

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 1

DETROIT BOARD OF POLICE COMMISSIONERS

WEEKLY AFTERNOON MEETING

THURSDAY, DECEMBER 15, 2016 3:00 PM

1301 THIRD STREET

DETROIT PUBLIC SAFETY HEADQUARTERS

DETROIT, MICHIGAN 48226

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

1 COMMISSIONERS:  
2  
3 GREGORY HICKS, Secretary  
4 WILLIE BELL, Chairperson (Dist.4)  
5 RICARDO R. MOORE, Vice-Chairperson (Dist. 7)  
6 DERRICK SANDERS, Commissioner Appointed  
7 CONRAD MALLETT, JR, Commissioner Appointed  
8 EVA GARZA DEWAELSCHÉ, Commissioner Appointed  
9 BISHOP EDGAR VANN, Commissioner (Dist. 2)  
10 REGINALD CRAWFORD, Commissioner (Dist. 3)  
11 WILLIAM BURTON, Commissioner (Dist. 5)

12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25

REPRESENTING THE CHIEF OF POLICE'S OFFICE:

ASSISTANT CHIEF STEVEN DOLUNT

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 3

1 Detroit, Michigan  
2 Thursday, December 15, 2016  
3 About 2:59 p.m.

4 COMMISSIONER BELL: Good afternoon,  
5 welcome to the weekly afternoon meeting of the  
6 Board of Police Commissioners. I am your Chair,  
7 Willie Bell from District 4. It is good to see  
8 all your smiling faces this afternoon. This is  
9 our last meeting of the year.

10 I'm not going to ask for a round of  
11 applause, but -- we're looking forward to that  
12 two-weeks break and we're going to call the  
13 meeting to order.

14 I'm going to ask our very own Bishop  
15 Edgar Vann for opening prayer.

16 (INVOCATION WAS GIVEN) .

17 COMMISSIONER BELL: Thank you,  
18 Commissioner Vann. I'm going to start off with  
19 introductions, but I know we have two excused  
20 absences, that would be Richard Shelby and  
21 Commissioner Elizabeth Brooks and we'll move  
22 toward introductions to my right.

23 COMMISSIONER SANDERS: Commissioner  
24 Derrick Sanders, at large.

25 COMMISSIONER DEWAELSCHÉ: Commissioner

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 4

1 Eva Garza Dewaelsche.

2 COMMISSIONER MOORE: Commissioner  
3 Ricardo Moore, District 7, Vice-Chairman.

4 COMMISSIONER CRAWFORD: Commissioner  
5 Reginald Crawford, Commissioner District 3.

6 COMMISSIONER VANN: Commissioner Edgar  
7 Vann, District 2.

8 (Commissioners Mallett and Burton  
9 arrive.)

10 COMMISSIONER BELL: And we can pause  
11 for one second because we have two commissioners  
12 joining us. Always good to see Commissioner  
13 Mallett and Commissioner Burton.

14 COMMISSIONER MALLETT: I'm here, sir.

15 COMMISSIONER BURTON: Present,  
16 Mr. Chairman.

17 COMMISSIONER BELL: Thank you,  
18 Commissioner Burton. Mr. Hicks, do we have a  
19 quorum?

20 SECRETARY HICKS: Yes, Commissioner,  
21 you have a quorum.

22 COMMISSIONER BELL: Thank you. The  
23 next item of business will be approval of the  
24 December 15, 2016 agenda.

25 COMMISSIONER DEWAELSCHÉ: So moved.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 5

1 COMMISSIONER MOORE: Support.

2 COMMISSIONER BELL: Properly moved and  
3 supported. Discussion? Those in favor aye?

4 COMMISSIONERS: Aye.

5 COMMISSIONER BELL: Those opposed?  
6 Motion carries. The next item of business will  
7 be approval of the December 8, 2016 minutes.

8 COMMISSIONER VANN: So moved,  
9 Mr. Chair.

10 COMMISSIONER MOORE: Support.

11 COMMISSIONER BELL: It's been properly  
12 moved and supported. Ready for the question?  
13 Those in favor, aye?

14 COMMISSIONERS: Aye.

15 COMMISSIONER BELL: Those opposed?  
16 Motion carried. And I'm going to ask our  
17 Secretary to the Board, Gregory Hicks, to  
18 introduce the staff of the Board of Police  
19 Commissioners.

20 SECRETARY HICKS: Thank you, Mr. Chair.  
21 I have to my right Robert Brown who is sitting at  
22 the table here. We also have Executive Manager  
23 White and we have administrative assistant  
24 Underwood who is sitting here and then we're  
25 going to come back to Chief Investigator Drake

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 6

1 and I also want to indicate that Mr. Quinn is  
2 recording our meeting today, Media Services is  
3 doing as well recording and then Dale Rose is the  
4 court reporter and then just before going to  
5 Chief Investigator Drake I want to note that Gail  
6 Oxendine who is the HR Director is also sitting  
7 in the front row.

8 COMMISSIONER BELL: Thank you.

9 SECRETARY HICKS: Ms. Drake?

10 CHIEF INV. DAVIS-DRAKE: Pamela  
11 Davis-Drake for the record, Chief Investigator  
12 for the record and joining us today is  
13 supervising investigator Abdullah Nelson who just  
14 happened to step out.

15 COMMISSIONER BELL: I don't see any  
16 elected officials at the meeting this afternoon,  
17 but if we have any elected officials or  
18 representatives of elected officials you can  
19 introduce yourself at this time. If not, filling  
20 in for Chief Craig is Assistant Chief Dolunt.  
21 Good to see you this afternoon, sir.

22 ASST. CHIEF DOLUNT: Good afternoon.

23 COMMISSIONER BELL: Thank you for your  
24 attendance. As we move forward the next item of  
25 business would be my report.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 7

1 I just got a couple comments in terms  
2 of notes that I want to share with you.

3 Promotions and appointments. As I have  
4 indicated in the past, the Board of Police  
5 Commissioners is concerned about the overall  
6 process of promotions and appointments within the  
7 department. While we have several outstanding  
8 questions, today I would like to have the HR  
9 Director Gail Oxendine clarify one concern and in  
10 the past I believe who indicated that HR was  
11 working on examination for the rank of detective,  
12 and you can correct me or elaborate at some  
13 point.

14 I think I posed that question several  
15 months ago and as a supplement to your report  
16 tonight please comment on the progress, if any,  
17 if that exam is still in motion, whatever, but  
18 that was my understanding of the dialog.

19 The next item would be -- I mentioned  
20 it casually at the meeting last week that the  
21 House Bill 6074, House Bill 6086.

22 Last week I wanted to address the  
23 situation in Lansing involving these two bills.  
24 These bills had they been acted on would have  
25 changed several things, but most important caused

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 8

1           retirees like myself and other city employees to  
2           pay for a gap in retirement health benefits.

3                       The package would have also required  
4           local government to stop providing retirement  
5           healthcare for new employees. The bill  
6           would have created health savings accounts paid  
7           for by the new employees who would bet their  
8           future health needs on the fortune of Wall  
9           Street.

10                      Thanks to municipal employees across  
11           the state including police, fire and other  
12           municipal employees the legislature has decided  
13           they would not take up these bills in their lame  
14           duck session. I think that session ends today.

15                      It is highly likely they would take up  
16           these bills in January, 2017 or thereafter. I  
17           want to commend the LSA President Mark Young and  
18           the DPOA President Mark Diaz and all the other  
19           union people and city employees who showed up in  
20           Lansing to lobby strongly against these two  
21           bills.

22                      And as you well know, the fight is not  
23           over. I heard the outgoing -- they going to  
24           leave it up to Lansing in 2017, so we must do due  
25           diligence and you know how difficult it is for us



**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 9

1 to recruit in terms of what we're facing now, so  
2 this is an unnecessary burden, but that's the  
3 politics of it all.

4 COMMISSIONER MOORE: Mr. Chairman,  
5 just one point to elaborate on, that's House Bill  
6 6074 through 6084, it's multiple --

7 COMMISSIONER BELL: Yes, okay, thank  
8 you. HB 6086, several bills, thank you, sir, for  
9 clarification on that. As a former person who  
10 worked up in Lansing, you understand that's huge.

11 And it's a huge concern and the last  
12 word from Lansing, the Governor will be  
13 appointing a task force to advise him and the  
14 legislature on the legislative approaches to  
15 achieve the same end as House Bill 6074, HB 6086  
16 through there.

17 They expect to have a package in June  
18 or July so I guess the Governor is weighing in on  
19 it so we have to stay tuned.

20 Board of Police Commissioners sponsored  
21 a resolution. Several meetings ago we had one of  
22 our members express a concern about how and when  
23 we sponsor Board resolutions.

24 Resolutions are important as a voice  
25 for bodies like ours. I have attempted to leave

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 10

1 the door open for opportunities to congratulate  
2 heroic work of police personnel, applaud special  
3 individuals and organizations involved in law  
4 enforcement and to give special recognition to  
5 people in the broad law enforcement or criminal  
6 justice system.

7 Our body is not Detroit City Council,  
8 the Michigan Legislature or is it Congress. Our  
9 scope and responsibility is very narrow in  
10 comparison to these other bodies.

11 Under Board Chair -- immediate Chair --  
12 past Chair Lisa Carter back in September, 2015 we  
13 discussed and agreed to a general guideline and a  
14 procedure to take and consider these resolutions.

15 Chairperson Carter also asked former  
16 Secretary to the Board George Anthony to take our  
17 general guidelines and create a document  
18 reflecting our agreement.

19 This document is contained in the  
20 September 24, 2015 e-mail titled Award Protocol.  
21 This document is also attached to your Board  
22 package. Generally speaking, the protocol allows  
23 for testimony and resolution for retirements,  
24 matters relating to law enforcement, matters  
25 affecting quality of life in connection with the

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 11

1 criminal justice system, act of heroism and  
2 extraordinary acts of service, again related to  
3 the field of service we're involved.

4 I can bring this matter back to the  
5 table so we can reaffirm our action and  
6 demonstrate our testimony and resolution speak to  
7 high or exceptional standards or achievement when  
8 in the system of the criminal justice.

9 I ask each member to review this  
10 document and for the record ask that we reaffirm  
11 these guidelines this afternoon. This Chair will  
12 accept a motion to reaffirm the Award Protocol  
13 and document in a George Anthony communication  
14 dated September 24, 2015.

15 We circulated that last week and I  
16 didn't want to take it up because the Commission  
17 was not in attendance, so he is in attendance and  
18 it's been circulated, so I would entertain a  
19 motion to the effect that we reaffirm this  
20 document at this time.

21 COMMISSIONER BURTON: Discussion.

22 COMMISSIONER BELL: I have to have the  
23 motion first.

24 COMMISSIONER MALLETT: So moved.

25 COMMISSIONER MOORE: Supported.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 12

1                   COMMISSIONER BELL: It's been moved and  
2 supported. Discussion?

3                   COMMISSIONER BURTON: Through the  
4 Chair, you know -- according to, you know, to  
5 Roberts Rules and also the City of Detroit  
6 Charter and, you know, a commissioner, elected  
7 official, can bring forth a resolution of some  
8 kind.

9                   In addition to that, I would like for  
10 us to have a legal opinion according to the new  
11 procedures of how resolutions are conducted  
12 because lately we've been operating without our  
13 attorney for quite some time and -- but as  
14 elected official, we -- you know, we should be  
15 able to go forward with any resolutions and vote  
16 it up or vote it down when it comes to members of  
17 the department or members of our community that  
18 we represent.

19                  COMMISSIONER BELL: Any other comments  
20 from any other Commissioners?

21                  COMMISSIONER CRAWFORD: Through the  
22 Chair.

23                  COMMISSIONER BELL: Yes, sir.

24                  COMMISSIONER CRAWFORD: Yes, sir.

25 This resolution I read what was in our packet

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 13

1 last week and I guess one might say making it  
2 plain is if I or any one of the Commissioners has  
3 a resolution, we just have to follow the  
4 protocol, is that correct?

5 COMMISSIONER BELL: That is correct,  
6 sir, and I might elaborate. At the time George  
7 Anthony as an attorney and also Linda Bernard was  
8 attorney on board when we drafted this document  
9 and we shared it with the Board, so we had two  
10 legal minds looking at it along with the Board  
11 looking at it, so --

12 COMMISSIONER CRAWFORD: And so in no  
13 way does this stop anyone from bringing forth  
14 resolutions.

15 COMMISSIONER BELL: That's correct.

16 COMMISSIONER BURTON: Through the  
17 Chair, so far what I've read in this package that  
18 you've presented, we didn't have two attorneys  
19 looking at this. George Anthony was our  
20 Secretary to the Board. It was a draft, it was  
21 never voted on, it was never finalized, it was  
22 never really reviewed and we really didn't have  
23 any discussion as far as tabling this.

24 My understanding now is that you want  
25 resolutions to be in relation to members of the

1 department, so what if we want to recognize a  
2 certain business leader in the community?

3 What if we want a church leader or  
4 anyone in the community? As an elected official  
5 representative elective body, we --  
6 Commissioners, we should be able to come forward  
7 and acknowledge someone in our communities that  
8 we serve.

9 You have seven Commissioners that  
10 represent seven different districts. Then we  
11 also have four that are at large.

12 COMMISSIONER MALLETT: Mr. Chairman, if  
13 I might. Commissioner, and through the Chair,  
14 here's my difficulty. My difficulty is is that  
15 when these resolutions come they are not germane  
16 to the work that the Commission is chartered  
17 responsible to do.

18 Then -- and I'm using a hypothetical  
19 -- Mrs. Jones comes and Mrs. Jones is the most  
20 wonderful person on earth, but I don't know her  
21 from Adam and I would look horrible if I voted  
22 against the resolution, so it seems far beyond  
23 the scope of the responsibilities that we have.

24 I would highly recommend that if a  
25 recognition -- if you believe, Mr. Commissioner,

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 15

1           that a recognition is appropriate, a letter on  
2           our stationery which I assume exists, although  
3           I've never seen it and I'm not asking to because  
4           I don't want any, but I assume it exists, you  
5           could write it and those members who would like  
6           to sign it could, but the -- I think that the  
7           Chairman's very modest limitation on at least  
8           that the persons who are getting the resolutions  
9           be connected either directly or through their  
10          activity to the department or to the betterment  
11          of the police neighborhood relations or some  
12          connection back to the work we're supposed to be  
13          doing here I think is perfectly reasonable,  
14          Mr. Chairman, and that's why I supported the  
15          motion.

16                        COMMISSIONER BELL: Commissioner Burton  
17           has spoken twice on this and we have pros and  
18           cons. I think if we can call for the question --

19                        COMMISSIONER BURTON: Through the  
20           Chair, I'd like it if we could get a legal  
21           opinion from the City of Detroit Law Department  
22           before we go ahead and go into this as a motion  
23           today. I'd like it if we could postpone this  
24           motion until we get a legal opinion, a further  
25           legal opinion for that matter, because as a

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 16

1 Commissioner, you know, I represent a district of  
2 120,000 families.

3 And when I come before this body with a  
4 good resolution that uplifts this body and makes  
5 us good look in the community and we don't  
6 entertain the motion for whatever reason and  
7 then, you know, it's not a good look.

8 And then also furthermore now we want  
9 to structure a committee and the committee is  
10 formed by you, Mr. Chair, Mr. Chairman, who  
11 serves on that committee.

12 I look at the committees that I serve  
13 on. I serve on the -- I'm the youngest  
14 Commissioner not only in the city of Detroit, but  
15 the youngest in the country and the two  
16 committees that I serve on does not have any  
17 power, any bearing or any weight or anything.

18 I mean, I'm on the Public Relations  
19 Committee. What do we do here? We don't even  
20 meet, subcommittee doesn't meet, doesn't have any  
21 weigh-in. It's not like I'm on Personnel  
22 Committee, it's not like I'm on Budget Committee  
23 or anything. I were on the Budget Committee, but  
24 I've been removed since you became Chair.

25 But I could be the National Committee



**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 17

1 for NACO which is the Finance Committee and  
2 furthermore I'm on the Scholarship Committee for  
3 NACO which those committees have some weigh-in  
4 and bearing but as far as here, I serve on two  
5 committees that doesn't have any weight.

