

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

DETROIT BOARD OF POLICE COMMISSIONERS MEETING
DETROIT PUBLIC SAFETY HEADQUARTERS
1301 THIRD STREET
DETROIT, MICHIGAN 48226
HELD ON FEBRUARY 6, 2020 at 3:00 p.m.

1 COMMISSIONERS:

2 EVA GARZA DEWAELESCHE, Vice Chairperson, At-Large

3 DARRYL D. BROWN, Commissioner (District 1)

4 EVETTE GRIFFIE, Commissioner (District 2)

5 WILLIE BELL, Commissioner (District 4)

6 WILLIE BURTON, Commissioner (District 5)

7 WILLIAM M. DAVIS, Commissioner (District 7)

8 JIM HOLLEY, Commissioner, At-Large

9 ELIZABETH BROOKS, Commissioner, At-Large

10 ANNIE HOLT, Commissioner, At-Large

11

12

13

14

15

16

17

18

19

20

21

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

REPRESENTING THE CHIEF OF POLICE'S OFFICE:

DEPUTY CHIEF TODD BETTISON

1 Detroit, Michigan

2 February 6, 2020

3 About 3:00 p.m.

4

5 VICE CHAIR DEWAELSCHE: Good afternoon. I
6 am police commissioner Eva Garza Dewaelsche, vice chair
7 of the board and I will be conducting today's meeting on
8 behalf of the board. For those of you in attendance and
9 viewing on your government cable channel, thank you for
10 joining us. Chairperson Carter and Commissioner Burch
11 have asked to be excused. Today we have invited
12 Chaplain Mohammed Ali to provide the invocation.

13 (Invocation given.)

14 VICE CHAIR DEWAELSCHE: Thank you, Chaplain.
15 And now I'd like to have the commissioners introduce
16 themselves starting from my left.

17 COMMISSIONER BROWN: Commissioner Darryl
18 Brown, District 1.

19 COMMISSIONER HOLLEY: Jim Holley, at-large.

20 COMMISSIONER BELL: Willie Bell, District 4.

21 COMMISSIONER BROOKS: Elizabeth Brooks,
22 at-large.

23 COMMISSIONER DAVIS: William Davis, District
24 7.

25 COMMISSIONER HOLT: Annie Holt, at-large.

1 SECRETARY WHITE: Madam Chairperson, you do
2 have a quorum.

3 VICE CHAIR DEWAELESCHE: Thank you,
4 Commissioners. Thank you, Secretary. Now we have
5 approval of the agenda. Is there a motion?

6 COMMISSIONER BELL: So moved.

7 COMMISSIONER HOLT: Second.

8 VICE CHAIR DEWAELESCHE: It's been moved and
9 seconded. Any discussion? All those in favor indicate
10 by saying aye.

11 ALL: Aye.

12 VICE CHAIR DEWAELESCHE: Opposed? Motion
13 carries. And Commissioners, you have minutes in your
14 board packet and were e-mailed to you on Tuesday. Is
15 there a motion to approve minutes of January 30th, 2020
16 meeting?

17 COMMISSIONER BROOKS: So moved.

18 COMMISSIONER HOLT: Second.

19 VICE CHAIR DEWAELESCHE: It's been be moved
20 and seconded. Are there any questions or discussions?
21 Hearing none all those in favor indicate by saying aye.

22 MOST: Aye.

23 VICE CHAIR DEWAELESCHE: Opposed?

24 COMMISSIONER BROWN: Nay.

25 VICE CHAIR DEWAELESCHE: Motion carries. At

1 this time I'd like to ask our interim secretary to
2 introduce the BOPC staff.

3 SECRETARY WHITE: Thank you, Madam
4 Chairperson. Before moving to the staff introductions,
5 we have Sergeant Alan Quinn who is taping our meeting
6 this afternoon. Media services is conducting our audio
7 and visual and Ms. Caitlyn Hartley is our court reporter
8 this afternoon; and starting to my immediate right I
9 would ask the board of police staff to stand and
10 introduce themselves.

11 ATTORNEY WYRICK: Jermaine Wyrick, board
12 attorney.

13 MR. BROWN: Robert Brown, board staff.

14 MRS. BLOSSOM: Teresa Blossom, community
15 relations.

16 INVESTIGATOR CROMWELL: Ainsley Cromwell,
17 supervising investigator, Office of the Chief
18 Investigator.

19 DR. MCCALISTER: Dr. Polly McCalister, chief
20 investigator.

21 MS. BANKS: Roslyn Banks, investigator from
22 the Office of the Chief Investigator.

23 DR. ANDERSON: Dr. Marcella Anderson,
24 director of police personnel.

25 SECRETARY WHITE: Thank you, Madam

1 Chairperson.

2 VICE CHAIR DEWAELSCHE: Thank you. We have
3 Deputy Chief Todd Bettison with us today. Would you
4 like to introduce your staff as well?

5 DEPUTY CHIEF BETTISON: Thank you so much.
6 We'll start with Melissa Gardner and then the rest can
7 stand up and introduce themselves and where they're
8 from.

9 CAPTAIN GARDNER: Good evening. Captain
10 Melissa Gardner, communications.

11 CAPTAIN PARNELL: Jonathan Parnell, captain,
12 homicide.

13 DEPUTY CHIEF BRYANT: Elaine Bryant, deputy
14 chief neighborhood policing east.

15 COMMANDER Bliss: Mark Bliss, commander,
16 support operations.

17 MS. STEIN: Trisha Stein, director of
18 administrative operations.

19 MR. TOSQUI: Aric Tosqui, crime intelligence
20 unit.

21 CAPTAIN CAVIN: Stacy Cavin, captain,
22 special victims unit.

23 SERGEANT HOLDERBAUM: Sergeant Shelley
24 Holderbaum telephone crime reporting unit.

25 MR. GRAVELINE: Chris Graveline, director of

1 professional standards.

2 MS. LIDDELL: Leia Liddell (sic), captain,
3 professional standards.

4 VICE CHAIR DEWAELSCHE: Thank you, Chief.
5 Does that conclude introductions?

6 DEPUTY CHIEF BETTISON: Yes, it does.

7 VICE CHAIR DEWAELSCHE: Thank you. Any
8 elected officials in our audience joining us today? Any
9 elected officials or their representatives or civic
10 leaders? Please introduce yourself.

