I feel  
19 about domestic violence and I once heard that if you  
20 disrespect a man, you disrespect a individual; if you  
21 disrespect a woman, you disrespect a nation.

22 COMMISSIONER MOORE: That's right. Thank  
23 you, Commissioner Crawford.

24 MR. HICKS: Excuse me, Commissioner.

25 COMMISSIONER MOORE: Mr. Secretary.

1 MR. HICKS: Yes, I just wanted to also add  
2 when you mentioned at the community meeting we would  
3 have the chief of police from the city of Dearborn  
4 making a presentation in addition to that presentation  
5 we have one other presentation that will be part of that  
6 agenda. It's more of an internal presentation that was  
7 put together really with the assistance of A.C. White  
8 and of course Celia Washington.

9 We basically got together and we were  
10 looking at some of the kind of management and reporting  
11 structures that we have with inside of the department  
12 and what has been lacking from many of the discussions  
13 that you all have raised with us and even at the table  
14 was how we -- how that management information system  
15 assists the department in looking at trends inside the  
16 department, how it might assist them in terms of making  
17 a kind -- varying decisions; it could be a whole range  
18 of discussions. We tend to focus only on disciplinary  
19 decisions and so there's some information come out of  
20 that and I think what the approach they're going to make  
21 is that the real utility of that system is that it's  
22 much broader in terms of its application and its  
23 usefulness inside the department.

24 So even though I would be the most rookie of  
25 the rookies in trying to explain that to you what we

1 have is really a kind of joint effort that's coming from  
2 I think about three or four sections in the department  
3 that's going to bring in their individual pieces and  
4 kind of round it out so that we get a sense of the flow  
5 of -- and the kind of decisions that are behind the  
6 scenes often times. Because we may have some questions  
7 as you can imagine about why something may have occurred  
8 this way or that and without an appreciation of all the  
9 things that go into making that decision and therefore  
10 the results, we might just be coming up a little short  
11 sighted on those occasions.

12 So to bridge that gap we're going to be  
13 trying to make that kind of presentation. And our hope  
14 at that community meeting, well, not our hope but the  
15 way in which it was structured the agenda is to give our  
16 people first crack at such a presentation and then the  
17 chief from the Dearborn would follow. Not in response  
18 to that presentation but we think that that particular  
19 aspect of what we do is going to be more enriching to  
20 the community and more important to the commission so  
21 we'll take our issues up first.

22 COMMISSIONER MOORE: So in other words it's  
23 going to be a long meeting next week. Thank you,  
24 Mr. Secretary. Do we have any folks representing  
25 elected or appointed officials in the office?

1 Dr. Divers; anyone else? I see Donavan McKinney in the  
2 house. Any oral communication from the audience?

3 MR. LUDD: How you doing? Damon Ludd (sic).  
4 You know, I'm sorry that I want to speak on behalf of  
5 messing up your good conversation that you're having  
6 here today and on this point I would like to get with  
7 you on this neighborhood thing that you're doing because  
8 I don't know if you're in the 9th precinct area because  
9 we know nothing about all of this that's going on 'cause  
10 we do need it in that area. I don't want to mess my  
11 time up but Chief Craig, I would like to know can you do  
12 something about these two officers that supposedly  
13 should have been helping me out June the 3rd. I was  
14 having a seizure. They did not recognize the fact that  
15 I was having a seizure. They got me out of my vehicle  
16 and put me in the back of the car; I didn't realize it.  
17 And when I did come out of the seizure I asked them for  
18 help. They told me to shut up. And I had to ask them,  
19 beg them to take me to the hospital.

20 When I got to the hospital the guy was rude  
21 and I was upset about it but he -- they drug, you know,  
22 not drug test me; they took blood and everything and the  
23 report indicated that I did have a seizure and then he  
24 came back and said can we work something out but he  
25 still wrote it up that I was asleep in my car and I had

1 to go to court and then they still didn't show up in  
2 court but they took my firearm and my license; they  
3 still haven't gave it back to me. Why?

4 COMMISSIONER CRAWFORD: Through the chair.  
5 Did you file a complaint through the chief  
6 investigator's office, sir?

7 MR. LUDD: Yeah.

8 COMMISSIONER CRAWFORD: Okay I thought I  
9 read that.

10 MR. LUDD: I filed a complaint Officer  
11 Rivera. They still giving me the runaround.

12 COMMISSIONER CRAWFORD: I don't know where  
13 your complaint is in terms of the investigation; I don't  
14 know whether it's been completed.

15 MR. LUDD: Case is over with.

16 COMMISSIONER CRAWFORD: Oh did they send you  
17 a response from the chief investigator's office?

18 MR. LUDD: Officer Rivera just kept --

19 COMMISSIONER CRAWFORD: Did you get a letter  
20 from the chief investigator's office, sir? As to the  
21 disposition of your complaint?

22 MR. LUDD: They said, the letter said they  
23 going to send it to Chief Craig. That's about it.

24 COMMISSIONER CRAWFORD: When did you get  
25 that letter?



1 MR. LUDD: A couple weeks before I went to  
2 court.

3 COMMISSIONER CRAWFORD: Which was a couple  
4 weeks ago or something to that effect?

5 MR. LUDD: Yeah, the court date was the 23rd  
6 of last month and what is it September and I haven't  
7 gotten a response or anything and I had to call the  
8 mayor's office for them to get me my firearm back and  
9 they said they're not even giving me my license back for  
10 the gun board and I said well I haven't got a response  
11 from the gun board.

12 COMMISSIONER CRAWFORD: Okay. What location  
13 did this occur?

14 MR. LUDD: On -- at 8 Mile and Mound.

15 COMMISSIONER CRAWFORD: That is my district,  
16 the 3rd District. I'm the commissioner for that  
17 district but I just ask that you give us time to respond  
18 to what was stated today and also too it seems that  
19 things are still in the process if you received your  
20 letter of disposition as to what happened with the case  
21 and it supposed to be forwarded to the chief's office as  
22 what was stated in the letter I ask that you give us  
23 some time but also too Supervising Investigator Akbar is  
24 over there too. He can talk with you on that issue.  
25 After the meeting.

1 MR. LUDD: Again and to the situation the  
2 9th precinct is so rude and nasty and 11th precinct is  
3 so rude and nasty. Why is it that you can't talk to the  
4 officers and they got to lock the doors that you can't  
5 get into the police station now?

6 COMMISSIONER CRAWFORD: Now anymore. The  
7 doors aren't locked, sir.

8 MR. LUDD: Oh yes. The 11th precinct the  
9 doors are locked.

10 CHIEF CRAIG: Through the chair. First of  
11 all they're not locked because the doors were locked  
12 after 5 when I first got here 3 years ago; those doors  
13 open 24 hours, 7 so if the door is locked, I need to  
14 know about it. That's one. And two --

15 MR. HICKS: Sir, no disrespect check 11  
16 precinct; the doors are locked.

17 CHIEF CRAIG: -- and I want to follow up on  
18 the issue and certainly you can probably give them case  
19 disposition but we'll follow up. Lieutenant back in the  
20 back here I'd like you to exchange information so we can  
21 find out about your firearm and the other issues that,  
22 you know, the demeanor issues that we can certainly take  
23 a look at. So I also have commander from probational  
24 standards but if you would talk to the lieutenant, get  
25 follow up for me, and we'll find out what's going on.

1 MR. LUDD: I appreciate it.

2 CHIEF CRAIG: Okay?

3 MR. LUDD: Thank you.

4 COMMISSIONER CRAWFORD: Thank you, sir.

5 COMMISSIONER MOORE: Any other oral  
6 communication from the audience? Going once, going  
7 twice? Commissioners, do we have a motion to adjourn?

8 COMMISSIONER CRAWFORD: So moved.

9 COMMISSIONER CARTER: So moved.

10 COMMISSIONER SANDERS: Second.

11 COMMISSIONER MOORE: Moved and supported.

12 All in favor?

13 ALL: Aye.

14 COMMISSIONER MOORE: Have a good evening  
15 everyone.

16 (Meeting concluded at 4:31 p.m.)

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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

15

16

*Caitlyn Mancini*



17

Caitlyn Mancini, RPR, CSR-8887

18

Notary Public,

19

Washtenaw County, Michigan

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My Commission expires: August 15, 2021

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**A**  
**A.C** 19:18 21:1  
 61:7  
**ability** 11:23  
 20:7  
**able** 12:4 14:9  
 19:15 38:21,21  
 38:24 39:10  
 45:4 46:22  
 52:1 57:10,11  
 58:16  
**abolished** 28:13  
**abolishment** 28:1  
 28:12,18  
**above-entitled**  
 68:7  
**absence** 20:23  
**absences** 5:5  
**absolutely** 48:11  
 54:10  
**academy** 19:19  
 21:2 23:8  
 24:21 27:18  
 29:9 39:4,5,7  
 39:16,22,24  
 40:7,11,12,14  
 40:16  
**accomplish** 46:22  
**accomplished**  
 22:2  
**accountability**  
 7:25 8:7 10:25  
 11:1  
**achieving** 8:8  
**acknowledge** 31:4  
 38:4 56:23,25  
**action** 34:15  
 45:1  
**active** 15:22  
**actively** 14:14  
**activities** 37:15  
**add** 9:15 12:13  
 13:5 60:11,14  
 61:1  
**addition** 8:9  
 61:4  
**address** 30:19  
 32:21  
**adjourn** 67:7  
**adjustments**  
 41:17

**administrative**  
 5:17  
**adoption** 6:8  
**adults** 37:14  
**advance** 38:24  
**advanced** 12:23  
**advantage** 26:5  
**advise** 23:8  
**advisory** 41:15  
**affairs** 8:17  
**afford** 51:6  
**afternoon** 4:4  
 18:16,18 31:24  
**AG** 33:17  
**age** 37:17  
**agencies** 7:9 8:6  
 8:10,13,20 9:1  
 9:6  
**agency** 31:13  
**agenda** 5:19,23  
 61:6 62:15  
**agility** 22:21,23  
 23:1  
**ago** 11:11 16:18  
 28:1,12 29:2  
 33:25 40:23  
 41:5 46:3 60:4  
 65:4 66:12  
**agree** 10:10  
**Agreed** 31:19  
**ahead** 10:8,14  
 56:22  
**ahold** 8:12  
**aiming** 49:24  
**Ainsley** 5:18,18  
 6:17 10:24  
**Akbar** 5:15 65:23  
**Albuquerque** 7:1  
**alleged** 7:15  
**Alumni** 39:24  
**ambassadors**  
 39:10  
**America** 56:2,17  
 56:19  
**amount** 24:23  
 28:20  
**analysis** 7:23  
**angel** 40:4  
**Angeles** 15:7,8  
 24:10 27:1  
**angry** 41:11  
**announcement**  
 60:3,15  
**announcements**  
 59:9  
**annual** 41:18  
 52:2,7,9 60:5  
**answered** 37:1  
 50:20  
**anti** 34:1 49:16  
**anymore** 66:6  
**applause** 40:20  
**applicant** 29:25  
**applicants** 19:4  
 19:14 23:24  
 24:2,4,14  
**application**  
 19:10 29:16  
 61:22  
**apply** 19:11,12  
 19:15  
**applying** 24:12  
 29:23  
**appointed** 4:25  
 62:25  
**appreciate** 9:11  
 49:9,11 51:23  
 57:1 58:24  
 67:1  
**appreciation**  
 62:8  
**approach** 30:12  
 61:20  
**appropriate**  
 21:12,15 34:8  
 34:15  
**appropriately**  
 21:12  
**approve** 5:24  
**approximately**  
 46:15  
**area** 18:4 23:18  
 32:7 48:7,15  
 63:8,10  
**areas** 12:23  
 22:24 23:15,16  
**Aric** 59:11  
**arraigned** 32:25  
**arrest** 33:9 46:3  
**arrested** 17:8  
 32:24 33:6  
**article** 33:24  
**asked** 8:20,24  
 63:17