6 I'm the Chair of the Charter  
7 promotions. That committee doesn't really exist  
8 because of the Charter says Charter promotions,  
9 so we're not chartering any promotions, so that  
10 committee doesn't meet, so the committees that I  
11 serve on doesn't have any weight, doesn't, you  
12 know, any -- you know, those -- you can really  
13 eliminate those committees that I'm serving on.

14 So, you know, and now you get to form  
15 who sits on those -- on these committees, on  
16 these new committees as far as the Resolution  
17 Committee.

18 I mean, you know, it's just -- I just  
19 feel discriminated against, you know, looking at  
20 the committees I serve on and being removed from  
21 the Budget Committee once our officers started  
22 getting control of our budget and now you want to  
23 make this move here on resolutions.

24 I really think we should hold off right  
25 now on this vote, wait until we get a legal

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 18

1 opinion.

2 COMMISSIONER MOORE: Call for the  
3 question.

4 COMMISSIONER VANN: Call for the  
5 question.

6 COMMISSIONER BELL: The question has  
7 been called for. Those in favor aye?

8 COMMISSIONERS EXCEPT BURTON: Aye.

9 COMMISSIONER BELL: Those opposed?

10 COMMISSIONER BURTON: Oppose.

11 COMMISSIONER BELL: Motion carries,  
12 thank you. The next item was the DPD budget.  
13 Our hope was to review and act on a DPD budget  
14 this meeting. I understand we have several  
15 outstanding questions still yet to be addressed.

16 Deputy Chief Financial Officer Pam  
17 Scales has indicated the department budget was  
18 due to the Budget Department yesterday.

19 While we still had a firm date for the  
20 transmission of the proposed budget to the Budget  
21 Department, I understand two things are in  
22 progress. Number 1, their staff, our staff, is  
23 still working with DPD and CFO office to address  
24 some of our issues. As these issues are  
25 addressed and following approval of the budget by

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 19

1 this body we would transmit our concerns to be  
2 incorporated into the Budget Department for the  
3 Mayor.

4 To meet the department deadline, the  
5 DPD CFO has forwarded the prelim information on  
6 the budget to the Budget Department. This will  
7 allow the Budget Department to begin its work  
8 and, again, they have assured us that comments  
9 and concerns of the Board of Police Commissioners  
10 will be taken into consideration as they finalize  
11 the budget and moving it to the City Council.

12 The final item would be order of  
13 business, we have one personnel matter that might  
14 require us to go -- I think we're definitely  
15 going to go into closed session. We have a  
16 presentation from HR, we have scheduled a  
17 presentation from the Law Department in  
18 connection with enforcement of -- that's been  
19 cancelled, we're going to take it off the agenda  
20 and they're going to reschedule that.

21 And OCI is going to be rescheduled for  
22 next year and I appreciate all the people that's  
23 cooperating, so we will be adjourning our regular  
24 meeting and call the Chair and reconvene  
25 immediately after we take any action flowing from

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 20

1 the closed session.

2 The closed session will meet the  
3 criteria of the Open Meetings Act as you well  
4 know and that will be no decision made, but we  
5 will reconvene. So as we move forward on the  
6 next item would be hearing from AC Dolunt.

7 ASST. CHIEF DOLUNT: Oh, okay. Good  
8 afternoon. So a couple of things, just show this  
9 to Bishop Vann. Last week I attended a thing in  
10 Dearborn called Middle Eastern Law Officers  
11 Association and it's basically to, I think, quell  
12 the fears of a lot of people who fear Muslims I  
13 guess and their attire and they gave me just a  
14 quick fact sheet and I just happened to have it  
15 and he looked at it.

16 It's pretty interesting, but the bottom  
17 line is that not every Muslim is a terrorist and  
18 they wanted the law enforcement community to  
19 understand that, and it broke down some things on  
20 the Koran and different types of Muslims.

21 So they sent me a survey and I think it  
22 would be beneficial for the entire department as  
23 well as the Board if they're interested, I  
24 believe it's free, it takes all day, but the main  
25 speaker who's Muslim is very good.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 21

1                   He's a former CIA agent and did a  
2                   really good job talking to all of us there. So I  
3                   just wanted to bring it to your attention. I  
4                   think it's pretty good, especially in this day  
5                   and age.

6                   Second thing, unfortunately on Monday  
7                   we had a 13-year-old that was killed by gunfire  
8                   so -- unfortunately again, they put a microphone  
9                   in front of my mouth and they asked me, the  
10                  question was, "What can we do to educate people  
11                  as far as gun safety? What steps can we take?"

12                  I think my answer was, "What else do I  
13                  have to do? A 13-year-old is dead. What more  
14                  can I do?" and the unfortunate part of this was  
15                  this was a school day that was cancelled and the  
16                  kids were there.

17                  At this point I don't believe there's  
18                  any malice in the individual that shot the other  
19                  individual. It was one kid basically shooting  
20                  another kid and the grandmother -- and I'd stress  
21                  the grandmother was raising the kid -- had a  
22                  weapon that was not secured properly and the  
23                  young man died, and it's my understanding also  
24                  this young man was a really good kid.

25                  So we did order counseling, called the

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 22

1 school, called DPS, asked them to have grief  
2 counselors at the school the next day.

3 Both the grandmother and the juvenile  
4 were charged on counts, but I'm just saying that  
5 to say that I know people get upset with me  
6 sometimes for showing by angst on some of these  
7 interviews, but it really bothers me -- it  
8 bothers me to see anyone shot, but especially  
9 innocent kids, and again they were screwing  
10 around with a gun is my understanding.

11 And I just -- if I've offended anyone,  
12 I'm sorry. The grandmother did have a full-time  
13 job, she was working. It's not like she was out  
14 there, she was trying and it's unfortunate what  
15 happened. I think it was an accident, so I'm  
16 sorry if I caused some flack, if I represented  
17 the police department in a negative light, but  
18 I'm tired of kids getting killed or shot, just --  
19 I'm tired.

20 So I say that to say I'm sorry to the  
21 Board if I brought any disrepute on the  
22 department. Other than that, it's just so cold,  
23 knock on wood, we didn't have one shooting at all  
24 yesterday, 24 hours. It's a minor victory, but  
25 -- and we're good. Any questions?

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 23

1                   COMMISSIONER BELL: Questions or  
2                   comments for the Assistant Chief?

3                   COMMISSIONER MOORE: Through the Chair,  
4                   are homicides up?

5                   ASST. CHIEF DOLUNT: Yes.

6                   COMMISSIONER MOORE: Criminal or --

7                   ASST. CHIEF DOLUNT: Total homicides  
8                   are up, I believe they're up 10 percent. We are  
9                   at 296 right now. Last year we finished I  
10                  believe at 296 roughly, so we are up in  
11                  homicides. Our non-fatals are down 80 which  
12                  would be 8 percent. We're on a track for the  
13                  first time in I can't tell you how long we may be  
14                  under 1,000 non-fatal shootings in a year, which  
15                  it's a small victory, but it's a victory  
16                  nonetheless.

17                  Unfortunately homicides have gone up.  
18                  Carjackings and armed robberies are still down  
19                  again. One is too many, but we're slowly making  
20                  progress.

21                  COMMISSIONER BELL: Thank you. Any  
22                  other questions?

23                  COMMISSIONER VANN: Mr. Chair, I'd like  
24                  to ask an unrelated question to that. Of course,  
25                  the tragedy with the 13-year-old boy is something

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 24

1 that I know that all of us as Commissioners are  
2 concerned about, but just a question with regard  
3 to the weather here by the way.

4 Is there a certain protocol for police  
5 officers when they see an individual out in the  
6 cold, perhaps homeless, in danger in that way?

7 Is there some kind of protocol for that  
8 officer to interact with that particular citizen  
9 or not?

10 ASST. CHIEF DOLUNT: We have three  
11 warming centers that we're utilizing, one for  
12 women and children I believe 1491 Webb. We have  
13 two other warming centers, one is the NSO and the  
14 other is Detroit Rescue Ministries on Third.

15 We can't force someone to go just like  
16 we can't force them out from under an overpass,  
17 but we try to -- whether it's a police run or  
18 some people driving down the street, officers  
19 have reached out, but again, we can't force --  
20 the biggest problem I found in the warming  
21 centers, some people may be alcoholic and refuse  
22 to give up their alcohol before they go in and  
23 they just don't want to go in. You can't force  
24 them, and that's one of the rules in the warming  
25 centers is no alcohol or weapons are allowed.



**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 25

1           And I realize that a lot of people on  
2           the street because of different mental problems  
3           and they're afraid to give up their weapon or  
4           their alcohol, drugs or whatever.

5           But we do try to facilitate getting  
6           them off -- and especially in this weather, so  
7           people just sleep on the grates and you've seen  
8           that and we tend not to move them because the  
9           alternative is they will die, but they try to  
10          move them during the day.

11          I've instructed many a person to please  
12          try to get them there. It's not a written-down  
13          policy, it's more we see it, we act on it.

14          COMMISSIONER BELL: Any other questions  
15          or comments?

16          COMMISSIONER CRAWFORD: Through the  
17          Chair. Yes, sir, Assistant Chief, good  
18          afternoon. Last week's meeting I asked a  
19          question about the fatal accident in Highland  
20          Park that occurred on December 7 involving a  
21          bicyclist and Detroit police officers who were,  
22          as was stated in the media, that they had lights  
23          and siren on and they were responding to "officer  
24          needs assistance" in another city which is  
25          Highland Park.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 26

1                   Going on record, there are many more  
2                   questions I have about it. I do respect the  
3                   integrity of the investigation. I will make no  
4                   -- on record I will be reaching out to the Wayne  
5                   County Prosecutor's Office because I do question  
6                   the very integrity of the investigation by  
7                   Detroit Police Department handling an  
8                   investigation outside the jurisdiction.

9                   Also, in reading the Detroit Police  
10                  Manual on the area of crash report/accident  
11                  reports investigations and stuff there may be  
12                  some areas where the department may have violated  
13                  its own policy or manual.

14                  Also, too, it really has a bad look. I  
15                  know it was stated that Highland Park didn't have  
16                  anyone or any accident investigators or fatal  
17                  investigators, Fatal Squad, to send or working  
18                  that particular night.

19                  However, I did obtain information that  
20                  there are two officers who were not called who  
21                  work for the Highland Park Police Department who  
22                  were trained in fatal accident investigation.

23                  So -- and, like I said, I ask questions  
24                  as to whether or not it was videos. In the media  
25                  it was reported it was videos. Some things were

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 27

1 released to the media such as there is video that  
2 the young man had on headphones, disregarded a  
3 red light. And it just has a bad look that  
4 Detroit Police Department investigates a fatal  
5 accident in another city where they have no  
6 jurisdiction and also the fact that the state  
7 police -- I believe it was stated that they said  
8 it was topside, not on the freeway, something to  
9 that respect and I do know that the state police,  
10 they have jurisdiction in the entire state.

11 I mean, they can have a fatality on my  
12 street, be it a residential street in the city of  
13 Detroit, so those are just some of the questions  
14 and I'll be delving a little bit more into this  
15 and I will reach out to Wayne County Prosecutor  
16 to -- because she -- the investigation goes to  
17 her anyway and I'm sure she's had it for a while.

18 Thank you, sir.

19 ASST. CHIEF DOLUNT: May I respond? My  
20 response is that, I'll take full responsibility  
21 for that. I did make the scene, I did see the  
22 videos. You heard there is video. I seen it  
23 myself. Not a matter of hearing that he had his  
24 headphones on, I witnessed the headphones, I seen  
25 them at the scene, so that much is true as well,

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 28

1           that is fact.

2                         I called the Fatal Squad after talking  
3           to Highland Park, I reached out to them. I was  
4           advised they had one homicide -- I mean one fatal  
5           accident investigator and that was Officer Zuleg  
6           (sp) who's a former DPD, and if you're concerned  
7           about the integrity of the investigation, they  
8           said he was off.

9                         State police did show up after we did  
10          and, mind you, I had called them, called Detroit  
11          and recalled them, they got there first. I have  
12          no problem with the integrity of the officers  
13          that did that. I understand that it was outside  
14          the city. I do not believe for a minute there  
15          was -- there should be any questions about the  
16          integrity. They do a lot of investigations and I  
17          did witness the video and I would --

18                        I'll stand up to any questioning and  
19          I'll take the hit if anyone feels I did something  
20          inappropriate, but I did talk to Highland Park  
21          first and if state police wanted to take it, they  
22          could have had it. I said, "You want it?" They  
23          said, "You've got it", I said, "We'll take it".

24                        You're right, they have state-wide  
25          jurisdiction, they could have superceded me. I'm

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 29

1 the Assistant Chief, but they have state-wide  
2 jurisdiction. They did not demand it and I said,  
3 "Let's do it." I feel my people are properly  
4 trained as well as they are and if I'm wrong, I'm  
5 wrong.

6 But I don't -- and you can talk to Kym  
7 -- you will talk to Kym and, frankly, I don't  
8 find anything wrong with the investigation. So  
9 take a little bit of affront to it, but I'll take  
10 the hit, not a problem.

11 COMMISSIONER MOORE: Through the Chair,  
12 I guess my question would be that Commissioner  
13 Crawford brought up policy that we're supposed to  
14 abide by as the department, so therefore I  
15 appreciate you taking the hit, but it still  
16 violates the policy.

17 ASST. CHIEF DOLUNT: What -- he didn't  
18 specifically state the policy, that's kind of  
19 what I'm saying. He said I think there's a  
20 violation of policy, but he didn't say what it  
21 was. So without him stating completely, I don't  
22 --

23 COMMISSIONER MOORE: Let me ask  
24 you, was there a policy which states that --

25 ASST. CHIEF DOLUNT: I'd have to look.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 30

1 I'd have to be honest with you. Again I made the  
2 scene because my officers struck a young man who  
3 was on a bicycle. They've identified the young  
4 man. My understanding he's a good young man, had  
5 a job, and unfortunately it was a fatal accident  
6 and I guess I would have to look at the exact  
7 policy.

8 It was a decision I made at the scene  
9 and if I'm wrong, I'm wrong.

10 COMMISSIONER MOORE: And so if it is  
11 determined that you were wrong, what would be the  
12 steps then? Would we continue investigating or  
13 will we --

14 ASST. CHIEF DOLUNT: Of course not. If  
15 I'm wrong, I'll be corrected, I'll probably be  
16 corrected in public I have no doubt, and I will  
17 take the hit and say it won't happen again and it  
18 is what it is. I screwed up.

19 If I screwed up, I'll take the hit, I  
20 have no problem doing that, I've done it my whole  
21 career. So if I'm wrong, I'm wrong.

22 COMMISSIONER CRAWFORD: Through the  
23 Chair, on a personal note, this is not about  
24 anybody taking a hit, this is about justice to  
25 truth and policy. Yes, in the policy it does in

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 31

1 one area speak to the fact that the UD-10 crash  
2 reports are supposed to be done within the city  
3 of Detroit. That was Highland Park.

4 So, Assistant Chief, it's not about any  
5 -- on a personal note -- or what's wrong or what  
6 happened that's wrong, what it's about is the  
7 very integrity of the investigation and whether  
8 or not we did follow policy and the mere fact  
9 that it occurred in another jurisdiction, so --

10 ASST. CHIEF DOLUNT: I'm done, I'm not  
11 going to --

12 COMMISSIONER BELL: Let us move on. I  
13 think we have belabored the question.

14 ASST. CHIEF DOLUNT: I'm good.

15 COMMISSIONER CRAWFORD: Through the  
16 Chair, another subject. I know in the media we  
17 always hear about this anti-police rhetoric which  
18 I stated at the table a number of times that I  
19 differ with that and say the people are --  
20 particularly activist groups -- aren't  
21 anti-police, what they are are pro-justice,  
22 they're anti-police brutality, they're anti some  
23 of the things that police have engaged -- a few  
24 police in America have engaged in against the  
25 community and against them. That's what they're

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 32

1 anti, but they are pro police and pro justice.

2 And having said that, the facts and the  
3 stats don't bear that out. The current issue  
4 December, 2016 of American Police Beat, it's a  
5 magazine -- you can even find it online -- it's a  
6 police magazine that's shipped to all police  
7 departments, sheriff's departments every month.