11 MS. OVERALL: Good afternoon. Marie
12 Overall, administrative assistant to state
13 representative Tyron Carter.

14 MR. TINNELL: Brian Tinnell (sic) assistant
15 to the honorable Roy McCalister, city councilman second
16 district.

17 VICE CHAIR DEWAELSCHE: Thank you very much.
18 During February we celebrate black history month dating
19 back to February 1926. Dr. Carter G. Woodson, the
20 founding father of black history month, presented this
21 vision of acknowledgement and recognition to ensure that
22 African American history and experiences were also
23 taught in our educational systems. Today African
24 Americans as well as other minorities continue to fight
25 to ensure that our stories are shared accurately, justly

1 and consistently. As Dr. King notably said black
2 history month is American history. And Marcus Garvey
3 said a person without knowledge of their history, origin
4 and culture is like a tree without roots. As we reflect
5 on significant achievements in black history, we are
6 reminded of the late Detroit Mayor Coleman Alexander
7 Young who was a visionary leader for African Americans
8 and also for this great city. As part of his mayoral
9 platform, Mayor Young condemned police misconduct.
10 Specifically disbanding a unit called STRESS, Stop The
11 Robberies Enjoy Safe Streets within the Detroit Police
12 Department in the early 1970s. This unit escalated the
13 tensions and violence between the police department and
14 city's residents.

15 Tragically, this unit unlawfully killed 22
16 unarmed black men in a span of two and a half years.
17 Fortunately, in 1973 Mayor Young disbanded STRESS and
18 the residents took a strong stance leading to the
19 establishment of the Detroit Board of Police
20 Commissioners. It is important to acknowledge and honor
21 those heroes who paved the way and fought for equal
22 rights, human rights and basic fundamental
23 constitutional rights. We salute Mayor Coleman A. Young
24 and the establishment of the Board of Police
25 Commissioners and all those who have volunteered and

1 served on this board. We urge you to take the time
2 during black history month and every day to reflect on
3 those persons who have made a significant impact on our
4 lives.

5 And now I'd like to present my vice chair
6 person's report. As we do every week I want to express
7 the board's concern and support for fallen and injured
8 officers and their families. Officer safety and
9 citizens protection are ranked as the two most important
10 priorities of the board. Our board receives a weekly
11 report from the department listing injured officers and
12 I ask that the chief provide any updates during his
13 report. The Board of Police Commissioners meets every
14 week except for Thanksgiving and Christmas holiday
15 periods. We meet at police headquarters every Thursday
16 at 3:00 except the second Thursday where we meet in the
17 community at 6:30. Under the Detroit city charter
18 Article 7 Chapter 8 the Board of Police Commissioners is
19 in power to provide oversight and supervisory control of
20 the police department. Our board investigates
21 noncriminal citizens complaints, monitors department
22 operations and works with the mayor and the chief of
23 police to establish police policies, rules and
24 regulations.

25 As on oversight agency the board has the

1 responsibility to protect the citizens, protect the city
2 of Detroit from frivolous lawsuits and create policies
3 to enforce strict adherence to department policies.
4 Additionally, the board works to eliminate police
5 misconduct, discriminatory police practices and
6 unnecessary use of force by police. The board also
7 believes in transparency, community input and
8 accountability. The board also as a civilian oversight
9 agency we protect the rights of citizens. Our objective
10 is to increase the quality of life for residents and
11 visitors to Detroit.

12 Commissioners, there are some very important
13 items for your consideration and information in your
14 board packet that was e-mailed to you on Tuesday of this
15 week and provided to you today including the agenda
16 minutes from our last meeting and various reports.
17 Today we have one formal presentation from
18 communications operations presented by Captain Melissa
19 Gardner and her team. They will provide critical
20 information relating to the department's emergency
21 services, deployment operations and police response
22 times. From the chief's office I'm requesting updates
23 on city-wide crime statistics and any other critical
24 issues facing the police department. And I am also
25 requesting an update on yesterday's officer-involved

1 shooting instant, the recent group of stunt drivers who
2 took to the streets again after Superbowl Sunday, and
3 any other critical incidents.

4 Additionally, I am requesting an update on
5 city council's proposed, updated city ordinance on city
6 services by council member Raquel Castañeda-López and
7 the associated impact on the DPD and its policies,
8 prohibiting bias-based policing and discrimination.

9 Lastly, I'm requesting an update on the
10 department's recently initiated recruiting campaign.
11 Ms. White will you -- will provide us on various updates
12 regarding incoming correspondence; and under unfinished
13 business the Detroit charter revision commission is
14 seeking our recommendations for the upcoming revised
15 charter. Additionally, a request from former officer
16 Jerome Collins is to reopen his disciplinary case from
17 2011 must also be considered. I will ask for a vote on
18 both items at the appropriate time. Also the board is
19 still reviewing and evaluating policies and procedures
20 to determine the process to post for the positions of
21 board secretary, executive manager, a fiscal and for the
22 board of Board of Police Commissioners office. In your
23 packets last week you received hard copies and
24 electronic copies of the draft job postings that will
25 require a final vote from the board before being posted.

1 Board members were asked to submit revisions to
2 Ms. White by today. A vote on this item will take place
3 next Thursday, February 13th for a final decision.

4 Additionally, I have asked Dr. Anderson,
5 human resource director, to provide us with a summary of
6 the procurement process for posting the job vacancies.
7 To help improve the quality of life in neighborhoods
8 Commissioner Burch has been working with Chief Craig and
9 Deputy Chief Bettison to develop signs for precincts
10 toward this effort. Today Commissioner Davis has
11 brought Love Where You Live signs to the meeting and on
12 behalf of Commissioner Burch for each commissioner to
13 use voluntarily. Also Commissioner Burch with DPD
14 cooperation is having them posted in precincts. Thank
15 you for your work on this Commissioner Burch and
16 Commissioner Davis.

17 This afternoon we have a closed session
18 regarding the chief's request for the administrative
19 leave without pay but with medical benefits for police
20 officer Deshawn Lott, 4913, assigned to the 8th
21 precinct. Prior to going into closed session we will
22 have public comments. Please make sure that you print
23 your name on a speaker's card located in the back table
24 or for Mr. Brown, Robert Brown. He will need your card
25 before the end of the chief's report. We will hold each

1 speaker to the allotted two minutes. Please place your
2 cell phones and other electronic devices on vibrate so
3 as not to interrupt the meeting.

4 Finally, in the spirit of effective
5 communication please treat each other respectfully and
6 professionally. Commissioners, please be reminded not
7 to speak until you are recognized by the chairperson and
8 address your comments to the issues that are relevant to
9 the agenda and be brief to ensure we have ample time for
10 public comment. For the attending audience please note
11 there is a time on the agenda for citizen input and
12 feedback. My objective this afternoon is to run an
13 orderly meeting including public comments and to adjourn
14 at a reasonable time. Thank you. And now I'd like to
15 ask the chief if you will give us a report.