**asleep** 63:25  
**aspect** 62:19  
**assign** 42:18  
**assist** 61:16  
**assistance** 61:7  
**assistant** 5:17  
 42:18,23 56:9  
**assistants** 20:21  
**assists** 61:15  
**Association** 7:3  
 11:12 39:25  
**Athletic** 42:5,13  
 42:14  
**attend** 9:11  
 57:10,11 59:20  
**attended** 6:25  
 8:1,2 16:1  
 46:14  
**attending** 10:19  
 16:4  
**attention** 58:20  
**attest** 14:17  
**attorney** 32:22  
 33:6,11,12  
**attrition** 20:19  
 20:19,23  
**audience** 36:11  
 40:8 55:10  
 59:24 63:2  
 67:6  
**August** 6:22,23  
 21:24 68:20  
**Austin** 8:15,19  
 8:22  
**authority** 16:7  
**available** 7:12  
 7:18 8:6 11:21  
**Avenue** 1:10  
 47:13  
**awaiting** 19:17  
 29:5  
**awareness** 60:16  
 60:17  
**awesome** 39:2  
 43:7 55:10  
**Aye** 6:4,13 67:13  
**eyes** 6:5,14

---

**B**  
**B.C** 46:2,3,5  
**babies** 51:4,9,11  
**Bachelor** 45:14

**back** 10:8 15:14  
 21:3,21,24  
 22:3 23:12,23  
 24:1 27:2 28:5  
 28:7,10 30:2,7  
 40:8 44:23  
 55:24 63:16,24  
 64:3 65:8,9  
 66:19,20  
**bad** 44:7 50:2,3  
**ball** 37:22 42:19  
 57:6 60:6  
**Baron** 46:2  
**baseball** 42:19  
**based** 36:22 48:8  
 50:12  
**basically** 10:6  
 21:10 24:15  
 61:9  
**basis** 11:25  
 12:18  
**beat** 18:11  
**beg** 63:19  
**beginning** 49:14  
**behalf** 58:6 63:4  
**believe** 9:4 18:7  
 23:6,10 31:12  
 43:9  
**Bell** 5:4  
**benefit** 21:12  
**Benny** 60:9  
**best** 10:23 12:6  
 13:2 14:1  
 44:17  
**better** 7:20  
 14:22 31:18  
 36:4 38:1  
 49:23  
**Bettison** 34:21  
 34:23,25 35:1  
 36:7 39:3  
 40:19 44:10  
 47:11,25 50:12  
 50:25 51:16,25  
 53:22,25 54:10  
 54:14,25 55:4  
 55:6,9,14 57:1  
 57:3,8,12,23  
 58:2,6,23 59:1  
 59:2  
**beyond** 7:13  
 14:16

**bid** 18:7  
**big** 32:14 40:3  
**bike** 47:5  
**Bishop** 2:4 4:8  
 4:10  
**bit** 10:8 12:13  
 19:22 20:24  
 31:18 34:7  
 44:19 49:13  
 50:7 58:12  
**Black** 60:5  
**block** 13:23  
**blocked** 52:15,16  
**blocking** 53:6  
**blood** 63:22  
**blow** 33:5  
**board** 1:6 4:6  
 6:23 9:10  
 11:20,24 16:5  
 18:2 22:4  
 29:21 31:25  
 41:14,15,15  
 57:14 65:10,11  
**body** 8:3 10:25  
**bond** 32:25  
**bonds** 37:12  
 42:25  
**book** 60:11  
**bother** 53:14  
**Boy** 56:2,16,19  
**Boys** 59:12  
**breast** 60:15  
**bridge** 41:4  
 62:12  
**bring** 26:15 28:6  
 50:7 62:3  
**bringing** 31:2  
**broad** 8:20,22  
**broaden** 7:9  
**broader** 61:22  
**Brooks** 5:4  
**brother** 17:23  
**brought** 17:13  
**Brown** 5:17  
**build** 42:25 44:1  
 44:1  
**building** 41:4  
 43:5 44:14  
 53:9  
**Burton** 2:6 4:20  
 4:21 12:1,2  
 13:16 15:5,6

**business** 30:25  
 59:7,8  
**buy** 60:11,14  


---

**C**  


---

**cadet** 38:3,8  
 39:1 55:23  
 56:3,6  
**cadets** 55:13,15  
 55:16  
**Caitlyn** 68:6,17  
**calendar** 54:8  
**call** 25:7,11  
 37:1 39:18,18  
 40:6 46:6  
 50:14,19,19  
 51:11 65:7  
**called** 12:20  
 25:15  
**calling** 4:6 25:6  
 46:4  
**Cambridge** 7:21  
**cameras** 8:3  
**camp** 43:11,11,12  
 43:22 44:5  
**campaign** 40:4  
**cams** 10:25  
**cancer** 60:16  
**candidates** 19:20  
 19:24 20:8  
 29:17,22 30:8  
**candidly** 26:24  
**capita** 14:6  
**Captain** 33:3,14  
 50:15 59:11  
**car** 47:5,5,19  
 48:1,12,13,17  
 48:22 49:12,13  
 50:16,21 52:2  
 52:4,11,11  
 53:9,18 63:16  
 63:25  
**card** 12:21  
**care** 51:5  
**caring** 43:18  
**carjackings**  
 32:16  
**cars** 47:15,15  
 48:19 50:4  
 52:24 53:11  
**Carter** 2:7 4:22  
 4:23 5:25 6:10

15:13 57:5,9  
 57:17 67:9  
**case** 33:15,17  
 50:5 64:15  
 65:20 66:18  
**cases** 7:14 34:1  
**caseworker** 15:9  
**cash** 32:25  
**categorized** 23:1  
**cause** 17:3 24:24  
 63:9 68:13  
**causing** 53:9  
**cease** 36:22  
**Celia** 61:8  
**cell** 46:6  
**centers** 51:10  
**CEO** 58:5  
**certain** 13:14  
 23:15,16 28:8  
 39:12 52:21  
**certainly** 14:16  
 18:11 27:13  
 52:13 66:18,22  
**CERTIFICATE** 68:5  
**certify** 68:6,10  
 68:12  
**cetera** 12:17  
 17:6 28:16  
**chair** 5:6 6:9  
 9:16 10:13  
 12:2 13:16,21  
 15:13 16:11  
 17:22 26:14  
 27:24 29:24  
 33:21 51:17,24  
 52:12 56:21  
 57:5 58:1 59:6  
 60:1 64:4  
 66:10  
**Chairman** 4:5  
**Chairperson** 2:7  
**chairperson's**  
 6:16  
**challenge** 7:9  
**challenged** 7:11  
 7:13  
**challenges** 16:8  
 16:9  
**chance** 12:6 18:5  
 39:14  
**change** 9:5 44:1  
**changes** 41:17

**chaos** 52:22  
**Chaplain** 36:10  
**chaplains** 36:12  
 36:14,18,21,23  
 36:25  
**character** 44:1  
**charge** 33:16  
 34:3,5  
**charges** 33:7,18  
**chart** 20:24  
**charter** 10:15  
**chat** 41:5,7,10  
 41:18,25  
**check** 66:15  
**Chicago** 26:1  
**chief** 3:9,10  
 5:13,16 6:25  
 10:5,7 11:24  
 12:8 13:8,18  
 13:19,21 15:4  
 16:12 24:7,8  
 25:16 26:14  
 27:10 31:22,24  
 33:11,12,20  
 34:2,19,20  
 35:6,16 36:11  
 40:25 41:3,6  
 41:21 42:9  
 44:9,9,18 45:1  
 45:2,23 47:2  
 47:12,15 48:3  
 48:8,9 49:2,9  
 50:16,19 51:19  
 51:22,23 52:1  
 52:11,12,17  
 53:21 56:9,22  
 56:23 58:4,10  
 59:15 61:3  
 62:17 63:11  
 64:5,17,20,23  
 66:10,17 67:2  
**chief's** 35:1  
 48:3 65:21  
**child** 42:25  
**children** 43:11  
 43:16 44:11  
**choice** 17:11  
**church** 33:5,13  
**CIT** 13:9 15:6,8  
**CITI** 43:11,11,22  
 44:5  
**cities** 10:3

11:11 12:7  
 14:2 18:12  
 25:15 28:20,21  
 42:7  
**citizen** 34:6  
 39:4 46:4,13  
 46:13 59:19  
**citizens** 8:12  
 11:23 34:10  
 35:20 37:6  
 39:5,6,8,22,24  
 40:7,10,12,14  
 58:16  
**city** 10:15 11:5  
 11:9 14:6  
 15:17 25:24  
 26:6,6,7,9,10  
 26:12,13,18,22  
 27:1,6,11,19  
 27:21 28:4,9  
 28:15,23,24,25  
 28:25 29:19  
 31:1 34:2  
 35:21 36:15,17  
 38:25 40:1  
 42:3 46:8  
 47:18 51:13  
 54:12 56:25  
 58:16 61:3  
**civil** 7:19  
**civilian** 7:3  
 10:19 18:23  
 20:12,20 21:6  
**civilians** 20:9  
**class** 18:24  
 39:20 40:15  
**classes** 39:12  
**clear** 33:8 47:18  
 53:3  
**clearly** 24:5  
**Clinic** 16:18,22  
**clogged** 47:14  
**closed** 16:18  
**closely** 43:19  
**Club** 59:12  
**coach** 42:24  
 44:12  
**coaches** 42:19,23  
**Cochrane** 43:6  
**Coleman** 46:2  
**collected** 46:11  
**come** 9:23 10:8

18:4,8 19:20  
 19:24 21:3  
 23:6,12 27:2  
 29:21 30:2,7  
 38:24 40:2  
 41:23 47:6  
 56:7 59:19  
 60:2 61:19  
 63:17  
**comes** 35:15 42:6  
**comfort** 36:24  
**coming** 9:2 16:15  
 18:2 21:14  
 28:5 31:16  
 36:3 41:24  
 49:1,25 53:7  
 62:1,10  
**command** 37:4  
**commander** 34:21  
 34:23,25 35:1  
 36:7 37:19  
 39:3 40:19  
 44:10 47:11,25  
 50:12,25 51:16  
 51:25 53:22,25  
 54:10,14,25  
 55:4,6,9,14  
 56:25 57:3,8  
 57:12,23 58:2  
 58:6,23,25  
 59:2,11 66:23  
**commended** 58:10  
**comment** 31:9  
**comments** 12:10  
 13:6 15:15  
 17:20 59:17,25  
**commission** 10:15  
 10:22 12:16  
 30:20 60:13  
 62:20 68:20  
**commissioner** 2:3  
 2:4,5,6,8,9,10  
 4:4,10,13,14  
 4:14,16,16,18  
 4:18,20,20,22  
 4:22,24,24 5:1  
 5:1,3,4,8,21  
 5:25 6:1,2,5,8  
 6:10,11,14  
 9:13,16 10:10  
 10:11,13 12:1  
 12:1,2,10,12

13:16,17,19  
 14:17,24 15:5  
 15:5,6,13,14  
 15:24,24 16:1  
 16:11 17:20,22  
 17:25 18:1,11  
 18:13 22:8,10  
 22:13,22 23:15  
 23:22 24:6,7,7  
 25:16,17,18  
 27:23,23,24  
 29:12,24 30:10  
 30:15,18 31:6  
 31:8,20,22  
 33:10,19,21  
 34:18,21,24  
 51:15,17,24  
 52:6,10 53:18  
 53:20 54:4,13  
 54:24 55:2,5,6  
 55:11,18,22,24  
 55:25 56:13,20  
 56:21 57:5,9  
 57:17,24,24,25  
 58:1,25 59:3,7  
 60:1,22,23,24  
 60:25 62:22  
 64:4,8,12,16  
 64:19,24 65:3  
 65:12,15,16  
 66:6 67:4,5,8  
 67:9,10,11,14  
**commissioners**  
 1:6 2:1 4:6,12  
 5:11,22 6:6,20  
 6:24 8:2 9:4,9  
 9:13,18 11:20  
 11:25 12:5,11  
 12:22 13:4  
 17:21 18:17  
 22:8 30:10  
 33:19 46:24,24  
 51:15 57:10  
 59:3,8 60:13  
 67:7  
**commissions**  
 10:21  
**committed** 17:14  
 27:12  
**committee** 59:4  
**committing** 17:12  
**common** 46:16