8 And it states -- and this is -- I just  
9 read this the other day, "Confidence in police is  
10 high. The number of contrast conflict with war  
11 on police on cops taught. Recent Gallop poll..."  
12 Gallop poll is a national polling organization  
13 "...76 percent of Americans have a great deal of  
14 respect for police in their area, 76 percent.  
15 That's up 12 percent from 2015. Percentage who  
16 say they respect the police is significantly  
17 higher since the 1990s, and one point below 77  
18 percent recorded in 1967. Gallop Poll reported a  
19 solid majority of Americans say they respect  
20 their local law enforcement. Respect has  
21 increased among both whites and non-whites, four  
22 in five whites, 80 percent say they have a great  
23 deal of respect for police, up 11 points. Two in  
24 three non-whites, 67 percent, have the same level  
25 of respect. That's an increase over 4 points



1 from 2015."

2 So I just wanted to read that  
3 information into the record because I know that  
4 there's been a lot of talk in the media and  
5 national media wants to perpetuate some of the  
6 other stuff. I don't think they have stats to  
7 bear that. That's the American Police Beat  
8 magazine, December, 2016. Thank  
9 you.

10 COMMISSIONER BELL: Thank you,  
11 Commissioner Crawford, and if there's no other  
12 questions or concerns for the Assistant Chief we  
13 can move on.

14 Before we get to the HR report, I'm  
15 going to take liberty since we have a personal  
16 matter, I just want to ask Commissioner Eva  
17 Dewaelsche to address the resolution for one of  
18 our own in terms of former Commissioner  
19 outstanding and supervising investigator for OCI  
20 for many years, a great deal of respect for her  
21 service and Commissioner?

22 COMMISSIONER DEWAEELSCHÉ: Yes, I have a  
23 resolution honoring Commissioner Erminia Ramirez.

24 WHEREAS, Erminia Ramirez, a life-long  
25 resident of the city of Detroit was appointed by

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 34

1 former Mayor Kwame Kilpatrick on February 14,  
2 2003 to serve on the Detroit Board of Police  
3 Commissioners during the tenure of former Police  
4 Chief Jerry Oliver and

5 WHEREAS, Commissioner Ramirez was  
6 highly active in her community, yet immediately  
7 embraced her responsibility to ensure  
8 accountability and provide oversight to the  
9 Detroit Police Department and

10 WHEREAS Commissioner Ramirez, going  
11 beyond the call of duty served twice as the Board  
12 Chairperson while serving on several Board  
13 subcommittees which included Citizen Complaints,  
14 Disciplinary Appeals, Personnel & Training and  
15 Budget and

16 WHEREAS Commissioner Ramirez upheld her  
17 responsibilities to the Board simultaneously with  
18 her professional duties as the Chief Operating  
19 Officer of the Community Health and Social  
20 Services Center, (CHASS). Now she serves as  
21 director of CHASS by identifying program needs.  
22 Holding a bachelor of arts degree in psychology  
23 from the University of Michigan and master's  
24 degree in social work from Wayne State  
25 University, Commissioner Ramirez has devoted her

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 35

1 entire life's work to serving diverse populations  
2 within the city of Detroit.

3 NOW THEREFORE BE IT RESOLVED, that the  
4 Detroit Board of Police Commissioners speaking on  
5 behalf of the citizens of Detroit and the Detroit  
6 Police Department recognize and highly honor the  
7 enduring dedication of Commissioner Erminia  
8 Ramirez.

9 Her talent selflessness have proven to  
10 be invalid assets to the city of Detroit, and be  
11 it further resolved that the Commissioners of the  
12 Board thank and congratulate her on her  
13 perseverance and determination to promote the  
14 mission of the Board and the Detroit Police  
15 Department after six highly productive years of  
16 devoted service to the Board of Police  
17 Commissioners.

18 We salute and honor Commissioner  
19 Erminia Ramirez.

20 COMMISSIONER VANN: I had the distinct  
21 privilege and opportunity to work with -- we  
22 called her Minnie Ramirez here on this Commission  
23 as I served during those years under Mayor  
24 Kilpatrick and just a tremendous person, very  
25 positive, very passionate as well and she was a

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 36

1           tremendous Detroit Board of Police Commissioner.

2                   And so I proudly endorse and ask for  
3           the rest of the Board to ratify this resolution.

4                   COMMISSIONER MOORE: Support.

5                   COMMISSIONER BELL: Been properly moved  
6           and supported. Discussion? Those in favor, aye?

7                   COMMISSIONERS: Aye.

8                   COMMISSIONER BELL: Those nays? The  
9           motion carries. Thank you.

10                  COMMISSIONER DEWAEELSCHE: Thank you.

11                  COMMISSIONER BELL: I assume that we're  
12           going to have some type of retirement party or  
13           something that we can present that at that time.  
14           Is that forthcoming?

15                  COMMISSIONER DEWAEELSCHE: Right, there  
16           is a retirement party -- I think this is being  
17           given by her employer, right, and so that's why  
18           we wanted to have the resolution.

19                  COMMISSIONER BELL: Oh, yeah, we  
20           definitely and if we know the time perhaps --  
21           tomorrow, I didn't know it was forthcoming, but  
22           things move quickly.

23                  Thank you for reading that into the  
24           record for a well-deserving recognition by this  
25           Board.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 37

1                   One other item I want to add before --  
2                   I'm going to ask Chief Investigator Drake to come  
3                   to the podium. We had an opportunity to speak to  
4                   a newly promoted lieutenants and sergeants  
5                   yesterday. I spent about 30 minutes, she spent  
6                   about an hour or so, but I want her to report out  
7                   to the full Board in terms of the opportunity to  
8                   interact with the class.

9                   CHIEF INV. DAVIS-DRAKE: For the  
10                  record, Pamela Davis-Drake, Chief Investigator.  
11                  Had the opportunity to meet with the newly  
12                  promoted lieutenants and sergeants their last  
13                  week actually of training and 40 people or  
14                  approximately 40. Very good group of people.

15                  I knew several of them, specifically  
16                  the sergeants, some of the lieutenants, an  
17                  outstanding group of people and well deserving of  
18                  the promotion.

19                  They were very engaging. They made my  
20                  job very easy. Had a lot of questions regarding  
21                  our process and I was happy to give them that  
22                  information. They were very happy that you,  
23                  Mr. Chair, attended and were able to answer  
24                  questions and give them some feedback and talk  
25                  about your own experiences, so it was a very

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 38

1           rewarding experience. I was really proud of some  
2           of the folks that I had worked with and knowing  
3           that they are going to be promoted. They are --  
4           it was a stellar class.

5                        COMMISSIONER BELL: And thank you for  
6           spending that quality time with them because  
7           that's the focal point of why we want to make  
8           sure we interact with newly promoted first line  
9           supervision. I think that's crucial and thank  
10          you.

11                      If you want to speak to your retiring  
12          investigator or any remarks you want to make?

13                      CHIEF INV. DAVIS-DRAKE: You know, I  
14          did not have the opportunity to meet her -- or  
15          I've met her I think one time in her current  
16          capacity. She didn't work directly under me, but  
17          she -- from what I understand, she's a delightful  
18          person. I don't know her very well, but I am  
19          sure that from the comments that were made that  
20          she was a wonderful person, very diligent on her  
21          job and anytime someone retires from the Office  
22          of the Chief Investigator we know that they're  
23          well trained and well equipped to handle whatever  
24          they need to do in the community, so I wish  
25          her so well.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 39

1                   COMMISSIONER BELL: Thank you, thank  
2                   you for sharing that with us. Just want to  
3                   recognize Sharon Pannell for hosting their annual  
4                   Christmas party last night and Commissioner  
5                   Shelby and myself had the opportunity -- and Lisa  
6                   Carter also attended. It was well attended,  
7                   well organized and we had a holiday outing there  
8                   and thanks to your organization for sponsoring  
9                   and that opened it to just not to your  
10                  organization, but to any other police personnel  
11                  who wanted to attend. It was really a blessing  
12                  to have that type of interaction. It was on the  
13                  west side location.

14                  So I -- since we're going to being  
15                  moving to -- if the HR will be patient, one more  
16                  issue, I just want to -- I know we have several  
17                  people that's here that might not be here when we  
18                  reconvene. I think it's going to take about 20  
19                  minutes or so.

20                  If there's anyone who has to speak to  
21                  this Board who come out this afternoon, if you  
22                  want to speak now and get your two minutes in,  
23                  that would be okay, if you really got something,  
24                  a question or concern you want to take the mic,  
25                  we can entertain that now.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 40

1           If not, we'll be reconvening, then you  
2           can also wait, but I just want to make sure that  
3           you have the opportunity since you've come out  
4           for this forum.

5           Announcements, our next meeting due to  
6           the Christmas and New Year recess will be on  
7           Thursday, January 5, 2017 at 3 PM, Public Safety  
8           Headquarters and our next community meeting will  
9           be on January 12 at 6:30 PM in the 12 Precinct at  
10          the Detroit Unity Temple, 17505 Second Avenue.

11          So we covered oral communication from  
12          the audience and now we're going to hear -- move  
13          back up to our HR director Gail Oxendine.

14          DIRECTOR OXENDINE: Good afternoon,  
15          Board. Gail Oxendine, Director of Police  
16          Personnel for the record. First I'd like to  
17          address the question that you posed earlier  
18          before I give my monthly report with respect to  
19          the detective.

20          The detective list and position  
21          currently is an appointed position. There was an  
22          arbitration decision that was rendered that  
23          indicated that that list and that position will  
24          continue to be appointed until that list is  
25          either exhausted or the list is declared expired



1 by the Chief of Police.

2 On the next round of -- we'll be  
3 establishing another list for detective. It will  
4 be conducted in the same manner in which the  
5 testing is conducted for the sergeants and  
6 lieutenants and at that time of course the  
7 highest score will be ranked highest and so forth  
8 and then people will be promoted in score order.  
9 So I hope that addresses your question.

10 COMMISSIONER BELL: Definitely, ma'am,  
11 that clarifies our concern in reference to that  
12 whole issue because I thought you spoke to that  
13 because I posed the question, but I never had  
14 gotten that feedback in terms of what was the  
15 source in terms of that's the background we was  
16 not familiar with.

17 My other issue would be what about the  
18 rank of corporal?

19 DIRECTOR OXENDINE: The rank of  
20 corporal will remain appointed as it is  
21 currently.

22 COMMISSIONER BELL: Okay. What is the  
23 criteria? Could you share at some point with the  
24 Board the criteria for corporal, criteria for  
25 detective?

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 42

1                   DIRECTOR OXENDINE: So the criteria  
2                   currently for detective is that there was what  
3                   we're going to call an assessment tool that was  
4                   utilized to determine people who in fact were  
5                   deemed qualified.

6                   That assessment tool was developed by  
7                   the department, not the Human Resources Bureau,  
8                   administered by those individuals in the  
9                   Detective Bureau as well. And then this list was  
10                  established of people that were deemed qualified.  
11                  I believe there was some type of written  
12                  assessment as well as an interview, and so that  
13                  is the list that's currently being used.

14                  With respect to corporals, corporals  
15                  are basically appointed at the discretion of the  
16                  Chief and I'm not certain what criteria he uses  
17                  in order to make those decisions.

18                  They are training positions so these  
19                  are kind of your old FTOs if you will, remember  
20                  that, field training officer, so the corporals  
21                  function in that regard.

22                  So they are -- all the people that are  
23                  at the Training Academy are corporals that are  
24                  actually working with classes, they're primarily  
25                  corporals, and we have corporals sprinkled

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 43

1 throughout the department so that when people are  
2 graduating from the academy they in fact are  
3 paired with, you know, a senior officer, but also  
4 working with a corporal with respect for  
5 additional training and mentorship.

6 COMMISSIONER MOORE: Through the Chair,  
7 just a quick clarification, Director. So we have  
8 corporals which are appointed?

9 DIRECTOR OXENDINE: Yes.

10 COMMISSIONER MOORE: We have detectives  
11 which are appointed?

12 DIRECTOR OXENDINE: Yes.

13 COMMISSIONER MOORE: We have captains  
14 that are appointed, commanders which are  
15 appointed, deputy chiefs, assistant chiefs, all  
16 these ranks are appointed?

17 DIRECTOR OXENDINE: Yes.

18 COMMISSIONER MOORE: And is there still  
19 a plan to give another test and was it a year  
20 from now?

21 DIRECTOR OXENDINE: It would be -- the  
22 two-year period would be June of 2018 is when the  
23 two-year period will have elapsed from our  
24 establishing the current list that we're using  
25 for sergeants and lieutenants.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 44

1                   COMMISSIONER MOORE: So will there be  
2                   an overlap or will they wait for the 2018, June,  
3                   2018 date to come and then start a new testing  
4                   process?

5                   DIRECTOR OXENDINE: The Chief and I  
6                   haven't discussed that specifically. We've  
7                   always just kind of used this two-year time  
8                   frame, so we haven't gotten down to the details  
9                   in terms of when he will declare the list expired  
10                  in order for it to kick off a new test.

11                  So what the sequence of events would be  
12                  is that he would declare the list expired and  
13                  then we would publish or announce a new  
14                  examination process to begin.

15                  And the beginning of that process would  
16                  include that 60, 90, whatever length of time is  
17                  going to be given as the study period if you will  
18                  to prepare for the examination.

19                  So the examination would occur, you  
20                  know, whenever that time period has elapsed.

21                  COMMISSIONER MOORE: Thank you.

22                  COMMISSIONER BELL: Mr. Crawford?

23                  COMMISSIONER CRAWFORD: Through the  
24                  Chair, yes, ma'am, I understand the arbitrational  
25                  piece that you just stated in terms of one might

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 45

1 say which I don't know if that empowered the  
2 Chief to do this or was the emergency manager had  
3 a part in this? Was it something signed by the  
4 emergency manager.

5 DIRECTOR OXENDINE: Well, at the time  
6 that the classifications were established the  
7 emergency manager -- the Chief reported to the  
8 emergency manager. So it was during that time of  
9 the bankruptcy that we established all of the new  
10 classifications, the corporals, the neighborhood  
11 police officer, the detective.

12 These were the three new  
13 classifications that were established.

14 COMMISSIONER CRAWFORD: And that's how  
15 we got to where we are today?

16 DIRECTOR OXENDINE: Yes, that's  
17 correct.

18 COMMISSIONER CRAWFORD: Which in a way  
19 doesn't speak to the City Charter.

20 DIRECTOR OXENDINE: No, it does not,  
21 but at the time, you know, we were where we were  
22 at the time that that occurred.

23 COMMISSIONER CRAWFORD: Because I liken  
24 a lot of stuff that the emergency manager did to  
25 just some new Jim Crow law, that's my opinion.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 46

1 Thank you.

2 COMMISSIONER BELL: One more question,  
3 if there's any other questions? Corporal, I know  
4 detective all involve pay increase?

5 DIRECTOR OXENDINE: Yes.

6 COMMISSIONER BELL: That impacts the  
7 budget, is that correct?

8 DIRECTOR OXENDINE: Sure.

9 COMMISSIONER BELL: I just wanted to  
10 clarify -- thank you for clarifying that. But I  
11 think that somewhere along the line we need to be  
12 enlightened in reference to collective bargaining  
13 agreements.

14 I think we haven't been briefed on any  
15 of that, the impact, our roll as oversight board.  
16 I don't know how we can fill that gap.

17 COMMISSIONER MOORE: Through the Chair,  
18 I think it's something that's important that we  
19 kind of glossed over as a Board was the emergency  
20 manager role as it relates to collective  
21 bargaining contracts.

22 COMMISSIONER BELL: Well, that's why we  
23 want to try to get up the speed --

24 COMMISSIONER MOORE: And the language  
25 is quite clear in there where the emergency

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 47

1 manager had kind of eliminated or took the  
2 recommendation to eliminate the Board from even  
3 the disciplinary process. There was a  
4 recommendation that was given, it wasn't the  
5 emergency manager that stepped forth and said I'm  
6 going to do this, it was a recommendation that  
7 was given.

8 COMMISSIONER BELL: I understand.

9 COMMISSIONER MOORE: So I just want  
10 that to be made clear too.

11 COMMISSIONER BELL: We just -- I think  
12 that's not your role, but basically we just have  
13 to pursue that in terms of understanding that we  
14 have three unions -- we have three unions --

15 DIRECTOR OXENDINE: Three unions for  
16 sworn members.

17 COMMISSIONER BELL: Yes, for sworn  
18 members and we have unions for civilian members.  
19 We have a union in our own shop, so we need to  
20 look at those unions, so we just need to look at  
21 that in terms of being familiar with the language  
22 and etc, etc.

