

4/7/2016

Page 1

STATE OF MICHIGAN
DETROIT BOARD OF POLICE COMMISSIONERS
REGULAR MEETING

Taken at 1301 Third Street, Media Room
Detroit Public Safety Headquarters
Detroit, Michigan
Commencing at 3:08 p.m.,
Thursday, April 7, 2016
Before Sheila D. Rice, CSR-4163, RPR, RMR
Notary Public, County of Wayne

1 APPEARANCES:
2 CHAIRPERSON LISA CARTER
3 VICE CHAIRPERSON WILLIE E. BELL
4 COMMISSIONER ELIZABETH W. BROOKS
5 COMMISSIONER CONRAD MALLETT
6 COMMISSIONER EVA DEWAELESCHE
7 COMMISSIONER RICARDO R. MOORE
8 COMMISSIONER WILLIE E. BURTON
9 COMMISSIONER DERRICK SANDERS
10 COMMISSIONER REGINALD CRAWFORD
11 COMMISSIONER EDGAR VANN, JR.
12 COMMISSIONER RICHARD SHELBY
13 CHIEF JAMES CRAIG
14 ROBERT BROWN
15 ATTORNEY LINDA BERNARD
16
17
18
19
20
21
22
23
24
25

1 Detroit, Michigan

2 Thursday, April 7, 2016

3 3:08 p.m.

4 - - -

5 CHAIRPERSON CARTER: Good afternoon. Good
6 afternoon.

7 AUDIENCE: Good afternoon.

8 CHAIRPERSON CARTER: Welcome to the weekly
9 Board of Police Commissioners meeting. My name is
10 Lisa Carter, Chair for the commission.

11 At this time I'm going to ask that
12 Commissioner Vann do the invocation, please.

13 COMMISSIONER VANN: May we pray.

14 God, how we thank you and we praise you for
15 this moment. We thank you for our city. We thank you
16 for its leadership. We thank you for our Chief and
17 for the men and women of our department who lay their
18 lives down every day for the citizens of this city.
19 We ask now that as we continue to plan, administrate
20 manage and deliberate on the behalf of the citizens of
21 Detroit you would give us your grace and your wisdom
22 and that you would endow us with your power. We thank
23 you for this opportunity. We ask that you would bless
24 our work. This we ask in your name. Amen.

25 AUDIENCE: Amen.

1 CHAIRPERSON CARTER: Thank you,
2 Commissioner Vann.

3 At this time, Attorney Bernard, would you
4 please call the roll.

5 ATTORNEY BERNARD: Yes, Madam Chairperson.
6 Commissioner Lisa Carter?

7 CHAIRPERSON CARTER: Present.

8 ATTORNEY BERNARD: Commissioner Willie E.
9 Bell?

10 VICE CHAIRPERSON BELL: Present.

11 ATTORNEY BERNARD: Commissioner Elizabeth
12 Brooks?

13 COMMISSIONER BROOKS: Present.

14 ATTORNEY BERNARD: Commissioner Willie E.
15 Burton?

16 COMMISSIONER BURTON: Present.

17 ATTORNEY BERNARD: Commissioner Reginald
18 Crawford?

19 COMMISSIONER CRAWFORD: Present.

20 ATTORNEY BERNARD: Commissioner Eva
21 Dewaelsche?

22 COMMISSIONER DEWAEELSCHÉ: Present.

23 ATTORNEY BERNARD: Commissioner Conrad
24 Mallett, Jr.?

25 COMMISSIONER MALLETT: Present.

1 ATTORNEY BERNARD: Commissioner Ricardo R.
2 Moore?
3 COMMISSIONER MOORE: Present.
4 ATTORNEY BERNARD: Commissioner Derrick
5 Sanders?
6 COMMISSIONER SANDERS: Present.
7 ATTORNEY BERNARD: Commissioner Richard
8 Shelby?
9 COMMISSIONER SHELBY: Present.
10 ATTORNEY BERNARD: And Commissioner Bishop
11 Edgar Vann, II?
12 COMMISSIONER VANN: Present.
13 ATTORNEY BERNARD: Madam Chairwoman, you
14 have a quorum of 11.
15 CHAIRPERSON CARTER: Thank you, Attorney
16 Bernard.
17 At this time, I'd like to introduce the
18 Chief of Police, Chief James Craig.
19 Thank you for joining us, sir.
20 CHIEF CRAIG: Thank you. Appreciate it.
21 CHAIRPERSON CARTER: At this time, Ms.
22 Bernard, would you please introduce the rest of the
23 staff.
24 ATTORNEY BERNARD: Yes, Madam Chairperson.
25 Ms. Gail Oxendine is present, the director

1 of police personnel. Ms. Pamela Davis-Drake, the
2 chief investigator, sits to my right. Robert Brown,
3 the administrative assistant to the board. And our
4 recorders for today are Sergeant Alan Quinn and Sheila
5 Rice from the Hanson Court Reporting Services.

6 Also, Madam Chairperson, Delvita Moses (ph)
7 is a senior investigator in the Office of the Chief
8 Investigator. She is present as well.

9 And that completes our introductions.

10 CHAIRPERSON CARTER: Thank you, ma'am.

11 At this time, Chief, you have quite a few
12 people here. Would you like to do introductions of
13 your staff?

14 CHIEF CRAIG: I'm excited to make
15 introductions today. This is a special day, but I
16 certainly want to start with a little bit of a
17 background.

18 As you might recall, several weeks ago
19 during our budget preparation we talked about a
20 restructure of our police agency. A lot of things
21 drove that. Certainly first and foremost our effort
22 to continue to work closely with our neighborhoods is
23 critical. The fact that we just completed a 13-year
24 consent judgment, critical in sustaining that in post
25 consent judgment. And so a decision was made that we

1 would create what we call the ideal neighborhood
2 precinct.

3 CHAIRPERSON CARTER: So you're going to
4 give us that presentation when you do your report?

5 CHIEF CRAIG: Exactly.

6 CHAIRPERSON CARTER: So is there anybody
7 that you would like to introduce right now?

8 CHIEF CRAIG: If I do it, it would be prior
9 to my report. So if we skip the introductions until
10 we get to --

11 CHAIRPERSON CARTER: Okay. Thank you,
12 Chief.

13 CHIEF CRAIG: Okay.

14 CHAIRPERSON CARTER: At this time,
15 commissioners, you have before you the agenda for
16 Thursday, April 7th. Is there a motion for approval?

17 COMMISSIONER MALLETT: So moved.

18 COMMISSIONER SANDERS: Support.

19 CHAIRPERSON CARTER: It's been moved and
20 supported that we approve the agenda.

21 Is there any discussion?

22 Those in favor?

23 COMMISSIONERS: Aye.

24 CHAIRPERSON CARTER: Those opposed?

25 The motion carries.

1 At this time, commissioners, you have
2 before you the minutes from Thursday, March 31st,
3 2016. Is there a motion to approve the minutes?

4 VICE CHAIRPERSON BELL: So moved, Madam
5 Chair.

6 COMMISSIONER CRAWFORD: Second.

7 CHAIRPERSON CARTER: It's been moved and
8 supported that we approve the minutes from Thursday,
9 March 31st, 2016.

10 Is there any discussion?

11 Those in favor?

12 COMMISSIONERS: Aye.

13 CHAIRPERSON CARTER: Those opposed?

14 Motion carries.

15 At this time, for the Chairperson's report
16 the only thing that I have to report this week is that
17 we did receive notification that -- final notification
18 of the end of this consent decree that, Chief, you
19 were just speaking about, and we're ecstatic that it's
20 finally over after 13 years.

21 This week I -- today I actually had a
22 meeting with Human Resources director, Director
23 Oxendine, regarding some things that we are going to
24 be doing going forward as far as the hiring process.
25 And that was very -- I think we all need a class on it

1 to be quite honest with you, because they're a lot of
2 steps that have to happen before someone is hired into
3 the department or to the Board of Police
4 Commissioners. So that was very -- we gained a lot of
5 information with that.

6 And with that, that's all that I have to
7 report for this week. At this time we're going to
8 have the report from Director Oxendine from the Human
9 Resources Department.

10 MS. OXENDINE: Thank you, Madam Chair.
11 Gail Oxendine for the record, director of police
12 personnel.

13 Reporting on the period of March 2016, our
14 current department staffing we have 2,256 positions
15 filled, which includes 46 police assistants, 343 base
16 civilians and 204 restructuring. You see our vacancy
17 rate here and adding up to our total positions.

18 Sworn recruiting. Since July 1st, 2015,
19 2,842 applicants have made application, initial
20 application. We have 475, which we're awaiting MCOLES
21 scores, 75 are in process, 1,249 lack interest, 428
22 were temporarily disqualified, 486 were permanently
23 disqualified, and we have hired 126 during the course
24 of this fiscal year. We hired an additional 31
25 effective March 28th.

1 With respect to our MCOLES testing process,
2 the written examinations have been delayed until
3 further notice. We're still working out some of our
4 financial kinks with that. The physical agility exam,
5 however, continues. During the month of March we had
6 63 scheduled, 49 appeared, 28 passed and 41 failed.

7 New hires for the month of March.
8 Thirty-one sworn, four civilians, three police
9 assistants, 18 restructuring for a total of 56 new
10 hires. Of those new hires, 10 of the civilian hires
11 are Detroit residents, five of the sworn hires are
12 Detroit residents.

13 With respect to the student internship
14 program, the winter 2016 internship program where 16
15 students completed the internship, it ended just
16 yesterday. Two of the students from this rotation are
17 currently in a recruiting process. The remaining 14
18 all have indicated continued interest. Some have
19 indicated they want to complete their education, some
20 are considering some of our civilian positions, and
21 some are just giving it a little further thought, but
22 they're all still very interested in becoming a part
23 of DPD.

24 Interviews for the summer 2016 program will
25 be conducted later in the month of April.

1 With respect to attrition, 22 sworn
2 officers, eight civilians, zero police assistants and
3 five restructuring civilians we lost last month for a
4 total of 35.

5 With respect to our leave and restricted
6 duty categories, you can see the numbers for both
7 sworn and civilian.

8 And last, with respect to special projects,
9 we have two that are currently in the hopper.
10 Restricted duty process, interactive process
11 continues. We're just about complete with that. We
12 have maybe about another 10 officers to speak with.
13 During the process we have had 17 officers that were
14 on long-term restricted duty, which is six months or
15 longer, that returned back to full duty and were
16 redeployed to police operations.

17 The FMLA audit is going pretty well. We've
18 done audit of 10. The rest of the commands will be
19 completed this month with a final report. Our
20 preliminary findings show that there's general
21 compliance with the policy and the law. However, some
22 commands do need additional training and better
23 recordkeeping, and we're working with them to ensure
24 that they are more in compliance.

25 And with that, that completes my report.

1 If you have any questions ...

2 CHAIRPERSON CARTER: Commissioners, do you
3 have any questions for Director Oxendine?

4 Commissioner Mallett?

5 COMMISSIONER MALLETT: Madam Chair, thank
6 you very much.

7 I'm wondering when you talk about attrition
8 -- let me just give you what's going on. At the
9 Detroit Medical Center -- I don't want to give the
10 exact numbers, because it may affect some of the
11 financial reporting, which is not supposed to be
12 disclosed. But let me just say that we work really,
13 really hard on recruiting nurses. And we reached a
14 point last year where literally we were bringing in
15 let's say 30 or 40 a month, and 30 or 40 a month were
16 leaving. We could not get ahead of the curve.

17 MS. OXENDINE: Yes.

18 COMMISSIONER MALLETT: And, you know, it's
19 a very troubling thing, because Sinai-Grace, Detroit
20 Receiving, when you work in those emergency
21 departments you are qualified to work anywhere in the
22 world. And we have not yet taken the step of having
23 anyone sign a contract saying that they will stay two
24 years or anything like that. At the same time,
25 though, we are really, really focused, this year

1 particularly, on retention.

2 So I just wonder how are you managing that?
3 What are we doing -- and on a monthly basis I see the
4 percentages, but I can't obviously true-up the
5 numbers. I just wonder is the retention as much of an
6 issue as recruitment?

7 MS. OXENDINE: Yes, retention is definitely
8 an issue, a much bigger issue. And what we're seeing
9 is more of an uptick with losing officers to other
10 agencies. And many of them upon their exit interview
11 indicate that they are leaving for better pay and
12 better benefits.

13 So we've been in constant discussions with
14 the Mayor about that information and that data, and
15 there has been some recent discussion with him about
16 maybe some additional types of incentives that he
17 could provide that would specifically speak to
18 retention. So we're working with the Mayor's office
19 to try to address some of that.

20 COMMISSIONER MALLETT: Madam Chair, I just
21 wonder if -- and through you to the Chief -- with all
22 of the agencies like yours and mine, and there are
23 obviously others throughout the city and the county
24 who have this shared experience, if getting the
25 Assistant Chief Oxendine and other persons, Dee Hunt

1 who works with me at the Detroit Medical Center, if we
2 got these human resources experts in the room I think
3 that an exchange of information and experience
4 actually might be helpful. Because what Gail is
5 dealing with is the same thing that Dee Hunt is
6 dealing with. And I don't know, but it might be
7 possible to align the incentives that we're going to
8 provide that perhaps they could interlock or support
9 each other in a way that we're not doing now, because
10 this is a very serious issue for us.

11 I mean, if you think about like one of my
12 hospitals I've got the same 26 vacancies that I've had
13 for the last year, but I've hired over a hundred
14 people. And it's just something to behold. And we
15 can't seem to get ahead.