**communicate** 10:17  
**communicating** 17:10  
**communication** 59:24 63:2 67:6  
**communities** 8:22  
**community** 7:6 9:6,25 10:21 11:7,8,13,14 11:15,21,22 34:12 35:9,16 35:24 37:6 38:2 39:8 40:23 43:16 44:25 45:20 46:14,17 51:19 51:21,21 54:7 55:1 56:4,10 56:11,15 58:9 58:13,15,18,20 59:21 61:2 62:14,20  
**community's** 10:6 45:25  
**compared** 32:14  
**competitive** 18:9  
**complaining** 53:2  
**complaint** 64:5 64:10,13,21  
**complaints** 41:19 46:14  
**completed** 64:14  
**completely** 47:14  
**component** 40:3  
**comprehensive** 25:20  
**compromise** 48:2 48:16  
**computer-aided** 68:9  
**concept** 56:4  
**concern** 23:19 26:16  
**concerned** 58:17 58:19,19  
**concerns** 59:17  
**concert** 36:21 47:1  
**concerts** 48:6  
**concluded** 67:16

**concludes** 9:7 22:6  
**conducted** 46:15  
**Coney** 30:25  
**conference** 6:19 6:25 7:1,2,7,8 7:16 8:15 9:8 9:12,14 10:16 10:20 11:2,4,6 11:8,15 12:15 12:22 16:2 18:8,10  
**conferences** 11:6 11:11 12:19 15:18 16:2,4  
**conflict** 42:22  
**confronted** 26:16  
**confronting** 7:8  
**congestion** 47:19  
**congratulate** 51:19  
**congratulations** 57:22  
**connected** 10:22  
**connection** 42:16  
**Conservancy** 48:10  
**consider** 47:9  
**consideration** 24:4  
**considered** 25:4  
**contact** 14:12  
**contacts** 46:10 46:13  
**continue** 22:23 44:13  
**continued** 7:16 32:11  
**continues** 32:15  
**convention** 5:20  
**conversation** 21:21 45:9 63:5  
**conversations** 10:1 48:10  
**coordinated** 48:15  
**coordinator** 36:22  
**coordinators** 47:17  
**cop** 14:12

**cops** 50:2  
**corner** 43:6  
**Corp** 36:10  
**correct** 68:10  
**costing** 50:3  
**counsel** 68:12  
**counseling** 17:4  
**country** 10:18 17:16 42:6 44:22  
**County** 16:16 17:11 60:9 68:3,19  
**couple** 40:23 49:13 60:4 65:1,3  
**course** 5:12 19:11,13 25:23 26:1,4,17 27:15 28:22 33:25 35:18 36:1 41:8 43:4 44:24 61:8  
**court** 17:10 64:1 64:2 65:2,5 68:5  
**crack** 62:16  
**craft** 38:12  
**Craig** 3:10 13:21 24:8 26:14 31:23,24 33:12 34:20 35:6,17 40:25 42:10 51:23 52:12,17 56:23 63:11 64:23 66:10,17 67:2  
**Craig's** 48:8  
**Crawford** 2:5 4:18,19 6:1 10:13 14:17 15:25 16:11 27:23,24 33:21 51:24 52:6,10 53:18,20 55:24 56:21 57:24,25 60:1,23 64:4,8 64:12,16,19,24 65:3,12,15 66:6 67:4,8  
**cream** 45:24  
**create** 9:1 27:16

**crew** 36:5  
**crime** 13:9 17:14 32:3,3,6,7,8 32:17  
**crimes** 17:12  
**crisis** 13:9,22 13:23 14:21  
**critical** 36:15  
**Cromwell** 5:18 6:17,19,22 11:18 17:23 18:6  
**cruising** 52:13  
**CSR-8887** 68:17  
**culture** 7:22  
**curiosity** 27:4  
**current** 18:21  
**currently** 18:22 19:2 37:13  
**curriculum** 13:14 14:25  
**cuss** 44:6,7  
**custom** 47:5 48:22  
**customer** 46:8

---

**D**


---

**D** 51:12  
**Dallas** 44:23  
**Damon** 63:3  
**Danielle** 41:2  
**Danny** 42:1  
**Dare** 60:5  
**data** 7:12,12,20 7:24 8:4,5 23:21 46:11  
**date** 40:10 54:19 56:5 65:5  
**Davis** 5:13  
**day** 9:8 17:7 22:14 40:5 49:4 51:1 54:18 57:19,21  
**deal** 42:21 43:15  
**dealing** 13:24 14:2,8 15:10 45:20 52:20  
**Dearborn** 59:15 59:18 61:3 62:17  
**decided** 32:24  
**decision** 33:15



62:9  
**decisions** 61:17  
 61:19 62:5  
**Deck** 55:9, 14, 15  
 55:20 57:4  
**declined** 32:22  
**deescalation**  
 7:22  
**deficit** 29:4  
**definite** 26:5  
**definitely** 10:16  
 35:15 52:8  
 55:20  
**delegate** 6:17  
**delegates** 10:1  
**demanded** 41:6  
**demeanor** 66:22  
**demonstrate**  
 39:21  
**department** 10:5  
 10:7 12:9 14:7  
 14:8, 14 15:3  
 18:21 21:5  
 24:10 25:1  
 26:25 27:9, 15  
 27:21 29:10  
 35:15, 23 37:7  
 39:9, 11 40:22  
 42:23 43:15  
 45:4 49:1 58:3  
 58:21 59:15, 18  
 59:19 61:11, 15  
 61:16, 23 62:2  
**department's**  
 54:11  
**departments** 14:3  
 25:1, 13 41:24  
 42:2, 7  
**depends** 30:3  
**Derek** 2:9 4:24  
**details** 21:19  
 54:22  
**determinations**  
 22:4  
**determined** 59:23  
**Detroit** 1:6, 9, 11  
 4:1, 5 6:23  
 9:19, 23 10:4, 6  
 11:20 12:16, 18  
 17:24 18:5  
 20:13, 14 24:25  
 25:24 26:18

27:6, 17, 18, 19  
 27:21 28:16, 19  
 28:20, 25 29:8  
 29:10, 19, 21  
 31:2, 11, 17  
 35:14, 22 36:11  
 39:11 40:1, 21  
 42:4, 12, 13  
 43:19 45:4  
 46:8 48:25  
 51:11, 13 54:21  
 56:1, 8, 25  
 59:13, 18  
**Detroiters** 27:16  
 51:12  
**develop** 19:19  
**development**  
 21:17 51:10  
**Dewaelsche** 2:10  
 5:1, 2 12:12  
 13:19 14:24  
 22:10, 13, 22  
 23:15, 22 24:6  
 31:8 54:4, 13  
 54:24 55:2, 5  
**Dewaelsche's**  
 15:15  
**diaper** 51:3, 11  
**diapers** 51:3, 6, 8  
 51:8, 10, 12  
**difference** 33:24  
 55:12 56:16  
**different** 7:17  
 9:3 11:11  
 27:14 34:7  
 49:22  
**difficult** 10:2  
**difficulty** 19:22  
**digit** 32:15  
**Dinner** 60:7  
**dip** 20:19  
**direction** 32:16  
**directly** 41:2  
 45:11  
**director** 8:16  
 13:8, 20 18:14  
 22:9 29:25  
 30:22 31:20  
**disability** 21:23  
 22:5  
**disabled** 22:2  
**disciplinary**

61:18  
**discipline** 7:14  
 38:11, 15  
**discuss** 21:23  
 22:4  
**discussions**  
 12:15 61:12, 18  
**dispatch** 39:19  
**disposition**  
 64:21 65:20  
 66:19  
**disqualification**  
 19:7 30:4  
**disqualificat...**  
 30:5, 6  
**disqualified**  
 19:6 30:2  
**disrespect** 60:20  
 60:20, 21, 21  
 66:15  
**Dist** 2:3, 4, 5, 6, 7  
 2:8  
**district** 4:12, 15  
 4:17, 19, 21, 23  
 65:15, 16, 17  
**Divers** 63:1  
**diversify** 25:5  
**Dixon** 43:23  
**doing** 9:7 12:7, 8  
 12:9 15:8 20:8  
 25:21 27:13  
 31:10 33:3  
 37:5, 8, 15  
 40:13, 20 42:3  
 43:4, 14 45:18  
 45:19 47:3  
 50:11 52:22  
 54:2, 6, 16 57:2  
 63:3, 7  
**dollar** 32:25  
**dollars** 28:17, 17  
 29:1, 4  
**domestic** 60:17  
 60:19  
**Donavan** 63:1  
**door** 66:13  
**doors** 66:4, 7, 9  
 66:11, 12, 16  
**double** 32:15  
**Douglas** 43:23  
**downtown** 54:21  
**DPD** 29:8 33:14

35:12  
**Dr** 63:1  
**Drake** 5:13  
**dramatically**  
 19:14  
**drive** 51:3, 12  
**dropped** 32:9  
**drug** 63:21, 22  
**drugs** 46:5  
**due** 49:10  
**duly** 68:7  
**Dunlap** 56:9  
**duty** 16:23 17:3

---

**E**

---

**E** 2:6 3:10 35:17  
**earlier** 9:3  
**early** 24:13  
 37:17  
**ease** 19:15 50:7  
**easier** 29:7  
**east** 47:4 48:14  
 48:21  
**economic** 26:5  
 28:11, 15  
**EDGAR** 2:4  
**educate** 39:7, 10  
**education** 48:19  
**educational** 47:1  
**effect** 60:14  
 65:4  
**effective** 14:13  
 19:10 24:16  
 53:17  
**effort** 33:14  
 62:1  
**efforts** 7:9 31:5  
 48:16  
**either** 13:19  
 22:19 68:13  
**elected** 62:25  
**Elizabeth** 5:4  
**else's** 53:6, 8  
**emergency** 36:23  
**employed** 38:7  
**employee** 29:1  
**employees** 21:11  
 21:18 28:23, 25  
**employment** 38:11  
**empowerment** 55:1  
**EMS** 26:3  
**encouraged** 8:10

8:13,19  
**ended** 46:7  
**endemic** 7:11  
**energetic** 20:17  
**enforcement** 7:3  
 7:5,23 8:5  
 37:13,18  
**engaged** 37:10  
**Engler** 16:17  
**enhance** 7:5  
**enjoy** 50:8  
**enjoyed** 39:23  
**enriching** 62:19  
**enrolled** 39:23  
**ensure** 39:1  
 42:15 43:18  
**enter** 25:2  
**entice** 19:20,24  
**entire** 27:5  
 28:21 35:24  
**entitled** 7:1  
**especially** 24:12  
 24:13  
**establish** 42:25  
**established**  
 10:15 39:24  
 41:1  
**establishing**  
 44:18  
**esteem** 44:1  
**estimates** 26:19  
**et** 12:17 17:5  
 28:16  
**Eva** 2:10 5:1  
**evaluation** 30:1  
**evaluations** 22:1  
**evening** 22:17  
 48:4 67:14  
**event** 46:19  
 48:17 50:1,8  
 52:9 54:20  
 57:16 68:13  
**events** 45:21  
 46:14,19 51:1  
 54:15 55:3  
 58:11,13,14  
**everybody** 13:5  
 28:8 35:2,9,22  
 36:2 37:5  
 40:13 43:4  
 45:22 46:2  
 48:18 53:2