23 Then perhaps we won't be in the dark  
24 about posing issues, so hopefully we or the Board  
25 -- Mr. Hicks is probably taking notes on that.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 48

1 So thank you, you can continue on, appreciate it.

2 DIRECTOR OXENDINE: So in your packet  
3 for today I'm referring to the month of November,  
4 2016. Our current staffing, we have 2,358 sworn  
5 positions which include 48 police assistants, 506  
6 civilians for a total of 2,864.

7 We have total vacancies sworn of 204,  
8 55 civilians which is a total of 259. So the  
9 number is decreasing, but it's decreasing slowly.

10 The sworn recruiting, we've had a total  
11 of 2,218 applicants for the first five months of  
12 this fiscal year. We have 73 that are currently  
13 in -- well, that were in process at the time --  
14 at the end of November 30th.

15 We also hired 30 new recruits on  
16 November 28th. It should be noted that the month  
17 of December we will not be doing any new classes  
18 for the month of December due to the policy  
19 month, but we do plan to hire two classes in the  
20 month of January, on January 9 and January 30 to  
21 be exact.

22 With our testing we still struggle to  
23 get applicants to the MCOLES testing. As you can  
24 see, the numbers that were scheduled for the  
25 month of November, the number that actually



**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 49

1 showed up and then the number that passed, so  
2 this has become quite a struggle.

3 One of the things that we're  
4 implementing now is to conduct the MCOLES testing  
5 both written and physical agility at least three  
6 times a week at different locations. We're  
7 working on that.

8 The total new hires, 30 sworn, five  
9 civilians, three police assistants for a total of  
10 38. On Page 2 you have your residency numbers.  
11 We continue to kind of be in the same  
12 neighborhood in terms of the number of sworn and  
13 civilian employees that are Detroit residents and  
14 non-Detroit residents.

15 For sworn that's Detroit residents 634,  
16 non-Detroit residents is 1,736. Civilians 322  
17 Detroit and non-Detroit 184.

18 Our fall internship program concluded  
19 yesterday with a coffee and cake. We only had  
20 seven interns, but they were a quite lively group  
21 even though it was a small group. We're  
22 currently accepting applications for our winter  
23 program which will begin on January 23.

24 In terms of attrition, it was fairly  
25 low this month, thank goodness, 13 sworn, four

1 civilians, zero police assistants for 17 total.

2 And down below after that you see your  
3 leave of absence and restricted duty numbers. In  
4 terms of special projects, we're still working to  
5 improve our Honor Board process, we're coming  
6 along. We're going to change the type of metals  
7 that we give out. We're going to start  
8 recommending to the Chief that we go with the  
9 ceremonial metal, kind of the Olympic-style type  
10 that goes around your neck as opposed to the  
11 pin-on. We've gotten some feedback from officers  
12 who seem to kind of like that ceremonial type of  
13 metal as opposed to the pin type.

14 Our Records Management System  
15 went live on December 6. The unit was staffed  
16 with existing sworn personnel and nine civilians  
17 and the project is kind of on hold until we get  
18 to the new fiscal year when we're anticipating  
19 some additional funding to hire additional maybe  
20 seven or eight additional civilians for that  
21 unit.

22 My understanding is that the system,  
23 there's a few bumps and thumps as with any new  
24 implementation, but it seems to be going fairly  
25 well.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 51

1                   And lastly, the Training Academy and AC  
2                   White's staff are continuing to work on the  
3                   program to help us with that MCOLES issue,  
4                   getting more people in and getting them to be  
5                   more successful in the testing process.

6                   And with that, that concludes my  
7                   report. If there are any questions, I'll take  
8                   them now.

9                   COMMISSIONER VANN: No question, but  
10                  Director Oxendine, I really want to commend you.  
11                  When I look at the leave of absence/restricted  
12                  duty category here, that is a category that  
13                  historically was out of control and, you know, I  
14                  remember it from my first stint on the Commission  
15                  and I just have to commend you for your  
16                  leadership and management ability and obviously  
17                  setting a new tone in the culture for those  
18                  numbers to be in a very reasonable area where  
19                  they are today as opposed to being out of  
20                  control, so thank you for that.

21                  DIRECTOR OXENDINE: Thank you, sir.  
22                  We're still working on it. Thank you.

23                  COMMISSIONER BELL: Any other questions  
24                  or concerns?

25                  COMMISSIONER DEWAELESCHE: I was just

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 52

1 going to make a comment. Director, obviously,  
2 you know, you can consider the One Stops as  
3 possible locations for your testing, so I want to  
4 offer that, and I'm sure any other agencies would  
5 be more than happy to -- you need a classroom  
6 size, correct?

7 DIRECTOR OXENDINE: We need a  
8 classroom size with several computers in the  
9 room.

10 COMMISSIONER DEWAELESCHE: Well, we have  
11 computer labs, so -- at all the One Stops, so  
12 that might be ideal for you.

13 DIRECTOR OXENDINE: Great, I'll have  
14 Lt. Gardner reach out to you.

15 COMMISSIONER MOORE: On your sworn  
16 appointment summary report, there's an asterisk  
17 right next to "Black Male", I was wondering what  
18 that asterisk was for.

19 DIRECTOR OXENDINE: Sworn -- I'm  
20 sorry, say again?

21 COMMISSIONER MOORE: Sworn appointment  
22 summary report for 2016 dated November 30 at the  
23 top.

24 DIRECTOR OXENDINE: I see that. I'm  
25 not sure what that is. I'll have to check with

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 53

1 staff.

2 COMMISSIONER MOORE: Okay, thank you.

3 COMMISSIONER BELL: Any other questions  
4 or comments for the Director? I just want to say  
5 you had an outstanding year, we appreciate your  
6 work and looking forward, as you stated, to 2017,  
7 but thank you, I want to thank the Recruitment  
8 Committee for doing an outstanding job of working  
9 with you and they're always offering solutions to  
10 the issues.

11 So if you have any wish list or any  
12 desire that how we can help you as a board,  
13 please feel free to let us know.

14 DIRECTOR OXENDINE: Just please spread  
15 the word, continue to spread the word when you're  
16 out and about to let people know that we are  
17 currently hiring and any events that you're  
18 attending, sponsoring, please let us know, we'll  
19 be there. Thank you so much for your  
20 help.

21 COMMISSIONER MOORE: Mr. Chairman, I'd  
22 like to move that the Board of Police  
23 Commissioners conduct a closed session pursuant  
24 to MCL 15.268(a) of the Open Meetings Act to  
25 consider and discuss the rejected application of

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 54

1 Loren Courts.

2 COMMISSIONER SANDERS: Supported.

3 COMMISSIONER BELL: It's been properly  
4 moved and supported. Discussion? Those in favor,  
5 aye?

6 COMMISSIONERS: Aye.

7 COMMISSIONER BELL: Those opposed?  
8 Motion carried. We stand adjourned.

9 (A recess was taken and a closed  
10 session was conducted off the record.)

11 COMMISSIONER BELL: Good afternoon.  
12 The meeting is called back to order of the Board  
13 of Police Commissioners and the first matter of  
14 business would be taking up the discipline -- I  
15 mean the appeal of Mr. Courts.

16 COMMISSIONER SANDERS: I'd like to make  
17 a motion if possible.

18 COMMISSIONER BELL: The Chair would  
19 entertain a motion.

20 COMMISSIONER SANDERS: I'd like to make  
21 a motion that we accept his application and  
22 moving forward.

23 COMMISSIONER BELL: I'm looking at you.

24 COMMISSIONER SANDERS: I'm hoping I  
25 get support for the Commissioners.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 55

1 COMMISSIONER BELL: Is there support  
2 for the motion?

3 COMMISSIONER BURTON: Discussion?

4 COMMISSIONER BELL: We have to have a  
5 second or something. Is there a second for the  
6 motion?

7 COMMISSIONER DEWAELESCHE: I'll second.

8 COMMISSIONER BELL: It's been properly  
9 moved and seconded. Discussion?

10 COMMISSIONER BURTON: I'd like it if we  
11 can postpone it until we can get a legal opinion  
12 from either the City of Detroit Law Department or  
13 until this body gets an active attorney because  
14 we haven't been operating with an attorney so in  
15 the past we have had an attorney's recommendation  
16 to this body, to the Board, and so right now we  
17 doesn't have an attorney to give us a  
18 recommendation and in the past the Board has had  
19 a recommendation from the Board's attorney before  
20 Commissioners weighed in on any appeals.

21 COMMISSIONER BELL: Any other comments  
22 on the motion on the floor?

23 COMMISSIONER BURTON: So basically I'd  
24 like to put a motion out there that we --

25 COMMISSIONER BELL: Sir, we can only --

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 56

1           there's a motion on the floor. Mr. Hicks?

2                         SECRETARY HICKS: Mr. Chair, in  
3           listening to the motion that is on the floor, the  
4           direction of the motion would not necessarily be  
5           to just simply move him forward.

6                         This individual, his application has  
7           been in the system for a long period of time, so  
8           I think it would be proper for you to give him  
9           the option to reapply to the department.

10                        COMMISSIONER SANDERS: I'd like to  
11           amend my motion to him reapplying, my motion to  
12           have him reapplying for the department.

13                        COMMISSIONER BURTON: You just made a  
14           motion to push him forward through the  
15           department. I think we need a legal opinion.

16                        COMMISSIONER BELL: Commissioner  
17           Burton, the Chair is conducting the meeting.

18                        COMMISSIONER VANN: Second the motion,  
19           Mr. Chair.

20                        COMMISSIONER BELL: Yes, sir. The  
21           motion has been seconded and the motion has been  
22           accepted so we are now in accord in terms of the  
23           motion on the floor.

24                        COMMISSIONER BURTON: Through the Chair

25           --



**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 57

1                   COMMISSIONER BELL: Commissioner  
2                   Burton, first of all you always cite Roberts  
3                   Rules of Order. You have to be recognized by the  
4                   Chair. You just cannot speak out at your free  
5                   will.

6                   COMMISSIONER BURTON: Well, through the  
7                   Chair, point of order. I mean, when you  
8                   disenfranchise 120,000 plus voters that I  
9                   represent in the district by not entertaining  
10                  anything that I bring forth to this body, I'd  
11                  like it if we stay in compliance before we make  
12                  any decisions today.

13                  Let's have a legal opinion from either  
14                  the City of Detroit Law Department or until we  
15                  can get an attorney appointed to this Board.

16                  COMMISSIONER BELL: Commissioner  
17                  Burton, it's been noted, you made that comment,  
18                  it's discussion on the motion.

19                  Any other discussion on the motion?  
20                  Those in favor, aye?

21                  COMMISSIONERS: Aye.

22                  COMMISSIONER BELL: Those opposed?

23                  COMMISSIONERS: No.

24                  COMMISSIONER BURTON: Substain.

25                  COMMISSIONER BELL: Do we need a roll

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 58

1 call?  
2 SECRETARY HICKS: Yes.  
3 COMMISSIONER BELL: Mr. Hicks.  
4 SECRETARY HICKS: Commissioner Vann?  
5 COMMISSIONER VANN: Yes.  
6 SECRETARY HICKS: Commissioner Burton?  
7 COMMISSIONER BURTON: Sustain.  
8 SECRETARY HICKS: Commissioner  
9 Crawford?  
10 COMMISSIONER CRAWFORD: Yes.  
11 SECRETARY HICKS: Commissioner Moore?  
12 COMMISSIONER MOORE: No.  
13 SECRETARY HICKS: Commissioner Bell?  
14 COMMISSIONER BELL: Yes.  
15 SECRETARY HICKS: Commissioner Mallett?  
16 COMMISSIONER MALLETT: No.  
17 SECRETARY HICKS: Commissioner  
18 Dewaelsche?  
19 COMMISSIONER DEWAELSCHE: Yes.  
20 SECRETARY HICKS: Commissioner Sanders?  
21 COMMISSIONER SANDERS: Yes.  
22 SECRETARY HICKS: Of the members  
23 present you have four voting in support of it,  
24 one sustaining and two no, the motion passes.  
25 COMMISSIONER BELL: The motion carries.

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

Page 59

1 Is there any other business before this Board?

2 COMMISSIONER MALLETT: Move to  
3 adjourn.

4 COMMISSIONER BELL: We've been moved to  
5 adjourn. I want to wish all of you a safe and  
6 blessed Christmas and New Year. God willing, I  
7 might see you in that transition of the holidays.  
8 If not, I will see you next year, but I hope that  
9 all you are blessed in terms of activities for  
10 the real reason for the season.

11 Thank you for your attendance this  
12 afternoon.

13 COMMISSIONER DEWAELESCHE: Merry  
14 Christmas.

15 COMMISSIONER BELL: Okay, we stand  
16 adjourned. I should say those in favor, aye?

17 COMMISSIONERS: Aye.

18 COMMISSIONER BELL: Opposed? Motion  
19 carries. Thank you.

20 (Proceedings concluded at  
21 4:50 p.m.)

22

23

24

25

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

CERTIFICATE OF REPORTER

STATE OF MICHIGAN )

) SS

COUNTY OF WAYNE )

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



DALE E. ROSE,

CSR-0087

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

A			
<b>Abdullah</b> 6:13	<b>adjourn</b> 59:3,5	<b>anti</b> 31:22 32:1	<b>asked</b> 10:15 21:9
<b>abide</b> 29:14	<b>adjourned</b> 54:8	<b>anti-police</b>	22:1 25:18
<b>ability</b> 51:16	59:16	31:17,21,22	<b>asking</b> 15:3
<b>able</b> 12:15 14:6	<b>adjourning</b> 19:23	<b>anticipating</b>	<b>assessment</b> 42:3
37:23	<b>administered</b>	50:18	42:6,12
<b>absence</b> 50:3	42:8	<b>anybody</b> 30:24	<b>assets</b> 35:10
<b>absence/restr...</b>	<b>administrative</b>	<b>anytime</b> 38:21	<b>assistance</b> 25:24
51:11	5:23	<b>anyway</b> 27:17	<b>assistant</b> 2:23
<b>absences</b> 3:20	<b>advise</b> 9:13	<b>appeal</b> 54:15	5:23 6:20 23:2
<b>AC</b> 20:6 51:1	<b>advised</b> 28:4	<b>appeals</b> 34:14	25:17 29:1
<b>academy</b> 42:23	<b>affront</b> 29:9	55:20	31:4 33:12
43:2 51:1	<b>afraid</b> 25:3	<b>applaud</b> 10:2	43:15
<b>accept</b> 11:12	<b>afternoon</b> 1:11	<b>applause</b> 3:11	<b>assistants</b> 48:5
54:21	3:4,5,8 6:16	<b>applicants</b> 48:11	49:9 50:1
<b>accepted</b> 56:22	6:21,22 11:11	48:23	<b>Association</b>
<b>accepting</b> 49:22	20:8 25:18	<b>application</b>	20:11
<b>accident</b> 22:15	39:21 40:14	53:25 54:21	<b>ASST</b> 6:22 20:7
25:19 26:16,22	54:11 59:12	56:6	23:5,7 24:10
27:5 28:5 30:5	<b>age</b> 21:5	<b>applications</b>	27:19 29:17,25
<b>accord</b> 56:22	<b>agencies</b> 52:4	49:22	30:14 31:10,14
<b>accountability</b>	<b>agenda</b> 4:24	<b>appointed</b> 2:6,7	<b>assume</b> 15:2,4
34:8	19:19	2:8 33:25	36:11
<b>accounts</b> 8:6	<b>agent</b> 21:1	40:21,24 41:20	<b>assured</b> 19:8
<b>achieve</b> 9:15	<b>agility</b> 49:5	42:15 43:8,11	<b>asterisk</b> 52:16
<b>achievement</b> 11:7	<b>ago</b> 7:15 9:21	43:14,15,16	52:18
<b>acknowledge</b> 14:7	<b>agreed</b> 10:13	57:15	<b>attached</b> 10:21
<b>act</b> 11:1 18:13	<b>agreement</b> 10:18	<b>appointing</b> 9:13	<b>attempted</b> 9:25
20:3 25:13	<b>agreements</b> 46:13	<b>appointment</b>	<b>attend</b> 39:11
53:24	<b>ahead</b> 15:22	52:16,21	<b>attendance</b> 6:24
<b>acted</b> 7:24	<b>alcohol</b> 24:22,25	<b>appointments</b> 7:3	11:17,17 59:11
<b>action</b> 11:5	25:4	7:6	<b>attended</b> 20:9
19:25	<b>alcoholic</b> 24:21	<b>appreciate</b> 19:22	37:23 39:6,6
<b>active</b> 34:6	<b>allow</b> 19:7	29:15 48:1	<b>attending</b> 53:18
55:13	<b>allowed</b> 24:25	53:5	<b>attention</b> 21:3
<b>activist</b> 31:20	<b>allows</b> 10:22	<b>approaches</b> 9:14	<b>attire</b> 20:13
<b>activities</b> 59:9	<b>alternative</b> 25:9	<b>appropriate</b> 15:1	<b>attorney</b> 12:13
<b>activity</b> 15:10	<b>amend</b> 56:11	<b>approval</b> 4:23	13:7,8 55:13
<b>acts</b> 11:2	<b>America</b> 31:24	5:7 18:25	55:14,17,19
<b>Adam</b> 14:21	<b>American</b> 32:4	<b>approximately</b>	57:15
<b>add</b> 37:1	33:7	37:14	<b>attorney's</b> 55:15
<b>addition</b> 12:9	<b>Americans</b> 32:13	<b>arbitration</b>	<b>attorneys</b> 13:18
<b>additional</b> 43:5	32:19	40:22	<b>attrition</b> 49:24
50:19,19,20	<b>angst</b> 22:6	<b>arbitrational</b>	<b>audience</b> 40:12
<b>address</b> 7:22	<b>announce</b> 44:13	44:24	<b>Avenue</b> 40:10
18:23 33:17	<b>Announcements</b>	<b>area</b> 26:10 31:1	<b>Award</b> 10:20
40:17	40:5	32:14 51:18	11:12
<b>addressed</b> 18:15	<b>annual</b> 39:3	<b>areas</b> 26:12	<b>aye</b> 5:3,4,13,14
18:25	<b>answer</b> 21:12	<b>armed</b> 23:18	18:7,8 36:6,7
<b>addresses</b> 41:9	37:23	<b>arrive</b> 4:9	54:5,6 57:20
	<b>Anthony</b> 10:16	<b>arts</b> 34:22	57:21 59:16,17
	11:13 13:7,19		