16 And then conversely, Chief, when you -- and
17 to my fellow commissioners, when you listen to the
18 nurses on the employee surveys what's their highest
19 point of dissatisfaction, staffing. There's never
20 enough people. But this is not Oxendine's place or
21 mine a circumstance where she doesn't have the
22 budgeted positions. We just can't seem to get them
23 filled with enough singularity and people stay long
24 enough for us to get ahead for the patients we serve
25 and for the citizens we serve to feel the difference

1 of all the work that we are putting in.

2 So I wonder if we could at least have, you
3 know, a half day worth of exchange about what we might
4 do differently or perhaps do together.

5 CHIEF CRAIG: Through the Chair, our issues
6 are twofold. Certainly we welcome an opportunity to
7 sit down and talk to others and other professions and
8 see what we can learn and glean from, you know, the
9 issue of retention. But in policing today, talking to
10 my colleagues across America, our big challenge is
11 recruitment. So we look at our attrition rate, which
12 hovers -- this last month was somewhat high. I think
13 it was 15.

14 UNIDENTIFIED: 22.

15 CHIEF CRAIG: 22. And probably 35 percent
16 of that is individuals who have decided to go on to
17 other departments.

18 But an equal challenge is recruitment,
19 because when I talk to my colleagues in other places,
20 both here and the state, the FBI director talked about
21 it just recently at a news conference, the big issue
22 is the anti-police rhetoric that's going on today and
23 individuals, especially individuals from the minority
24 communities, are not or no longer interested in a
25 career in law enforcement.

1 Now, the good news for us here in Detroit
2 is that we do have a different kind of relationship.
3 There are things that we are doing. The fact that we
4 have -- we're working with several high schools to
5 build a bridge from graduation right into the Detroit
6 Police Academy. It's good news for Detroiters, but it
7 is a challenge. And it's not just a challenge that
8 we're seeing here in Detroit.

9 COMMISSIONER MALLETT: Thank you.

10 COMMISSIONER MOORE: Through the Chair.

11 CHAIRPERSON CARTER: Commissioner Moore?

12 COMMISSIONER MOORE: Thank you.

13 Director, can we have a briefing of the
14 assessment center that took place?

15 MS. OXENDINE: Yes. We are still working
16 with Booth Research Group and we're awaiting scores.
17 We've reached out to them again, and we're expecting
18 those scores within a week.

19 COMMISSIONER MOORE: Were there any issues
20 with the scoring or anything of that nature?

21 MS. OXENDINE: No, I don't think so. I
22 think there's been some communication problems with
23 myself and Booth group in terms of the information
24 that they needed from us to proceed. And so I think
25 we have some clarity there and they are proceeding as

1 we have last discussed.

2 COMMISSIONER MOORE: So about another week
3 or so?

4 MS. OXENDINE: About another week.

5 COMMISSIONER MOORE: Okay. And
6 transitioning to EEOC --

7 MS. OXENDINE: Yes.

8 COMMISSIONER MOORE: -- can you give us
9 like a guideline as far as the process a complaint
10 takes with the EEOC?

11 MS. OXENDINE: So it can come in various
12 forms. The complaint comes to us I should say in
13 various forms. It might be that the employee stops in
14 our office and gives that information or there may be
15 a supervisor that would refer information to us. But
16 once we become aware of the complaint we contact who
17 we believe is the complainant, if you will, get their
18 statement, information from them, and then we proceed
19 with the investigation.

20 Depending on the nature of the complaint,
21 you know, we make some determination upfront as to
22 whether or not we believe it might be misconduct as
23 opposed to a typical EEOC complaint. Many times what
24 we find is that those EEOC complaints are not truly
25 EEOC issues, but you don't know that until you conduct

1 the investigation.

2 So I have two EEOC investigators and they
3 -- and we do all EEOC complaints for the department,
4 both sworn and civilian. So we investigate those
5 complaints. Depending on where the complaint comes
6 from, if it comes from an outside agency, we -- and it
7 could be sent maybe to the human rights department,
8 depending on the nature of the complaint. We respond
9 to the outside agencies. Sometimes it's a citizen
10 that makes the complaint, and those are forwarded to
11 OCI for investigation as well. And then we respond on
12 behalf of the department to the EEOC agency that made
13 the complaint.

14 So it depends on the nature of the
15 complaint. Where it's coming from determines the
16 track in which we investigate and how we respond.

17 COMMISSIONER MOORE: One final question.
18 How many complaints are open currently?

19 MS. OXENDINE: Good question. I'd say
20 probably about 30, maybe 25 to 30. We had an uptick
21 of complaints this year, early this year. So I can
22 get you an accurate number if you need me to.

23 COMMISSIONER MOORE: Thank you.

24 MS. OXENDINE: Sure.

25 CHAIRPERSON CARTER: Any other questions,

1 commissioners?

2 COMMISSIONER CRAWFORD: Excuse me. Through
3 the Chair.

4 Yes, ma'am, Madam Director. In your
5 statement I do understand retention is definitely very
6 difficult, because you have people coming in from all
7 over, even locally in metro Detroit trying to recruit
8 Detroit police officers. And historically I know that
9 that's been an issue, because places I've been across
10 America and others in police agencies all across this
11 country use this term and it was -- I didn't really
12 understand it after, you know almost -- well, 30 some
13 -- over 30 some years of being a police officer. They
14 call Detroit police officers the real police. And
15 that's no slight against anybody else, but that's just
16 a matter of fact.

17 And also, too, in the area of the
18 retention, as you stated, pay and benefits, but also
19 to the work, because they go other places they do less
20 work. I mean, there's less work to do.

21 In terms of the sworn recruiting category
22 here that states disqualify temporary persons,
23 disqualify permanent --

24 MS. OXENDINE: Yes.

25 COMMISSIONER CRAWFORD: What does

1 disqualify -- you have 428. What's the I guess the
2 definition of --

3 MS. OXENDINE: Of temporary?

4 COMMISSIONER CRAWFORD: Temporary
5 disqualified.

6 MS. OXENDINE: It depends on the nature of
7 the disqualification.

8 COMMISSIONER CRAWFORD: Yes, ma'am.

9 MS. OXENDINE: The reason for
10 disqualification I should say. So as an example
11 somebody might have a suspended driver's license.
12 That's a temporary disqualification. That's something
13 that they can fix. A person may have some documents
14 that they need to provide. Let's say they are -- they
15 don't have a birth certificate, they need to bring us
16 citizenship papers let's say. You know, so that might
17 be something that would temporarily disqualify them
18 until they bring those papers.

19 And so we allow a certain time period for
20 people to respond, which is 45 days. And we do two or
21 three follow-ups during that 45-day period. And, if
22 they fail to respond, and it's one of those categories
23 where this is something that they can rectify, we put
24 them in the temporary disqualified category. And then
25 if they appear with -- you know, and have satisfied

1 whatever the issue is, we just reactivate them and
2 begin the process.

3 COMMISSIONER CRAWFORD: Yes, ma'am. Thank
4 you.

5 CHAIRPERSON CARTER: Any other questions,
6 commissioners?

7 Thank you, Director Oxendine.

8 MS. OXENDINE: Thank you, ma'am.

9 CHAIRPERSON CARTER: Chief Craig?

10 CHIEF CRAIG: Good afternoon. As I
11 indicated in my early remarks, very exciting day. I
12 want to talk about several appointments.

13 Normally I ask as we begin to talk about
14 the appointees if I can have Assistant Chief White
15 come up. We should have cued up the new
16 organizational structure of the department. So if he
17 could talk about the structure and then we'll just
18 jump right into ...

19 ASSISTANT CHIEF WHITE: Yes, sir. Good
20 afternoon, board.

21 COMMISSIONERS: Good afternoon.

22 ASSISTANT CHIEF WHITE: Assistant Chief
23 James White, for the record.

24 Okay. As the Chief indicated earlier, with
25 the idea of the ideal precinct in mind, this

1 organizational chart has been completed. Certainly
2 clearing up the issues with the consent judgment, the
3 Chief has identified the need to redesign the precinct
4 model and kind of merge some of the concepts that we
5 had in the past with the commander and captain at each
6 precinct and getting out of the district model and
7 merging it with some of the new concepts in policing
8 that we've been doing of recent.

9 Administrative operations, one of the
10 biggest changes to the organizational flow is
11 administrative operations will become the Office of
12 Support Services and will oversee the Detective
13 Bureau, Crime Intelligence, Administrative Operations,
14 Communications and Resource Management, and that's
15 headed by me.

16 Also in the organizational chart you'll see
17 that the chief duty officer, the Civil Rights
18 Integrity Bureau and Planning as well as Training
19 comes into my office directly to my report. That's
20 significant obviously with the completion of the
21 consent judgment. We want to make sure that we
22 maintain the successes that we've had and having that
23 presence not only under the Office of Support
24 Services, or Support Operations, but having it come in
25 to me is very important.

1 I would also like to highlight the fact
2 that the chief offices, both assistants chiefs'
3 offices, will be offices as delineated in the
4 organizational chart as opposed to operations. So you
5 have my office, which is Office of Support Services,
6 and then you have Assistant Chief Dolunt's office,
7 which is Office of Neighborhood Policing. And then,
8 of course, you have the first assistant chief, which
9 serves in the Chief's office.

10 Okay. With that, Enforcement Operations
11 will become the Office of Neighborhood Policing, as I
12 indicated, and they will oversee Neighborhood Policing
13 Bureau East, Neighborhood Policing Bureau West and the
14 Metro Division.

15 Under my command you have the Detective
16 Bureau, which will be headed by Deputy Chief Levalley,
17 Major Crimes obviously coming in through that. Crime
18 Intelligence will have a -- Deputy Chief Levalley will
19 have a functional oversight review of the Crime
20 Intelligence Unit. And then we have Administrative
21 Operations, which is a director's position now under
22 civilian Trisha Stein. And in that unit you'll have
23 secondary employment.

24 Communications continues to come in through
25 Office of Support Operations, headed by a civilian

1 director. And Resource Management, headed by a
2 civilian manager, Don Hollins, who is a retired member
3 of the police department.

4 Moving over to the Office of Neighborhood
5 Policing you have, as I indicated earlier,
6 Neighborhood Policing East, which is Deputy Chief
7 Renee Hall, Neighborhood Policing Bureau West, which
8 is Deputy Chief Charles Fitzgerald. And those would
9 be the only two names that I add to the org chart, and
10 the Chief will do the honors of the rest of the names.

11 And then the Metro Division, which is
12 headed by a commander, and it comes in through a
13 captain's position under the Office of Neighborhood
14 Policing.

15 And with that I'll turn it over to Chief of
16 Police.

17 CHIEF CRAIG: Thank you, Chief White.

18 Commissioners, I just want to say once
19 again, I'm very excited about these appointments today
20 and this new evolution as we're going forward. First
21 as I begin to bring forward the appointees, I want to
22 first give thanks to the executive and command team
23 who participated in discussions over three weeks.

24 With us today certainly I want to
25 acknowledge personally first Assistant Chief LaShinda

1 Stair and her family. If you would stand and be
2 acknowledged.

3 (Applause)

4 CHIEF CRAIG: Certainly we have had many,
5 many conversations over the three weeks, tireless. We
6 got feedback from community, feedback from some of
7 you, police officers, supervisors, peers and union
8 leadership. So I will assure you this was not done in
9 a knee jerk way, but certainly everyone that was being
10 considered, very talented, very skilled and so excited
11 about the future.

12 And just before calling the names and the
13 individuals up, one of the things that we were very
14 concerned about is stability in the neighborhoods.
15 You know, since I've been here two and a half years
16 one of the things that I continually hear is that one
17 of the concerns is just movement of command officers
18 in and out of these precincts. And certainly I know
19 that has caused concern for many of you. So that was
20 top on our list.

21 Diversity, also a key issue for us. I
22 wanted to make sure as we were developing the various
23 neighborhood precincts that we had diversity and that
24 we were matching the commanders and the captains
25 appropriately.

1 And then, as Chief White and I had said
2 earlier, sustainability of the consent judgment post
3 consent decree, very important. And the best way to
4 accomplish that is to make sure that, one, you are
5 holding your management team accountable and that we
6 have the requisite managers and executives in place to
7 facilitate that.

8 So with that, and to kind of eliminate
9 confusion, I'm not going to go through and we can
10 provide -- some of the existing captains still remain
11 in their assignments. They did not get promoted. And
12 so what I'm going to do is call up each of the
13 commanders, where their current assignment is. And
14 certainly we can give you a sheet, or you may have
15 something with the exact structure of who is working
16 in what precinct.

17 So with that I'm going to start with the
18 commanders. And so starting with commander of the
19 Seventh Precinct, recently promoted, Commander Arnold
20 Williams, will you please come forward.

21 (Applause)

22 CHIEF CRAIG: Prior to his assignment to
23 the Seventh Precinct he was in Metro Division. So he
24 is a new commanding officer of Seven. In terms of the
25 Eleventh Precinct, who is a captain at the Eleventh

1 Precinct, now commander, Timothy Leach.

2 (Applause)

3 CHIEF CRAIG: Second Precinct, the
4 commanding officer retired. The new commanding
5 officer of the Second Precinct is Commander Brian
6 Mounsey.

7 (Applause)

8 CHIEF CRAIG: At the Fourth Precinct who
9 was prior captain commanding officer of the precinct,
10 now commander, Commander Whitney Walton.

11 (Applause)

12 CHIEF CRAIG: At the Sixth Precinct, new
13 commander, Aric Tosqui.

14 (Applause)

15 CHIEF CRAIG: At the Eighth Precinct,
16 former commanding officer and captain, now commander,
17 Jackie Pritchett.

18 (Applause)

19 CHIEF CRAIG: And at the Tenth Precinct,
20 former captain, now commander at number Ten, Nick
21 Kyriacou.

22 (Applause)

23 CHIEF CRAIG: These are your newly
24 appointed commanders.

25 At this point I will introduce to our

1 newly-appointed captains.