**exact** 40:10  
**exactly** 39:8  
**exam** 20:4 22:18  
 22:18,20  
**examinations**  
 22:16  
**example** 37:19  
**exams** 20:1  
**excellent** 36:20  
 54:3  
**exchange** 66:20  
**excited** 23:5  
 58:8  
**exciting** 45:17  
**excuse** 28:1  
 56:22 60:24  
**excused** 5:5,14  
**executive** 27:8  
**existence** 24:20  
**expand** 43:3  
**experience** 7:21  
 9:18 13:2  
 31:12  
**experienced** 13:5  
 36:17  
**experiences**  
 12:24  
**experiencing**  
 43:14,17  
**expires** 68:20  
**explain** 61:25  
**explored** 9:1  
**explorer** 37:20  
 55:8 56:5,8  
**explorers** 37:2  
 37:13,15,22,23  
 55:12,15 56:1  
**expressing** 41:12  
**extended** 25:11  
**eye** 16:10

---

**F**

---

**facility** 43:7  
**facing** 13:11,24  
 27:3  
**fact** 11:20 12:19  
 13:22 16:21  
 24:19 33:2  
 56:8 63:14  
**factor** 22:15  
**failing** 22:25  
 23:12

**fails** 30:1  
**failure** 20:6  
**fair** 7:5  
**fairly** 13:4  
**fairs** 30:24  
**faith** 36:22  
**fall** 20:18  
**falls** 37:4  
**families** 36:17  
 36:24 58:18  
**family** 29:8,8,10  
 29:10 39:11  
 50:8  
**fantastic** 54:6  
 57:18  
**far** 4:12 15:6,8  
 30:13 41:4,20  
 49:12 51:8  
**favor** 6:3,12  
 67:12  
**FBI** 33:14  
**federal** 33:16  
 42:2  
**feedback** 11:19  
**feel** 46:19 50:7  
 60:18  
**feeling** 9:23,24  
 10:8 49:16  
**fellow** 9:18  
**felt** 10:11 40:24  
 40:25 48:18  
 49:25  
**field** 40:5 51:1  
**fighters** 26:3  
**file** 33:7 64:5  
**filed** 33:18  
 64:10  
**files** 22:3  
**final** 23:23  
**finally** 48:5  
**find** 13:7 16:6  
 33:9 48:1,3  
 66:21,25  
**fire** 21:22 26:3  
 28:23,24 36:22  
**firearm** 64:2  
 65:8 66:21  
**firearms** 39:15  
**fireworks** 37:21  
 40:2  
**first** 5:11 8:8  
 10:19 13:24

19:3 24:24  
 31:24 38:10  
 41:10 45:7  
 52:4 55:7  
 56:11,15 62:16  
 62:21 66:10,12  
**fiscal** 19:4  
**Fisher** 43:23  
**fit** 23:6  
**fitness** 25:10  
**five** 25:7  
**flag** 41:22,23  
**flash** 55:24  
**flip** 44:23  
**flow** 52:18 62:4  
**flowing** 53:5  
**fluctuate** 32:12  
**flyer** 54:17  
**focus** 7:10 61:18  
**folk's** 44:2  
**folks** 36:4,6  
 37:25 39:20,22  
 41:11 42:10,11  
 45:22 48:25  
 50:14 62:24  
**follow** 62:17  
 66:17,19,25  
**follows** 18:20  
**Food** 48:14  
**force** 7:14,22  
**forced** 28:9  
**form** 14:21 41:25  
 60:10 68:9  
**formed** 41:14  
**former** 55:22  
**forming** 37:12  
**forms** 10:18  
**forward** 15:23  
 19:20,24 20:17  
 50:11 52:8  
**forwarded** 65:21  
**Foster** 36:12  
**found** 13:13 48:5  
 49:2  
**four** 6:24 9:8  
 14:8 15:19  
 21:16 25:10  
 62:2  
**fourth** 27:4  
**frankly** 14:3  
 24:9 40:23  
**Frederick** 43:23

**free** 33:25 48:12  
52:21  
**Freeway** 59:14  
**Friday** 29:9  
**friendly** 25:20  
**friends** 39:11  
49:4  
**front** 5:12 47:7  
**fully** 25:9  
**funding** 14:23  
**funeral** 33:4  
**further** 68:12  
**future** 15:17  
20:2 45:17  
53:23

**G**

**Gail** 5:11 18:15  
**gained** 9:5  
**gap** 62:12  
**Garza** 2:10 5:2  
**gather** 7:12  
**general** 21:21  
23:20 28:25  
32:22  
**generation** 48:24  
**getting** 16:24  
17:5 19:22  
29:16 38:2  
44:7 46:6,20  
**Girls** 59:12  
**give** 5:19 11:18  
12:21 21:4,9  
22:16,17,18,19  
24:5 40:19  
41:8 59:24  
62:15 65:17,22  
66:18  
**given** 4:9 24:3  
**giving** 42:2  
64:11 65:9  
**glad** 14:24 29:5  
**glasses** 44:3  
**go** 15:23 21:21  
23:23,25 27:17  
29:6 30:25  
34:8 37:2,16  
39:10,14 41:7  
49:17 54:12  
56:22 58:7  
62:9 64:1  
**God** 46:22

**Gods** 12:9  
**goes** 37:20 51:2  
51:12  
**going** 5:19 6:15  
6:17,18 9:9  
10:2 14:22  
17:7 18:5,8,9  
18:12 19:18,23  
20:11 24:21  
25:8,11 28:5,6  
31:17 37:9,23  
38:9 40:7,11  
40:17 42:19  
43:6 44:13,15  
45:16,17 47:19  
47:22,25 49:15  
49:18 50:4  
51:10 52:10,14  
53:1,23 54:16  
54:20,20,22,23  
57:14,16 59:12  
59:13,20 60:6  
61:20 62:3,12  
62:19,23 63:9  
64:23 66:25  
67:6,6  
**gold** 35:15 42:6  
**Gonzales** 30:22  
**good** 4:4 9:17,23  
9:24 18:16,18  
20:20 21:24  
29:25 31:24  
32:17,21 33:2  
35:10 38:13,19  
46:20 47:13  
48:18 50:22  
51:18,25 52:19  
52:19 54:23  
63:5 67:14  
**gotten** 65:7  
**government** 16:8  
**governor** 16:17  
**grace** 46:22  
**grade** 31:15  
**grades** 44:7,8  
**graduated** 29:9  
**graduating** 31:14  
**graduation** 38:15  
38:18,24 44:4  
**grandfathered**  
28:8  
**great** 15:12

25:19 27:11  
37:5 44:13  
46:23 48:17,24  
53:23,24 54:20  
55:7 57:1,16  
**greatness** 46:23  
**group** 22:24  
35:25 39:22  
**groups** 15:2  
**grown** 38:16  
**guess** 25:21  
41:19 49:11  
**guests** 53:7  
**guidelines** 8:11  
8:25,25  
**gun** 65:10,11  
**guy** 46:5 52:23  
63:20  
**guys** 52:24 53:11

**H**

**habits** 38:13  
**Haddad** 59:16  
**half** 28:13,18  
**Hall** 57:15  
**hand** 15:16 24:24  
54:2  
**handling** 15:10  
46:7  
**hanging** 50:9  
**happen** 41:9  
42:10  
**happened** 44:22  
44:23 65:20  
**happy** 15:3,18  
**hard** 23:20  
**head** 11:1 20:23  
**headquarters** 1:9  
40:16,18 43:5  
**heads** 55:7  
**headway** 20:22  
32:10  
**hear** 14:25 15:4  
46:17 52:1  
**heard** 27:12  
41:12 60:19  
**held** 60:6  
**help** 7:4,4 19:20  
19:23,25 20:8  
25:22 31:17  
37:14 38:12  
39:21 40:2,4  
43:1 63:18  
**helped** 24:22  
**helping** 36:19  
49:12 53:12  
63:13  
**hero's** 37:22  
57:6  
**heroes** 45:7,8  
**hey** 41:7,25  
50:17,19 52:25  
53:13  
**Hicks** 5:6,10  
59:6 60:11,24  
61:1 66:15  
**high** 14:19 27:16  
27:17 29:6  
**highlights** 21:10  
**hire** 24:14 27:16  
**hired** 20:9 24:19  
**hires** 20:10,12  
20:12,13  
**hiring** 18:23  
20:22 24:11  
31:3  
**historical** 16:17  
**historically**  
25:2  
**hit** 11:1 18:25  
47:2  
**hold** 35:2  
**holds** 48:6  
**holler** 40:8  
**home** 9:23 12:9  
19:12 45:7  
**homeboys** 50:9  
**homeless** 15:11  
**Homicide** 39:13  
**hope** 15:19 55:2  
62:13,14  
**hopeful** 15:21  
**hoping** 29:19  
**Hortons** 31:1  
**hospital** 36:23  
63:19,20  
**host** 48:12  
**hosted** 13:25  
59:22  
**Hotel** 54:21  
**hour** 13:22  
**hours** 13:14  
14:25 22:14  
66:13

**house** 8:16 34:22  
47:8 63:2  
**housing** 29:18  
**huge** 48:6,7  
**human** 18:14,19  
51:7

---

**I**

---

**ice** 45:24  
**idea** 24:9  
**identifying**  
25:14  
**ignoring** 17:17  
**ill** 13:12,25  
14:9 17:13,17  
**illness** 14:3,7  
14:21 16:16  
**imagine** 27:6  
62:7  
**impact** 17:4,15  
28:11,15,21  
58:8  
**implementing**  
44:17  
**important** 8:4  
21:13 23:10  
30:20,23 31:4  
33:23 34:12  
44:20 51:4  
62:20  
**impressed** 11:19  
15:7 16:5  
**improve** 7:24  
45:5,16  
**improved** 44:8  
**incarcerated**  
14:19,20 16:15  
**incarceration**  
17:18  
**incident** 36:16  
**incidents** 44:21  
**include** 7:10  
46:13  
**included** 15:3  
**Incorporated**  
60:5  
**increase** 24:11  
35:20  
**increased** 19:14  
**increasing** 31:11  
**indicated** 63:23  
**individual** 7:14

33:4,7,16 34:5  
60:13,20 62:3  
**individuals**  
10:18 13:11  
14:11 34:8  
**influence** 18:3  
**inform** 30:8  
**information** 8:12  
8:13 18:7  
20:11,23 29:18  
34:12 42:20  
57:11 61:14,19  
66:20  
**informative** 12:3  
15:11  
**initial** 25:9  
**injured** 36:17  
**injustice** 7:8  
**inmates** 14:18  
**input** 11:14  
**inside** 26:12  
27:11 33:5  
61:11,15,23  
**insight** 9:5,14  
**institutions**  
14:18 16:19  
17:19  
**interact** 10:17  
**interaction**  
59:19  
**interested** 21:11  
21:18 68:13  
**interesting**  
13:13 16:6  
26:15  
**internal** 61:6  
**internship** 20:15  
**intervention**  
13:9,22 43:12  
**introduce** 5:9  
14:9 37:17  
38:13  
**introductions**  
4:11  
**invested** 12:4  
**investigation**  
64:13  
**investigations**  
15:21 39:13  
**investigator**  
5:13,15,16  
6:18,19,25

65:23  
**investigator's**  
64:6,17,20  
**invited** 38:17  
39:2  
**invocation** 4:8,9  
**involved** 9:10,22  
14:15  
**involving** 33:13  
36:16  
**Islands** 31:1  
**issue** 11:3 26:23  
26:24 28:4  
32:21 34:4  
48:11 65:24  
66:18  
**issues** 7:11 8:21  
13:10 17:17  
43:1 62:21  
66:21,22  
**item** 23:3

---

**J**

---

**jail** 7:23 9:2  
16:16 17:7  
50:4  
**jam** 46:23  
**Jamaica** 16:6  
**James** 3:10 31:23  
35:17  
**Jefferson** 47:13  
47:14,20,20  
48:14  
**job** 9:1 16:25  
21:15 36:20  
37:5 38:1 44:9  
54:3 55:10  
57:1  
**John** 16:17  
**Johnson** 30:13,17  
30:17,18,19  
31:7 60:3  
**joined** 17:2  
**joint** 33:14 62:1  
**Jones** 30:11  
**judges** 17:10  
**July** 41:18  
**June** 63:13  
**junior** 8:16 38:2  
39:1 55:12,22  
56:3,6  
**justice** 7:20