16 DEPUTY CHIEF BETTISON: Yep. Deputy Chief
17 Bettison for the record. So I'll start with the update
18 on officers critically injured in the line of duty. So
19 I'm going to start with police officer Mark Robbins
20 who's our traffic NPO for the east side. He's
21 recuperating and recovering at home with a follow-up
22 appointment to the medical section February 10th. He
23 was rear-ended while in the performance of his duty
24 working as a traffic NPO, so he's out disabled at this
25 point. That happened on January 23rd. As we're very

1 familiar with police officer Philippe Batoum-Bisse of
2 the 12th precinct he's recovering at home as well who
3 was injured when him and his partner McClain were
4 ambushed by a suspect who fatally killed Officer
5 McClain, so Officer Bisse is at home recovering. Those
6 are two most recent and from there out going to our
7 crime update.

8 So we have an uptick in all categories when
9 it comes to part one crime except for the area of sexual
10 assault. We just had our CompStat meeting today and in
11 looking at the crime and getting brief from Dr. Barton
12 (sic) and also from realtime crime and our CompStat
13 unit, one of the things that we look at and that
14 Dr. Barton brought up was, if folks remember last year
15 this time we were in the deep freeze. It's been
16 abnormally warm and folks have been very, very active so
17 with that being said going into our criminal homicides,
18 we're sitting on a 56 percent uptick. Sexual assaults
19 we're down 11 percent. Aggravated assaults, which is
20 crimes where folks will either brandish a weapon or use
21 a weapon; it could be a stick, it could be a firearm or
22 knife, any type of weapon that's up 4 percent. Nonfatal
23 shootings we're up 18 percent. Robberies we're up 21
24 percent. Carjackings 36 percent, which is a subcategory
25 of robbery. So for violent crimes we're sitting on a 7

1 percent uptick. In regards to property crime,
2 burglaries we see a 15 percent reduction. Larcenies 1
3 percent reduction, and motor theft vehicles we're up 8
4 percent so total part one property crimes we're down 2
5 percent.

6 Also in regards to our police-involved
7 shooting yesterday, which I updated members of the board
8 it happened on the east side Nottingham but Frankfurt in
9 the 5th precinct at approximately 5 p.m. Fifth precinct
10 special operations officers went to conduct a traffic
11 stop. Vehicle rolled through a stop sign. We had a
12 female driver, male passenger. Door opens male
13 passengers exit the vehicle fleeing on foot. Our
14 officers give chase. The suspect then fired multiple
15 shots at our officers. Three special ops officers they
16 returned fire; was able to strike the suspect in the
17 leg, lower back. The suspect continued on, took cover
18 in a back yard chasing to the vacant lot and from there
19 I'm being told that he continued to fire shots at our
20 officers. Our officers were able to apprehend him and
21 get him medical attention so his condition is temp
22 serious and the suspect is recovering in the hospital
23 and our officers are -- none of them were harmed; so
24 witnesses at the scene who were out because this
25 happened like broad daylight, middle of the afternoon or

1 evening I should say. So it was people out so
2 collaborating witnesses collaborate the officers' story
3 and of course we have body cams as well. So with that
4 being said looking at the suspect's criminal history of
5 course the chief isn't happy about that. He has an
6 extensive criminal history as well, so we wonder, you
7 know, why he was even out on the street. So I'll just
8 leave it at that but that's problematic for the
9 department and us.

10 In regards to the other updates that you
11 mentioned regarding our stunt drivers, the ones with
12 ATVs, the story where individuals take to the street
13 again after Superbowl Sunday, so I think this board and
14 the community is familiar that we are working with a
15 group of the leaders from the drifters community and
16 they're sitting at the table and trying to find them a
17 spot where they can do it. With that being said they
18 have made commitments; some have made commitments that
19 they will hold off and try to work with the police
20 department. Of course with a group there's not always
21 consensus; some of the younger ones have decided on
22 their own that, you know, last week it was a very, very
23 warm week. It almost reminds you of spring. And they
24 decided to take to the streets but what I can tell you
25 is through our Intel we knew where they were going to be

1 and we were able to shut it down early before it
2 completely got out of hand. We do have a policy where
3 we try not to engage per se just in traffic -- well, we
4 don't engage just in police pursuits for traffic because
5 it puts the community in general in harm but we're doing
6 our best to mitigate that and manage it and hopefully
7 soon we'll be able to give the board an update as far as
8 a location that we have identified but we don't want to
9 do anything premature. As soon as we get the location
10 we'll be able to let you know and hopefully that will
11 alleviate that problem when we find a place where they
12 can go besides the streets.

13 The other item that you asked for an update
14 on was suspect Detroit police, the news article from Fox
15 News Detroit police looking for a barricaded gun man
16 that was published. This happened over in the 10th
17 precinct, if I'm not mistaken. I did get an update.
18 The officers we received a 9-1-1 call where a woman was
19 being held in the house with her 10-month-old child.
20 Officers got to the location. At first couldn't get
21 entry; it was a two-family flat. Eventually, we
22 declared it was a barricaded gun person. Took the
23 proper precautions. The door opened and through further
24 investigation it was revealed that in talking to the
25 mother of the child that in fact it was not a barricaded

1 a gun person. The person of interest had left prior to
2 the police getting to the scene and we continued to look
3 for that suspect; it has a domestic violence nexus to
4 it, so the investigation continues but it was not a true
5 barricaded gun suspect situation.

6 And in regards post city ordinance unbiased
7 behavior in city services, policing and discrimination I
8 would ask that D.C. Ha who's about to walk out the door
9 to be able to give us an update on that.

10 DEPUTY CHIEF HA: So if there's any
11 questions in regards to the bias policing ordinance, I'd
12 be more than happy to address it. There is a current
13 ordinance that is on the book, so Castaneda-Lopez,
14 councilwoman Castaneda-Lopez was looking to update it.
15 So we had appearance before city council on Monday.
16 There was some questions that councilman Benson wanted
17 clarified and have additional language, which the law
18 department is addressing and I have not seen the current
19 version of it after councilman Benson had requested an
20 update in regards to that.

21 Basically, the ordinance it prohibits any
22 city employee to differentially or sparingly treat
23 individuals based on a constitutional and protected
24 class such as national origin, race, gender and so
25 forth. There was one additional thing that

1 Castañeda-López wanted was in regards to English
2 proficiency. It's not a constitutional and protected
3 class but it is something that she wanted in there and
4 we agreed to it.