2 At the Eleventh Precinct with Commander
3 Leach, Captain Kelly Fitzgerald.

4 (Applause)

5 CHIEF CRAIG: Assigned to our chief's duty
6 officer, or night chief as it's commonly called,
7 Captain John Svec.

8 (Applause)

9 CHIEF CRAIG: Newly-appointed captain at
10 the Second Precinct, Captain Bilal Muhammad.

11 (Applause)

12 CHIEF CRAIG: Newly-promoted captain at the
13 Sixth Precinct, Captain Tiffany Stewart.

14 (Applause)

15 CHIEF CRAIG: At the Eighth Precinct with
16 Commander Pritchett, Captain Kurt Worboys.

17 (Applause)

18 CHIEF CRAIG: At the Tenth Precinct with
19 Commander Nick Kyriacou, Captain Elaine Miles.

20 (Applause)

21 CHIEF CRAIG: At the Twelfth Precinct,
22 Captain Gary Sroka.

23 (Applause)

24 CHIEF CRAIG: At Training Division,
25 formerly lieutenant, now promoted to captain, Keith

1 Williams.

2 (Applause)

3 CHIEF CRAIG: At our Metro Division, former
4 lieutenant, now captain at Metro Division, Darrell
5 Patterson.

6 (Applause)

7 CHIEF CRAIG: And lastly at Crime Intel
8 Captain Mark Thornton.

9 (Applause)

10 CHIEF CRAIG: This concludes our
11 presentation of all the appointees. And so I'll open
12 it up for any questions you might have. Thank you.

13 COMMISSIONER MALLETT: Congratulations.

14 CHAIRPERSON CARTER: Congratulations.

15 Commissioners, do you have any questions?

16 COMMISSIONER MOORE: Through the Chair.

17 Chief, if a command officer is moved from a bureau to
18 a precinct, is that considered a demotion or ...

19 CHIEF CRAIG: Through the Chair, it is not.
20 Commander rank it's a higher level than a captain. So
21 certainly some of the commanders under the old
22 structure were working in specialized assignments.
23 Again, this is to reinforce the importance of the --
24 what I'm calling the ideal neighborhood precinct.

25 So in essence the commander we removed the

1 layer between deputy chief and two commanders.
2 Commanders who run precincts function in many ways
3 like a small police department. So if that commander
4 is out and that captain is the acting --

5 The one thing I don't know if we covered
6 during Assistant Chief White's presentation is that
7 the captains will oversee detectives. As you might
8 recall, early in my tenure detectives were centralized
9 throughout the city. There were no precinct level
10 detectives. That came back. So the captains will
11 oversee precinct detectives, which for me is a service
12 to the community and also our special operations
13 units.

14 COMMISSIONER MOORE: Can I talk to you
15 offline in regards to the Sixth Precinct? I guess
16 some citizens were thinking that their captain was
17 going to get promoted to commander. Some comments
18 were made back in November of 2014. So I would just
19 like to talk to you about it offline if that's
20 possible.

21 CHIEF CRAIG: That's fine.

22 CHAIRPERSON CARTER: Commissioner Bell?

23 VICE CHAIRPERSON BELL: Chief, you just
24 mentioned the rank of detective. Will we see
25 promotions exams for rank of detective versus

1 appointment of detectives?

2 CHIEF CRAIG: Through the Chair, yes, that
3 has changed. In fact, when we first introduced the
4 rank of detective, it was an appointed position.
5 Since that time it's now going to be treated like the
6 lieutenants, sergeants and detectives will also be
7 civil service. They'll be exams.

8 The one thing I want to note is that what
9 Ms. Oxendine didn't reveal in her investigation I am
10 not -- personally I am not at all satisfied with the
11 administration of the exam. I think it took too long.
12 I don't think it's been as organized, and it cost the
13 city 250,000.

14 My commitment is that we test -- when a
15 list goes live, that we test every two years from that
16 point like most agencies. Now, this was the first
17 time that there was a sergeants and lieutenants test
18 given in eight years. That's not good for the
19 vibrancy of an organization, especially like a police
20 department.

21 So our commitment is that we will test
22 every two years, it will be civil service, and it will
23 be facilitated by Detroit. And so in terms of cost
24 the cost will be far less. It certainly won't be a
25 quarter of a million dollars facilitating the exam.

1 VICE CHAIRPERSON BELL: And the second part
2 is that you mentioned stabilization. And I know the
3 Ninth Precinct has been a revolving door for some
4 reason historically. And I would hope that, you know,
5 in this effort that we can stabilize, you know, these
6 commands to give them longevity for a period of time.
7 As you know, communities come before us and that's a
8 concern.

9 And also we had a very popular chief at the
10 Second Precinct -- I mean captain at the Second
11 Precinct who just recently retired. He had a great
12 community history and, you know, and -- you know, you
13 mentioned that you had dialogue with the community in
14 reference to that position that I think dialogue, you
15 know, because once you establish a track record I
16 think that -- I understand the movement, you know, but
17 I know that the community felt really bad in reference
18 to two or three appearances before this board about
19 that particular situation there. So I would hope that
20 we would weigh in on it in the future in terms of
21 making sure the community have input.

22 And the NPO program is working extremely
23 well. I want to commend you in reference to that
24 particular endeavor.

25 CHIEF CRAIG: Thank you.

1 Through the Chair, I would just like to say
2 that there are a lot of things that go on in a police
3 department in terms of management that I will not
4 reveal, because they're times there's active
5 investigations. And to air that would be not --

6 VICE CHAIRPERSON BELL: I understand.

7 CHIEF CRAIG: -- not appropriate.

8 Also, as the police chief of the
9 organization I'm responsible for the day-to-day
10 oversight folks, work quality, things that are going
11 on that again I may not reveal to the community.

12 Again, as I pointed out in my early
13 remarks, that I am keenly aware of the importance of
14 stability in the neighborhoods. When you look at the
15 structure, and I can go through, a vast majority of
16 the precincts are stable, but when you look at -- and
17 they're some decisions that were made in terms of
18 pairing captains with commanders to balance strengths,
19 weaknesses, diversity, the type of community. So a
20 lot of that went into this. So this structure and
21 these selections and who was married up was critical.

22 So I'll go through just for the point of
23 knowing who is working where. At Downtown Services
24 now that captain -- there was no commander put in
25 Downtown Services. Captain Conway Petty remains in

1 that location.

2 At the Third Precinct the commander
3 position is vacant, because the commander that's
4 slated for that location is loaned to Tech Resources.
5 However, Captain Darin Szilagy who was at the Third is
6 still at the Third.

7 At the Fifth Precinct a tenured commander,
8 Eric Ewing, is being assigned to that precinct as you
9 know one of the newest buildings in the city. The
10 captain, Mark Bliss, was there and he still remains
11 there.

12 At the Seventh Precinct Commander Arnold
13 Williams is the new commanding officer. However,
14 Captain Kyra Hope still remains as the second in
15 command.

16 At the Ninth Precinct Commander Charles
17 Mahone has been assigned there. However, Captain Eric
18 Decker, second in command, was originally there before
19 the transition.

20 At the Eleventh Precinct, as pointed out,
21 Commander Timothy Leach remains, promoted from captain
22 to commander, and the new second in command, Captain
23 Kelly Fitzgerald.

24 At the Second Precinct, which is a new
25 command structure, Commander Brian Mounsey because of

1 retirement we talked about. And Captain Muhammad as
2 his second.

3 At the Fourth Precinct Commander Whitney
4 Walton. Prior to the promotion she was captain at
5 this same precinct. And her second in command is
6 Captain Russ Solano.

7 At the Sixth Precinct new commanding
8 officer, Commander Aric Tosqui, and new second in
9 command, Tiffany Stewart.

10 At the Eighth Precinct Commander Jackie
11 Pritchett, which was captain at that same location.
12 And her second in command is Captain Kurt Worboys.

13 At the Tenth Precinct Nick Kyriacou was the
14 captain there remains, is now the commander. Second
15 in command is Captain Elaine Miles.

16 Twelfth Precinct, new commanding officer
17 Johnny Thomas, Commander Johnny Thomas, and his second
18 in command, Gary Sroka.

19 So when you look at the overall structure
20 you can see that more than half there's some sort of
21 stability for that very reason.

22 CHAIRPERSON CARTER: Commissioners, any
23 other questions?

24 COMMISSIONER CRAWFORD: Yes, ma'am, through
25 the Chair. I would like to personally congratulate

1 all of those who were promoted, and thanks, Chief.
2 However, commission to it -- as a commissioner and
3 also fellow commissioners I would like to again
4 reference the City Charter, that everyone review this,
5 which I think it was last summer I said that, too.
6 It's easy reading. Read the City Charter, read the
7 Police Commission Bylaws, and also read the Michigan
8 Open Meetings Act, too. It's very easy to read, and
9 from time to time I review it.

10 So and I presume there's a motion that's
11 going to be put on the table to accept this, to accept
12 the promotions that were just done.

13 CHAIRPERSON CARTER: Okay.

14 COMMISSIONER CRAWFORD: There's a motion on
15 the table. I'll put the motion on the table.

16 CHAIRPERSON CARTER: Motion on the table.

17 COMMISSIONER MOORE: Support.

18 COMMISSIONER CRAWFORD: The promotions that
19 were done.

20 CHAIRPERSON CARTER: It's been moved and
21 supported that we accept the promotions that were just
22 completed for captains and commanders.

23 Is there any discussion?

24 Those in favor of the motion?

25 COMMISSIONERS: Aye.

1 CHAIRPERSON CARTER: Those opposed?

2 The motion carries.

3 Thank you, Commissioner Crawford.

4 Any other questions for the Chief,
5 commissioners?

6 Thank you, Chief, and congratulations to
7 all those that were promoted.

8 CHIEF CRAIG: Thank you.

9 CHAIRPERSON CARTER: Are there -- is there
10 any standing committee reports? Committee reports?

11 Any new business? New business? Old
12 business?

13 Under announcements, our next Board of
14 Police Commissioners meeting will be Thursday, April
15 14th at 6:30 p.m. in the Eleventh Precinct. I believe
16 that's Commander Leach now.

17 COMMISSIONER CRAWFORD: Yes, ma'am, Third
18 District.

19 CHAIRPERSON CARTER: Third District. Yes,
20 sir. At the Second Ebenezer Church hosted by our own
21 commissioner, Edgar Vann, located at 14601 Dequindre
22 in the city of Detroit, 48212. Our next regular Board
23 of Police Commissioners meeting -- community meeting,
24 I'm sorry, will be May 12th, 2016 in the Eighth
25 Precinct, and the location is forthcoming.

1 At this time we'll have oral communications
2 from the audience. Please give your name for the
3 record and limit your comments to two minutes, please.

4 MS. SMITH: Good afternoon. Bernice Smith.
5 Chief, congratulations.

6 I just want to remind the commissioners
7 Saturday the important Meet your Chief program that
8 I'm going to be -- at least my church is. So most of
9 those -- Conrad was not here last week, so I don't
10 think he was aware of it. But anyway, I would like to
11 extend an invitation again to all the board members,
12 that you will be expected if you have the time, and we
13 will set aside a section for you to be seated.

14 And those that's in the audience that did
15 not know, we're having the Chief speaker at our church
16 Saturday from 10:00 until twelve o'clock. You may
17 come in at 9:00 if you care to come early so you can
18 get a seat. So I just want to let you know seats will
19 be reserved for my commissioners and for the --

20 Conrad, what are you laughing about?

21 COMMISSIONER MALLETT: I'm just amazed that
22 there's going to be so many people at your church on
23 Saturday morning that we need to reserve space, but
24 I'm happy that you have reserved space. And if I'm
25 not golfing I'll be there.

1 MS. SMITH: It's raining so you don't have
2 no excuse. I thought it would be a pleasure for the
3 public to know the commissioners. That's what my
4 thoughts were. And the police officers that they're
5 not aware of. You'd be surprised. I talk on the air
6 every day. People don't know who is on this board.
7 They don't come down here. They don't see you. So
8 I'm trying to publicize your occupation. So if I'm
9 doing a bad job then I'll stop.

10 But the fact is this city needs to be aware
11 of their police department and their police
12 commissioners, because you are a vital part to this
13 city, your job is, as far as I'm concerned. So,
14 therefore, I just want to let you know you're welcome
15 to anyplace that I'm affiliated with, and I want the
16 people to know who you are and what you're all about.
17 All right. I thank you for your --

18 VICE CHAIRPERSON BELL: Madam Chair.

19 I'm very encouraging that, you know, meet
20 the Chief, but I will reserve my attendance until you
21 have meet the commissioners.

22 MS. SMITH: I wasn't going to tell you. I
23 was going to surprise you. You're coming on --

24 VICE CHAIRPERSON BELL: No, no, no. When
25 you feature meet the commissioners, that would be the

1 day that we come out in force. Meet the
2 commissioners, the Board of Police Commissioners. I
3 just want to share that with you.

4 MS. SMITH: Well, should I tell him now or
5 wait?

6 VICE CHAIRPERSON BELL: Wait. Don't tell
7 us.

8 MS. SMITH: Your date is September the 8th.
9 Now.

10 VICE CHAIRPERSON BELL: There you are --
11 there you go. That's our date.

12 MS. SMITH: Thank you very much for your
13 time and your interest.

14 COMMISSIONER CRAWFORD: Madam Chair.
15 Miss Smith?

16 MS. SMITH: Yes, dear.

17 COMMISSIONER CRAWFORD: Yes, ma'am. I just
18 want to thank you for promoting the commission. I
19 just want to thank you for promoting --

20 MS. SMITH: Thank you, Reggie. Thank you.

21 COMMISSIONER CRAWFORD: -- the commission,
22 as you have done so for years and moving around the
23 city promoting the commission.