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

---

**B**

---

**bachelor** 34:22  
**back** 5:25 10:12  
     11:4 15:12  
     40:13 54:12  
**background** 41:15  
**bad** 26:14 27:3  
**bankruptcy** 45:9  
**bargaining** 46:12  
     46:21  
**basically** 20:11  
     21:19 42:15  
     47:12 55:23  
**bear** 32:3 33:7  
**bearing** 16:17  
     17:4  
**Beat** 32:4 33:7  
**beginning** 44:15  
**behalf** 35:5  
**belabored** 31:13  
**believe** 7:10  
     14:25 20:24  
     21:17 23:8,10  
     24:12 27:7  
     28:14 42:11  
**Bell** 2:4 3:4,7  
     3:17 4:10,17  
     4:22 5:2,5,11  
     5:15 6:8,15,23  
     9:7 11:22 12:1  
     12:19,23 13:5  
     13:15 15:16  
     18:6,9,11 23:1  
     23:21 25:14  
     31:12 33:10  
     36:5,8,11,19  
     38:5 39:1  
     41:10,22 44:22  
     46:2,6,9,22  
     47:8,11,17  
     51:23 53:3  
     54:3,7,11,18  
     54:23 55:1,4,8  
     55:21,25 56:16  
     56:20 57:1,16  
     57:22,25 58:3  
     58:13,14,25  
     59:4,15,18  
**beneficial** 20:22  
**benefits** 8:2

**Bernard** 13:7  
**bet** 8:7  
**betterment** 15:10  
**beyond** 14:22  
     34:11  
**bicycle** 30:3  
**bicyclist** 25:21  
**biggest** 24:20  
**bill** 7:21,21 8:5  
     9:5,15  
**bills** 7:23,24  
     8:13,16,21 9:8  
**Bishop** 2:9 3:14  
     20:9  
**bit** 27:14 29:9  
**Black** 52:17  
**blessed** 59:6,9  
**blessing** 39:11  
**board** 1:9 3:6  
     5:17,18 7:4  
     9:20,23 10:11  
     10:16,21 13:8  
     13:9,10,20  
     19:9 20:23  
     22:21 34:2,11  
     34:12,17 35:4  
     35:12,14,16  
     36:1,3,25 37:7  
     39:21 40:15  
     41:24 46:15,19  
     47:2,24 50:5  
     53:12,22 54:12  
     55:16,18 57:15  
     59:1  
**Board's** 55:19  
**bodies** 9:25  
     10:10  
**body** 10:7 14:5  
     16:3,4 19:1  
     55:13,16 57:10  
**bothers** 22:7,8  
**bottom** 20:16  
**boy** 23:25  
**break** 3:12  
**briefed** 46:14  
**bring** 11:4 12:7  
     21:3 57:10  
**bringing** 13:13  
**broad** 10:5  
**broke** 20:19

**Brooks** 3:21  
**brought** 22:21  
     29:13  
**Brown** 5:21  
**brutality** 31:22  
**budget** 16:22,23  
     17:21,22 18:12  
     18:13,17,18,20  
     18:20,25 19:2  
     19:6,6,7,11  
     34:15 46:7  
**bumps** 50:23  
**burden** 9:2  
**Bureau** 42:7,9  
**Burton** 2:11 4:8  
     4:13,15,18  
     11:21 12:3  
     13:16 15:16,19  
     18:8,10 55:3  
     55:10,23 56:13  
     56:17,24 57:2  
     57:6,17,24  
     58:6,7  
**business** 4:23  
     5:6 6:25 14:2  
     19:13 54:14  
     59:1

---

**C**

---

**cake** 49:19  
**call** 3:12 15:18  
     18:2,4 19:24  
     34:11 42:3  
     58:1  
**called** 18:7  
     20:10 21:25  
     22:1 26:20  
     28:2,10,10  
     35:22 54:12  
**cancelled** 19:19  
     21:15  
**capacity** 38:16  
**captains** 43:13  
**career** 30:21  
**Carjackings**  
     23:18  
**carried** 5:16  
     54:8  
**carries** 5:6  
     18:11 36:9

58:25 59:19  
**Carter** 10:12,15  
     39:6  
**casually** 7:20  
**category** 51:12  
     51:12  
**caused** 7:25  
     22:16  
**Center** 34:20  
**centers** 24:11,13  
     24:21,25  
**ceremonial** 50:9  
     50:12  
**certain** 14:2  
     24:4 42:16  
**CERTIFICATE** 60:1  
**CERTIFY** 60:8  
**CFO** 18:23 19:5  
**Chair** 3:6 5:9,20  
     10:11,11,12  
     11:11 12:4,22  
     13:17 14:13  
     15:20 16:10,24  
     17:6 19:24  
     23:3,23 25:17  
     29:11 30:23  
     31:16 37:23  
     43:6 44:24  
     46:17 54:18  
     56:2,17,19,24  
     57:4,7  
**Chairman** 4:16  
     9:4 14:12  
     15:14 16:10  
     53:21  
**Chairman's** 15:7  
**Chairperson** 2:4  
     10:15 34:12  
**change** 50:6  
**changed** 7:25  
**charged** 22:4  
**Charter** 12:6  
     17:6,8,8 45:19  
**chartered** 14:16  
**chartering** 17:9  
**CHASS** 34:20,21  
**check** 52:25  
**Chief** 2:21,23  
     5:25 6:5,10,11  
     6:20,20,22  
     18:16 20:7

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

23:2,5,7 24:10  
25:17 27:19  
29:1,17,25  
30:14 31:4,10  
31:14 33:12  
34:4,18 37:2,9  
37:10 38:13,22  
41:1 42:16  
44:5 45:2,7  
50:8  
**chiefs** 43:15,15  
**children** 24:12  
**Christmas** 39:4  
40:6 59:6,14  
**church** 14:3  
**CIA** 21:1  
**circulated** 11:15  
11:18  
**cite** 57:2  
**citizen** 24:8  
34:13  
**citizens** 35:5  
**city** 8:1,19 10:7  
12:5 15:21  
16:14 19:11  
25:24 27:5,12  
28:14 31:2  
33:25 35:2,10  
45:19 55:12  
57:14  
**civilian** 47:18  
49:13  
**civilians** 48:6,8  
49:9,16 50:1  
50:16,20  
**clarification**  
9:9 43:7  
**clarifies** 41:11  
**clarify** 7:9  
46:10  
**clarifying** 46:10  
**class** 37:8 38:4  
**classes** 42:24  
48:17,19  
**classifications**  
45:6,10,13  
**classroom** 52:5,8  
**clear** 46:25  
47:10  
**closed** 19:15  
20:1,2 53:23

54:9  
**coffee** 49:19  
**cold** 22:22 24:6  
**collective** 46:12  
46:20  
**come** 5:25 14:6  
14:15 16:3  
37:2 39:21  
40:3 44:3  
**comes** 12:16  
14:19  
**coming** 50:5  
**commanders** 43:14  
**commend** 8:17  
51:10,15  
**comment** 7:16  
52:1 57:17  
**comments** 7:1  
12:19 19:8  
23:2 25:15  
38:19 53:4  
55:21  
**Commission** 11:16  
14:16 35:22  
51:14  
**commissioner** 2:6  
2:7,8,9,10,11  
3:4,17,18,21  
3:23,23,25,25  
4:2,2,4,4,5,6  
4:6,10,12,13  
4:14,15,17,18  
4:20,22,25 5:1  
5:2,5,8,10,11  
5:15 6:8,15,23  
9:4,7 11:21,22  
11:24,25 12:1  
12:3,6,19,21  
12:23,24 13:5  
13:12,15,16  
14:12,13,25  
15:16,16,19  
16:1,14 18:2,4  
18:6,9,10,11  
23:1,3,6,21,23  
25:14,16 29:11  
29:12,23 30:10  
30:22 31:12,15  
33:10,11,16,18  
33:21,22,23  
34:5,10,16,25

35:7,18,20  
36:1,4,5,8,10  
36:11,15,19  
38:5 39:1,4  
41:10,22 43:6  
43:10,13,18  
44:1,21,22,23  
45:14,18,23  
46:2,6,9,17,22  
46:24 47:8,9  
47:11,17 51:9  
51:23,25 52:10  
52:15,21 53:2  
53:3,21 54:2,3  
54:7,11,16,18  
54:20,23,24  
55:1,3,4,7,8  
55:10,21,23,25  
56:10,13,16,16  
56:18,20,24  
57:1,1,6,16,16  
57:22,24,25  
58:3,4,5,6,7,8  
58:10,11,12,13  
58:14,15,16,17  
58:19,20,21,25  
59:2,4,13,15  
59:18  
**commissioners**  
1:9 2:1 3:6  
4:8,11 5:4,14  
5:19 7:5 9:20  
12:20 13:2  
14:6,9 18:8  
19:9 24:1 34:3  
35:4,11,17  
36:7 53:23  
54:6,13,25  
55:20 57:21,23  
59:17  
**committee** 16:9,9  
16:11,19,22,22  
16:23,25 17:1  
17:2,7,10,17  
17:21 53:8  
**committees** 16:12  
16:16 17:3,5  
17:10,13,15,16  
17:20  
**communication**  
11:13 40:11

**communities** 14:7  
**community** 12:17  
14:2,4 16:5  
20:18 31:25  
34:6,19 38:24  
40:8  
**comparison** 10:10  
**Complaints** 34:13  
**complete** 60:13  
**completely** 29:21  
**compliance** 57:11  
**computer** 52:11  
60:11  
**computers** 52:8  
**concern** 7:9 9:11  
9:22 39:24  
41:11  
**concerned** 7:5  
24:2 28:6  
**concerns** 19:1,9  
33:12 51:24  
**concluded** 49:18  
59:20  
**concludes** 51:6  
**conduct** 49:4  
53:23  
**conducted** 12:11  
41:4,5 54:10  
**conducting** 56:17  
**Confidence** 32:9  
**conflict** 32:10  
**congratulate**  
10:1 35:12  
**Congress** 10:8  
**connected** 15:9  
**connection** 10:25  
15:12 19:18  
**CONRAD** 2:7  
**cons** 15:18  
**consider** 10:14  
52:2 53:25  
**consideration**  
19:10  
**contained** 10:19  
**continue** 30:12  
40:24 48:1  
49:11 53:15  
**continuing** 51:2  
**contracts** 46:21  
**contrast** 32:10

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

**control** 17:22  
51:13,20  
**cooperating**  
19:23  
**cops** 32:11  
**corporal** 41:18  
41:20,24 43:4  
46:3  
**corporals** 42:14  
42:14,20,23,25  
42:25 43:8  
45:10  
**correct** 7:12  
13:4,5,15  
45:17 46:7  
52:6 60:13  
**corrected** 30:15  
30:16  
**Council** 10:7  
19:11  
**counseling** 21:25  
**counselors** 22:2  
**country** 16:15  
**counts** 22:4  
**County** 26:5  
27:15 60:6  
**couple** 7:1 20:8  
**course** 23:24  
30:14 41:6  
**court** 6:4  
**Courts** 54:1,15  
**covered** 40:11  
**Craig** 6:20  
**crash** 26:10 31:1  
**Crawford** 2:10  
4:4,5 12:21,24  
13:12 25:16  
29:13 30:22  
31:15 33:11  
44:22,23 45:14  
45:18,23 58:9  
58:10  
**create** 10:17  
**created** 8:6  
**criminal** 10:5  
11:1,8 23:6  
**criteria** 20:3  
41:23,24,24  
42:1,16  
**Crow** 45:25

**crucial** 38:9  
**CSR-0087** 60:19  
**culture** 51:17  
**current** 32:3  
38:15 43:24  
48:4  
**currently** 40:21  
41:21 42:2,13  
48:12 49:22  
53:17

---

**D**

---

**Dale** 6:3 60:18  
**danger** 24:6  
**dark** 47:23  
**date** 18:19 44:3  
**dated** 11:14  
52:22  
**Davis-Drake** 6:10  
6:11 37:9,10  
38:13  
**day** 20:24 21:4  
21:15 22:2  
25:10 32:9  
**dead** 21:13  
**deadline** 19:4  
**deal** 32:13,23  
33:20  
**Dearborn** 20:10  
**December** 1:13  
3:2 4:24 5:7  
25:20 32:4  
33:8 48:17,18  
50:15  
**decided** 8:12  
**decision** 20:4  
30:8 40:22  
**decisions** 42:17  
57:12  
**declare** 44:9,12  
**declared** 40:25  
**decreasing** 48:9  
48:9  
**dedication** 35:7  
**deemed** 42:5,10  
**definitely** 19:14  
36:20 41:10  
**degree** 34:22,24  
**delightful** 38:17  
**delving** 27:14

**demand** 29:2  
**demonstrate** 11:6  
**department** 7:7  
12:17 14:1  
15:10,21 18:17  
18:18,21 19:2  
19:4,6,7,17  
20:22 22:17,22  
26:7,12,21  
27:4 29:14  
34:9 35:6,15  
42:7 43:1  
55:12 56:9,12  
56:15 57:14  
**departments** 32:7  
32:7  
**deputy** 18:16  
43:15  
**Derrick** 2:6 3:24  
**deserving** 37:17  
**desire** 53:12  
**details** 44:8  
**detective** 7:11  
40:19,20 41:3  
41:25 42:2,9  
45:11 46:4  
**detectives** 43:10  
**determination**  
35:13  
**determine** 42:4  
**determined** 30:11  
**Detroit** 1:9,17  
1:19 3:1 10:7  
12:5 15:21  
16:14 24:14  
25:21 26:7,9  
27:4,13 28:10  
31:3 33:25  
34:2,9 35:2,4  
35:5,5,10,14  
36:1 40:10  
49:13,15,17  
55:12 57:14  
**developed** 42:6  
**devoted** 34:25  
35:16  
**Dewaelsche** 2:8  
3:25 4:1,25  
33:17,22 36:10  
36:15 51:25  
52:10 55:7