8:17  
**juvenile** 8:24

---

**K**

---

**K.D** 47:8,12,24  
49:10 52:23  
**Kansas** 11:4  
**keep** 44:14 53:3  
**kept** 46:4,6  
64:18  
**key** 8:15 60:8  
**kid** 51:6  
**kids** 31:13 38:7  
38:22 42:9  
43:21 44:12  
**kill** 32:20 33:8  
**kind** 10:21 22:25  
27:14 32:9  
49:13,18 50:10  
52:25 61:10,17  
62:1,4,5,13  
**kinds** 13:12  
**kiosk** 19:13  
**knew** 16:20 17:3  
**know** 8:14 10:20  
11:8,13 12:3  
13:3,4,25 14:5  
14:17 17:8  
18:1,2 21:11  
22:23 23:2,7  
23:16,17,19  
24:11,23,25  
25:3,25 26:15  
27:12 29:17,20  
31:13,15,16  
32:1 33:24,24  
34:6,15 35:10  
36:5,6,18 37:2  
37:7,8,19,20  
38:1 41:10,11  
41:22 42:10  
43:13 44:5,11  
44:17,18,21,23  
45:3,24 46:4,9  
46:11 47:3,14  
47:22 48:8,20  
49:9,17,17,19  
49:23 50:2,9  
50:13 51:9  
52:13,25 53:8  
54:7,8 56:24  
58:4,7 60:18

63:4,8,9,11,21  
64:12,14 66:14  
66:22  
**knowledge** 13:2  
**knows** 35:7 43:4  
46:2 58:13  
**kumbaya** 41:11,19

**L**

**LA** 24:10  
**lacking** 31:15  
61:12  
**ladies** 43:24  
**lady** 44:3  
**Lafayette** 16:18  
16:22  
**laid** 16:24  
**Lansing** 28:2,14  
28:15  
**LAPD** 24:20  
**larger** 7:10  
**Lavish** 47:5,6,8  
47:9,10,11,12  
47:24 48:13  
49:5,7 50:19  
50:19,24 52:2  
52:4,8,13,16  
52:18 53:19  
**law** 7:3,5,23 8:5  
26:1 27:2,7,19  
28:5 37:13,18  
**Lawrence** 5:15  
40:9  
**leadership** 35:16  
58:22  
**League** 42:5,13  
42:14  
**lean** 45:12  
**learned** 12:5  
**Leave** 20:23  
**led** 46:13  
**left** 4:12 24:20  
40:25  
**legislature** 28:6  
**leisure** 21:19  
**let's** 20:3 27:8  
47:23 50:18  
53:3  
**letter** 64:19,22  
64:25 65:20,22  
**letting** 9:11  
**level** 27:8 32:2

**levels** 31:15  
**LGBT** 41:10,18  
**LGBTQ** 40:21,22  
41:5,15,25  
**liaison** 35:1  
41:1,3,25  
44:18 45:10,15  
**license** 64:2  
65:9  
**lieutenant** 30:11  
30:13,17,17,19  
31:6 66:19,24  
**life** 34:5,6,16  
35:8,20 45:21  
**limits** 59:25  
**line** 17:3 24:25  
33:2  
**Lisa** 2:7 4:22  
**list** 21:14 37:20  
**listed** 54:8  
**listen** 41:16  
42:24 53:12,16  
**listening** 53:16  
**little** 5:19 10:8  
12:13 19:8,22  
19:24 20:24  
29:7 31:18  
34:7 44:19  
49:13 50:7  
58:12 62:10  
**live** 19:9 26:1,2  
26:4,22 27:11  
27:18 35:21  
**lived** 25:25 27:1  
27:6  
**lives** 14:10 33:2  
34:9  
**living** 26:9,11  
26:12  
**local** 8:22,23  
9:6 42:2 45:7  
**location** 59:23  
65:12  
**locations** 54:8  
**lock** 66:4  
**locked** 66:7,9,11  
66:11,13,16  
**long** 41:23 62:23  
**look** 7:11 8:20  
14:16,18 20:17  
24:5 25:22  
32:23 35:3

44:21 45:16  
50:11 52:8  
66:23  
**looked** 23:13  
44:9 48:25  
**looking** 12:7  
13:15 35:4  
47:16 48:4  
50:16 61:10,15  
**looks** 50:21  
**Los** 15:7,7 24:10  
26:25  
**lose** 27:7,20  
**loss** 31:25 36:18  
**lost** 28:16 50:14  
**lot** 9:5,7 10:3  
11:19 12:23  
13:1,3 15:1  
16:19 25:2  
37:10,25 41:21  
49:4,14,15,23  
49:23 50:6  
52:1,22 53:6  
53:10 54:14  
56:7  
**love** 39:20 43:3  
**loved** 48:18  
**Ludd** 63:3,3 64:7  
64:10,15,18,22  
65:1,5,14 66:1  
66:8 67:1,3

**M**

**Main** 35:7  
**Maine** 14:5  
**major** 16:8,9  
46:3  
**making** 9:5 32:10  
41:9 46:10  
52:9 61:4,16  
62:9  
**man** 45:2,14 47:3  
60:20  
**manage** 36:19  
**management** 61:10  
61:14  
**Mancini** 68:6,17  
**Marlon** 37:19  
**Marriott** 54:21  
**Massachusetts**  
7:21  
**matrix** 25:22

**matter** 16:21  
35:24,24 56:8  
**matured** 38:16  
**mayor's** 65:8  
**McDonalds** 31:1  
**McKinney** 63:1  
**MCOLES** 19:5,8,9  
19:17,21 20:4  
22:11 29:5  
**mean** 15:15 21:22  
22:15,24 28:20  
29:3 34:13,14  
36:14 46:1  
52:19 53:4  
58:2  
**meaningful** 16:3  
**means** 42:12 68:9  
**mechanism** 37:17  
**media** 32:20 34:1  
34:2 38:18  
**medical** 22:1  
**medication** 17:5  
**meds** 17:5,7  
**meet** 47:25  
**meeting** 1:7 4:7  
21:24 47:14  
57:14,20 59:9  
59:21 61:2  
62:14,23 65:25  
67:16 68:7  
**meetings** 12:17  
45:1 46:14,15  
**meets** 11:21  
41:15  
**members** 15:19  
21:5 22:1,5  
23:7,8 43:15  
**memorial** 33:13  
**men** 27:13 33:1  
38:8 58:17  
60:4  
**mental** 13:11  
14:3,7,21  
16:16,19  
**mentally** 13:12  
13:25 14:9  
17:13,17  
**mentioned** 20:25  
61:2  
**mess** 53:15 63:10  
**message** 33:7  
**messaging** 63:5

**met** 45:1 47:12  
 48:3  
**Mexico** 7:1  
**Michigan** 1:11  
 4:1 16:19  
 17:16 28:22  
 34:7 43:6  
 59:13 68:1,19  
**microphone** 30:12  
**middle** 43:20,21  
 44:11  
**Mile** 52:14,14  
 65:14  
**military** 44:19  
**millennial** 47:9  
 47:12  
**millennials**  
 35:22  
**million** 28:17,17  
 29:1,3 32:25  
**Minneapolis** 15:9  
**minorities** 24:12  
 24:17  
**minority** 24:14  
**minutes** 6:6  
 59:25  
**misconduct** 7:15  
**mission** 7:4,4  
 35:18  
**model** 41:24  
**mold** 38:12  
**moment** 19:7 58:2  
**Monday** 40:15  
**money** 28:20 50:3  
**monitor** 16:23  
**Monitoring** 7:18  
**month** 18:20,24  
 20:3,9,19,22  
 22:2 46:3  
 60:15,16,17,17  
 65:6  
**monthly** 41:15  
**months** 19:3  
**Moore** 2:8 4:4,5  
 4:10 5:3,8,21  
 6:2,5,11,14  
 9:13 10:10  
 12:1,10 13:17  
 15:5,24 17:20  
 17:25 18:13  
 22:8 24:7  
 25:16 27:23

30:10,15,18  
 31:6,20,22  
 33:10,19 34:18  
 34:21,24 51:15  
 55:6,11,18,22  
 55:25 56:13,14  
 56:20 57:24  
 58:25 59:3,7  
 60:22,25 62:22  
 67:5,11,14  
**mother** 32:1 51:6  
**motion** 5:24 67:7  
**motorcycles**  
 48:19 53:11  
**Mound** 65:14  
**move** 6:8 7:13  
 28:9 41:9  
**moved** 5:25 6:2  
 6:11 29:1 67:8  
 67:9,11  
**moving** 32:16  
**multiply** 29:2

---

**N**

---

**NACOLE** 5:20 6:18  
 7:2 9:20 11:6  
 11:7 12:20  
 15:16,22 17:23  
 18:10  
**nah** 47:23  
**nail** 11:1  
**name** 4:5 30:15  
 59:25  
**Napoleon** 60:9  
**narcotics** 46:3  
**nasty** 66:2,3  
**nation** 9:19  
 11:23 12:5  
 15:1 60:21  
**national** 6:25  
 7:2 11:12 45:1  
**nationwide** 29:23  
**nature** 30:3  
**near** 59:14  
**necessarily**  
 23:24  
**need** 14:15,22  
 17:23 23:18  
 40:1 41:7  
 58:12,20 63:10  
 66:13  
**needed** 8:8

**needs** 7:6 8:23  
 11:5,7 34:15  
**neighborhood**  
 35:1 45:19,25  
 46:5,9,12,18  
 53:6,8 54:15  
 54:19 63:7  
**neighborhoods**  
 25:25 26:2,3,4  
 43:17  
**neither** 68:12  
**network** 12:4  
 45:1  
**never** 46:21  
 48:23  
**new** 7:1 13:4  
 18:24 20:10,12  
 20:12,13 30:21  
 31:9 37:12,12  
 43:5 54:2 59:7  
**news** 32:14,21  
 33:2 38:17,19  
**nonfatal** 32:12  
 32:14  
**noon** 40:16  
**normally** 48:6,25  
 51:7  
**Norwood** 43:9  
**Notary** 68:5,18  
**note** 8:15 27:25  
 52:19,20 60:8  
**notes** 68:11  
**noteworthy** 8:3  
**noticed** 26:8  
**noting** 28:3  
**November** 40:17  
 59:21 60:7  
**nowadays** 13:11  
**NPOs** 45:19 57:19  
**number** 9:21  
 13:23 17:9  
 19:13,16 21:14  
 21:16 25:19  
 32:11 46:10  
**numbers** 16:13  
 19:6 23:20  
 30:23 31:12

---

**O**

---

**occasions** 62:11  
**occur** 65:13  
**occurred** 62:7

**October** 1:8 4:2  
 5:23 40:15  
 54:19 59:10  
 60:15,18  
**offenders** 8:24  
 9:2  
**offer** 13:1 24:1  
 35:25 36:24  
 43:2  
**office** 3:9 5:17  
 6:24 32:23  
 35:11 45:10,15  
 48:3,6,9,22  
 54:2 62:25  
 64:6,17,20  
 65:8,21  
**officer** 15:10  
 16:21 27:10  
 33:8 34:6,16  
 36:16 40:9,13  
 40:14 41:2  
 43:9,25 45:12  
 45:12 54:19  
 55:9,14,15,20  
 56:4,10 57:4  
 64:10,18  
**officers** 11:12  
 13:24 17:2  
 25:24 26:9,11  
 26:12,21 27:1  
 27:12 28:14  
 29:8,20 32:20  
 33:1 34:4,9  
 36:5 37:16  
 42:18 43:3,13  
 44:24 45:19  
 46:1,9,12,18  
 47:21 54:15  
 56:5,7,12,15  
 58:17 63:12  
 66:4  
**officers'** 8:11  
 8:12  
**official** 58:3  
**officials** 62:25  
**Oh** 57:25 64:16  
 66:8  
**okay** 47:11,13  
 49:25 50:6  
 52:10,17 53:20  
 54:13 64:8  
 65:12 67:2