24 MS. SMITH: I have. I have.

25 COMMISSIONER CRAWFORD: So that's all.

1 Thank you.

2 MS. SMITH: All right. Thank you very
3 much. And I hope to see you Saturday. If not, then
4 on September the 8th at 6:30 p.m. Thank you again.

5 CHAIRPERSON CARTER: Thank you, ma'am.

6 COMMISSIONER BROOKS: Thank you.

7 MS. BUTLER: Good afternoon.

8 COMMISSIONERS: Good afternoon.

9 MS. BUTLER: My name is Verdiana Butler (ph),
10 and I'm the secretary for the Second Precinct Police
11 Community Relations Council, and I am a community
12 activist.

13 Since 2012 to 2016 we in the Second
14 Precinct have had Captain Todd Bettison, Inspector
15 Darryl Brown (ph), Lieutenant Christopher Cole,
16 Inspector Renee Hall, Lieutenant Dennis Johnson,
17 Captain Harold Rochon, Lieutenant Gary Sroka and
18 Captain Anthony Topp. I have never been before you to
19 talk about the changes we've been through, but enough
20 is enough. If the Second Precinct were a corporation,
21 the CEO would have been fired before reaching eight
22 personnel changes.

23 I have nothing against Lieutenant Sroka. I
24 don't know him or even know how he has performed as an
25 officer. But I do know that New Year's Eve was the

1 first time in years that I didn't hear gunfire in my
2 community. I stopped going to the midnight services
3 because of guns being fired. Our crime has been down
4 because of leadership provided by Captain Rochon. Our
5 officers have been doing outstanding work.

6 Being a police officer is very hard work,
7 but they need the support of a leader whom they know
8 is there with and for them. I wonder if they are as
9 frustrated as I am with so many changes in the Second
10 Precinct. Too many changes can destabilize a
11 department and community.

12 Commissioners, please tell me why we are
13 dealing with this in the Second Precinct?

14 CHAIRPERSON CARTER: A.C. White, would you
15 like to respond to that, sir?

16 ASSISTANT CHIEF WHITE: Well, certainly
17 change in law enforcement and at this level is
18 inevitable. I mean, we're going to have changes in
19 the organization from time to time. That is a
20 significant amount of change.

21 I can tell you that the decisions made
22 recently a lot of thought went into those
23 considerations, went into those decisions, but that
24 doesn't answer your question as to why you lost a
25 commander or a command officer that you like. I will

1 tell you that he made a decision to retire. As the
2 Chief indicated earlier, a lot of thoughts and
3 decisions went into that decision, and he has to run
4 the organization.

5 We will certainly keep in mind the movement
6 that has happened at the Second Precinct. I know he's
7 keenly aware of it. And when you look at some of the
8 decisions we made and some that we didn't make it was
9 with stability in mind, but this decision was made for
10 a number of reasons.

11 And Captain Rochon did a phenomenal job,
12 and we wish him well in his retirement. But I can't
13 go back in history and tell you why each and every
14 move is made. There are a number of reasons that
15 those moves were made. And I can just assure you that
16 we will be considerate going forward of how that
17 impacts the community, as we have been in the past.

18 MS. BUTLER: So there was eight, now it
19 will be nine?

20 CHAIRPERSON CARTER: It is nine.

21 ASSISTANT CHIEF WHITE: Yes.

22 CHAIRPERSON CARTER: It is nine. And going
23 forward we're going to be watching -- as commissioners
24 have spoke up here today, we're aware of the changes
25 that have been made and we're -- you've been before us

1 three or four times now, I believe.

2 MS. BUTLER: Yes.

3 CHAIRPERSON CARTER: And we are aware of
4 what's happening in that community, in your community
5 in the Second Precinct. So going forward we can take
6 a closer look at what's going on and the changes that
7 are coming. And we hope that through the Chief that
8 we're stable for a while. We don't know, but we can
9 only look at what's going forward, what we do going
10 forward.

11 MS. BUTLER: Thank you.

12 COMMISSIONER CRAWFORD: Madam Chair?

13 CHAIRPERSON CARTER: Yes.

14 COMMISSIONER CRAWFORD: I just want to say
15 isn't that Commissioner Moore's district?

16 COMMISSIONER MOORE: That's correct.

17 COMMISSIONER CRAWFORD: And I know that
18 we'll hear from Commissioner Moore and the department
19 will hear from Commissioner Moore and the citizens
20 will hear from Commissioner Moore --

21 COMMISSIONER MOORE: Thank you,
22 Commissioner.

23 COMMISSIONER CRAWFORD: -- on what has
24 occurred, and hopefully -- yeah, because I hear it all
25 the time from you. That's why I can say that.

1 CHAIRPERSON CARTER: Thank you, ma'am.

2 COMMANDER BETTISON: For the record,
3 Commander Todd Bettison, office of the Chief.

4 I just wanted to invite the board out. I
5 know the Chief did send you formal letters, and also
6 let the community know that next week is National
7 Crime Victims Rights Week, and that's April 10th
8 through the 16th where we're serving victims, building
9 trust, restoring hope. And our first -- second annual
10 balloon release will be Sunday, April 10th, 2016 at
11 3 p.m. We're urging the community to get out there
12 early. We've going to have a lot of resources there.
13 The Chief will be there. It's Commissioner Willie E.
14 Bell's district. He'll be speaking, run of show, and
15 Prosecutor Worthy is going to be out there. And it's
16 just going to be a great event. So we're encouraging
17 everyone to come out to this event. And it's going to
18 be at the Heilmann Recreation Center at 19601 Crusade.

19 And we have other events throughout the
20 week as well. On Monday we're going to have a skate
21 party at Northland Skating Rink, and it's going to be
22 free admission to the first 200 folks, \$3 skate
23 rental.

24 And Saturday, April the 16th, we're
25 actually going to have an awareness walk and an

1 awareness fair. And the awareness walk will kick off
2 at Denby High School, which is located at 12800 Kelly
3 Road. And the registration will start at 10 a.m. The
4 walk will start at noon. And we're going to have a
5 great time. We're going to have mothers of murdered
6 children out there with us, our victim advocates. It
7 is just letting the community know that, you know, we
8 support all folks. We know that we have victims of
9 crimes. We know that family members of victims are
10 also victims, too.

11 And with this National Crime Victims Right
12 Week, the department applied for a grant and received
13 this grant. We received a grant last year as well.
14 And this is just a way to honor our community and show
15 our support as well. So thank you.

16 CHAIRPERSON CARTER: Thank you, Commander
17 Bettis.

18 Questions?

19 MS. WILSON: Good afternoon, commission.

20 COMMISSIONERS: Good afternoon.

21 MS. WILSON: My name is Kelly Wilson.

22 First of all, I want to apologize to you,
23 because in 2014 I came to your commission meeting and
24 I didn't act appropriately. I was very upset because
25 the murder of my brother was important to me. And

1 when I have officers that look you in the face and
2 basically try to degrade you or call you a liar in
3 front of everyone, I just went out of the way, and I
4 apologize for that.

5 My brother's killer is still free roaming
6 the streets of Detroit. This man shot at my brother
7 14 times, hitting him in the back five times and once
8 in the right thigh. This was justified by the Detroit
9 Police and the prosecutor's office. They denied the
10 warrant saying that my brother possessed a gun and a
11 gas can and attempted to burn down the bar.

12 The Detroit Police investigation did not --
13 I did not receive the FOIA until two and a half years
14 later. The Detroit Police would not send it out in an
15 appropriate manner. It shows that my brother's prints
16 were not on the gun. It shows that the shooter said
17 he didn't see my brother with a gun. And the gun
18 found on the scene the detective assumed that it
19 belonged to my brother. He wrote in his arrest
20 warrant that my brother was in possession of a stolen
21 weapon when the fact of the case was there was a
22 weapon recovered on the scene ten feet away from a
23 blood stain.

24 The explanation I got for why they said a
25 weapon ten feet away from a blood stain is in

1 possession of my brother was someone threw a pen next
2 to my foot and said you're in possession of that.
3 That wasn't reasonable enough for me and my family.

4 The lead detective in the case assumed that
5 my brother had a gun. The evidence tech was
6 instructed to take digital photos of all evidence on
7 the scene and any related evidence. If my brother was
8 accused -- if his killing was justified because he had
9 a gun and ...

10 VICE CHAIRPERSON BELL: Ma'am, go ahead.

11 CHAIRPERSON CARTER: Ma'am --

12 COMMISSIONER CRAWFORD: Go ahead. Yeah.

13 MS. WILSON: If my brother's homicide was
14 justified because he had a gun and he was supposed to
15 be burning the building down, there is no evidence
16 that my brother had a gun and there's no evidence that
17 my brother had a gas can.

18 The shooter said that my brother was in the
19 alley with a gas -- a Everfresh bottle of gas and a
20 gun and that when he seen my brother my brother shot
21 at him, he returned fire. That was not the case in
22 the FOIA. The FOIA says that he heard some shots, he
23 seen my brother running, and he shot him because he
24 was scared and that my brother did not have a gun in
25 his hand. Now, if the shooter says he didn't have a

1 gun, his prints are not on the gun, I can't understand
2 how you can assume he had a gun.

3 Captain Decker of Homicide told me I have
4 no proof your brother had a gun or a gas can, but I'm
5 going to assume it. That's not good enough for me and
6 my family.

7 The evidence tech also wrote in his report
8 to the prosecutor that Tyrone Birch (ph) and Paul
9 Jones exchanged gunfire. You can't exchange gunfire
10 if two people don't have a gun. He also relayed that
11 to the medical examiner who wrote in my brother's
12 autopsy report that he was involved in a gunfight.
13 Two people have to have a gun.

14 The detective colored the facts for the
15 prosecutor. There's no evidence in the FOIA stating
16 my brother had a gun or any gas. When the evidence
17 tech did not find this Everfresh bottle with gas in
18 it, he reported that he seen a gas can in my brother's
19 truck. He took no evidence of it, he took no picture
20 of it, and he didn't get the gas can.

21 I have been fighting since 2011. I have
22 talked to over 30 people within the police commission,
23 Internal Affairs, Detroit Police Department, the
24 prosecutor's office. I can't get any reasonable
25 answers. If he did not have a gun or a gas can, then

1 his homicide was not justified.

2 I have statements from -- in the FOIA that
3 says that when my brother was inside the bar he did
4 not bother anybody and he did not cause a commotion.
5 The police ignored those reports, and they only went
6 with the reports that was given by the shooter's
7 family. They didn't give equal weight to all of the
8 witness statements.

9 The gun that my brother was supposedly had
10 shot wasn't sent to the Michigan State Crime Lab until
11 July 24th. The man who shot my brother, his gun was
12 sent to the crime lab March 24th. Why wasn't the gun
13 my brother was assumed to have not sent to the crime
14 lab until July 28th?

15 The prosecutor made a decision. I just
16 believe that the officers conspired, because there's
17 five police reports. The first two officers that
18 arrived on the scene do not report seeing a weapon on
19 the ground ten feet away from a blood stain. You've
20 got the evidence techs that come in at four o'clock
21 that says we found a gun. There are two more reports
22 after the evidence report that doesn't report seeing a
23 gun on the scene.

24 It's too many inconsistencies. And when we
25 ask the questions we can't get reasonable answers. So

1 the police officers and the captains and everybody
2 will talk to you and tell you I'm crazy. Yeah,
3 because it just doesn't make common sense to me. And,
4 if somebody's been calling the Detroit Police for five
5 years trying to understand why would a detective write
6 in their report that this man -- this dead man was in
7 possession of a stolen weapon, and his supervisor, his
8 captain, Internal Affairs, deputy chiefs, none of them
9 can get the answer, that's strange.

10 CHAIRPERSON CARTER: Ma'am, I'd like to
11 offer my condolences for your loss with your brother.

12 A.C. White, is there someone that can speak
13 with her?

14 ASSISTANT CHIEF WHITE: Yes.

15 My condolences as well, ma'am. And you
16 should be commended for your passion towards this
17 issue, regardless of the outcome. I don't think what
18 you're asking is unreasonable, but I'd like to have
19 some time to look into the matter because I can't
20 really speak on it without being able to research the
21 facts.

22 MS. WILSON: I have the FOIA, the autopsy
23 report. I have everything you need to look at.

24 ASSISTANT CHIEF WHITE: Okay. I'd like to
25 launch an investigation on our end and provide it to

1 the board with the facts that we know about the case.

2 MS. WILSON: I came to the board before and
3 I gave them -- everybody packets of parts of the FOIA
4 that was disputable, but ...

5 ASSISTANT CHIEF WHITE: Sergeant Franklin
6 Hayes from my staff will get your -- actually,
7 Assistant Chief Dolunt.

8 You want to speak. Go ahead.

9 ASSISTANT CHIEF DOLUNT: Assistant Chief
10 Dolunt, for the record.

11 This case was reopened per the prosecutor's
12 office, and I understand her dismay at the results.
13 However, they do not feel there's enough there to
14 charge -- excuse me, to charge the individual with the
15 murder. They said it was a shootout. She did provide
16 witnesses. However, I believe that they were offered
17 polygraph exams to come in and talk, and it didn't go
18 very well.

19 So it's been reopened. The prosecutors
20 looked at it a second time and -- because I've looked
21 at it, so has Decker. And it's not a conspiracy.
22 It's not uncommon to find evidence at a later time.