58:18,19 59:13  
**dialog** 7:18  
**Diaz** 8:18  
**die** 25:9  
**died** 21:23  
**differ** 31:19  
**different** 14:10  
20:20 25:2  
49:6  
**difficult** 8:25  
**difficulty** 14:14  
14:14  
**diligence** 8:25  
**diligent** 38:20  
**direction** 56:4  
**directly** 15:9  
38:16  
**director** 6:6 7:9  
34:21 40:13,14  
40:15 41:19  
42:1 43:7,9,12  
43:17,21 44:5  
45:5,16,20  
46:5,8 47:15  
48:2 51:10,21  
52:1,7,13,19  
52:24 53:4,14  
**disciplinary**  
34:14 47:3  
**discipline** 54:14  
**discretion** 42:15  
**discriminated**  
17:19  
**discuss** 53:25  
**discussed** 10:13  
44:6  
**discussion** 5:3  
11:21 12:2  
13:23 36:6  
54:4 55:3,9  
57:18,19  
**disenfranchise**  
57:8  
**disregarded** 27:2  
**disrepute** 22:21  
**Dist** 2:5,9,10,11  
**Dist.4** 2:4  
**distinct** 35:20  
**district** 3:7 4:3  
4:5,7 16:1  
57:9



**Detroit Board of Police Commissioners Meeting  
12/15/2016**

**districts** 14:10  
**diverse** 35:1  
**document** 10:17  
 10:19,21 11:10  
 11:13,20 13:8  
**doing** 6:3 15:13  
 30:20 48:17  
 53:8  
**Dolunt** 2:23 6:20  
 6:22 20:6,7  
 23:5,7 24:10  
 27:19 29:17,25  
 30:14 31:10,14  
**door** 10:1  
**doubt** 30:16  
**DPD** 18:12,13,23  
 19:5 28:6  
**DPOA** 8:18  
**DPS** 22:1  
**draft** 13:20  
**drafted** 13:8  
**Drake** 5:25 6:5,9  
 37:2  
**driving** 24:18  
**drugs** 25:4  
**duck** 8:14  
**due** 8:24 18:18  
 40:5 48:18  
**duties** 34:18  
**duty** 34:11 50:3  
 51:12

**E**

**E** 60:18  
**e-mail** 10:20  
**earlier** 40:17  
**earth** 14:20  
**Eastern** 20:10  
**easy** 37:20  
**Edgar** 2:9 3:15  
 4:6  
**educate** 21:10  
**effect** 11:19  
**eight** 50:20  
**either** 15:9  
 40:25 55:12  
 57:13  
**elaborate** 7:12  
 9:5 13:6  
**elapsed** 43:23

44:20  
**elected** 6:16,17  
 6:18 12:6,14  
 14:4  
**elective** 14:5  
**eliminate** 17:13  
 47:2  
**eliminated** 47:1  
**Elizabeth** 3:21  
**embraced** 34:7  
**emergency** 45:2,4  
 45:7,8,24  
 46:19,25 47:5  
**employees** 8:1,5  
 8:7,10,12,19  
 49:13  
**employer** 36:17  
**empowered** 45:1  
**endorse** 36:2  
**ends** 8:14  
**enduring** 35:7  
**enforcement** 10:4  
 10:5,24 19:18  
 20:18 32:20  
**engaged** 31:23,24  
**engaging** 37:19  
**enlightened**  
 46:12  
**ensure** 34:7  
**entertain** 11:18  
 16:6 39:25  
 54:19  
**entertaining**  
 57:9  
**entire** 20:22  
 27:10 35:1  
**equipped** 38:23  
**Erminia** 33:23,24  
 35:7,19  
**especially** 21:4  
 22:8 25:6  
**established**  
 42:10 45:6,9  
 45:13  
**establishing**  
 41:3 43:24  
**Eva** 2:8 4:1  
 33:16  
**events** 44:11  
 53:17

**exact** 30:6 48:21  
**exam** 7:17  
**examination** 7:11  
 44:14,18,19  
**exceptional** 11:7  
**excused** 3:19  
**Executive** 5:22  
**exhausted** 40:25  
**exist** 17:7  
**existing** 50:16  
**exists** 15:2,4  
**expect** 9:17  
**experience** 38:1  
**experiences**  
 37:25  
**expired** 40:25  
 44:9,12  
**express** 9:22  
**extraordinary**  
 11:2

**F**

**faces** 3:8  
**facilitate** 25:5  
**facing** 9:1  
**fact** 20:14 27:6  
 28:1 31:1,8  
 42:4 43:2  
**facts** 32:2  
**fairly** 49:24  
 50:24  
**fall** 49:18  
**familiar** 41:16  
 47:21  
**families** 16:2  
**far** 13:17,23  
 14:22 17:4,16  
 21:11  
**fatal** 25:19  
 26:16,17,22  
 27:4 28:2,4  
 30:5  
**fatality** 27:11  
**favor** 5:3,13  
 18:7 36:6 54:4  
 57:20 59:16  
**fear** 20:12  
**fears** 20:12  
**February** 34:1  
**feedback** 37:24

41:14 50:11  
**feel** 17:19 29:3  
 53:13  
**feels** 28:19  
**field** 11:3 42:20  
**fight** 8:22  
**fill** 46:16  
**filling** 6:19  
**final** 19:12  
**finalize** 19:10  
**finalized** 13:21  
**Finance** 17:1  
**Financial** 18:16  
**find** 29:8 32:5  
**finished** 23:9  
**fire** 8:11  
**firm** 18:19  
**first** 11:23  
 23:13 28:11,21  
 38:8 40:16  
 48:11 51:14  
 54:13 57:2  
**fiscal** 48:12  
 50:18  
**five** 32:22 48:11  
 49:8  
**flack** 22:16  
**floor** 55:22 56:1  
 56:3,23  
**flowing** 19:25  
**focal** 38:7  
**folks** 38:2  
**follow** 13:3 31:8  
**following** 18:25  
**force** 9:13 24:15  
 24:16,19,23  
**foregoing** 60:9  
**form** 17:14  
**formed** 16:10  
**former** 9:9 10:15  
 21:1 28:6  
 33:18 34:1,3  
**forth** 12:7 13:13  
 41:7 47:5  
 57:10 60:10  
**forthcoming**  
 36:14,21  
**fortune** 8:8  
**forum** 40:4  
**forward** 3:11  
 6:24 12:15

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

14:6 20:5 53:6  
54:22 56:5,14  
**forwarded** 19:5  
**found** 24:20  
**four** 14:11 32:21  
49:25 58:23  
**frame** 44:8  
**frankly** 29:7  
**free** 20:24 53:13  
57:4  
**freeway** 27:8  
**front** 6:7 21:9  
**FTOs** 42:19  
**full** 27:20 37:7  
60:12  
**full-time** 22:12  
**function** 42:21  
**funding** 50:19  
**further** 15:24  
35:11  
**furthermore** 16:8  
17:2  
**future** 8:8

---

**G**

---

**Gail** 6:5 7:9  
40:13,15  
**Gallop** 32:11,12  
32:18  
**gap** 8:2 46:16  
**Gardner** 52:14  
**Garza** 2:8 4:1  
**general** 10:13,17  
**Generally** 10:22  
**George** 10:16  
11:13 13:6,19  
**germane** 14:15  
**getting** 15:8  
17:22 22:18  
25:5 51:4,4  
**give** 10:4 24:22  
25:3 37:21,24  
40:18 43:19  
50:7 55:17  
56:8  
**given** 3:16 36:17  
44:17 47:4,7  
**glossed** 46:19  
**go** 12:15 15:22  
15:22 19:14,15

24:15,22,23  
50:8  
**God** 59:6  
**goes** 27:16 50:10  
**going** 3:10,12,14  
3:18 5:16,25  
6:4 8:23 19:15  
19:19,20,21  
26:1 31:11  
33:15 34:10  
36:12 37:2  
38:3 39:14,18  
40:12 42:3  
44:17 47:6  
50:6,7,24 52:1  
**good** 3:4,7 4:12  
6:21,22 16:4,5  
16:7 20:7,25  
21:2,4,24  
22:25 25:17  
30:4 31:14  
37:14 40:14  
54:11

**goodness** 49:25  
**gotten** 41:14  
44:8 50:11  
**government** 8:4  
**Governor** 9:12,18  
**graduating** 43:2  
**grandmother**  
21:20,21 22:3  
22:12  
**grates** 25:7  
**great** 32:13,22  
33:20 52:13  
**Gregory** 2:3 5:17  
**grief** 22:1  
**group** 37:14,17  
49:20,21  
**groups** 31:20  
**guess** 9:18 13:1  
20:13 29:12  
30:6  
**guideline** 10:13  
**guidelines** 10:17  
11:11  
**gun** 21:11 22:10  
**gunfire** 21:7

---

**H**

---

**handle** 38:23  
**handling** 26:7  
**happen** 30:17  
**happened** 6:14  
20:14 22:15  
31:6  
**happy** 37:21,22  
52:5  
**HB** 9:8,15  
**headphones** 27:2  
27:24,24  
**Headquarters**  
1:17 40:8  
**health** 8:2,6,8  
34:19  
**healthcare** 8:5  
**hear** 31:17 40:12  
**heard** 8:23 27:22  
**hearing** 20:6  
27:23  
**help** 51:3 53:12  
53:20  
**hereinbefore**  
60:10  
**heroic** 10:2  
**heroism** 11:1  
**Hicks** 2:3 4:18  
4:20 5:17,20  
6:9 47:25 56:1  
56:2 58:2,3,4  
58:6,8,11,13  
58:15,17,20,22  
**high** 11:7 32:10  
**higher** 32:17  
**highest** 41:7,7  
**Highland** 25:19  
25:25 26:15,21  
28:3,20 31:3  
**highly** 8:15  
14:24 34:6  
35:6,15  
**hire** 48:19 50:19  
**hired** 48:15  
**hires** 49:8  
**hiring** 53:17  
**historically**  
51:13  
**hit** 28:19 29:10  
29:15 30:17,19  
30:24

**hold** 17:24 50:17  
**Holding** 34:22  
**holiday** 39:7  
**holidays** 59:7  
**homeless** 24:6  
**homicide** 28:4  
**homicides** 23:4,7  
23:11,17  
**honest** 30:1  
**honor** 35:6,18  
50:5  
**honoring** 33:23  
**hope** 18:13 41:9  
59:8  
**hopefully** 47:24  
**hoping** 54:24  
**horrible** 14:21  
**hosting** 39:3  
**hour** 37:6  
**hours** 22:24  
**House** 7:21,21  
9:5,15  
**HR** 6:6 7:8,10  
19:16 33:14  
39:15 40:13  
**huge** 9:10,11  
**Human** 42:7  
**hypothetical**  
14:18

---

**I**

---

**ideal** 52:12  
**identified** 30:3  
**identifying**  
34:21  
**immediate** 10:11  
**immediately**  
19:25 34:6  
**impact** 46:15  
**impacts** 46:6  
**implementation**  
50:24  
**implementing**  
49:4  
**important** 7:25  
9:24 46:18  
**improve** 50:5  
**inappropriate**  
28:20  
**include** 44:16

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

48:5  
**included** 34:13  
**including** 8:11  
**incorporated**  
 19:2  
**increase** 32:25  
 46:4  
**increased** 32:21  
**indicate** 6:1  
**indicated** 7:4, 10  
 18:17 40:23  
**individual** 21:18  
 21:19 24:5  
 56:6  
**individuals** 10:3  
 42:8  
**information** 19:5  
 26:19 33:3  
 37:22  
**innocent** 22:9  
**instructed** 25:11  
**integrity** 26:3, 6  
 28:7, 12, 16  
 31:7  
**interact** 24:8  
 37:8 38:8  
**interaction**  
 39:12  
**interested** 20:23  
**interesting**  
 20:16  
**interns** 49:20  
**internship** 49:18  
**interview** 42:12  
**interviews** 22:7  
**introduce** 5:18  
 6:19  
**introductions**  
 3:19, 22  
**INV** 6:10 37:9  
 38:13  
**invalid** 35:10  
**investigates**  
 27:4  
**investigating**  
 30:12  
**investigation**  
 26:3, 6, 8, 22  
 27:16 28:7  
 29:8 31:7

**investigations**  
 26:11 28:16  
**investigator**  
 5:25 6:5, 11, 13  
 28:5 33:19  
 37:2, 10 38:12  
 38:22  
**investigators**  
 26:16, 17  
**INVOCATION** 3:16  
**involve** 46:4  
**involved** 10:3  
 11:3  
**involving** 7:23  
 25:20  
**issue** 32:3 39:16  
 41:12, 17 51:3  
**issues** 18:24, 24  
 47:24 53:10  
**item** 4:23 5:6  
 6:24 7:19  
 18:12 19:12  
 20:6 37:1

**J**

**January** 8:16  
 40:7, 9 48:20  
 48:20, 20 49:23  
**Jerry** 34:4  
**Jim** 45:25  
**job** 21:2 22:13  
 30:5 37:20  
 38:21 53:8  
**joining** 4:12  
 6:12  
**Jones** 14:19, 19  
**JR** 2:7  
**July** 9:18  
**June** 9:17 43:22  
 44:2  
**jurisdiction**  
 26:8 27:6, 10  
 28:25 29:2  
 31:9  
**justice** 10:6  
 11:1, 8 30:24  
 32:1  
**juvenile** 22:3

**K**

**kick** 44:10  
**kid** 21:19, 20, 21  
 21:24  
**kids** 21:16 22:9  
 22:18  
**killed** 21:7  
 22:18  
**Kilpatrick** 34:1  
 35:24  
**kind** 12:8 24:7  
 29:18 42:19  
 44:7 46:19  
 47:1 49:11  
 50:9, 12, 17  
**knew** 37:15 50:18  
**knock** 22:23  
**know** 3:19 8:22  
 8:25 12:4, 4, 6  
 12:14 14:20  
 16:1, 7 17:12  
 17:12, 14, 18, 19  
 20:4 22:5 24:1  
 26:15 27:9  
 31:16 33:3  
 36:20, 21 38:13  
 38:18, 22 39:16  
 43:3 44:20  
 45:1, 21 46:3  
 46:16 51:13  
 52:2 53:13, 16  
 53:18  
**knowing** 38:2  
**Koran** 20:20  
**Kwame** 34:1  
**Kym** 29:6, 7

**L**

**labs** 52:11  
**lame** 8:13  
**language** 46:24  
 47:21  
**Lansing** 7:23  
 8:20, 24 9:10  
 9:12  
**large** 3:24 14:11  
**lastly** 51:1  
**lately** 12:12  
**law** 10:3, 5, 24  
 15:21 19:17  
 20:10, 18 32:20

45:25 55:12  
 57:14  
**leader** 14:2, 3  
**leadership** 51:16  
**leave** 8:24 9:25  
 50:3 51:11  
**legal** 12:10  
 13:10 15:20, 24  
 15:25 17:25  
 55:11 56:15  
 57:13  
**legislative** 9:14  
**legislature** 8:12  
 9:14 10:8  
**length** 44:16  
**Let's** 29:3 57:13  
**letter** 15:1  
**level** 32:24  
**liberty** 33:15  
**lieutenants** 37:4  
 37:12, 16 41:6  
 43:25  
**life** 10:25  
**life's** 35:1  
**life-long** 33:24  
**light** 22:17 27:3  
**lights** 25:22  
**likened** 45:23  
**limitation** 15:7  
**Linda** 13:7  
**line** 20:17 38:8  
 46:11  
**Lisa** 10:12 39:5  
**list** 40:20, 23, 24  
 40:25 41:3  
 42:9, 13 43:24  
 44:9, 12 53:11  
**listening** 56:3  
**little** 27:14  
 29:9  
**live** 50:15  
**lively** 49:20  
**lobby** 8:20  
**local** 8:4 32:20  
**location** 39:13  
**locations** 49:6  
 52:3  
**long** 23:13 56:7  
**look** 14:21 16:5  
 16:7, 12 26:14  
 27:3 29:25

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

30:6 47:20,20  
51:11  
**looked** 20:15  
**looking** 3:11  
13:10,11,19  
17:19 53:6  
54:23  
**Loren** 54:1  
**lot** 20:12 25:1  
28:16 33:4  
37:20 45:24  
**low** 49:25  
**LSA** 8:17  
**Lt** 52:14