5 VICE CHAIR DEWAELSCHE: Thank you. Any
6 questions commissioners? Thank you.

7 MR. HA: Thank you.

8 VICE CHAIR DEWAELSCHE: And I do want to
9 acknowledge that we had two commissioners just join us
10 Commissioner Griffie and Commissioner Burton. Thank you
11 for being here. Does that conclude your report? Oh
12 before we do, commissioners do you have questions of
13 Deputy Chief's report?

14 COMMISSIONER DAVIS: Yes. Yes.

15 VICE CHAIR DEWAELSCHE: Go ahead,
16 Commissioner.

17 COMMISSIONER DAVIS: Two questions. Well,
18 actually more than that but the homicides and carjacking
19 numbers are greatly, you know, increased. Do you have a
20 theory of why that is other than the temperature and
21 have y'all developed a theory on how y'all could, you
22 know, take it back down.

23 DEPUTY CHIEF BETTISON: So when we look at
24 crime trends it's still very early in the year. This is
25 the first month and we do have spikes and we definitely

1 make adjustments but this is one of those spikes and we
2 look at the trend line not just over week to week but
3 it's very early in the year, so if you have an uptick
4 when you look at whole numbers, it can make the
5 percentage points vary widely but definitely one of the
6 things that the chief has done is, and we reported out
7 as well, is we're taking a very proactive approach as
8 far as looking at the violence surrounding the narcotics
9 trade. So our units are, and each precinct has a very
10 aggressive approach as far as going after the guns
11 involved in the drug trade with individuals leaving dope
12 houses, the dial-a-dope and I don't have those
13 statistics in front of me. I don't know if D.C.
14 Fitzgerald has any of that and would like to report some
15 of those out, but I can make sure that I get you that
16 report. But we have made multiple, multiple arrests and
17 seeing progress when it comes to taking violent
18 offenders off the street around narcotic locations. So
19 that you should definitely start to see a decrease in
20 our violent crime as a result of the number of guns
21 we're taking off the street and also the number of
22 individuals that are being -- having police enforcement
23 when it comes to illegal narcotics.

24 COMMISSIONER DAVIS: Okay. Also what is the
25 policy as it relates to people that's stopped that's

1 about to get a ticket about showing their insurance
2 certificate on their phone? I've heard a couple of
3 people saying that officers are not taking it from them
4 or won't look at it.

5 DEPUTY CHIEF BETTISON: Yeah, so that
6 qualifies as a state law so if you give me the specifics
7 of individuals, I would like to investigate that
8 further. It may be something as far as retraining; we
9 can flash a teletype but that's easily corrected but
10 definitely when you hear about that or -- I'll meet with
11 our folks and we can put out a teletype.

12 COMMISSIONER DAVIS: Right. I think one of
13 them's going to speaking shortly in public comment.

14 VICE CHAIR DEWAELSCHE: Thank you. Any
15 other questions commissioners?

16 COMMISSIONER HOLT: Through the chair.
17 Commissioner Brown are we going to use this as an
18 opportunity?

19 COMMISSIONER BROWN: I would bring it up
20 under new business.

21 COMMISSIONER HOLT: I'm sorry?

22 COMMISSIONER BROWN: Under new business.

23 COMMISSIONER HOLT: Thank you.

24 COMMISSIONER BURTON: Through the chair.

25 VICE CHAIR DEWAELSCHE: Yes, Commissioner.

1 COMMISSIONER BURTON: For D.C. Bettison. Do
2 you think handing out gun safety locks is a good
3 approach to lowering gun violence in the city of
4 Detroit?

5 DEPUTY CHIEF BETTISON: Through the chair I
6 wouldn't say it's a bad approach but from what I've seen
7 personally with, you know, being in the community,
8 talking to folks even when you give them a gun lock
9 often times folks, because most of the time if you
10 purchase a gun, it comes with a gun lock but,
11 unfortunately, it's an apprehension a lot of people that
12 actually put a gun lock on it because it's the fear of
13 not being able to have access to it if you need it and
14 taking the gun lock off of it. I know many folks who
15 will not use the gun lock even though they have it, so
16 it's an educational component and we definitely have to
17 always stress the fact that if you're going to be a gun
18 owner, you have to be a responsible gun owner. And you
19 have to take the proper precautions if you don't have
20 the gun lock on it to make sure you have your weapons
21 locked up in a safe, out of reach of children, et
22 cetera.

23 COMMISSIONER BURTON: You know, the reason I
24 brought that up, D.C. Bettison, I saw in the media where
25 there was as legislature up in Lansing apparently he

1 didn't lock his gun up or secure his weapon properly and
2 I guess there was, according to the news article, I
3 guess his door was kicked in or something of that nature
4 but you got so many guns on the streets and when guns
5 are being taken out of people's cars or taken out of
6 their homes they end on the streets in the wrong hands.
7 You know, I think if we can educate the community about
8 being responsible, licensed gun owners and making sure
9 that they secure their weapon whether it's a lock box or
10 some type of gun safety cord, that may be a good
11 approach not only here but in other places. I would
12 love to see us lead the nation when it comes to lowering
13 gun violence and educating families about gun safety and
14 responsibilities. You know, I always had a vision if
15 Detroit can give out ten thousand gun locks but that's
16 my wish list. But, you know, I'm still hoping.

17 DEPUTY CHIEF BETTISON: And through the
18 chair if I can respond real quick. I think you bring up
19 an excellent point especially with the educational with
20 the community so if you're a CPL holder and you're going
21 to a location or a venue, you should research whether or
22 not you can actually take your gun into that venue and
23 as for my friends from the media that's what they can
24 help with as well, as far as the educational piece. If
25 you have a CPL and you're going to a sporting event

1 downtown or wherever you're going and you're not going
2 to be allowed to bring your gun into that venue, often
3 times people will leave their guns in their car, walk
4 back to their car and vehicles get broken into; folks
5 will take the gun; they're looking for the gun. So if
6 I'm going to go to a venue and I can't take my weapon,
7 and I'm a citizen, I would choose to leave the weapon at
8 home. That would be the responsible thing to do. If
9 you take it, you're going to end up leaving it in the
10 car and a car is not a good place to have a weapon as a
11 storage place, it's just not. So thank you,
12 Commissioner Burton.

13 COMMISSIONER BURTON: Thank you.

14 VICE CHAIR DEWAELESCHE: Thank you,
15 Commissioners. Any other questions? If I could just
16 ask you, D.C. Bettison, could you speak to the article
17 that was in today's Detroit News about suicides or have
18 you seen the article about suicides in police
19 departments nationwide. There was an article about it
20 and I know we've talked about it before and the
21 importance of having our peer group that works with our
22 police officers. I wonder if you could highlight what
23 we do.