**old** 59:8  
**once** 45:12 60:19  
 67:6  
**ones** 23:24  
**online** 19:9,12  
 29:16  
**open** 7:20 8:4  
 51:13 66:13  
**opened** 47:2  
**opener** 16:10  
**opportunities**  
 9:2  
**opportunity** 8:17  
 24:14 25:12  
 29:20 38:10  
 39:17  
**opposed** 6:5,14  
**oral** 59:24 63:2  
 67:5  
**order** 4:7 41:8,8  
**organizations**  
 11:10  
**organize** 49:3  
**organizer** 53:21  
**organizers** 12:20  
 47:16  
**ought** 18:4  
**outside** 26:9,11  
 27:1 28:4,9  
**overall** 15:12  
 32:3,6,17  
**overcoming** 16:9  
**oversight** 7:3,9  
 7:19,20,24 8:4  
 8:10,13,19,21  
 9:1,5 10:19  
 15:2 16:5

**P**

**p.m** 4:3 59:10,20  
 59:22 60:7,7  
 67:16  
**package** 18:21  
 21:12  
**packet** 60:4,10  
**packets** 21:7

**page** 20:11 54:11  
 54:12  
**paid** 21:11  
**Paisley** 43:10  
**PAL** 42:5,7,9,11  
 42:12,13,16  
 43:5,9  
**Palmer** 41:6  
**Pam** 5:13  
**panel** 13:25  
**panels** 7:18  
 15:17  
**Pannell** 39:3  
**parental** 38:20  
 38:23  
**park** 41:6 48:6  
 48:12  
**parliament** 16:7  
**part** 13:22 14:25  
 19:21 25:14  
 35:17,25 39:4  
 40:3 55:17  
 61:5  
**participating**  
 15:22  
**participation**  
 11:15  
**particular** 8:1,9  
 8:14 9:11 11:2  
 28:24 62:18  
**particularly**  
 11:12 16:4,15  
 34:16  
**partner** 45:4  
**partnering** 51:9  
**party** 68:13  
**pass** 28:7  
**passed** 25:10  
**passing** 20:1  
**path** 46:23  
**pathway** 27:17  
**pay** 51:7  
**peaceful** 35:10  
**pension** 22:3  
**people** 6:24 9:4  
 11:19 17:5,8  
 17:12 19:22  
 22:15 23:6,11  
 23:19 26:3  
 28:7 31:11  
 37:17 45:11  
 46:25 48:23

49:14,16,24  
 50:4,6 58:5,17  
 60:2 62:16  
**percent** 14:20  
 16:13,14,14  
 20:5,6 21:6  
 26:21,25 27:7  
 27:20 28:3  
 32:4,5,6,7,11  
**perception** 49:22  
**perceptions** 44:2  
**period** 23:25  
 30:8  
**permanent** 19:6  
 30:5  
**permanently** 22:2  
 30:1  
**permission** 38:20  
 38:23  
**Perry** 38:4,6  
 55:18,20 56:1  
 56:14,24  
**person** 19:15  
 30:2 32:24  
 33:6  
**personal** 8:11,13  
 39:13  
**personally** 32:1  
**persons** 14:2,6,9  
**perspective**  
 16:17  
**perspectives**  
 7:10  
**phase** 25:9  
**phenomenal** 45:20  
**phone** 46:6 50:20  
**physical** 22:21  
 22:23 25:10,12  
**pick** 41:21 43:20  
**picked** 11:2  
**picket** 17:3  
**picture** 35:3,8  
 43:25  
**pieces** 62:3  
**piggy** 15:14  
**pipeline** 24:5  
**place** 8:8,11  
 27:2,7,9,20  
 35:19 36:4  
**plan** 23:23 29:18  
**planner** 46:19  
**platform** 32:20

**platoon** 27:5  
**play** 35:21  
**please** 5:9 30:15  
 59:19,24  
**pleased** 19:1  
 50:10  
**pleasure** 6:7  
**plus** 12:25  
**PM** 1:8  
**point** 26:19  
 38:12 63:6  
**police** 1:6 4:6  
 4:11 6:24 7:14  
 7:21,24 8:4,7  
 9:25 10:15,22  
 11:12,20,24,24  
 13:24 16:21  
 17:2 20:21  
 21:22 24:10,25  
 25:1,13,24  
 26:1,21 27:1,9  
 27:15,18,20,21  
 28:22,24 31:23  
 32:20 33:1,8  
 34:4,6,9,16  
 35:9,14,23  
 36:11,16 37:7  
 37:16 38:2  
 39:1,4,5,6,8  
 39:11,15,22,24  
 40:7,11,12,14  
 40:16,17,21  
 41:3 42:5,12  
 42:14,16,23  
 44:2,6,8,24  
 45:4,19,23  
 46:1,1,9,12,18  
 47:18 48:17,25  
 49:15,17,21,22  
 49:24 50:3,6  
 52:20 53:13,13  
 54:15,19 55:12  
 55:23 56:1,3,6  
 56:9,18 58:3  
 58:13,14,14,16  
 59:15,18,18  
 61:3 66:5  
**POLICE'S** 3:9  
**policies** 8:10  
 12:6  
**policing** 7:11  
 35:16 51:20

**policy** 7:23  
**population** 17:8  
 21:7  
**Portland** 14:5  
**position** 35:2  
 41:1  
**positive** 38:20  
**post** 48:5,22  
 54:11  
**Potts** 54:1  
**power** 48:9  
**powerful** 10:21  
**powers** 8:22  
**practice** 7:17  
 14:1  
**practices** 12:6  
 13:2  
**precinct** 16:22  
 16:23 27:4  
 50:16 54:17  
 59:11,22 63:8  
 66:2,2,8,16  
**preliminary**  
 24:22  
**preparatory**  
 20:25 23:5  
 24:9  
**prepare** 19:25  
 23:11 31:10,17  
**prepared** 24:16  
 38:14  
**preparing** 23:25  
**present** 8:3 59:4  
**presentation** 9:8  
 11:17 15:12  
 16:5 18:14  
 51:18,25 54:5  
 55:7 59:15  
 61:4,4,5,6  
 62:13,16,18  
**presentations**  
 42:3  
**presenter** 12:19  
**presenters** 12:14  
 12:18 15:15  
**presenting** 59:16  
**press** 11:8  
**pretraining**  
 31:10  
**pretty** 23:4  
 46:20  
**previous** 11:4

**proactive** 36:3  
**proactively**  
 35:19 43:14  
**probably** 14:6  
 23:14 26:20  
 27:3 32:18  
 54:18 58:12  
 66:18  
**probational**  
 66:23  
**problem** 49:18  
 50:24 53:1,2,9  
**problems** 50:1  
 52:23  
**procedural** 7:20  
**process** 19:3,5  
 21:23 39:19,19  
 65:19  
**professional** 7:5  
 21:17 37:18  
**program** 19:20,23  
 20:8,16 21:1  
 23:5,10 24:20  
 24:22 25:8  
 31:10,17 38:3  
 38:8,9,22 39:1  
 42:9,17,18  
 43:22 44:5,14  
 55:8,16 56:2,3  
 56:4,5,6,7,8  
 56:10,17  
**programs** 35:19  
 37:11 56:18  
**project** 19:18  
 21:20  
**projects** 20:25  
 21:8  
**promised** 21:3  
**promptly** 60:8  
**proof** 44:11  
**properly** 6:2,12  
**property** 32:7  
**prosecute** 32:24  
**prosecutor** 8:21  
 33:16  
**prosecutor's**  
 32:23  
**prosecutors** 8:21  
 8:24  
**protect** 8:11  
**protest** 17:2  
 28:2

**protests** 7:18  
**proud** 10:3,4  
 12:8,8 35:2,17  
 43:8 58:4,21  
 58:21,22  
**provide** 29:18  
 42:20  
**psych** 16:24 30:1  
**PTSD** 43:13,14,17  
 44:20  
**public** 1:9 7:13  
 8:6,8 43:19  
 48:2,16 68:5  
 68:18  
**publically** 38:4  
**publicity** 58:12  
**pulled** 35:4  
**pulling** 18:10  
 36:2  
**purpose** 8:8  
**push** 26:23  
**pushing** 18:9  
 32:19  
**pushups** 23:17  
**put** 25:7 27:7,19  
 33:1 35:5  
 42:14 49:7  
 50:17 61:7  
 63:16  
**putting** 35:19

---

**Q**


---

**quality** 35:20  
 45:20  
**quarter** 32:5,10  
**questions** 9:12  
 9:14 22:7,9  
 30:11 33:20  
 34:18 51:14,16  
 59:17 62:6  
**quick** 31:9 40:8  
 47:6 54:5  
**quickly** 19:25  
**quite** 29:16,22  
 40:23  
**quorum** 5:5,7  
**quotes** 52:1

---

**R**


---

**R** 2:8  
**raised** 61:13  
**raising** 51:3

**range** 61:17  
**ranks** 25:5  
**rate** 20:5,6  
**reach** 11:7,13  
 60:12  
**reaching** 42:7  
 51:20  
**react** 8:14  
**read** 21:19 33:23  
 34:24 35:18  
 64:9  
**reading** 16:12  
 31:14  
**ready** 36:18  
 47:21  
**real** 16:10 23:20  
 40:8 42:16  
 45:23 47:6  
 54:4 58:14  
 61:21  
**reality** 27:22  
**realize** 63:16  
**really** 11:22  
 18:4 20:20  
 24:22 29:23  
 36:5 38:1  
 40:24 42:11  
 47:13 48:20  
 49:8,16 51:20  
 53:4,23 56:18  
 58:7,13 61:7  
 62:1  
**reapply** 30:2,7,9  
**reason** 20:7  
 34:13  
**received** 30:24  
 60:3 65:19  
**recognition**  
 21:16  
**recognize** 63:14  
**recognized** 43:11  
 47:7 54:1  
**record** 5:3 30:16  
 33:23 34:25  
 49:5  
**recorded** 68:7  
**recruit** 39:21  
**recruited** 25:8  
**recruiting** 55:3  
**recruits** 18:24  
**reduced** 68:8  
**reduction** 32:5,6



32:7  
**reductions** 32:15  
**refer** 35:6  
**reference** 33:22  
 60:4  
**referencing**  
 28:23  
**reflect** 27:14  
 35:13  
**reflecting** 35:4  
**reflects** 35:11  
 35:12,12  
**regard** 22:10  
 26:5  
**Reggie** 4:18  
**REGINALD** 2:5  
**registered** 50:5  
**regular** 1:7  
 22:14 24:16  
 42:24  
**regulation** 17:6  
**relations** 9:25  
 45:25 58:15  
**relationship**  
 10:4,6 35:10  
 45:6 50:13,14  
 53:22 59:17  
**relationships**  
 37:12 45:16  
 50:22  
**relaxed** 49:21  
**remains** 29:14  
**remember** 25:23  
 45:24  
**reminds** 35:9  
**repeat** 49:11  
**report** 6:16,18  
 18:19 22:6  
 25:19 29:25  
 32:18 59:5  
 63:23  
**REPORTER** 68:5  
**reporting** 61:10  
**reports** 14:19  
 41:3 59:4  
**representatives**  
 15:16  
**represented**  
 15:17  
**representing** 3:9  
 5:16 42:23  
 62:24