23 Just the other day we had an individual
24 found at the old Tiger Stadium laying in the field
25 from a car accident that happened. He was actually

1 knocked over a fence and we didn't find him that day.
2 He's a lot bigger than a gun.

3 So we try to do our best. I'm sure that
4 this does not bring closure. However, based on the
5 investigations, I've looked at it twice, those appear
6 to be the facts of the case.

7 CHAIRPERSON CARTER: Thank you.

8 ASSISTANT CHIEF WHITE: Thank you. I did
9 not review the case.

10 CHAIRPERSON CARTER: Thank you, A.C. White.

11 Any other oral communications from the
12 audience? Any other oral communications?

13 Is there a motion for dismissal?

14 VICE CHAIRPERSON BELL: So moved, Madam
15 Chair.

16 COMMISSIONER MOORE: Supported.

17 CHAIRPERSON CARTER: It's been moved and
18 supported that we adjourn.

19 All in favor?

20 COMMISSIONERS: Aye.

21 CHAIRPERSON CARTER: Those opposed?

22 Meeting is adjourned. Thank you all for
23 coming out. Thank you.

24 (The meeting was adjourned at 4:11 p.m.)

25

- - -

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

CERTIFICATE OF REPORTER

STATE OF MICHIGAN)
) SS
 COUNTY OF WAYNE)

I, Sheila D. Rice, Notary Public within and for the County of Wayne, State of Michigan, do hereby certify that I reported stenographically the foregoing proceedings at the time and place hereinbefore set forth; that thereafter the same was reduced to computer transcription under my supervision; and that this is a full, true, complete and correct transcription of said proceedings.




 Sheila D. Rice, CSR, RPR, RMR
 Wayne County, Michigan
 My Commission expires: 9-12-16

A
A.C 42:14 51:12
 53:10
a.m 46:3
able 51:20
Academy 16:6
accept 36:11,11
 36:21
accident 52:25
accomplish 26:4
accountable 26:5
accurate 18:22
accused 48:8
acknowledge
 24:25
acknowledged
 25:2
act 36:8 46:24
acting 30:4
active 33:4
activist 41:12
add 24:9
adding 9:17
additional 9:24
 11:22 13:16
address 13:19
adjourn 53:18
adjourned 53:22
 53:24
administrate
 3:19
administration
 31:11
administrative
 6:3 22:9,11,13
 23:20
admission 45:22
advocates 46:6
Affairs 49:23
 51:8
affect 12:10
affiliated 39:15
afternoon 3:5,6
 3:7 21:10,20
 21:21 38:4
 41:7,8 46:19
 46:20
agencies 13:10
 13:22 18:9
 19:10 31:16
agency 6:20 18:6

18:12
agenda 7:15,20
agility 10:4
ago 6:18
ahead 12:16
 14:15,24 48:10
 48:12 52:8
air 33:5 39:5
Alan 6:4
align 14:7
alley 48:19
allow 20:19
amazed 38:21
Amen 3:24,25
America 15:10
 19:10
amount 42:20
announcements
 37:13
annual 45:9
answer 42:24
 51:9
answers 49:25
 50:25
Anthony 41:18
anti-police
 15:22
anybody 7:6
 19:15 50:4
anyplace 39:15
anyway 38:10
apologize 46:22
 47:4
appear 20:25
 53:5
appearances 2:1
 32:18
appeared 10:6
Applause 25:3
 26:21 27:2,7
 27:11,14,18,22
 28:4,8,11,14
 28:17,20,23
 29:2,6,9
applicants 9:19
application 9:19
 9:20
applied 46:12
appointed 27:24
 31:4
appointees 21:14
 24:21 29:11

appointment 31:1
appointments
 21:12 24:19
Appreciate 5:20
appropriate 33:7
 47:15
appropriately
 25:25 46:24
approval 7:16
approve 7:20 8:3
 8:8
April 1:14 3:2
 7:16 10:25
 37:14 45:7,10
 45:24
area 19:17
Aric 27:13 35:8
Arnold 26:19
 34:12
arrest 47:19
arrived 50:18
aside 38:13
asking 51:18
assessment 16:14
assigned 28:5
 34:8,17
assignment 26:13
 26:22
assignments
 26:11 29:22
assistant 6:3
 13:25 21:14,19
 21:22,22 23:6
 23:8 24:25
 30:6 42:16
 43:21 51:14,24
 52:5,7,9,9
 53:8
assistants 9:15
 10:9 11:2 23:2
assume 49:2,5
assumed 47:18
 48:4 50:13
assure 25:8
 43:15
attempted 47:11
attendance 39:20
Attorney 2:15
 4:3,5,8,11,14
 4:17,20,23 5:1
 5:4,7,10,13,15
 5:24

attrition 11:1
 12:7 15:11
audience 3:7,25
 38:2,14 53:12
audit 11:17,18
autopsy 49:12
 51:22
awaiting 9:20
 16:16
aware 17:16
 33:13 38:10
 39:5,10 43:7
 43:24 44:3
awareness 45:25
 46:1,1
Aye 7:23 8:12
 36:25 53:20

B
back 11:15 30:10
 30:18 43:13
 47:7
background 6:17
bad 32:17 39:9
balance 33:18
balloon 45:10
bar 47:11 50:3
base 9:15
based 53:4
basically 47:2
basis 13:3
becoming 10:22
behalf 3:20
 18:12
behold 14:14
believe 17:17,22
 37:15 44:1
 50:16 52:16
Bell 2:3 4:9,10
 8:4 30:22,23
 32:1 33:6
 39:18,24 40:6
 40:10 48:10
 53:14
Bell's 45:14
belonged 47:19
benefits 13:12
 19:18
Bernard 2:15 4:3
 4:5,8,11,14,17
 4:20,23 5:1,4
 5:7,10,13,16

5:22,24
Bernice 38:4
best 26:3 53:3
better 11:22
 13:11,12
Bettis 46:17
Bettison 41:14
 45:2,3
big 15:10,21
bigger 13:8 53:2
biggest 22:10
Bilal 28:10
Birch 49:8
birth 20:15
Bishop 5:10
bit 6:16
bless 3:23
Bliss 34:10
blood 47:23,25
 50:19
board 1:3 3:9
 6:3 9:3 21:20
 32:18 37:13,22
 38:11 39:6
 40:2 45:4 52:1
 52:2
Booth 16:16,23
bother 50:4
bottle 48:19
 49:17
Brian 27:5 34:25
bridge 16:5
briefing 16:13
bring 20:15,18
 24:21 53:4
bringing 12:14
Brooks 2:4 4:12
 4:13 41:6
brother 46:25
 47:6,10,17,19
 47:20 48:1,5,7
 48:16,17,18,20
 48:20,23,24
 49:4,16 50:3,9
 50:11,13 51:11
brother's 47:5
 47:15 48:13
 49:11,18
Brown 2:14 6:2
 41:15
budget 6:19
budgeted 14:22

build 16:5
building 45:8
 48:15
buildings 34:9
bureau 22:13,18
 23:13,13,16
 24:7 29:17
burn 47:11
burning 48:15
Burton 2:8 4:15
 4:16
business 37:11
 37:11,12
Butler 41:7,9,9
 43:18 44:2,11
Bylaws 36:7

C

call 4:4 7:1
 19:14 26:12
 47:2
called 28:6
calling 25:12
 29:24 51:4
captain 22:5
 26:25 27:9,16
 27:20 28:3,7,9
 28:10,12,13,16
 28:19,22,25
 29:4,8,20 30:4
 30:16 32:10
 33:24,25 34:5
 34:10,14,17,21
 34:22 35:1,4,6
 35:11,12,14,15
 41:14,17,18
 42:4 43:11
 49:3 51:8
captain's 24:13
captains 25:24
 26:10 28:1
 30:7,10 33:18
 36:22 51:1
car 52:25
care 38:17
career 15:25
carries 7:25
 8:14 37:2
Carter 2:2 3:5,8
 3:10 4:1,6,7
 5:15,21 6:10
 7:3,6,11,14,19

7:24 8:7,13
 12:2 16:11
 18:25 21:5,9
 29:14 30:22
 35:22 36:13,16
 36:20 37:1,9
 37:19 41:5
 42:14 43:20,22
 44:3,13 45:1
 46:16 48:11
 51:10 53:7,10
 53:17,21
case 47:21 48:4
 48:21 52:1,11
 53:6,9
categories 11:6
 20:22
category 19:21
 20:24
cause 50:4
caused 25:19
center 12:9 14:1
 16:14 45:18
centralized 30:8
CEO 41:21
certain 20:19
certainly 6:16
 6:21 15:6 22:1
 24:24 25:4,9
 25:18 26:14
 29:21 31:24
 42:16 43:5
certificate
 20:15 54:1
certify 54:9
Chair 3:10 8:5
 9:10 12:5
 13:20 15:5
 16:10 19:3
 29:16,19 31:2
 33:1 35:25
 39:18 40:14
 44:12 53:15
Chairperson 2:2
 2:3 3:5,8 4:1
 4:5,7,10 5:15
 5:21,24 6:6,10
 7:3,6,11,14,19
 7:24 8:4,7,13
 12:2 16:11
 18:25 21:5,9
 29:14 30:22,23

32:1 33:6
 35:22 36:13,16
 36:20 37:1,9
 37:19 39:18,24
 40:6,10 41:5
 42:14 43:20,22
 44:3,13 45:1
 46:16 48:10,11
 51:10 53:7,10
 53:14,17,21
Chairperson's
 8:15
Chairwoman 5:13
challenge 15:10
 15:18 16:7,7
change 42:17,20
changed 31:3
changes 22:10
 41:19,22 42:9
 42:10,18 43:24
 44:6
charge 52:14,14
Charles 24:8
 34:16
chart 22:1,16
 23:4 24:9
Charter 36:4,6
chief 2:13 3:16
 5:18,18,20 6:2
 6:7,11,14 7:5
 7:8,12,13 8:18
 13:21,25 14:16
 15:5,15 21:9
 21:10,14,19,22
 21:22,24 22:3
 22:17 23:2,6,8
 23:16,18 24:6
 24:8,10,15,17
 24:17,25 25:4
 26:1,22 27:3,8
 27:12,15,19,23
 28:5,6,9,12,15
 28:18,21,24
 29:3,7,10,17
 29:19 30:1,6
 30:21,23 31:2
 32:9,25 33:7,8
 36:1 37:4,6,8
 38:5,7,15
 39:20 42:16
 43:2,21 44:7
 45:3,5,13

51:14,24 52:5
 52:7,9,9 53:8
chief's 23:9
 28:5
chiefs 51:8
chiefs' 23:2
children 46:6
Christopher
 41:15
church 37:20
 38:8,15,22
circumstance
 14:21
citizen 18:9
citizens 3:18,20
 14:25 30:16
 44:19
citizenship
 20:16
city 3:15,18
 13:23 30:9
 31:13 34:9
 36:4,6 37:22
 39:10,13 40:23
civil 22:17 31:7
 31:22
civilian 10:10
 10:20 11:7
 18:4 23:22,25
 24:2
civilians 9:16
 10:8 11:2,3
clarity 16:25
class 8:25
clearing 22:2
closely 6:22
closer 44:6
closure 53:4
Cole 41:15
colleagues 15:10
 15:19
colored 49:14
come 17:11 21:15
 22:24 23:24
 26:20 32:7
 38:17,17 39:7
 40:1 45:17
 50:20 52:17
comes 17:12 18:5
 18:6 22:19
 24:12
coming 18:15

19:6 23:17
 39:23 44:7
 53:23
command 23:15
 24:22 25:17
 29:17 34:15,18
 34:22,25 35:5
 35:9,12,15,18
 42:25
commander 22:5
 24:12 26:18,19
 27:1,5,10,10
 27:13,16,20
 28:2,16,19
 29:20,25 30:3
 30:17 33:24
 34:2,3,7,12,16
 34:21,22,25
 35:3,8,10,14
 35:17 37:16
 42:25 45:2,3
 46:16
commanders 25:24
 26:13,18 27:24
 29:21 30:1,2
 33:18 36:22
commanding 26:24
 27:4,4,9,16
 34:13 35:7,16
commands 11:18
 11:22 32:6
Commencing 1:13
commend 32:23
commended 51:16
comments 30:17
 38:3
commission 3:10
 36:2,7 40:18
 40:21,23 46:19
 46:23 49:22
 54:19
commissioner 2:4
 2:5,6,7,8,9,10
 2:11,12 3:12
 3:13 4:2,6,8
 4:11,13,14,16
 4:17,19,20,22
 4:23,25 5:1,3
 5:4,6,7,9,10
 5:12 7:17,18
 8:6 12:4,5,18
 13:20 16:9,10