24 DEPUTY CHIEF BETTISON: Through the chair I
25 didn't see the article today, but I'm very familiar with

1 high levels of suicides in law enforcement and I'm
2 pretty sure that the article quoted the New York Police
3 Department with a high number of suicides that they've
4 been experiencing and regardless of rank, they've had
5 deputy chiefs in New York commit suicides on duty in
6 uniform.

7 So fortunately, we haven't experienced a
8 suicide in our department in quite a few years; however,
9 we've had some close calls and under Chief Craig's
10 leadership and with our peer support we have officers
11 and because we advertise peer support throughout the
12 department and really push that and we work on taking
13 the stigma away from it, not only are officers called in
14 the report that they suspect one of their partners or
15 friends, we have family members reaching out to the
16 department members, our peer support, saying hey my
17 spouse needs help; you guys need to help them. So we're
18 intervening and I would like to say that we have saved
19 some lives but it's a real problem. We have to do more
20 and continuously work on this.

21 VICE CHAIR DEWAELSCHE: Thank you. It was a
22 very well-written article and police Captain Lashanna
23 Potts was highlighted on her work in this area, so thank
24 you for what you're doing for our officers.

25 COMMISSIONER BURTON: Through the chair.

1 VICE CHAIR DEWAELSCHE: Yes, Commissioner.

2 COMMISSIONER BURTON: Thank you. Quick
3 question. Actually, I do find that it was a great
4 article and written by George Hunter but I'd like to
5 know how do we track or monitor police officers' stress
6 on whether it's a day to day basis or I don't know
7 monthly, quarterly evaluation? Is one way better than
8 the other way or can we track that or monitor that in
9 any kind of way or?

10 DEPUTY CHIEF BETTISON: So through the chair
11 I really can't answer that. I don't have -- I'm not
12 aware of a tracking mechanism. I think that the best
13 thing is individual's partners and folks who are around
14 people know them best and we have to educate the
15 partners and friends and families to recognize the signs
16 of stress and when something is out or abnormal for them
17 to be able to get the person the help they need to be
18 able to make that phone call. And I know that through
19 our human resources department Dr. Anderson who oversees
20 our medical section as well they have a lot more of
21 that, so we frequently are referring officers to the
22 medical section. When we feel that's one route and
23 another route is peer support. Sometimes the medical
24 section has that stigma because nobody wants to be
25 what's called a duty for fitness. You know, but that is

1 an option. If I see that an officer is in distress, I
2 can order the officer for duty for fitness where they'll
3 go and get evaluated but a lot of folks are taking us up
4 on the peer support piece and peer support will, you
5 know, get there and discretely get them help that they
6 need so we're working on taking the stigma out so we can
7 get people the help that they need.

8 COMMISSIONER BURTON: I support that. D.C.
9 Bettison, I heard a lot of great things about the peer
10 support team, how it's actually doing a lot of good and
11 another good thing is that I noticed we don't have as
12 much, you know, when it comes to officers and suicides
13 and all that type of stuff. We really don't experience
14 that here in Detroit as you might hear in the media like
15 in other states and stuff like that but that peer
16 support team is definitely doing a lot of work.

17 VICE CHAIR DEWAEELSCHE: Thank you,
18 Commissioner. And thank you deputy chief.

19 COMMISSIONER HOLT: Through the chair.

20 VICE CHAIR DEWAEELSCHE: Yes.

21 COMMISSIONER HOLT: I'm sorry, I'd like to
22 extend a thank you to Deputy Chief Bettison. Over the
23 weekend commissioner Brown and I wanted to secure a
24 meeting with the commander, Commander Patterson, at the
25 8th and I sent Deputy Chief Bettison a text and he came

1 back right away with the phone number. And also there's
2 an alleged incident involving 9/11 in our neighborhood
3 and he made himself available to perhaps speak to that
4 citizen who was making that allegation, so thank you a
5 lot.

6 DEPUTY CHIEF BETTISON: Thank you, ma'am.

7 VICE CHAIR DEWAELSCHE: I would just like to
8 before we move -- commissioner did you want to speak,
9 Commissioner Holley?

10 COMMISSIONER HOLLEY: No.

11 VICE CHAIR DEWAELSCHE: Okay. Before we
12 move on thank you to George Hunter who did that article.
13 It was very, very informative and for highlighting that,
14 you know, that very important issue. We thank you. And
15 hopefully it will continue to be on our agenda, you
16 know, to find out how we're doing with that. Also I
17 want to announce that the Detroit police basic recruit
18 class 2020 B will be holding a graduation on February
19 14th and it will be held at Second Ebenezer Church
20 located at 14601 Dequindre, so if there are no other
21 questions then we'll move on to our presentation to the
22 board. And that is going to be Captain Gardner, thank
23 you.

24 CAPTAIN GARDNER: Good afternoon. Once
25 again Captain Gardner with communications operation and

1 before I get started with my presentation I do have some
2 of my members present with me. I have Sergeant Shelley
3 Holderbaum who runs our TCRU unit as well as my admin
4 staff in the back. If you all would just stand for a
5 moment to be recognized. These are the individuals who
6 help me day in and day out with our operational needs at
7 communications. So I have prepared a slide just to give
8 a brief overview of our communication operations.
9 Technical difficulties.

10 VICE CHAIR DEWAELSCHE: Do we have somebody
11 that can help?

12 CAPTAIN GARDNER: Here we go.
13 Communications and operations we have several different
14 entities or areas that we operate with up under
15 communications. So we do have our 9-1-1 call center.
16 We have notification and control. Our record keepers,
17 dispatch, message center, our crime reporting unit as
18 well as our quality assurance and quality improvement
19 training, which falls up under our operation. And when
20 we look at the org chart we fall up under support
21 operations up under Chief James E. Craig and also who
22 assists me, and I believe he still may be here,
23 Commander Bliss who I report to and then you'll see up
24 under me I have our call takers and dispatchers out of
25 9-1-1 and you'll see it has police Byron EMS and that is

1 because any calls that come in for service we will route
2 to either one of those agencies. And then we have our
3 telephone crime reporting unit.

4 So in our 9-1-1 call center we have call
5 takers who are responsible for interviewing calls that
6 come in through 9-1-1 and they are the ones that will
7 determine through questioning on how the calls will be
8 routed for service. We do have what we call a pro Q and
9 A piece, which is through EMD and that allows them to
10 provide questions so that we can do a pre-arrival to
11 help assist with units that will be going to the scene.
12 Then we also if you see that occurred in July of 2015
13 and we utilize that once again to help us prioritize
14 those particular calls for service; and last bullet you
15 will see from January 1, 2019 through December 31st,
16 2019 the Detroit emergency 9-1-1 safety answering point,
17 which we call PSAP, we processed over one million two
18 hundred and eighty-four calls for service during that
19 time frame, so we average roughly just a little under
20 3,000 calls per day for service; and if you look down at
21 the breakdown on our shifts, our day shift, we average
22 roughly between 900 to 1,100 calls per service. Our
23 afternoon shift can get up to at least 1,300 calls for
24 service. And then it tapers off on a midnight shift to
25 roughly around 500 calls for service.