**request** 54:5  
**requested** 21:25  
**require** 14:23  
**research** 7:24  
**reside** 28:4  
**residency** 20:11  
 25:22 26:18,24  
 27:9,25 28:1  
 28:12 30:20  
**residents** 20:13  
 20:14 26:7  
 29:21 31:3,3  
 31:11  
**resolution** 42:22  
**resources** 18:15  
 18:19 21:15  
 43:2 51:7  
**respect** 20:15,18  
 20:22 21:4,10  
 21:25 22:5  
**respected** 41:13  
**respond** 21:6  
 36:23 47:18  
 65:17  
**responded** 47:21  
 50:19  
**responder** 45:7  
**responders** 13:24  
**responding** 36:19  
**response** 13:17  
 50:10 62:17  
 64:17 65:7,10  
**responsible** 36:7  
**responsive** 7:6  
**rest** 54:9  
**restaurant** 48:14  
**resubmitted** 22:3  
**result** 16:20  
 17:17 31:11  
 41:14 48:2  
**results** 21:4,8,9  
 62:10  
**retention** 21:10  
 24:11  
**retirement** 21:22  
 21:22,23  
**retirements** 22:5  
**returned** 45:6  
**revenues** 28:16  
**revolution** 25:6  
**Ricardo** 2:8 4:5  
 56:14

**RICHARD** 2:3  
**ride** 39:20  
**right** 11:1 16:12  
 17:25 24:21  
 27:17 28:3  
 32:13,16 35:7  
 36:8,10,23  
 37:4 39:4  
 40:15,17 43:5  
 43:7,25 44:9  
 47:9 48:13  
 50:20 51:2,3  
 52:15,17 53:21  
 54:2,21 55:25  
 57:14 60:22  
**Rivera** 64:11,18  
**Riverfront** 48:10  
**robberies** 32:15  
**Robert** 5:16 56:9  
 60:3  
**role** 7:19 12:17  
 15:22  
**rollcall** 27:4,5  
**rookie** 61:24  
**rookies** 61:25  
**room** 19:22  
**rooms** 36:23  
**roughly** 27:20  
**round** 40:20 62:4  
**row** 5:12  
**Roy** 8:15  
**RPR** 68:17  
**rude** 63:20 66:2  
 66:3  
**runaround** 64:11  
**running** 23:18  
 36:6 47:3

---

**S**

---

**safe** 48:18 50:7  
**safety** 1:9 7:23  
 26:6 39:13  
 48:2,16  
**Sanders** 2:9 4:24  
 4:25 67:10  
**sat** 12:13  
**satisfied** 46:8  
**Saturday** 22:17  
 22:20 37:23  
 57:15 60:6  
**save** 54:18,22  
**saved** 14:11

**saw** 32:18 49:1  
**saying** 12:18,23  
 30:14 35:5  
 41:25  
**sayings** 41:21  
**scenes** 62:6  
**scheduled** 20:4  
**scholarship** 25:8  
 60:5  
**school** 24:9  
 27:17 31:14,16  
 44:12  
**schools** 27:16  
 43:19,20,21  
**scoopers** 45:24  
**Scouts** 56:2,17  
 56:19  
**screen** 35:3  
**scrutiny** 8:23  
**se** 51:8  
**second** 6:1,3,12  
 33:3 41:18  
 67:10  
**Secretary** 5:5,9  
 5:22 59:4  
 60:25 62:24  
**sections** 62:2  
**see** 12:7 18:5  
 19:6 20:3,5,23  
 21:8 28:5,5  
 29:5 31:16  
 32:8 36:5  
 38:16,19 42:8  
 43:17,24 50:25  
 53:12 54:6,14  
 54:16 57:13  
 58:8,16 63:1  
**seeing** 19:11  
 32:13 52:20  
**seen** 24:24 48:23  
 49:21 53:13  
**segment** 51:5  
**segments** 58:20  
**seizure** 63:14,15  
 63:17,23  
**self** 44:1  
**self-respect**  
 38:15  
**selling** 46:5  
**send** 64:16,23  
**seniors** 35:22  
 45:21

**sense** 62:4  
**sent** 15:9,19  
 16:23  
**sentence** 17:12  
 17:14  
**sentencing** 8:25  
**September** 6:7  
 18:20,24,25  
 19:10 20:3,10  
 20:10,16 46:12  
 65:6  
**Serbian** 57:15  
**sergeant** 30:22  
 38:4,6 50:15  
 54:1 55:18  
 56:1,14,24  
**serious** 34:14  
**seriously** 52:2  
**served** 60:8  
**serves** 35:23  
**service** 33:13  
 35:25 56:4,10  
 56:12,15,24  
**session** 8:1,9  
 22:21  
**sessions** 22:20  
**set** 8:11  
**share** 9:18 12:24  
**shark** 50:17,21  
 52:11  
**Shawn** 40:9,12  
**Shelby** 2:3 4:13  
 4:14,14 16:1  
 29:24 51:17  
**sheriff** 60:9  
**shift** 27:5  
**shoot** 39:14,15  
**shooter** 44:24  
**shootings** 32:13  
 32:14  
**shop** 41:2 53:9  
**short** 62:10  
**shortly** 39:6  
 54:17  
**shot** 44:24  
**show** 14:10 20:5  
 38:21,25 39:8  
 47:5,5,19 48:1  
 48:12,13,17,22  
 49:12,20 52:5  
 52:11 64:1  
**showed** 48:23

**showing** 22:15  
**shows** 49:13 52:3  
**shut** 47:20 49:2  
 63:18  
**sic** 63:3  
**side** 37:3 52:15  
**sighted** 62:11  
**sign** 38:22  
**significant** 31:5  
**significantly**  
 19:16 32:12  
**simulator** 39:15  
**sir** 6:22 11:17  
 25:18 34:23,24  
 36:13 51:25  
 52:3 58:23  
 64:6,20 66:7  
 66:15 67:4  
**sitting** 5:12  
 35:3 53:5  
**situation** 8:14  
 14:22 46:7  
 66:1  
**situations** 13:12  
 36:20 47:23  
**slacking** 49:14  
**sleep** 57:19  
**slightly** 32:11  
**small** 14:6 52:25  
**Smith** 40:9,14  
 45:12  
**soccer** 42:20  
**social** 16:24  
 32:20 34:1,1  
 38:13  
**society** 51:5  
**soft** 42:19  
**solutions** 36:3  
 55:1  
**somebody** 53:8  
**somebody's** 34:16  
**sorry** 22:22  
 30:18 57:6  
 63:4  
**sort** 16:16  
**sought** 7:8  
**Soul** 48:14  
**source** 26:16  
**Southfield** 59:14  
**souvenir** 60:11  
**space** 52:25  
**speak** 6:20 11:23

55:19,21 63:4  
**speaker** 8:15  
 60:8  
**speaking** 12:20  
**special** 19:18  
 20:24 21:8,20  
 59:14  
**specific** 21:9  
 23:3  
**specifically**  
 30:8  
**speech** 33:25  
 44:4  
**spent** 13:15  
**spiked** 19:16  
**spilled** 47:20  
**spoke** 12:14  
**sponsored** 7:2  
 56:2,16,17,19  
 58:14 59:10  
**sports** 48:5  
**spot** 48:1,4,5  
 49:7,8  
**SQUAT** 25:14  
**SRT** 25:3,6,15  
**stability** 26:6  
**Stacey** 36:12  
**staff** 5:9 9:4  
 15:19 19:19,19  
 21:2 35:4 36:8  
 38:6 49:9  
 57:18 58:7  
**staffing** 18:21  
**stage** 47:3  
**stand** 36:12 40:9  
 43:10 47:6,7  
 54:1  
**standard** 15:1  
 25:12 35:15  
 42:6  
**standards** 66:24  
**standing** 43:24  
 59:4  
**Star** 30:22  
**stars** 30:21  
**start** 5:11 18:25  
 34:24 40:11,17  
 41:9  
**started** 26:17  
 32:10 42:17  
 44:5  
**starting** 4:12

32:8 39:6  
 40:15 53:11  
**state** 16:19 28:6  
 28:22 29:17,22  
 32:22 33:11,17  
 33:17 34:3  
 42:2 68:1  
**stated** 8:19 9:3  
 10:24 65:18,22  
**statement** 35:18  
**station** 66:5  
**stats** 16:12  
**stay** 21:4  
**steady** 29:14  
**Steil** 33:14  
**Steil's** 33:4  
 50:15  
**stenographic**  
 68:11  
**stenographically**  
 68:8  
**step** 40:1  
**stepping** 36:24  
**Steve's** 48:14  
**Stewart** 59:12  
**stood** 45:2  
**story** 38:19  
**street** 49:14  
**streets** 30:25  
**strong** 39:25  
 42:16  
**structure** 38:11  
**structured** 62:15  
**structures** 61:11  
**struggled** 14:2  
**stuck** 8:18  
**student** 20:15  
**students** 20:17  
 27:17  
**stuff** 41:9 45:17  
 46:21 49:2  
 54:16  
**success** 41:22,23  
**successful** 18:23  
 19:25 20:9  
 23:9,9,19  
 39:21 47:4  
**suffering** 14:3,7  
 14:20 44:20  
**suggests** 8:5  
**suicide** 14:12,12  
**summer** 38:5,7

46:23 55:16  
**summit** 54:20  
**supervising** 5:15  
 6:17 65:23  
**support** 6:10  
 23:21 32:3  
**supported** 67:11  
**supporting** 31:25  
**supportive** 58:11  
**supposed** 65:21  
**supposedly** 63:12  
**sure** 12:21 23:13  
 31:2 36:3  
 38:23 42:14  
 48:11 53:23  
 57:12,13  
**surprising** 13:3  
**survey** 21:4, 6, 9  
 21:19 27:3  
**sworn** 18:22  
 20:13,20 21:5  
 26:9  
**system** 17:11,13  
 19:10 29:16  
 39:18 61:14,21  
**systemic** 7:8  
**systems** 21:22

---

**T**


---

**tab** 21:8  
**table** 61:13  
**take** 15:22 19:7  
 20:19 22:6  
 25:22 33:15  
 35:2 41:16  
 58:2 62:21  
 63:19 66:22  
**taken** 34:15  
 68:11  
**takes** 59:8  
**talk** 10:17 19:8  
 27:8 28:19  
 29:4 35:6 37:3  
 43:12 49:19,19  
 50:18 65:24  
 66:3,24  
**talked** 11:3  
 41:20  
**talking** 12:15  
 17:1,9 29:3  
**tank** 28:13,15  
**target** 16:13

18:25  
**taser** 14:1,10  
**tasers** 14:4  
**taught** 39:13  
**taxes** 28:16  
**teach** 38:14  
**teacher** 44:7  
**teachers** 26:2  
 44:6  
**team** 23:8 27:11  
 30:21 35:17  
 36:9 37:5  
 42:17,17 44:10  
 46:20,23 57:1  
**tech** 29:6  
**technology** 7:19  
**teens** 37:13  
**tell** 14:1 26:19  
 38:8,17 39:7  
 40:10 41:9,10  
 41:19 43:2,24  
 44:12 45:22  
 46:2 47:8  
 48:21 50:20  
**telling** 46:4  
**temporary** 19:7  
 30:6,7  
**ten** 29:2  
**tend** 61:18  
**terms** 9:25 13:1  
 17:4,6 19:2,17  
 20:1 28:16  
 32:3 60:12  
 61:16,22 64:13  
**terroristic** 34:3  
**test** 19:22 20:6  
 20:7 23:1  
 24:16 25:6,10  
 31:18 63:22  
**tested** 23:3  
**testing** 19:9,17  
 19:21 22:11,14  
 23:25  
**thank** 4:10 5:8  
 5:10,21 6:22  
 11:16 12:2  
 15:4,23 16:12  
 17:21 18:13  
 24:6 25:16,18  
 25:19,21 29:10  
 29:25 31:6,20  
 31:21,25 32:2