---

**M**

---

**ma'am** 41:10  
44:24  
**magazine** 32:5,6  
33:8  
**main** 20:24  
**majority** 32:19  
**making** 13:1  
23:19  
**Male** 52:17  
**malice** 21:18  
**Mallett** 2:7 4:8  
4:13,14 11:24  
14:12 58:15,16  
59:2  
**man** 21:23,24  
27:2 30:2,4,4  
**management** 50:14  
51:16  
**manager** 5:22  
45:2,4,7,8,24  
46:20 47:1,5  
**manner** 41:4  
**manual** 26:10,13  
**Mark** 8:17,18  
**master's** 34:23  
**matter** 11:4  
15:25 19:13  
27:23 33:16  
54:13  
**matters** 10:24,24  
**Mayor** 19:3 34:1  
35:23  
**MCL** 53:24  
**MCOLES** 48:23

49:4 51:3  
**mean** 16:18 17:18  
27:11 28:4  
54:15 57:7  
**media** 6:2 25:22  
26:24 27:1  
31:16 33:4,5  
**meet** 16:20,20  
17:10 19:4  
20:2 37:11  
38:14  
**meeting** 1:11 3:5  
3:9,13 6:2,16  
7:20 18:14  
19:24 25:18  
40:5,8 54:12  
56:17  
**meetings** 9:21  
20:3 53:24  
**member** 11:9  
**members** 9:22  
12:16,17 13:25  
15:5 47:16,18  
47:18 58:22  
**mental** 25:2  
**mentioned** 7:19  
**mentorship** 43:5  
**mere** 31:8  
**Merry** 59:13  
**met** 38:15  
**metal** 50:9,13  
**metals** 50:6  
**mic** 39:24  
**Michigan** 1:19  
3:1 10:8 34:23  
60:4  
**microphone** 21:8  
**Middle** 20:10  
**mind** 28:10  
**minds** 13:10  
**Ministries** 24:14  
**Minnie** 35:22  
**minor** 22:24  
**minute** 28:14  
**minutes** 5:7 37:5  
39:19,22  
**mission** 35:14  
**modest** 15:7  
**Monday** 21:6  
**month** 32:7 48:3  
48:16,18,19,20

48:25 49:25  
**monthly** 40:18  
**months** 7:15  
48:11  
**Moore** 2:5 4:2,3  
5:1,10 9:4  
11:25 18:2  
23:3,6 29:11  
29:23 30:10  
36:4 43:6,10  
43:13,18 44:1  
44:21 46:17,24  
47:9 52:15,21  
53:2,21 58:11  
58:12  
**motion** 5:6,16  
7:17 11:12,19  
11:23 15:15,22  
15:24 16:6  
18:11 36:9  
54:8,17,19,21  
55:2,6,22,24  
56:1,3,4,11,11  
56:14,18,21,21  
56:23 57:18,19  
58:24,25 59:18  
**mouth** 21:9  
**move** 3:21 6:24  
17:23 20:5  
25:8,10 31:12  
33:13 36:22  
40:12 53:22  
56:5 59:2  
**moved** 4:25 5:2,8  
5:12 11:24  
12:1 36:5 54:4  
55:9 59:4  
**moving** 19:11  
39:15 54:22  
**multiple** 9:6  
**municipal** 8:10  
8:12  
**Muslim** 20:17,25  
**Muslims** 20:12,20

---

**N**

---

**NACO** 17:1,3  
**narrow** 10:9  
**national** 16:25  
32:12 33:5

**nays** 36:8  
**necessarily** 56:4  
**neck** 50:10  
**need** 38:24 46:11  
47:19,20 52:5  
52:7 56:15  
57:25  
**needs** 8:8 25:24  
34:21  
**negative** 22:17  
**neighborhood**  
15:11 45:10  
49:12  
**Nelson** 6:13  
**never** 13:21,21  
13:22 15:3  
41:13  
**new** 8:5,7 12:10  
17:16 40:6  
44:3,10,13  
45:9,12,25  
48:15,17 49:8  
50:23 51:17  
59:6  
**newly** 37:4,11  
38:8  
**night** 26:18 39:4  
**nine** 50:16  
**non-Detroit**  
49:14,16,17  
**non-fatal** 23:14  
**non-fatals** 23:11  
**non-whites** 32:21  
32:24  
**note** 6:5 30:23  
31:5  
**noted** 48:16  
57:17  
**notes** 7:2 47:25  
**November** 48:3,14  
48:16,25 52:22  
**NSO** 24:13  
**number** 18:22  
31:18 32:10  
48:9,25 49:1  
49:12  
**numbers** 48:24  
49:10 50:3  
51:18

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

**O**  
**obtain** 26:19  
**obviously** 51:16  
 52:1  
**occur** 44:19  
**occurred** 25:20  
 31:9 45:22  
**OCI** 19:21 33:19  
**offended** 22:11  
**offer** 52:4  
**offering** 53:9  
**office** 2:21  
 18:23 26:5  
 38:21  
**officer** 18:16  
 24:8 25:23  
 28:5 34:19  
 42:20 43:3  
 45:11  
**officers** 17:21  
 20:10 24:5,18  
 25:21 26:20  
 28:12 30:2  
 50:11  
**official** 12:7,14  
 14:4  
**officials** 6:16  
 6:17,18  
**Oh** 20:7 36:19  
**okay** 9:7 20:7  
 39:23 41:22  
 53:2 59:15  
**old** 42:19  
**Oliver** 34:4  
**Olympic-style**  
 50:9  
**once** 17:21  
**online** 32:5  
**open** 10:1 20:3  
 53:24  
**opened** 39:9  
**opening** 3:15  
**operating** 12:12  
 34:18 55:14  
**opinion** 12:10  
 15:21,24,25  
 18:1 45:25  
 55:11 56:15  
 57:13  
**opportunities**

10:1  
**opportunity**  
 35:21 37:3,7  
 37:11 38:14  
 39:5 40:3  
**Oppose** 18:10  
**opposed** 5:5,15  
 18:9 50:10,13  
 51:19 54:7  
 57:22 59:18  
**option** 56:9  
**oral** 40:11  
**order** 3:13 19:12  
 21:25 41:8  
 42:17 44:10  
 54:12 57:3,7  
**organization**  
 32:12 39:8,10  
**organizations**  
 10:3  
**organized** 39:7  
**outgoing** 8:23  
**outing** 39:7  
**outside** 26:8  
 28:13  
**outstanding** 7:7  
 18:15 33:19  
 37:17 53:5,8  
**overall** 7:5  
**overlap** 44:2  
**overpass** 24:16  
**oversight** 34:8  
 46:15  
**Oxendine** 6:6 7:9  
 40:13,14,15  
 41:19 42:1  
 43:9,12,17,21  
 44:5 45:5,16  
 45:20 46:5,8  
 47:15 48:2  
 51:10,21 52:7  
 52:13,19,24  
 53:14

**P**

**p.m** 3:3 59:21  
**package** 8:3 9:17  
 10:22 13:17  
**packet** 12:25  
 48:2

**Page** 49:10  
**paid** 8:6  
**paired** 43:3  
**Pam** 18:16  
**Pamela** 6:10  
 37:10  
**Pannell** 39:3  
**Park** 25:20,25  
 26:15,21 28:3  
 28:20 31:3  
**part** 21:14 45:3  
**particular** 24:8  
 26:18  
**particularly**  
 31:20  
**party** 36:12,16  
 39:4  
**passed** 49:1  
**passes** 58:24  
**passionate** 35:25  
**patient** 39:15  
**pause** 4:10  
**pay** 8:2 46:4  
**people** 8:19 10:5  
 19:22 20:12  
 21:10 22:5  
 24:18,21 25:1  
 25:7 29:3  
 31:19 37:13,14  
 37:17 39:17  
 41:8 42:4,10  
 42:22 43:1  
 51:4 53:16  
**percent** 23:8,12  
 32:13,14,15,18  
 32:22,24  
**Percentage** 32:15  
**perfectly** 15:13  
**period** 43:22,23  
 44:17,20 56:7  
**perpetuate** 33:5  
**perseverance**  
 35:13  
**person** 9:9 14:20  
 25:11 35:24  
 38:18,20  
**personal** 30:23  
 31:5 33:15  
**personnel** 10:2  
 16:21 19:13  
 34:14 39:10

40:16 50:16  
**persons** 15:8  
**physical** 49:5  
**piece** 44:25  
**pin** 50:13  
**pin-on** 50:11  
**place** 60:10  
**plain** 13:2  
**plan** 43:19 48:19  
**please** 7:16  
 25:11 53:13,14  
 53:18  
**plus** 57:8  
**PM** 1:13 40:7,9  
**podium** 37:3  
**point** 7:13 9:5  
 21:17 32:17  
 38:7 41:23  
 57:7  
**points** 32:23,25  
**police** 1:9 3:6  
 5:18 7:4 8:11  
 9:20 10:2  
 15:11 19:9  
 22:17 24:4,17  
 25:21 26:7,9  
 26:21 27:4,7,9  
 28:9,21 31:23  
 31:24 32:1,4,6  
 32:6,9,11,14  
 32:16,23 33:7  
 34:2,3,9 35:4  
 35:6,14,16  
 36:1 39:10  
 40:15 41:1  
 45:11 48:5  
 49:9 50:1  
 53:22 54:13  
**POLICE'S** 2:21  
**policy** 25:13  
 26:13 29:13,16  
 29:18,20,24  
 30:7,25,25  
 31:8 48:18  
**politics** 9:3  
**poll** 32:11,12,18  
**polling** 32:12  
**populations** 35:1  
**posed** 7:14 40:17  
 41:13

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

**posing** 47:24  
**position** 40:20  
40:21,23  
**positions** 42:18  
48:5  
**positive** 35:25  
**possible** 52:3  
54:17  
**postpone** 15:23  
55:11  
**power** 16:17  
**prayer** 3:15  
**Precinct** 40:9  
**prelim** 19:5  
**prepare** 44:18  
**present** 4:15  
36:13 58:23  
**presentation**  
19:16,17  
**presented** 13:18  
**President** 8:17  
8:18  
**pretty** 20:16  
21:4  
**primarily** 42:24  
**privilege** 35:21  
**pro** 32:1,1  
**pro-justice**  
31:21  
**probably** 30:15  
47:25  
**problem** 24:20  
28:12 29:10  
30:20  
**problems** 25:2  
**procedure** 10:14  
**procedures** 12:11  
**proceedings**  
59:20 60:9,14  
**process** 7:6  
37:21 44:4,14  
44:15 47:3  
48:13 50:5  
51:5  
**productive** 35:15  
**professional**  
34:18  
**program** 34:21  
49:18,23 51:3  
**progress** 7:16  
18:22 23:20

**project** 50:17  
**projects** 50:4  
**promote** 35:13  
**promoted** 37:4,12  
38:3,8 41:8  
**promotion** 37:18  
**promotions** 7:3,6  
17:7,8,9  
**proper** 56:8  
**properly** 5:2,11  
21:22 29:3  
36:5 54:3 55:8  
**proposed** 18:20  
**pros** 15:17  
**Prosecutor** 27:15  
**Prosecutor's**  
26:5  
**protocol** 10:20  
10:22 11:12  
13:4 24:4,7  
**proud** 38:1  
**proudly** 36:2  
**proven** 35:9  
**provide** 34:8  
**providing** 8:4  
**psychology** 34:22  
**public** 1:17  
16:18 30:16  
40:7  
**publish** 44:13  
**pursuant** 53:23  
**pursue** 47:13  
**push** 56:14  
**put** 21:8 55:24

**Q**

**qualified** 42:5  
42:10  
**quality** 10:25  
38:6  
**quell** 20:11  
**question** 5:12  
7:14 15:18  
18:3,5,6 21:10  
23:24 24:2  
25:19 26:5  
29:12 31:13  
39:24 40:17  
41:9,13 46:2  
51:9

**questioning**  
28:18  
**questions** 7:8  
18:15 22:25  
23:1,22 25:14  
26:2,23 27:13  
28:15 33:12  
37:20,24 46:3  
51:7,23 53:3  
**quick** 20:14 43:7  
**quickly** 36:22  
**Quinn** 6:1  
**quite** 12:13  
46:25 49:2,20  
**quorum** 4:19,21

**R**

**R** 2:5  
**raising** 21:21  
**Ramirez** 33:23,24  
34:5,10,16,25  
35:8,19,22  
**rank** 7:11 41:18  
41:19  
**ranked** 41:7  
**ranks** 43:16  
**ratify** 36:3  
**reach** 27:15  
52:14  
**reached** 24:19  
28:3  
**reaching** 26:4  
**read** 12:25 13:17  
32:9 33:2  
**reading** 26:9  
36:23  
**Ready** 5:12  
**reaffirm** 11:5,10  
11:12,19  
**real** 59:10  
**realize** 25:1  
**really** 13:22,22  
17:7,12,24  
21:2,24 22:7  
26:14 38:1  
39:11,23 51:10  
**reapply** 56:9  
**reapplying** 56:11  
56:12  
**reason** 16:6

59:10  
**reasonable** 15:13  
51:18  
**recalled** 28:11  
**recess** 40:6 54:9  
**recognition** 10:4  
14:25 15:1  
36:24  
**recognize** 14:1  
35:6 39:3  
**recognized** 57:3  
**recommend** 14:24  
**recommendation**  
47:2,4,6 55:15  
55:18,19  
**recommending**  
50:8  
**reconvene** 19:24  
20:5 39:18  
**reconvening** 40:1  
**record** 6:11,12  
11:10 26:1,4  
33:3 36:24  
37:10 40:16  
54:10  
**recorded** 32:18  
**recording** 6:2,3  
**Records** 50:14  
**recruit** 9:1  
**recruiting** 48:10  
**Recruitment** 53:7  
**recruits** 48:15  
**red** 27:3  
**reduced** 60:11  
**reference** 41:11  
46:12  
**referring** 48:3  
**reflecting** 10:18  
**refuse** 24:21  
**regard** 24:2  
42:21  
**regarding** 37:20  
**Reginald** 2:10  
4:5  
**regular** 19:23  
**rejected** 53:25  
**related** 11:2  
**relates** 46:20  
**relating** 10:24  
**relation** 13:25

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

**relations** 15:11  
16:18  
**released** 27:1  
**remain** 41:20  
**remarks** 38:12  
**remember** 42:19  
51:14  
**removed** 16:24  
17:20  
**rendered** 40:22  
**report** 6:25 7:15  
33:14 37:6  
40:18 51:7  
52:16,22  
**report/accident**  
26:10  
**reported** 26:25  
32:18 45:7  
60:8  
**reporter** 6:4  
60:1  
**reports** 26:11  
31:2  
**represent** 12:18  
14:10 16:1  
57:9  
**representative**  
14:5  
**representatives**  
6:18  
**represented**  
22:16  
**REPRESENTING**  
2:21  
**require** 19:14  
**required** 8:3  
**reschedule** 19:20  
**rescheduled**  
19:21  
**Rescue** 24:14  
**residency** 49:10  
**resident** 33:25  
**residential**  
27:12  
**residents** 49:13  
49:14,15,16  
**resolution** 9:21  
10:23 11:6  
12:7,25 13:3  
14:22 16:4  
17:16 33:17,23

36:3,18  
**resolutions** 9:23  
9:24 10:14  
12:11,15 13:14  
13:25 14:15  
15:8 17:23  
**resolved** 35:3,11  
**Resources** 42:7  
**respect** 26:2  
27:9 32:14,16  
32:19,20,23,25  
33:20 40:18  
42:14 43:4  
**respond** 27:19  
**responding** 25:23  
**response** 27:20  
**responsibilities**  
14:23 34:17  
**responsibility**  
10:9 27:20  
34:7  
**responsible**  
14:17  
**rest** 36:3  
**restricted** 50:3  
**retirees** 8:1  
**retirement** 8:2,4  
36:12,16  
**retirements**  
10:23  
**retires** 38:21  
**retiring** 38:11  
**review** 11:9  
18:13  
**reviewed** 13:22  
**rewarding** 38:1  
**rhetoric** 31:17  
**Ricardo** 2:5 4:3  
**Richard** 3:20  
**right** 3:22 5:21  
17:24 23:9  
28:24 36:15,17  
52:17 55:16  
**robberies** 23:18  
**Robert** 5:21  
**Roberts** 12:5  
57:2  
**role** 46:20 47:12  
**roll** 46:15 57:25  
**room** 52:9