1 Our dispatch unit is responsible for
2 dispatching our units for service. Our dispatchers will
3 not only provide and dispatch our patrol units but they
4 also assist with EMS and fire and any other specialized
5 units such as canine, air support, homicide, and crime
6 scene services. They are responsible also, too,
7 whenever we have any other city issues such as downed
8 power lines, we'll reach out to DTE, any issues with
9 water services; any other services in the city of
10 Detroit they also will assist in getting units out there
11 to respond to those locations. And they handle things
12 through realtime and we have coordinated with our
13 telephone crime -- I'm sorry our crime Intel. They will
14 be monitoring cameras so any of our Green Light
15 locations we will have conversations back and forth;
16 they're able to provide our dispatchers with updated
17 information, descriptions, whether the person is still
18 on scene, or any other pertinent information that will
19 help the officers while they're in route to those
20 particular locations.

21 Our notifications and control unit is
22 responsible for making prompt notifications whenever we
23 have critical incidents within the city of Detroit. And
24 they also have other functions that they perform as
25 well. They arrange legal representations for police

1 show-ups and process arrest paperwork for violations of
2 personal protection orders and writs of habeas corpus
3 that are served by DPD. They advise patrol officers,
4 supervisors and they orchestrate assistance whenever
5 needed. They also are responsible for the issuance of
6 teletypes and they receive and document raid
7 notifications they conduct while being checked and death
8 notifications as well. And they serve as the liaison
9 between the Wayne County prosecutor's office and the law
10 enforcement agency's after hours or arrangements of 36th
11 district court magistrates and on-call 3rd circuit court
12 judges for police officers in the field. And they also
13 provide language interpreters for units in the field
14 when requested upon.

15 Then we have our telephone crime reporting
16 unit, which is a nonemergency unit. They are
17 responsible for taking reports but they also are
18 assistants whenever we have an over flow of 9-1-1 calls,
19 they will be routed over to their unit as well. And
20 they assist us with that. From January 1, 2019 through
21 December 31st, 2019 our telephone crime reporting unit
22 completed over 48,000 Superior reports. Close to 6
23 thousand supplemental reports and then they processed
24 143 incoming calls and, you know, they do an excellent
25 job over there because not only are they completing

1 reports whenever we have units that are doing special
2 details, they are responsible for assisting with the
3 tows and, you know, making sure that all of those
4 vehicles are being processed within the required
5 timelines and then you will see they handle the stolen
6 vehicle reports. They enter things into LEIN. They do
7 reports for license plate recoveries, impounded
8 vehicles. They're responsible for the license plate
9 readers and entering those license plates into the
10 hotlist. And they also validate approximately 2,000
11 vehicles per month through the LEIN process.

12 You heard me speak about earlier the quality
13 assurance and quality improvement training team. We
14 have a peer to peer group and what we've done at
15 communications is we have calls that come in we have to
16 really on a day to day basis we screen and select calls
17 to be reviewed to see if there's anything we need to
18 improve on, make sure we're coding the calls correctly
19 and that they're being handled in the appropriate
20 manner. So our peer to peer whenever we have a call
21 taker who is struggling with a particular call and
22 coding it correctly, they will sit down with them and
23 coach them up and they will tether in and what I mean by
24 tether in, they will sit there and actually listen to
25 the call with them, watch how they handle the call, and

1 they'll make notations. And what we do, too, is we
2 allow them to both rate themselves. So we'll have the
3 call taker rate themselves as well as the trainer and
4 then they will see if their results are the same, have a
5 conversation about it. We also have the ability to
6 allow them when we find that an individual is having the
7 same issues or the same types of calls, they are
8 required to take a two-hour training course online in
9 that particular area to help them better improve in
10 those particular areas. But our quality assurance
11 really deals with our emergency medical calls and
12 therefore you'll hear from time to time where citizens
13 will say, why am I being inundated with all these
14 questions? That is to help the responding unit better
15 prepare and doing their pre-arrival documentation or
16 that will help them validate whether they want
17 assistance at that location; if it's going to going to
18 police, fire and EMS to those locations and we are
19 really trying to get out in the community and talk a
20 little bit more about this piece because this is one
21 that really has citizens puzzled, frustrated as it
22 relates to hey, I have a real serious issue, I need
23 police and we're trying to make sure we educate them
24 that even though we're asking those particular
25 questions, we have already had emergency response headed

1 to your location.

2 So again, we'll be out in the community to
3 make sure that they are aware why we do what we do and
4 to assure them that it's to assist them in getting the
5 best response when units arrive on scene. Some of our
6 goals for 2020 is that we like to make sure that we're
7 attracting experienced, qualified and motivated members
8 to all of the entities that fall up under our
9 communications operation center because it is such an
10 unpredictable environment. We can start our day off
11 with the ability to answer all calls for service to a
12 major event, which ties up our phone lines and, you
13 know, we want to make sure that they can handle the ups
14 and downs that come with working in such an environment.
15 We also look to create an engaging employee experiences
16 to make them more enjoyable. One of the things we have
17 to look at the morale, we touched on it a little
18 earlier, is our mental state of those who work in some
19 of these stressful units and making sure we are
20 providing them with adequate assistance just like if you
21 have a broken arm, you're going to go to the doctor to
22 check on that, right? We also want to make sure our
23 mental stability is where it needs to be, because we
24 deal with people in their worst moment in time and when
25 you hear that day in and day out it is going to impact

1 you in some way; so we want to make sure that we are
2 providing them with adequate services when they do -- we
3 have two quiet rooms, so if we have an individual that
4 experiences a tough call, we will pull them from the
5 floor and allow them the exit time to regroup and be
6 able to enter the floor. We have chaplains that come;
7 we have peer support that comes on the unit as well to
8 assist in any way that they can. They are made aware of
9 our EAP services and one of the things that I require is
10 supervision to monitor and walk the floors and know
11 their employees. I can walk in and I know when my
12 employee is struggling; I will pull them from the floor,
13 have a conversation with them and make sure that they're
14 getting the proper attention that they need.