16:11,12,19
 17:2,5,8 18:17
 18:23 19:2,25
 20:4,8 21:3
 29:13,16 30:14
 30:22 35:24
 36:2,14,17,18
 37:3,17,21
 38:21 40:14,17
 40:21,25 41:6
 44:12,14,15,16
 44:17,18,19,20
 44:21,22,23
 45:13 48:12
 53:16
commissioners
 1:3 3:9 7:15
 7:23 8:1,12
 9:4 12:2 14:17
 19:1 21:6,21
 24:18 29:15
 35:22 36:3,25
 37:5,14,23
 38:6,19 39:3
 39:12,21,25
 40:2,2 41:8
 42:12 43:23
 46:20 53:20
commitment 31:14
 31:21
committee 37:10
 37:10
common 51:3
commonly 28:6
commotion 50:4
communication
 16:22
communications
 22:14 23:24
 38:1 53:11,12
communities
 15:24 32:7
community 25:6
 30:12 32:12,13
 32:17,21 33:11
 33:19 37:23
 41:11,11 42:2
 42:11 43:17
 44:4,4 45:6,11
 46:7,14
complainant
 17:17

complaint 17:9
 17:12,16,20,23
 18:5,8,10,13
 18:15
complaints 17:24
 18:3,5,18,21
complete 10:19
 11:11 54:13
completed 6:23
 10:15 11:19
 22:1 36:22
completes 6:9
 11:25
completion 22:20
compliance 11:21
 11:24
computer 54:11
concepts 22:4,7
concern 25:19
 32:8
concerned 25:14
 39:13
concerns 25:17
concludes 29:10
condolences
 51:11,15
conduct 17:25
conducted 10:25
conference 15:21
confusion 26:9
congratulate
 35:25
congratulations
 29:13,14 37:6
 38:5
Conrad 2:5 4:23
 38:9,20
consent 6:24,25
 8:18 22:2,21
 26:2,3
considerate
 43:16
considerations
 42:23
considered 25:10
 29:18
considering
 10:20
conspiracy 52:21
conspired 50:16
constant 13:13
contact 17:16

continually 25:16	46:11 50:10,12 50:13	demotion 29:18	different 16:2
continue 3:19 6:22	crimes 23:17 46:9	Denby 46:2	differently 15:4
continued 10:18	critical 6:23,24 33:21	denied 47:9	difficult 19:6
continues 10:5 11:11 23:24	Crusade 45:18	Dennis 41:16	digital 48:6
contract 12:23	CSR 54:18	department 3:17 9:3,9,14 18:3 18:7,12 21:16 24:3 30:3 31:20 33:3 39:11 42:11 44:18 46:12 49:23	directly 22:19
conversations 25:5	CSR-4163 1:15	departments 12:21 15:17	director 5:25 8:22,22 9:8,11 12:3 15:20 16:13 19:4 21:7 24:1
conversely 14:16	cued 21:15	depending 17:20 18:5,8	director's 23:21
Conway 33:25	current 9:14 26:13	depends 18:14 20:6	disclosed 12:12
corporation 41:20	currently 10:17 11:9 18:18	deputy 23:16,18 24:6,8 30:1 51:8	discussed 17:1
correct 44:16 54:13	curve 12:16	Dequindre 37:21	discussion 7:21 8:10 13:15 36:23
cost 31:12,23,24	D	Derrick 2:9 5:4	discussions 13:13 24:23
Council 41:11	D 1:15 54:7,18	destabilize 42:10	dismay 52:12
country 19:11	Darin 34:5	detective 22:12 23:15 30:24,25 31:4 47:18 48:4 49:14 51:5	dismissal 53:13
county 1:16 13:23 54:5,8 54:19	Darrell 29:4	determines 18:15	disputable 52:4
course 9:23 23:8	Darryl 41:15	Detroit 1:3,11 1:12 3:1,21 10:11,12 12:9 12:19 14:1 16:1,5,8 19:7 19:8,14 31:23 37:22 47:6,8 47:12,14 49:23 51:4	disqualification 20:7,10,12
Court 6:5	data 13:14	detectives 30:7 30:8,10,11 31:1,6	disqualified 9:22,23 20:5 20:24
covered 30:5	date 40:8,11	determination 17:21	disqualify 19:22 19:23 20:1,17
Craig 2:13 5:18 5:20 6:14 7:5 7:8,13 15:5,15 21:9,10 24:17 25:4 26:22 27:3,8,12,15 27:19,23 28:5 28:9,12,15,18 28:21,24 29:3 29:7,10,19 30:21 31:2 32:25 33:7 37:8	Davis-Drake 6:1	developing 25:22	dissatisfaction 14:19
Crawford 2:10 4:18,19 8:6 19:2,25 20:4,8 21:3 35:24 36:14,18 37:3 37:17 40:14,17 40:21,25 44:12 44:14,17,23 48:12	day 3:18 6:15 15:3 21:11 39:6 40:1 52:23 53:1	Dewaelche 2:6 4:21,22	diversity 25:21 25:23 33:19
crazy 51:2	day-to-day 33:9	dialogue 32:13 32:14	Division 23:14 24:11 26:23 28:24 29:3,4
create 7:1	days 20:20	difference 14:25	documents 20:13
crime 22:13 23:17,19 29:7 42:3 45:7	dead 51:6		doing 8:24 13:3 14:9 16:3 22:8 39:9 42:5
	dealing 14:5,6 42:13		dollars 31:25
	dear 40:16		Dolunt 52:7,9,10
	decided 15:16		Dolunt's 23:6
	decision 6:25 43:1,3,9 50:15		Don 24:2
	decisions 33:17 42:21,23 43:3 43:8		door 32:3
	Decker 34:18 49:3 52:21		Downtown 33:23 33:25
	decree 8:18 26:3		DPD 10:23
	Dee 13:25 14:5		driver's 20:11
	definitely 13:7 19:5		drove 6:21
	definition 20:2		
	degrade 47:2		
	delayed 10:2		
	deliberate 3:20		
	delineated 23:3		
	Delvita 6:6		

duty 11:6,10,14
11:15 22:17
28:5

E

E 2:3,8 4:8,14
45:13
earlier 21:24
24:5 26:2 43:2
early 18:21
21:11 30:8
33:12 38:17
45:12
East 23:13 24:6
easy 36:6,8
Ebenezer 37:20
ecstatic 8:19
Edgar 2:11 5:11
37:21
education 10:19
EEOC 17:6,10,23
17:24,25 18:2
18:3,12
effective 9:25
effort 6:21 32:5
eight 11:2 31:18
41:21 43:18
Eighth 27:15
28:15 35:10
37:24
Elaine 28:19
35:15
Eleventh 26:25
26:25 28:2
34:20 37:15
eliminate 26:8
Elizabeth 2:4
4:11
emergency 12:20
employee 14:18
17:13
employment 23:23
encouraging
39:19 45:16
endeavor 32:24
ended 10:15
endow 3:22
enforcement
15:25 23:10
42:17
ensure 11:23
equal 15:18 50:7

Eric 34:8,17
especially 15:23
31:19
essence 29:25
establish 32:15
Eva 2:6 4:20
Eve 41:25
event 45:16,17
events 45:19
Everfresh 48:19
49:17
everybody 51:1
52:3
evidence 48:5,6
48:7,15,16
49:7,15,16,19
50:20,22 52:22
evolution 24:20
Ewing 34:8
exact 12:10
26:15
Exactly 7:5
exam 10:4 31:11
31:25
examinations
10:2
examiner 49:11
example 20:10
exams 30:25 31:7
52:17
exchange 14:3
15:3 49:9
exchanged 49:9
excited 6:14
24:19 25:10
exciting 21:11
excuse 19:2 39:2
52:14
executive 24:22
executives 26:6
existing 26:10
exit 13:10
expected 38:12
expecting 16:17
experience 13:24
14:3
experts 14:2
expires 54:19
explanation
47:24
extend 38:11
extremely 32:22

F

face 47:1
facilitate 26:7
facilitated
31:23
facilitating
31:25
fact 6:23 16:3
19:16 23:1
31:3 39:10
47:21
facts 49:14
51:21 52:1
53:6
fail 20:22
failed 10:6
fair 46:1
family 25:1 46:9
48:3 49:6 50:7
far 8:24 17:9
31:24 39:13
favor 7:22 8:11
36:24 53:19
FBI 15:20
feature 39:25
feedback 25:6,6
feel 14:25 52:13
feet 47:22,25
50:19
fellow 14:17
36:3
felt 32:17
fence 53:1
field 52:24
Fifth 34:7
fighting 49:21
filled 9:15
14:23
final 8:17 11:19
18:17
finally 8:20
financial 10:4
12:11
find 17:24 49:17
52:22 53:1
findings 11:20
fire 30:21
fire 48:21
fired 41:21 42:3
first 6:21 23:8
24:20,22,25
31:3,16 42:1
45:9,22 46:22
50:17
fiscal 9:24
Fitzgerald 24:8
28:3 34:23
five 10:11 11:3
47:7 50:17
51:4
fix 20:13
flow 22:10
FMLA 11:17
focused 12:25
FOIA 47:13 48:22
48:22 49:15
50:2 51:22
52:3
folks 33:10
45:22 46:8
follow-ups 20:21
foot 48:2
force 40:1
foregoing 54:9
foremost 6:21
formal 45:5
former 27:16,20
29:3
formerly 28:25
forms 17:12,13
forth 54:10
forthcoming
37:25
forward 8:24
24:20,21 26:20
43:16,23 44:5
44:9,10
forwarded 18:10
found 47:18
50:21 52:24
four 10:8 44:1
50:20
Fourth 27:8 35:3
Franklin 52:5
free 45:22 47:5
front 47:3
frustrated 42:9
full 11:15 54:12
function 30:2
functional 23:19
further 10:3,21
future 25:11
32:20

G		H		I	
Gail 5:25 9:11 14:4	graduation 16:5	half 15:3 25:15 35:20 47:13	highlight 23:1	23:12 24:5 43:2	individual 52:14 52:23
gained 9:4	grant 46:12,13 46:13	Hall 24:7 41:16	hired 9:2,23,24 14:13	individuals 15:16,23,23 25:13	inevitable 42:18
Gary 28:22 35:18 41:17	great 32:11 45:16 46:5	hand 48:25	hires 10:7,10,10 10:10,11	information 9:5 13:14 14:3 16:23 17:14,15 17:18	initial 9:19
gas 47:11 48:17 48:19,19 49:4 49:16,17,18,20 49:25	ground 50:19	Hanson 6:5	hiring 8:24	input 32:21	inside 50:3
general 11:20	group 16:16,23	happen 9:2	historically 19:8 32:4	Inspector 41:14 41:16	Instructor 48:6
getting 13:24 22:6	guess 20:1 30:15	happened 43:6 52:25	history 32:12 43:13	Integrity 22:18	Intel 29:7
give 3:21 7:4 12:8,9 17:8 24:22 26:14 32:6 38:2 50:7	guideline 17:9	happening 44:4	hitting 47:7	Intelligence 22:13 23:18,20	interactive 11:10
given 31:18 50:6	gun 47:10,16,17 47:17 48:5,9 48:14,16,20,24 49:1,1,2,4,10 49:13,16,25 50:9,11,12,21 50:23 53:2	happy 38:24	holding 26:5	interest 9:21 10:18 40:13	interested 10:22 15:24
gives 17:14	gunfight 49:12	hard 12:13 42:6	Hollins 24:2	interlock 14:8	internship 10:13 10:14,15
giving 10:21	gunfire 42:1 49:9,9	Harold 41:17	homicide 48:13 49:3 50:1	Internal 49:23 51:8	interview 13:10
glean 15:8	guns 42:3	Hayes 52:6	honest 9:1	interviews 10:24	introduce 5:17 5:22 7:7 27:25
go 15:16 19:19 26:9 33:2,15 33:22 40:11 43:13 48:10,12 52:8,17		He'll 45:14	honor 46:14	introductions 6:9,12,15 7:9	introduced 31:3
God 3:14		headed 22:15 23:16,25 24:1 24:12	honors 24:10	investigate 18:4 18:16	investigation 17:19 18:1,11 31:9 47:12 51:25
goes 31:15		Headquarters 1:11	hope 32:4,19 34:14 41:3 44:7 45:9	investigations 33:5 53:5	investigator 6:2 6:7,8
going 3:11 7:3 8:23,24 9:7 11:17 12:8 14:7 15:22 24:20 26:9,12 26:17 30:17 31:5 33:10 36:11 38:8,22 39:22,23 42:2 42:18 43:16,22 43:23 44:5,6,9 44:9 45:12,15 45:16,17,20,21 45:25 46:4,5 49:5		hear 25:16 42:1 44:18,19,20,24	hopefully 44:24	investigators 18:2	
golfing 38:25		heard 48:22	hopper 11:9		
good 3:5,5,7 16:1,6 18:19 21:10,19,21 31:18 38:4 41:7,8 46:19 46:20 49:5		Heilmann 45:18	hospitals 14:12		
grace 3:21		helpful 14:4	hosted 37:20		
		hereinbefore 54:10	hovers 15:12		
		high 15:12 16:4 46:2	human 8:22 9:8 14:2 18:7		
		higher 29:20	hundred 14:13		
		highest 14:18	Hunt 13:25 14:5		

invitation 38:11
 invite 45:4
 invocation 3:12
 involved 49:12
 issue 13:6,8,8
 14:10 15:9,21
 19:9 21:1
 25:21 51:17
 issues 15:5
 16:19 17:25
 22:2

J

Jackie 27:17
 35:10
 James 2:13 5:18
 21:23
 jerk 25:9
 job 39:9,13
 43:11
 John 28:7
 Johnny 35:17,17
 Johnson 41:16
 joining 5:19
 Jones 49:9
 Jr 2:11 4:24
 judgment 6:24,25
 22:2,21 26:2
 July 9:18 50:11
 50:14
 jump 21:18
 justified 47:8
 48:8,14 50:1

K

keenly 33:13
 43:7
 keep 43:5
 Keith 28:25
 Kelly 28:3 34:23
 46:2,21
 key 25:21
 kick 46:1
 killer 47:5
 killing 48:8
 kind 16:2 22:4
 26:8
 kinks 10:4
 knee 25:9
 knocked 53:1
 know 12:18 14:6
 15:3,8 17:21