34:17,19,20  
 36:10,12 38:4  
 50:23 51:18,21  
 53:21,21 54:5  
 54:24 55:5  
 56:20 57:3,4  
 57:17,17,23  
 58:2,23,25  
 59:2 60:22  
 62:23 67:3,4  
**thanks** 51:25  
 57:22  
**theme** 7:7  
**thing** 11:16  
 17:23 20:20  
 24:24 29:15  
 44:11,13 46:17  
 49:3,8 63:7  
**things** 8:18 10:2  
 21:13,18,25  
 29:6 35:19  
 37:3,25 40:25  
 42:9,15 43:14  
 52:21 58:7  
 62:9 65:19  
**think** 8:2,18 9:6  
 9:20 10:20,23  
 11:5 15:1 18:2  
 18:3,4 25:3,23  
 28:13,14 31:9  
 32:13 34:8,11  
 35:5,7 46:24  
 52:14 58:11  
 61:20 62:2,18  
**third** 1:10 10:16  
 16:2  
**thought** 12:3  
 15:11 31:3  
 46:21 49:1  
 64:8  
**thousand** 42:8  
 46:13 54:9  
**threaten** 32:19  
 33:8 34:9,16  
**threatened** 33:4  
**threatening**  
 14:12 34:5  
**threats** 32:23  
 33:22,25 34:4  
 34:13,14  
**three** 8:18 19:3  
 21:14 26:8

43:20 62:2  
**throwing** 45:21  
**Thursday** 1:8  
 22:19 59:9,20  
**ticket** 39:19  
**tickets** 57:7,13  
**Tiffany** 59:11  
**tighter** 53:1  
**Tim** 31:1  
**time** 4:7,11 5:22  
 6:15 9:20  
 16:21 18:14  
 24:19 25:4,24  
 26:17 30:8  
 31:4 35:10  
 40:5 42:11,21  
 48:19 53:24  
 57:21 59:23  
 63:11 65:17,23  
**times** 9:21 13:23  
 26:9 28:2 36:4  
 37:6 38:9,24  
 51:5 62:6  
**tireless** 58:3  
**Tireman** 59:13,14  
**today** 5:14,23  
 14:18 17:18  
 27:9 32:25  
 63:6 65:18  
**Todd** 56:25  
**told** 48:10 63:18  
**tomorrow** 27:2  
 54:18  
**tool** 14:10,13  
**tools** 21:15  
**Tosqui** 59:11  
**total** 20:10,21  
**totally** 27:25  
**touch** 44:19  
**touching** 44:4  
**tough** 23:17  
 36:19  
**tour** 39:17 42:1  
**tow** 47:22,23  
**traffic** 47:19  
 52:18 53:3,5,6  
**tragedy** 36:15  
**trained** 42:21  
**training** 7:22  
 12:3 13:10  
 14:8,15 15:3,7  
 15:8 19:19

21:1,16 23:7  
 24:15 25:9,11  
**transcript** 68:10  
**transcription**  
 68:9  
**transparency** 8:7  
 10:25 36:2  
**Trauma** 43:12  
**treatment** 17:4  
 17:15  
**tremendous** 24:23  
 41:4  
**tremendously**  
 40:4  
**trending** 26:10  
 26:11 29:14  
 32:4  
**trends** 29:12  
 61:15  
**trip** 6:20  
**trouble** 50:1  
 52:21  
**true** 68:10  
**try** 27:15  
**trying** 42:8  
 61:25 62:13  
**turn** 17:7 39:9  
**turned** 48:17  
**twice** 22:20 67:7  
**two** 16:2 20:11  
 21:13 22:20  
 27:5,5 28:12  
 28:12,18 41:5  
 43:24 54:9  
 59:25 63:12  
 66:14  
**type** 38:10,11  
 43:1 47:13  
**typewritten** 68:8

---

**U**


---

**U.S** 33:6,10,12  
**unable** 5:13  
**understand** 39:18  
 42:12 45:5  
**understanding**  
 25:25  
**Unfortunately**  
 57:9  
**unheard** 11:22  
**uniform** 56:4  
**update** 5:20

**Upper** 43:23  
**upset** 63:21  
**uptick** 32:8  
**urban** 8:16  
**use** 7:14,22  
**usefulness** 61:23  
**user** 25:20  
**utility** 61:21  
**utilizing** 36:25

---

**V**


---

**vacancies** 18:22  
**Vann** 2:4 4:8,16  
 4:16 6:8 9:16  
 10:11 17:22  
 18:1,11 25:17  
 25:18 29:12  
 58:1  
**various** 6:20  
 10:18 37:11,15  
**varying** 61:17  
**vehicle** 63:15  
**vehicles** 47:18  
**verbal** 52:24  
 53:15  
**versus** 7:19 47:4  
 48:21 50:9  
 52:19,21  
**vet** 44:25 45:3  
**veteran's** 37:22  
 44:18 45:10,15  
**veterans** 44:20  
 45:3,6,11,13  
**vets** 44:17  
**vice** 4:5 6:15  
 60:1

**video** 8:5 47:4  
**vigorously** 32:21  
**violence** 32:6  
 43:16 44:23  
 60:17,19  
**violent** 32:8  
**visitors** 35:20  
 53:7  
**vocal** 26:24  
 32:19 53:10  
**volunteer** 37:22  
 40:2,3,5

---

**W**


---

**waiting** 19:5,8  
 60:2

**walk** 19:12 38:9  
**want** 11:18 12:12  
 13:17 19:7  
 23:11 24:8  
 29:7 30:11  
 31:25 32:2  
 34:11 35:2  
 36:9 38:3  
 40:19 41:7  
 43:3 45:3  
 46:17 47:24  
 51:18 53:15  
 54:18 56:23  
 60:13 63:4,10  
 66:17  
**wanted** 13:5  
 15:14 21:9  
 24:11 25:5  
 38:18 58:1  
 61:1  
**warrants** 50:4  
**wash** 53:9  
**Washington** 61:8  
**Washtenaw** 68:3  
 68:19  
**wasn't** 34:4  
**waving** 41:22  
**way** 10:11 26:10  
 29:14 35:8  
 39:7 41:23  
 43:18 50:8  
 52:21,22 53:17  
 54:7 62:8,15  
**Wayne** 16:15  
 17:11 60:8  
**we'll** 4:7,11  
 6:19 9:7 18:14  
 38:22,24 50:18  
 59:14 62:21  
 66:19,25  
**we're** 6:15 10:8  
 10:14 13:10,15  
 18:8,9 19:1,11  
 20:8 23:4,8  
 29:3,19 32:4,4  
 32:8,11,12,13  
 35:25 36:1,25  
 37:10,11,23  
 39:4 40:22  
 41:24 42:3  
 43:5,14,18,20  
 44:13,16,17

45:17 47:25  
 51:2,3 53:7,7  
 53:7,9 60:2  
 62:12  
**we've** 9:22 16:3  
 19:4 23:2  
 24:24 25:5  
 42:17 52:24  
**web** 54:11,12  
**Wednesday** 22:19  
**week** 11:22 22:17  
 22:19 25:7  
 30:22 48:3  
 62:23  
**weekend** 57:6  
**weekly** 11:25  
 12:17  
**weeks** 60:4 65:1  
 65:4  
**welcome** 29:7,9  
**went** 6:20 11:11  
 13:7 16:3 19:9  
 24:15,17,21  
 28:2 38:7  
 39:23 43:22  
 46:6 48:9 65:1  
**weren't** 38:21  
 40:24 41:12,12  
 49:16  
**west** 47:5 48:21  
 52:15  
**white** 8:16 21:1  
 41:22 60:6  
 61:7  
**White's** 19:18  
**wide** 47:18  
**Williams** 43:25  
**Willie** 2:6 4:20  
 5:4  
**Wilson** 37:20  
 40:9,13,14  
 45:13  
**wind** 57:6  
**woman** 25:4 60:21  
**women** 23:17  
 24:12,14,17  
 25:2,7,14  
 27:13 33:1  
 38:9 58:17  
**wonder** 57:19  
**wondered** 13:13  
**Woods** 41:2 42:1

**words** 62:22  
**work** 12:16 15:21  
 23:18 24:23  
 27:13 35:21  
 38:5 41:4  
 42:19,20 43:8  
 45:11,13,20,23  
 49:10 57:22  
 58:4 63:24  
**worked** 24:17  
 26:25 48:15  
 49:3,23  
**worker** 16:24  
**workers** 16:24  
**working** 18:6  
 19:23 20:18  
 21:2 35:13  
 36:21 39:9  
 43:19 44:14  
 45:14,21 51:21  
 58:6  
**workplace** 38:14  
**works** 41:2  
**workshop** 13:7,9  
**workshops** 7:17  
 9:4 46:16 47:1  
**world** 36:8,8  
 38:25  
**wouldn't** 28:9  
**written** 20:4,6  
 22:18,18,20  
**wrote** 63:25

---

**X**

---

**Y**

---

**yeah** 10:14 24:8  
 47:10 48:23  
 52:2,16 55:20  
 64:7 65:5  
**year** 15:19 19:4  
 24:1 32:5,14  
 37:14 38:22  
 43:21 46:11  
 60:9  
**year's** 7:7,16  
 11:4  
**years** 9:9,10,21  
 9:22 10:12,23  
 11:11 12:25  
 16:18 17:9,15  
 28:1,12,12,13

28:18 29:2  
 33:25 40:23  
 41:5 56:24  
 66:12  
**yesterday** 32:18  
 33:17  
**young** 37:14,17  
 38:8 43:24  
 44:2,3 45:2,14  
 45:21 46:25  
**youth** 31:13,17  
 35:22 37:8,8,9  
 37:10 38:21  
 39:5 40:7,10  
 40:16 42:22  
 43:19 58:19

---

**Z**

---

**0**

---

**1**

---

**1** 2:3 4:12,15  
 32:25  
**1,035** 46:15  
**1,435** 19:4  
**1,700** 38:6  
**10** 20:13  
**100** 52:25  
**10th** 40:15 59:21  
**11** 21:6 57:16  
 60:7 66:15  
**112** 19:5  
**11th** 66:2,8  
**120** 37:13  
**128** 20:4  
**12th** 31:15 60:7  
**13** 20:20 42:8  
**1300** 46:15  
**1301** 1:10  
**131** 20:4  
**13th** 59:10  
**14** 20:12  
**15** 68:20  
**16500** 59:12  
**1974** 10:14  
**1975** 38:3  
**1988** 56:13  
**19th** 19:10

---

**2**

---

**2** 2:4 4:17

**2,500** 46:25  
**20** 9:9,21 12:25  
**200** 39:25  
**2016** 1:8 4:2 6:7  
 18:20 46:21  
 54:9 59:10,21  
 60:7  
**2017** 54:9  
**2018** 18:7  
**2021** 68:20  
**207** 46:15  
**22** 20:21  
**229** 18:22  
**22nd** 6:7 54:19  
**23rd** 65:5  
**24** 20:9 66:13  
**24th** 6:23  
**26** 29:8  
**26th** 18:25 20:16  
**279** 18:22  
**29** 7:17 9:3  
**29th** 6:23

---

**3**

---

**3** 2:5 4:19 20:21  
 32:11 66:12  
**3,000** 48:22  
**3:00** 1:8 4:3  
**300** 28:17,17  
 29:1  
**322** 21:5  
**3rd** 63:13 65:16

---

**4**

---

**4** 32:6  
**4:31** 67:16  
**40** 13:22 14:25  
 18:23 56:24  
**47** 56:5  
**48226** 1:11  
**48228** 59:13

---

**5**

---

**5** 2:6 4:21 32:4  
 32:5 66:12  
**5:30** 40:15  
**50** 18:22 20:5,6  
**55,000** 51:8  
**57th** 60:5

---

**6**

---

**6** 1:8 2:7 4:2,23

9:10 20:20  
 32:6 60:7  
**6:30** 59:10,20,22  
**60** 14:19 47:17  
**64** 20:10  
**65** 16:14 26:21  
 46:13  
**6th** 5:23 59:10

---

**7**

---

**7** 2:8 52:14,14  
 57:15 60:8  
 66:13  
**70** 16:13,14  
 26:21,25 27:7  
 27:20 28:3  
 43:21  
**700** 29:3  
**71** 28:4  
**75** 14:19 16:14  
**7th** 16:22,22  
 59:22

---

**8**

---

**8** 20:16 65:14  
**80s** 24:13  
**85** 32:13  
**875** 19:4 29:6

---

**9**

---

**9-1-1** 39:18  
**90s** 24:13  
**9th** 40:17 50:15  
 63:8 66:2