15 We are this year I'm really -- anyone that
16 knows me I'm a pusher for training. I believe we can
17 never get enough information and it's important I equip
18 my people with the tools to be effective and efficient
19 in their jobs, so we offer a lot of training. They just
20 matter of fact had training on this week but it is a
21 goal of mine that I am making sure that they are
22 receiving whatever is necessary to be efficient and
23 effective and also allow their ability to be comfortable
24 in their roles. We are looking, too, when we talk about
25 the efficiencies and recruiting and training staff one

1 of the things when I got to communications is I looked
2 at how we're currently conducting training and I've
3 implemented that when we get a new class that they go on
4 the floor first and that they tether in for
5 approximately two to three days so that they can
6 understand what they have elected to sign up and do in
7 their career path and then they go off over into the
8 academy in which they are trained out on how to do the
9 day to day operations, how to work and to multi-task,
10 which is huge within communications the ability to type,
11 talk and monitor a screen. I can only probably do one
12 or two things but they definitely get it in and they are
13 very good at what they do but we always have to look at
14 how we can better and how we can improve upon that.

15 And I will say this for the first time in
16 the history we have been able to now hit NENA's
17 standards. NENA means National Emergency Number
18 Association and what they like for all police agencies
19 to aspire to is to be able to answer calls for service
20 in the first 10 seconds at 90 percent of the time. And
21 calls 20 seconds at 95 percent of the time and we have
22 been hitting that particular standard. We want to
23 become more consistent with it, but we are moving
24 forward and we are seeing that we are now able to hit
25 those standards and I think a lot of that we can

1 attribute to some of the implementations in the unit as
2 far as it relates to what I call a Gemba board and a
3 Gemba board has each platoon broken down into the call
4 taker's time on call, call ready, on break, call back
5 and this allows them to see where we may be losing
6 efficiency and that we can address it immediately. That
7 is updated daily. Supervision also just recently have
8 been required that if we see a call in a holding
9 pattern, they are now required to answer those calls for
10 service as well. Where before we weren't required to
11 but my goal is that hey, we all have to hit the ground;
12 I expect supervision to get in and assist those that
13 they supervise in making sure that we are meeting the
14 needs of the citizens of Detroit.

15 And like I said it earlier our goal is to
16 maintain quality of service, performance metrics to
17 qualify for accreditation we have to, and this is
18 dealing with our pro Q and A and this requires us to
19 only have a non -- a failure rate of less than 3
20 percent. So what they do is they que a random sample of
21 our calls 75 a month and we have to make sure that out
22 of that 75 that they pulled 3 percent or less is found
23 to be noncompliant. Our goal too is to make sure we're
24 identifying problem areas, service failures or quality
25 control and risk mitigation as well as develop a

1 platform for community outreach for the citizenry of
2 Detroit. So again, we're really working hard at
3 communications to make sure that we are fulfilling the
4 expectations for the citizens and making sure that those
5 units not only are being responded to but we are coding
6 our calls for service in the appropriate manner.

7 So just to finish at a glance most know that
8 we are a 24 operation and in cases of emergency there is
9 a back-up center at Lyndon. Currently, at this location
10 we have 30 trunk lines. We also have if anything
11 happened here, we are able to transport and go over to
12 Lyndon where we have 32 trunk lines that allows us to
13 boot up right away and start taking those calls for
14 service. So again, like I said it earlier we
15 approximately have two hundred -- I'm sorry 2,800 calls
16 daily. Our goal is 96 percent of our calls are answered
17 within 20 seconds. Our dispatch over 6,800 calls
18 related to mental challenged individuals and again our
19 telephone crime report has processed over 48 thousand
20 Superior reports as of this year. So at this time I'll
21 open the floor up if anyone has any questions.

22 VICE CHAIR DEWAELSCHE: Thank you, Captain
23 Gardner. Any questions from the commissioners.
24 Commissioner Griffie, Commissioner Holley and Davis.

25 COMMISSIONER GRIFFIE: That was an excellent

1 presentation.

2 CAPTAIN GARDNER: Thank you.

3 COMMISSIONER GRIFFIE: I work very closely
4 with call centers in my day job so I was impressed with
5 a lot of the stats that you gave and I'm also working on
6 a black belt certification so I know how important
7 quality is. A few questions I have. How many 9-1-1
8 reps do you have?

9 CAPTAIN GARDNER: So currently I have 153
10 9-1-1 call takers and I have fifty -- I'm sorry, I take
11 that back. I have 100 call takers and 53 dispatchers.

12 COMMISSIONER GRIFFIE: What's your attrition
13 rate for that?

14 CAPTAIN GARDNER: Good question. We have
15 really struggled in that area. I want to say right now
16 we are at full capacity and again, that was a big issue
17 individuals would come in and think they can handle that
18 type of work and they get there and they realize this is
19 not my cup of tea and unfortunately, that leads to turn
20 over. That's why we implemented early on put them on
21 the floor so they truly understand because we find when
22 we tell them in an academy classroom setting for some
23 reason it doesn't always resonate so we want to get them
24 on the floor earlier so we can identify those are able
25 to handle that type of work load.

1 COMMISSIONER GRIFFIE: What's the starting
2 wage?

3 CAPTAIN GARDNER: So I believe our starting
4 wage is -- I don't know. 38 thousand -- 33 thousand to
5 start.

6 COMMISSIONER GRIFFIE: That's in line with
7 the market. I was just wondering if that was a
8 challenge. The last two questions so one was you talked
9 about -- your accreditation process around, you know, 3
10 percent rate of error, which is really good. Where are
11 you performing today?

12 CAPTAIN GARDNER: So I'm happy to say in our
13 last mayor's report we dropped down to 3 and 4 percent.
14 Unfortunately, we currently are averaging at 8 percent
15 but we were before at 15. So we are making those
16 strides and again, that's due to some of the
17 implementations that we made.

18 COMMISSIONER GRIFFIE: Awesome. And then my
19 final question is you talked about a lot about
20 everything. The only thing I had more questions on was
21 the training process 'cause I know how this works,
22 especially when you talked about the mentally challenged
23 individuals. And I'm sure that this is -- I know call
24 centers in general are stressful but especially when
25 you're in a central service. I happen to live close to

1 the central service call center myself. What is the
2 refresher training? How are you constantly keeping --
3 making sure that people are -- especially if attrition
4 is a challenge?

5 CAPTAIN GARDNER: One of the things we do
6 monthly training and what we do is we look at our calls
7 'cause we also not only does priority dispatch pick a
8 random sample, we ourselves pick another 50 in random
9 sampling and we have weekly conversations about which
10 calls are we having the most difficulty on and then and
11 which call takers have we identified have those
12 continued difficulties. And then we put them through an
13 intense program and we also, you know, we have to look
14 at performance evals, appraisals saying hey, if you're
15 not able to meet this particular standard, unfortunately
16 we have to, you know, remove those individuals because
17 this is a very serious, you know, responsibility.