17:25 19:8,12
 20:16,25 25:15
 25:18 30:5
 32:2,4,5,7,12
 32:12,15,16,17
 34:9 38:15,18
 39:3,6,14,16
 39:19 41:24,24
 41:25 42:7
 43:6 44:8,17
 45:5,6 46:7,7
 46:8,9 52:1

knowing 33:23
 Kurt 28:16 35:12
 Kyra 34:14
 Kyriacou 27:21
 28:19 35:13

L

lab 50:10,12,14
 lack 9:21
 LaShinda 24:25
 lastly 29:7
 laughing 38:20
 launch 51:25
 law 11:21 15:25
 42:17
 lay 3:17
 layer 30:1
 laying 52:24
 Leach 27:1 28:3
 34:21 37:16
 lead 48:4
 leader 42:7
 leadership 3:16
 25:8 42:4
 learn 15:8
 leave 11:5
 leaving 12:16
 13:11
 let's 12:15
 20:14,16
 letters 45:5
 letting 46:7
 Levalley 23:16
 23:18
 level 29:20 30:9
 42:17
 liar 47:2
 license 20:11
 lieutenant 28:25
 29:4 41:15,16

41:17,23
 lieutenants 31:6
 31:17
 limit 38:3
 LINDA 2:15
 Lisa 2:2 3:10
 4:6
 list 25:20 31:15
 listen 14:17
 literally 12:14
 little 6:16
 10:21
 live 31:15
 lives 3:18
 loaned 34:4
 locally 19:7
 located 37:21
 46:2
 location 34:1,4
 35:11 37:25
 long 14:23 31:11
 long-term 11:14
 longer 11:15
 15:24
 longevity 32:6
 look 15:11 33:14
 33:16 35:19
 43:7 44:6,9
 47:1 51:19,23
 looked 52:20,20
 53:5
 losing 13:9
 loss 51:11
 lost 11:3 42:24
 lot 6:20 9:1,4
 33:2,20 42:22
 43:2 45:12
 53:2

M

ma'am 6:10 19:4
 20:8 21:3,8
 35:24 37:17
 40:17 41:5
 45:1 48:10,11
 51:10,15
 Madam 4:5 5:13
 5:24 6:6 8:4
 9:10 12:5
 13:20 19:4
 39:18 40:14
 44:12 53:14

Mahone 34:17
 maintain 22:22
 Major 23:17
 majority 33:15
 making 32:21
 Mallett 2:5 4:24
 4:25 7:17 12:4
 12:5,18 13:20
 16:9 29:13
 38:21
 man 47:6 50:11
 51:6,6
 manage 3:20
 management 22:14
 24:1 26:5 33:3
 manager 24:2
 managers 26:6
 managing 13:2
 manner 47:15
 March 8:2,9 9:13
 9:25 10:5,7
 50:12
 Mark 29:8 34:10
 married 33:21
 matching 25:24
 matter 19:16
 51:19
 Mayor 13:14
 Mayor's 13:18
 MCOLES 9:20 10:1
 mean 14:11 19:20
 32:10 42:18
 Media 1:10
 medical 12:9
 14:1 49:11
 meet 38:7 39:19
 39:21,25 40:1
 meeting 1:4 3:9
 8:22 37:14,23
 37:23 46:23
 53:22,24
 Meetings 36:8
 member 24:2
 members 38:11
 46:9
 men 3:17
 mentioned 30:24
 32:2,13
 merge 22:4
 merging 22:7
 metro 19:7 23:14
 24:11 26:23

29:3,4
Michigan 1:2,12
 3:1 36:7 50:10
 54:4,8,19
midnight 42:2
Miles 28:19
 35:15
million 31:25
mind 21:25 43:5
 43:9
mine 13:22 14:21
minority 15:23
minutes 8:2,3,8
 38:3
misconduct 17:22
model 22:4,6
moment 3:15
Monday 45:20
month 10:5,7,25
 11:3,19 12:15
 12:15 15:12
monthly 13:3
months 11:14
Moore 2:7 5:2,3
 16:10,11,12,19
 17:2,5,8 18:17
 18:23 29:16
 30:14 36:17
 44:16,18,19,20
 44:21 53:16
Moore's 44:15
morning 38:23
Moses 6:6
mothers 46:5
motion 7:16,25
 8:3,14 36:10
 36:14,15,16,24
 37:2 53:13
Mounsey 27:6
 34:25
move 43:14
moved 7:17,19
 8:4,7 29:17
 36:20 53:14,17
movement 25:17
 32:16 43:5
moves 43:15
moving 24:4
 40:22
Muhammad 28:10
 35:1
murder 46:25

52:15
murdered 46:5

N

name 3:9,24 38:2
 41:9 46:21
names 24:9,10
 25:12
National 45:6
 46:11
nature 16:20
 17:20 18:8,14
 20:6
need 8:25 11:22
 18:22 20:14,15
 22:3 38:23
 42:7 51:23
needed 16:24
needs 39:10
neighborhood 7:1
 23:7,11,12,13
 24:4,6,7,13
 25:23 29:24
neighborhoods
 6:22 25:14
 33:14
never 14:19
 41:18
new 10:7,9,10
 21:15 22:7
 24:20 26:24
 27:4,12 34:13
 34:22,24 35:7
 35:8,16 37:11
 37:11 41:25
newest 34:9
newly 27:23
newly-appointed
 28:1,9
Newly-promoted
 28:12
news 15:21 16:1
 16:6
Nick 27:20 28:19
 35:13
night 28:6
nine 43:19,20,22
Ninth 32:3 34:16
noon 46:4
Normally 21:13
Northland 45:21
Notary 1:16 54:7

note 31:8
notice 10:3
notification
 8:17,17
November 30:18
NPO 32:22
number 18:22
 27:20 43:10,14
numbers 11:6
 12:10 13:5
nurses 12:13
 14:18

O

o'clock 38:16
 50:20
obviously 13:4
 13:23 22:20
 23:17
occupation 39:8
occurred 44:24
OCI 18:11
offer 51:11
offered 52:16
office 6:7 13:18
 17:14 22:11,19
 22:23 23:5,5,6
 23:7,9,11,25
 24:4,13 45:3
 47:9 49:24
 52:12
officer 19:13
 22:17 26:24
 27:4,5,9,16
 28:6 29:17
 34:13 35:8,16
 41:25 42:6,25
officers 11:2,12
 11:13 13:9
 19:8,14 25:7
 25:17 39:4
 42:5 47:1
 50:16,17 51:1
offices 23:2,3,3
offline 30:15,19
Okay 7:11,13
 17:5 21:24
 23:10 36:13
 51:24
old 29:21 37:11
 52:24
once 17:16 24:18

32:15 47:7
open 18:18 29:11
 36:8
operations 11:16
 22:9,11,13,24
 23:4,10,21,25
 30:12
opportunity 3:23
 15:6
opposed 7:24
 8:13 17:23
 23:4 37:1
 53:21
oral 38:1 53:11
 53:12
org 24:9
organization
 31:19 33:9
 42:19 43:4
organizational
 21:16 22:1,10
 22:16 23:4
organized 31:12
originally 34:18
outcome 51:17
outside 18:6,9
outstanding 42:5
overall 35:19
oversee 22:12
 23:12 30:7,11
oversight 23:19
 33:10
Oxendine 5:25
 8:23 9:8,10,11
 12:3,17 13:7
 13:25 16:15,21
 17:4,7,11
 18:19,24 19:24
 20:3,6,9 21:7
 21:8 31:9
Oxendine's 14:20

P

p.m 1:13 3:3
 37:15 41:4
 45:11 53:24
packets 52:3
pairing 33:18
Pamela 6:1
papers 20:16,18
part 10:22 32:1
 39:12

participated 24:23
particular 32:19
 32:24
particularly 13:1
parts 52:3
party 45:21
passed 10:6
passion 51:16
patients 14:24
Patterson 29:5
Paul 49:8
pay 13:11 19:18
peers 25:7
pen 48:1
people 6:12
 14:14, 20, 23
 19:6 20:20
 38:22 39:6, 16
 49:10, 13, 22
percent 15:15
percentages 13:4
performed 41:24
period 9:13
 20:19, 21 32:6
permanent 19:23
permanently 9:22
person 20:13
personally 24:25
 31:10 35:25
personnel 6:1
 9:12 41:22
persons 13:25
 19:22
Petty 33:25
ph 6:6 41:9, 15
 49:8
phenomenal 43:11
photos 48:6
physical 10:4
picture 49:19
place 14:20
 16:14 26:6
 54:10
places 15:19
 19:9, 19
plan 3:19
Planning 22:18
please 3:12 4:4
 5:22 26:20
 38:2, 3 42:12

pleasure 39:2
point 12:14
 14:19 27:25
 31:16 33:22
pointed 33:12
 34:20
police 1:3 3:9
 5:18 6:1, 20
 9:3, 11, 15 10:8
 11:2, 16 16:6
 19:8, 10, 13, 14
 19:14 24:3, 16
 25:7 30:3
 31:19 33:2, 8
 36:7 37:14, 23
 39:4, 11, 11
 40:2 41:10
 42:6 47:9, 12
 47:14 49:22, 23
 50:5, 17 51:1, 4
policing 15:9
 22:7 23:7, 11
 23:12, 13 24:5
 24:6, 7, 14
policy 11:21
polygraph 52:17
popular 32:9
position 23:21
 24:13 31:4
 32:14 34:3
positions 9:14
 9:17 10:20
 14:22
possessed 47:10
possession 47:20
 48:1, 2 51:7
possible 14:7
 30:20
post 6:24 26:2
power 3:22
praise 3:14
pray 3:13
precinct 7:2
 21:25 22:3, 6
 26:16, 19, 23, 25
 27:1, 3, 5, 8, 9
 27:12, 15, 19
 28:2, 10, 13, 15
 28:18, 21 29:18
 29:24 30:9, 11
 30:15 32:3, 10
 32:11 34:2, 7, 8

34:12, 16, 20, 24
 35:3, 5, 7, 10, 13
 35:16 37:15, 25
 41:10, 14, 20
 42:10, 13 43:6
 44:5
precincts 25:18
 25:23 30:2
 33:16
preliminary 11:20
preparation 6:19
presence 22:23
present 4:7, 10
 4:13, 16, 19, 22
 4:25 5:3, 6, 9
 5:12, 25 6:8
presentation 7:4
 29:11 30:6
presume 36:10
pretty 11:17
prints 47:15
 49:1
prior 7:8 26:22
 27:9 35:4
Pritchett 27:17
 28:16 35:11
probably 15:15
 18:20
problems 16:22
proceed 16:24
 17:18
proceeding 16:25
proceedings 54:10, 14
process 8:24
 9:21 10:1, 17
 11:10, 10, 13
 17:9 21:2
professions 15:7
program 10:14, 14
 10:24 32:22
 38:7
projects 11:8
promoted 26:11
 26:19 28:25
 30:17 34:21
 36:1 37:7
promoting 40:18
 40:19, 23
promotion 35:4
promotions 30:25

36:12, 18, 21
proof 49:4
prosecutor 45:15
 49:8, 15 50:15
prosecutor's 47:9 49:24
 52:11
prosecutors 52:19
provide 13:17
 14:8 20:14
 26:10 51:25
 52:15
provided 42:4
public 1:11, 16
 39:3 54:7
publicize 39:8
put 20:23 33:24
 36:11, 15
putting 15:1

Q

qualified 12:21
quality 33:10
quarter 31:25
question 18:17
 18:19 42:24
questions 12:1, 3
 18:25 21:5
 29:12, 15 35:23
 37:4 46:18
 50:25
Quinn 6:4
quite 6:11 9:1
quorum 5:14

R

R 2:7 5:1
raining 39:1
rank 29:20 30:24
 30:25 31:4
rate 9:17 15:11
reached 12:13
 16:17
reaching 41:21
reactivate 21:1
read 36:6, 6, 7, 8
reading 36:6
real 19:14
really 12:12, 13
 12:25, 25 19:11
 32:17 51:20

reason 20:9 32:4
 35:21
reasonable 48:3
 49:24 50:25
reasons 43:10,14
recall 6:18 30:8
receive 8:17
 47:13
received 46:12
 46:13
Receiving 12:20
record 9:11
 21:23 32:15
 38:3 45:2
 52:10
recorders 6:4
recordkeeping
 11:23
recovered 47:22
Recreation 45:18
recruit 19:7
recruiting 9:18
 10:17 12:13
 19:21
recruitment 13:6
 15:11,18
rectify 20:23
redeployed 11:16
redesign 22:3
reduced 54:11
refer 17:15
reference 32:14
 32:17,23 36:4
regarding 8:23
regardless 51:17
regards 30:15
Reggie 40:20
Reginald 2:10
 4:17
registration
 46:3
regular 1:4
 37:22
reinforce 29:23
related 48:7
Relations 41:11
relationship
 16:2
relayed 49:10
release 45:10
remain 26:10
remaining 10:17

remains 33:25
 34:10,14,21
 35:14
remarks 21:11
 33:13
remind 38:6
removed 29:25
Renee 24:7 41:16
rental 45:23
reopened 52:11
 52:19
report 7:4,9
 8:15,16 9:7,8
 11:19,25 22:19
 49:7,12 50:18
 50:22,22 51:6
 51:23
reported 49:18
 54:9
REPORTER 54:1
reporting 6:5
 9:13 12:11
reports 37:10,10
 50:5,6,17,21
requisite 26:6
research 16:16
 51:20
reserve 38:23
 39:20
reserved 38:19
 38:24
residents 10:11
 10:12
Resource 22:14
 24:1
resources 8:22
 9:9 14:2 34:4
 45:12
respect 10:1,13
 11:1,5,8
respond 18:8,11
 18:16 20:20,22
 42:15
responsible 33:9
rest 5:22 11:18
 24:10
restoring 45:9
restricted 11:5
 11:10,14
restructure 6:20
restructuring
 9:16 10:9 11:3

results 52:12
retention 13:1,5
 13:7,18 15:9
 19:5,18
retire 43:1
retired 24:2
 27:4 32:11
retirement 35:1
 43:12
returned 11:15
 48:21
reveal 31:9 33:4
 33:11
review 23:19
 36:4,9 53:9
revolving 32:3
rhetoric 15:22
Ricardo 2:7 5:1
Rice 1:15 6:5
 54:7,18
Richard 2:12 5:7
right 6:2 7:7
 16:5 21:18
 39:17 41:2
 46:11 47:8
rights 18:7
 22:17 45:7
Rink 45:21
RMR 1:15 54:18
Road 46:3
roaming 47:5
Robert 2:14 6:2
Rochon 41:17
 42:4 43:11
roll 4:4
room 1:10 14:2
rotation 10:16
RPR 1:15 54:18
run 30:2 43:3
 45:14
running 48:23
Russ 35:6