**Rose** 6:3 60:18  
**roughly** 23:10  
**round** 3:10 41:2  
**row** 6:7  
**rules** 12:5 24:24  
57:3  
**run** 24:17

---

**S**

---

**safe** 59:5  
**safety** 1:17  
21:11 40:7  
**salute** 35:18  
**Sanders** 2:6 3:23  
3:24 54:2,16  
54:20,24 56:10  
58:20,21  
**savings** 8:6  
**saying** 22:4  
29:19  
**says** 17:8  
**Scales** 18:17  
**scene** 27:21,25  
30:2,8  
**scheduled** 19:16  
48:24  
**Scholarship** 17:2  
**school** 21:15  
22:1,2  
**scope** 10:9 14:23  
**score** 41:7,8  
**screwed** 30:18,19  
**screwing** 22:9  
**season** 59:10  
**second** 4:11 21:6  
40:10 55:5,5,7  
56:18  
**seconded** 55:9  
56:21  
**Secretary** 2:3  
4:20 5:17,20  
6:9 10:16  
13:20 56:2  
58:2,4,6,8,11  
58:13,15,17,20  
58:22  
**secured** 21:22  
**see** 3:7 4:12  
6:15,21 22:8  
24:5 25:13

27:21 48:24  
50:2 52:24  
59:7,8  
**seen** 15:3 25:7  
27:22,24  
**selflessness**  
35:9  
**send** 26:17  
**senior** 43:3  
**sent** 20:21  
**September** 10:12  
10:20 11:14  
**sequence** 44:11  
**sergeants** 37:4  
37:12,16 41:5  
43:25  
**serve** 14:8 16:12  
16:13,16 17:4  
17:11,20 34:2  
**served** 34:11  
35:23  
**serves** 16:11  
34:20  
**service** 11:2,3  
33:21 35:16  
**Services** 6:2  
34:20  
**servicing** 17:13  
34:12 35:1  
**session** 8:14,14  
19:15 20:1,2  
53:23 54:10  
**set** 60:10  
**setting** 51:17  
**seven** 14:9,10  
49:20 50:20  
**share** 7:2 41:23  
**shared** 13:9  
**sharing** 39:2  
**Sharon** 39:3  
**sheet** 20:14  
**Shelby** 3:20 39:5  
**sheriff's** 32:7  
**shipped** 32:6  
**shooting** 21:19  
22:23  
**shootings** 23:14  
**shop** 47:19  
**shot** 21:18 22:8  
22:18

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

**show** 20:8 28:9  
**showed** 8:19 49:1  
**showing** 22:6  
**side** 39:13  
**sign** 15:6  
**signed** 45:3  
**significantly**  
 32:16  
**simply** 56:5  
**simultaneously**  
 34:17  
**sir** 4:14 6:21  
 9:8 12:23,24  
 13:6 25:17  
 27:18 51:21  
 55:25 56:20  
**siren** 25:23  
**sits** 17:15  
**sitting** 5:21,24  
 6:6  
**situation** 7:23  
**six** 35:15  
**size** 52:6,8  
**sleep** 25:7  
**slowly** 23:19  
 48:9  
**small** 23:15  
 49:21  
**smiling** 3:8  
**social** 34:19,24  
**solid** 32:19  
**solutions** 53:9  
**sorry** 22:12,16  
 22:20 52:20  
**source** 41:15  
**sp** 28:6  
**speak** 11:6 31:1  
 37:3 38:11  
 39:20,22 45:19  
 57:4  
**speaker** 20:25  
**speaking** 10:22  
 35:4  
**special** 10:2,4  
 50:4  
**specifically**  
 29:18 37:15  
 44:6  
**speed** 46:23  
**spending** 38:6

**spent** 37:5,5  
**spoke** 41:12  
**spoken** 15:17  
**sponsor** 9:23  
**sponsored** 9:20  
**sponsoring** 39:8  
 53:18  
**spread** 53:14,15  
**sprinkled** 42:25  
**Squad** 26:17 28:2  
**SS** 60:5  
**staff** 5:18 18:22  
 18:22 51:2  
 53:1  
**staffed** 50:15  
**staffing** 48:4  
**stand** 28:18 54:8  
 59:15  
**standards** 11:7  
**start** 3:18 44:3  
 50:7  
**started** 17:21  
**state** 8:11 27:6  
 27:9,10 28:9  
 28:21 29:18  
 34:24 60:4  
**state-wide** 28:24  
 29:1  
**stated** 25:22  
 26:15 27:7  
 31:18 44:25  
 53:6  
**states** 29:24  
 32:8  
**stating** 29:21  
**stationery** 15:2  
**stats** 32:3 33:6  
**stay** 9:19 57:11  
**stellar** 38:4  
**stenographically**  
 60:9  
**step** 6:14  
**stepped** 47:5  
**steps** 21:11  
 30:12  
**STEVEN** 2:23  
**stint** 51:14  
**stop** 8:4 13:13  
**Stops** 52:2,11  
**street** 1:15 8:9  
 24:18 25:2

27:12,12  
**stress** 21:20  
**strongly** 8:20  
**struck** 30:2  
**structure** 16:9  
**struggle** 48:22  
 49:2  
**study** 44:17  
**stuff** 26:11 33:6  
 45:24  
**subcommittee**  
 16:20  
**subcommittees**  
 34:13  
**subject** 31:16  
**Substain** 57:24  
 58:7  
**successful** 51:5  
**summary** 52:16,22  
**superceded** 28:25  
**supervising** 6:13  
 33:19  
**supervision** 38:9  
**supplement** 7:15  
**support** 5:1,10  
 36:4 54:25  
 55:1 58:23  
**supported** 5:3,12  
 11:25 12:2  
 15:14 36:6  
 54:2,4  
**supposed** 15:12  
 29:13 31:2  
**sure** 27:17 38:8  
 38:19 40:2  
 46:8 52:4,25  
**survey** 20:21  
**sustaining** 58:24  
**sworn** 47:16,17  
 48:4,7,10 49:8  
 49:12,15,25  
 50:16 52:15,19  
 52:21  
**system** 10:6 11:1  
 11:8 50:14,22  
 56:7

**T**

**table** 5:22 11:5  
 31:18

**tabling** 13:23  
**take** 8:13,15  
 10:14,16 11:16  
 19:19,25 21:11  
 27:20 28:19,21  
 28:23 29:9,9  
 30:17,19 33:15  
 39:18,24 51:7  
**taken** 19:10 54:9  
**takes** 20:24  
**talent** 35:9  
**talk** 28:20 29:6  
 29:7 33:4  
 37:24  
**talking** 21:2  
 28:2  
**task** 9:13  
**taught** 32:11  
**tell** 23:13  
**Temple** 40:10  
**tend** 25:8  
**tenure** 34:3  
**terms** 7:1 9:1  
 33:18 37:7  
 41:14,15 44:9  
 44:25 47:13,21  
 49:12,24 50:4  
 56:22 59:9  
**terrorist** 20:17  
**test** 43:19 44:10  
**testimony** 10:23  
 11:6  
**testing** 41:5  
 44:3 48:22,23  
 49:4 51:5 52:3  
**thank** 3:17 4:17  
 4:22 5:20 6:8  
 6:23 9:7,8  
 18:12 23:21  
 27:18 33:8,10  
 35:12 36:9,10  
 36:23 38:5,9  
 39:1,1 44:21  
 46:1,10 48:1  
 49:25 51:20,21  
 51:22 53:2,7,7  
 53:19 59:11,19  
**thanks** 8:10 39:8  
**thing** 20:9 21:6  
**things** 7:25  
 18:21 20:8,19



**Detroit Board of Police Commissioners Meeting  
12/15/2016**

26:25 31:23  
36:22 49:3  
**think** 7:14 8:14  
15:6,13,18  
17:24 19:14  
20:11,21 21:4  
21:12 22:15  
29:19 31:13  
33:6 36:16  
38:9,15 39:18  
46:11,14,18  
47:11 56:8,15  
**Third** 1:15 24:14  
**thought** 41:12  
**three** 24:10  
32:24 45:12  
47:14,14,15  
49:5,9  
**thumps** 50:23  
**Thursday** 1:13  
3:2 40:7  
**time** 6:19 11:20  
12:13 13:6  
23:13 36:13,20  
38:6,15 41:6  
44:7,16,20  
45:5,8,21,22  
48:13 56:7  
60:10  
**times** 31:18 49:6  
**tired** 22:18,19  
**titled** 10:20  
**today** 6:2,12 7:8  
8:14 15:23  
45:15 48:3  
51:19 57:12  
**tomorrow** 36:21  
**tone** 51:17  
**tonight** 7:16  
**tool** 42:3,6  
**top** 52:23  
**topside** 27:8  
**total** 23:7 48:6  
48:7,8,10 49:8  
49:9 50:1  
**track** 23:12  
**tragedy** 23:25  
**trained** 26:22  
29:4 38:23  
**training** 34:14  
37:13 42:18,20

42:23 43:5  
51:1  
**transcription**  
60:12,13  
**transition** 59:7  
**transmission**  
18:20  
**transmit** 19:1  
**tremendous** 35:24  
36:1  
**true** 27:25 60:12  
**truth** 30:25  
**try** 24:17 25:5,9  
25:12 46:23  
**trying** 22:14  
**tuned** 9:19  
**twice** 15:17  
34:11  
**two** 3:19 4:11  
7:23 8:20 13:9  
13:18 16:15  
17:4 18:21  
24:13 26:20  
32:23 39:22  
48:19 58:24  
**two-weeks** 3:12  
**two-year** 43:22  
43:23 44:7  
**type** 36:12 39:12  
42:11 50:6,9  
50:12,13  
**types** 20:20

---

**U**

---

**UD-10** 31:1  
**understand** 9:10  
18:14,21 20:19  
28:13 38:17  
44:24 47:8  
**understanding**  
7:18 13:24  
21:23 22:10  
30:4 47:13  
50:22  
**Underwood** 5:24  
**unfortunate**  
21:14 22:14  
**unfortunately**  
21:6,8 23:17  
30:5

**union** 8:19 47:19  
**unions** 47:14,14  
47:15,18,20  
**unit** 50:15,21  
**Unity** 40:10  
**University** 34:23  
34:25  
**unnecessary** 9:2  
**unrelated** 23:24  
**upheld** 34:16  
**uplifts** 16:4  
**upset** 22:5  
**uses** 42:16  
**utilized** 42:4  
**utilizing** 24:11

---

**V**

---

**vacancies** 48:7  
**Vann** 2:9 3:15,18  
4:6,7 5:8 18:4  
20:9 23:23  
35:20 51:9  
56:18 58:4,5  
**Vice-Chairman**  
4:3  
**Vice-Chairperson**  
2:5  
**victory** 22:24  
23:15,15  
**video** 27:1,22  
28:17  
**videos** 26:24,25  
27:22  
**violated** 26:12  
**violates** 29:16  
**violation** 29:20  
**voice** 9:24  
**vote** 12:15,16  
17:25  
**voted** 13:21  
14:21  
**voters** 57:8  
**voting** 58:23

---

**W**

---

**wait** 17:25 40:2  
44:2  
**Wall** 8:8  
**want** 6:1,5 7:2  
8:17 11:16

13:24 14:1,3  
15:4 16:8  
17:22 24:23  
28:22 33:16  
37:1,6 38:7,11  
38:12 39:2,16  
39:22,24 40:2  
46:23 47:9  
51:10 52:3  
53:4,7 59:5  
**wanted** 7:22  
20:18 21:3  
28:21 33:2  
36:18 39:11  
46:9  
**wants** 33:5  
**war** 32:10  
**warming** 24:11,13  
24:20,24  
**wasn't** 47:4  
**way** 13:13 24:3,6  
45:18  
**Wayne** 26:4 27:15  
34:24 60:6  
**we'll** 3:21 28:23  
40:1 41:2  
53:18  
**we're** 3:11,12  
5:24 9:1 11:3  
15:12 17:9  
19:14,19 22:25  
23:12,19 24:11  
29:13 36:11  
39:14 40:12  
42:3 43:24  
49:3,6,21 50:4  
50:5,6,7,18  
51:22  
**we've** 12:12 44:6  
48:10 50:11  
59:4  
**weapon** 21:22  
25:3  
**weapons** 24:25  
**weather** 24:3  
25:6  
**Webb** 24:12  
**week** 7:20,22  
11:15 13:1  
20:9 37:13  
49:6

**Detroit Board of Police Commissioners Meeting  
12/15/2016**

**week's** 25:18  
**weekly** 1:11 3:5  
**weigh-in** 16:21  
 17:3  
**weighed** 55:20  
**weighing** 9:18  
**weight** 16:17  
 17:5,11  
**welcome** 3:5  
**well-deserving**  
 36:24  
**went** 50:15  
**west** 39:13  
**White** 5:23  
**White's** 51:2  
**whites** 32:21,22  
**wil** 41:7  
**WILLIAM** 2:11  
**Willie** 2:4 3:7  
**willing** 59:6  
**winter** 49:22  
**wish** 38:24 53:11  
 59:5  
**witness** 28:17  
**witnessed** 27:24  
**women** 24:12  
**wonderful** 14:20  
 38:20  
**wondering** 52:17  
**wood** 22:23  
**word** 9:12 53:15  
 53:15  
**work** 10:2 14:16  
 15:12 19:7  
 26:21 34:24  
 35:1,21 38:16  
 51:2 53:6  
**worked** 9:10 38:2  
**working** 7:11  
 18:23 22:13  
 26:17 42:24  
 43:4 49:7 50:4  
 51:22 53:8  
**write** 15:5  
**written** 42:11  
 49:5  
**written-down**  
 25:12  
**wrong** 29:4,5,8  
 30:9,9,11,15  
 30:21,21 31:5

31:6  


---

**X**  


---

**Y**  
**yeah** 36:19  
**year** 3:9 19:22  
 23:9,14 40:6  
 43:19 48:12  
 50:18 53:5  
 59:6,8  
**years** 33:20  
 35:15,23  
**yesterday** 18:18  
 22:24 37:5  
 49:19  
**young** 8:17 21:23  
 21:24 27:2  
 30:2,3,4  
**youngest** 16:13  
 16:15  


---

**Z**  
**zero** 50:1  
**Zuleg** 28:5  


---

**0**  


---

**1**  
**1** 18:22  
**1,000** 23:14  
**1,736** 49:16  
**10** 23:8  
**11** 32:23  
**12** 32:15 40:9,9  
**120,000** 16:2  
 57:8  
**13** 49:25  
**13-year-old** 21:7  
 21:13 23:25  
**1301** 1:15  
**14** 34:1  
**1491** 24:12  
**15** 1:13 3:2 4:24  
**15.268 (a)** 53:24  
**17** 50:1  
**17505** 40:10  
**184** 49:17  
**1967** 32:18  
**1990s** 32:17

**2**

---

**2** 2:9 4:7 49:10  
**2,218** 48:11  
**2,358** 48:4  
**2,864** 48:6  
**2:59** 3:3  
**20** 39:18  
**2003** 34:2  
**2015** 10:12,20  
 11:14 32:15  
 33:1  
**2016** 1:13 3:2  
 4:24 5:7 32:4  
 33:8 48:4  
 52:22  
**2017** 8:16,24  
 40:7 53:6  
**2018** 43:22 44:2  
 44:3  
**204** 48:7  
**23** 49:23  
**24** 10:20 11:14  
 22:24  
**259** 48:8  
**28th** 48:16  
**296** 23:9,10  


---

**3**  
**3** 2:10 4:5 40:7  
**3:00** 1:13  
**30** 37:5 48:15,20  
 49:8 52:22  
**30th** 48:14  
**322** 49:16  
**38** 49:10  


---

**4**  
**4** 3:7 32:25  
**4:50** 59:21  
**40** 37:13,14  
**48** 48:5  
**48226** 1:19  


---

**5**  
**5** 2:11 40:7  
**506** 48:5  
**55** 48:8  


---

**6**  
**6** 50:15

**6:30** 40:9  
**60** 44:16  
**6074** 7:21 9:6,15  
**6084** 9:6  
**6086** 7:21 9:8,15  
**634** 49:15  
**67** 32:24  


---

**7**  
**7** 2:5 4:3 25:20  
**73** 48:12  
**76** 32:13,14  
**77** 32:17  


---

**8**  
**8** 5:7 23:12  
**80** 23:11 32:22  


---

**9**  
**9** 48:20  
**90** 44:16