S

Safety 1:11
Sanders 2:9 5:5
 5:6 7:18
satisfied 20:25
 31:10
Saturday 38:7,16
 38:23 41:3
 45:24

saying 12:23
 47:10
says 48:22,25
 50:3,21
scared 48:24
scene 47:18,22
 48:7 50:18,23
scheduled 10:6
School 46:2
schools 16:4
scores 9:21
 16:16,18
scoring 16:20
seat 38:18
seated 38:13
seats 38:18
second 8:6 27:3
 27:5 28:10
 32:1,10,10
 34:14,18,22,24
 35:2,5,8,12,14
 35:17 37:20
 41:10,13,20
 42:9,13 43:6
 44:5 45:9
 52:20
secondary 23:23
secretary 41:10
section 38:13
see 9:16 11:6
 13:3 15:8
 22:16 30:24
 35:20 39:7
 41:3 47:17
seeing 13:8 16:8
 50:18,22
seen 48:20,23
 49:18
selections 33:21
send 45:5 47:14
senior 6:7
sense 51:3
sent 18:7 50:10
 50:12,13
September 40:8
 41:4
Sergeant 6:4
 52:5
sergeants 31:6
 31:17
serious 14:10
serve 14:24,25

serves 23:9
service 30:11
 31:7,22
services 6:5
 22:12,24 23:5
 33:23,25 42:2
serving 45:8
set 38:13 54:10
Seven 26:24
Seventh 26:19,23
 34:12
share 40:3
shared 13:24
sheet 26:14
Sheila 1:15 6:4
 54:7,18
Shelby 2:12 5:8
 5:9
shooter 47:16
 48:18,25
shooter's 50:6
shootout 52:15
shot 47:6 48:20
 48:23 50:10,11
shots 48:22
show 11:20 45:14
 46:14
shows 47:15,16
sign 12:23
significant
 22:20 42:20
Sinai-Grace
 12:19
singularity
 14:23
sir 5:19 21:19
 37:20 42:15
sit 15:7
sits 6:2
situation 32:19
six 11:14
Sixth 27:12
 28:13 30:15
 35:7
skate 45:20,22
Skating 45:21
skilled 25:10
skip 7:9
slated 34:4
slight 19:15
small 30:3
Smith 38:4,4

39:1,22 40:4,8
 40:12,15,16,20
 40:24 41:2
Solano 35:6
somebody 20:11
somebody's 51:4
somewhat 15:12
sorry 37:24
sort 35:20
space 38:23,24
speak 11:12
 13:17 51:12,20
 52:8
speaker 38:15
speaking 8:19
 45:14
special 6:15
 11:8 30:12
specialized
 29:22
specifically
 13:17
spoke 43:24
Sroka 28:22
 35:18 41:17,23
SS 54:4
stability 25:14
 33:14 35:21
 43:9
stabilization
 32:2
stabilize 32:5
stable 33:16
 44:8
Stadium 52:24
staff 5:23 6:13
 52:6
staffing 9:14
 14:19
stain 47:23,25
 50:19
Stair 25:1
stand 25:1
standing 37:10
start 6:16 26:17
 46:3,4
starting 26:18
state 1:2 15:20
 50:10 54:4,8
stated 19:18
statement 17:18
 19:5

statements 50:2
 50:8
states 19:22
stating 49:15
stay 12:23 14:23
Stein 23:22
stenographically
 54:9
step 12:22
steps 9:2
Stewart 28:13
 35:9
stolen 47:20
 51:7
stop 39:9
stopped 42:2
stops 17:13
strange 51:9
Street 1:10
streets 47:6
strengths 33:18
structure 21:16
 21:17 26:15
 29:22 33:15,20
 34:25 35:19
student 10:13
students 10:15
 10:16
successes 22:22
summer 10:24
 36:5
Sunday 45:10
supervision
 54:12
supervisor 17:15
 51:7
supervisors 25:7
support 7:18
 14:8 22:12,23
 22:24 23:5,25
 36:17 42:7
 46:8,15
supported 7:20
 8:8 36:21
 53:16,18
supposed 12:11
 48:14
supposedly 50:9
sure 18:24 22:21
 25:22 26:4
 32:21 53:3
surprise 39:23

surprised 39:5
surveys 14:18
suspended 20:11
sustainability
 26:2
sustaining 6:24
Svec 28:7
sworn 9:18 10:8
 10:11 11:1,7
 18:4 19:21
Szilagy 34:5

T

table 36:11,15
 36:15,16
take 44:5 48:6
taken 1:10 12:22
takes 17:10
talented 25:10
talk 12:7 15:7
 15:19 21:12,13
 21:17 30:14,19
 39:5 41:19
 51:2 52:17
talked 6:19
 15:20 35:1
 49:22
talking 15:9
team 24:22 26:5
tech 34:4 48:5
 49:7,17
techs 50:20
tell 39:22 40:4
 40:6 42:12,21
 43:1,13 51:2
temporarily 9:22
 20:17
temporary 19:22
 20:3,4,12,24
ten 27:20 47:22
 47:25 50:19
Tenth 27:19
 28:18 35:13
tenure 30:8
tenured 34:7
term 19:11
terms 16:23
 19:21 26:24
 31:23 32:20
 33:3,17
test 31:14,15,17
 31:21

testing 10:1
thank 3:14, 15, 15
 3:16, 22 4:1
 5:15, 19, 20
 6:10 7:11 9:10
 12:5 16:9, 12
 18:23 21:3, 7, 8
 24:17 29:12
 32:25 37:3, 6, 8
 39:17 40:12, 18
 40:19, 20, 20
 41:1, 2, 4, 5, 6
 44:11, 21 45:1
 46:15, 16 53:7
 53:8, 10, 22, 23
thanks 24:22
 36:1
thigh 47:8
thing 8:16 12:19
 14:5 30:5 31:8
things 6:20 8:23
 16:3 25:13, 16
 33:2, 10
think 8:25 14:2
 14:11 15:12
 16:21, 22, 24
 31:11, 12 32:14
 32:16 36:5
 38:10 51:17
thinking 30:16
Third 1:10 34:2
 34:5, 6 37:17
 37:19
Thirty-one 10:8
Thomas 35:17, 17
Thornton 29:8
thought 10:21
 39:2 42:22
thoughts 39:4
 43:2
three 10:8 20:21
 24:23 25:5
 32:18 44:1
threw 48:1
Thursday 1:14
 3:2 7:16 8:2, 8
 37:14
Tiffany 28:13
 35:9
Tiger 52:24
time 3:11 4:3
 5:17, 21 6:11

7:14 8:1, 15
 9:7 12:24
 20:19 31:5, 17
 32:6 36:9, 9
 38:1, 12 40:13
 42:1, 19, 19
 44:25 46:5
 51:19 52:20, 22
 54:10
times 17:23 33:4
 44:1 47:7, 7
Timothy 27:1
 34:21
tireless 25:5
today 6:4, 15
 8:21 15:9, 22
 24:19, 24 43:24
Todd 41:14 45:3
told 49:3
top 25:20
Topp 41:18
Tosqui 27:13
 35:8
total 9:17 10:9
 11:4
track 18:16
 32:15
training 11:22
 22:18 28:24
transcription
 54:12, 13
transition 34:19
transitioning
 17:6
treated 31:5
Trisha 23:22
troubling 12:19
truck 49:19
true 54:13
true-up 13:4
truly 17:24
trust 45:9
try 13:19 47:2
 53:3
trying 19:7 39:8
 51:5
turn 24:15
Twelfth 28:21
 35:16
twelve 38:16
twice 53:5
two 10:16 11:9

12:23 18:2
 20:20 24:9
 25:15 30:1
 31:15, 22 32:18
 38:3 47:13
 49:10, 13 50:17
 50:21
twofold 15:6
type 33:19
types 13:16
typical 17:23
Tyrone 49:8

U

uncommon 52:22
understand 19:5
 19:12 32:16
 33:6 49:1 51:5
 52:12
UNIDENTIFIED
 15:14
union 25:7
unit 23:20, 22
units 30:13
unreasonable
 51:18
upfront 17:21
upset 46:24
uptick 13:9
 18:20
urging 45:11
use 19:11

V

vacancies 14:12
vacancy 9:16
vacant 34:3
Vann 2:11 3:12
 3:13 4:2 5:11
 5:12 37:21
various 17:11, 13
 25:22
vast 33:15
Verdia 41:9
versus 30:25
vibrancy 31:19
VICE 2:3 4:10
 8:4 30:23 32:1
 33:6 39:18, 24
 40:6, 10 48:10
 53:14
victim 46:6

victims 45:7, 8
 46:8, 9, 10, 11
vital 39:12

W

W 2:4
wait 40:5, 6
walk 45:25 46:1
 46:4
Walton 27:10
 35:4
want 6:16 10:19
 12:9 21:12
 22:21 24:18, 21
 24:24 31:8
 32:23 38:6, 18
 39:14, 15 40:3
 40:18, 19 44:14
 46:22 52:8
wanted 25:22
 45:4
warrant 47:10, 20
wasn't 39:22
 48:3 50:10, 12
watching 43:23
way 14:9 25:9
 26:3 46:14
 47:3
Wayne 1:16 54:5
 54:8, 19
ways 30:2
we'll 21:17 38:1
 44:18
we're 8:19 9:7
 9:20 10:3
 11:11, 23 13:8
 13:18 14:7, 9
 16:4, 8, 16, 17
 24:20 38:15
 42:18 43:23, 24
 43:25 44:8
 45:8, 11, 16, 20
 45:24 46:4, 5
we've 11:17
 13:13 16:17
 22:8, 22 41:19
 45:12
weaknesses 33:19
weapon 47:21, 22
 47:25 50:18
 51:7
week 8:16, 21 9:7

16:18 17:2,4
 38:9 45:6,7,20
 46:12
weekly 3:8
weeks 6:18 24:23
 25:5
weigh 32:20
weight 50:7
welcome 3:8 15:6
 39:14
went 33:20 42:22
 42:23 43:3
 47:3 50:5
West 23:13 24:7
White 21:14,19
 21:22,23 24:17
 26:1 42:14,16
 43:21 51:12,14
 51:24 52:5
 53:8,10
White's 30:6
Whitney 27:10
 35:3
Williams 26:20
 29:1 34:13
Willie 2:3,8 4:8
 4:14 45:13
Wilson 46:19,21
 46:21 48:13
 51:22 52:2
winter 10:14
wisdom 3:21
wish 43:12
witness 50:8
witnesses 52:16
women 3:17
wonder 13:2,5,21
 15:2 42:8
wondering 12:7
Worboys 28:16
 35:12
work 3:24 6:22
 12:12,20,21
 15:1 19:19,20
 19:20 33:10
 42:5,6
working 10:3
 11:23 13:18
 16:4,15 26:15
 29:22 32:22
 33:23
works 14:1

world 12:22
worth 15:3
Worthy 45:15
write 51:5
written 10:2
wrote 47:19 49:7
 49:11

X

Y

yeah 44:24 48:12
 51:2
year 9:24 12:14
 12:25 14:13
 18:21,21 46:13
Year's 41:25
years 8:20 12:24
 19:13 25:15
 31:15,18,22
 40:22 42:1
 47:13 51:5
yesterday 10:16

Z

zero 11:2

0

1

1,249 9:21
10 10:10 11:12
 11:18 46:3
10:00 38:16
10th 45:7,10
11 5:14
126 9:23
12800 46:2
12th 37:24
13 8:20
13-year 6:23
1301 1:10
14 10:17 47:7
14601 37:21
14th 37:15
15 15:13
16 10:14
16th 45:8,24
17 11:13
18 10:9
19601 45:18
1st 9:18

2

2,256 9:14
2,842 9:19
200 45:22
2011 49:21
2012 41:13
2014 30:18 46:23
2015 9:18
2016 1:14 3:2
 8:3,9 9:13
 10:14,24 37:24
 41:13 45:10
204 9:16
22 11:1 15:14,15
24th 50:11,12
25 18:20
250,000 31:13
26 14:12
28 10:6
28th 9:25 50:14

3

3 45:11,22
3:08 1:13 3:3
30 12:15,15
 18:20,20 19:12
 19:13 49:22
31 9:24
31st 8:2,9
343 9:15
35 11:4 15:15

4

4:11 53:24
40 12:15,15
41 10:6
428 9:21 20:1
45 20:20
45-day 20:21
46 9:15
475 9:20
48212 37:22
486 9:22
49 10:6

5

56 10:9

6

6:30 37:15 41:4
63 10:6

7

7 1:14 3:2
75 9:21
7th 7:16

8

8th 40:8 41:4

9

9-12-16 54:19
9:00 38:17