18 COMMISSIONER GRIFFIE: I just want to say
19 having a service level of 96 percent of your calls being
20 answered within 20 seconds is amazing.

21 CAPTAIN GARDNER: Thank you.

22 COMMISSIONER GRIFFIE: I think based on my
23 personal experience of what I've heard here in these
24 meetings I think the improvements here are great and you
25 deserve recognition for that, so thank you.

1 CAPTAIN GARDNER: Well, thank you.

2 VICE CHAIR DEWAELESCHE: Thank you,
3 Commissioner. Holley then Davis and then Brown.

4 COMMISSIONER HOLLEY: Thank you very much
5 Madam Chairperson. Thank you for the report as well.
6 Other questions have already been asked I appreciate
7 those answers as well. When you say monthly training I
8 don't understand. If we don't have a training for six
9 months or six weeks or eight weeks, it's a monthly
10 training; that's how you do your training?

11 CAPTAIN GARDNER: Well, we have -- no, we
12 have what we call standard monthly training but we train
13 every day.

14 COMMISSIONER HOLLEY: I know but I'm asking
15 you if I come in how much training will I get before I
16 get to the job?

17 CAPTAIN GARDNER: Gotcha. Okay, my
18 apologies. That's a three month training.

19 COMMISSIONER HOLLEY: Three month; is it a
20 specific program, a diploma program?

21 CAPTAIN GARDNER: It's not a diploma it's
22 just a basic --

23 COMMISSIONER HOLLEY: A certificate?

24 CAPTAIN GARDNER: Correct.

25 COMMISSIONER HOLLEY: You say correct?

1 CAPTAIN GARDNER: Yes.

2 COMMISSIONER HOLLEY: Then finally, if I'm
3 diverse language, so if a call comes in from a Hispanic
4 or Arabic, so how is that handled? How is that -- do
5 you -- does somebody switch it over to someone that
6 speaks that language? So how do you handle that?

7 CAPTAIN GARDNER: Yes, that is correct and I
8 do have one of my call takers here, Ms. Ebony Ackles
9 (sic) can you come up here for a moment here, please?
10 She has done a phenomenal job and I actually have
11 brought her in as a quality assurance person on my side
12 to help review calls for service as well.

13 MS. ACKLES: Emergency services department
14 operator Ebony Ackles. Through the chair. Commissioner
15 Holley, when a call comes in for service and it is a
16 non-English speaking person, we do have what the city
17 has entitled us to with a language line. I then ask
18 them to hold, I bring the language line in, I let them
19 know what language they speak and I conduct the
20 interview accordingly just as I'm talking to the person
21 and they will retranslate and give me the information.

22 COMMISSIONER HOLLEY: So we do it with --
23 and thank you for that. So we do 20 seconds within the
24 English how many times have we got -- this community is
25 very diverse. How long does it take you to -- for the

1 translation?

2 MS. ACKLES: They often come in -- once I
3 answer that 20 seconds is over. That time then starts
4 over. Once I find out that they are a non-English
5 speaking person, I immediately contact the language
6 line.

7 COMMISSIONER HOLLEY: Have we had any
8 problems with that?

9 MS. ACKLES: Not that I'm aware of at the
10 moment.

11 COMMISSIONER HOLLEY: Okay. Thank you.
12 Thank you, Madam Chairperson.

13 VICE CHAIR DEWAELSCHÉ: Before I go to the
14 next speaker because I want to stay on that a little
15 bit. How many Hispanic staff do you have and how many
16 Arabic staff do you have and what are the efforts to try
17 to recruit?

18 CAPTAIN GARDNER: The efforts are always
19 there to recruit and that's going to be again our push
20 to make sure that we're hitting all areas of Detroit,
21 letting them know that we are constantly hiring or
22 making sure that we have a list for hire. I have to
23 apologize. I don't have the exact numbers of
24 individuals who are Spanish speaking or Arabic speaking
25 in my unit but I can definitely get that information and

1 pass it along.

2 VICE CHAIR DEWAELSCHE: Yes, please. Thank
3 you. And Commissioner Davis is next.

4 COMMISSIONER DAVIS: Yes. Question.
5 Outside communities, I understand you guys serve
6 Highland park, is there any other communities y'all
7 serve and is there a fee associated with that?

8 CAPTAIN GARDNER: Yes, we service Highland
9 Park. I believe Rouge, Hamtramck and there are fees
10 that they pay for those services.

11 COMMISSIONER DAVIS: Okay good. Also I
12 understand you to say that this building has like 30
13 trunks and Lyndon be has 32?

14 CAPTAIN GARDNER: Correct.

15 COMMISSIONER DAVIS: Y'all didn't try to get
16 more here or y'all didn't need more?

17 CAPTAIN GARDNER: Well, trunk lines are what
18 -- a trunk line can hold several different calls for
19 service so and I'll have to get the numbers on that
20 'cause I'm still not as fluent as I need; about a year
21 this month at communications so I can find out how many
22 -- for one trunk line how many calls that holds.

23 COMMISSIONER DAVIS: Okay, thank you.

24 VICE CHAIR DEWAELSCHE: Commissioner -- go
25 ahead.

1 DEPUTY CHIEF BETTISON: I would just chime
2 in. We'll make sure we get that answer for you but
3 that's more through the technical side of the house.
4 When they install the trunk lines so I used to run 9-1-1
5 for a while as well. And just want to take the
6 opportunity to just say thank you Captain Gardner for
7 the tremendous work that you've done over there. I
8 notice a difference under your leadership so thank you.

9 CAPTAIN GARDNER: Thank you.

10 VICE CHAIR DEWAELSCHE: Commissioner Brown
11 and then Commissioner.

12 COMMISSIONER HOLT: Yeah.

13 COMMISSIONER BROWN: Thank you for the
14 report. A lot of questions that some of them I had to
15 ask, a colleague already covered with those numbers,
16 because numbers don't lie. My other question is there's
17 been times I've called 9-1-1 and given the fact of what
18 the situation is I had to wait to be transferred to the
19 appropriate dispatch person that could handle that call.
20 So is there any goal now to have the one-stop shop so
21 when that person answered that call that person can
22 dispatch and everything like that or is it still going
23 to be separate from police and fire, medical; you
24 understand what I'm saying?

25 CAPTAIN GARDNER: Yeah. So when a call

1 comes in the call once it's completed is routed to EMS
2 police or fire. So if I could get -- talk with you
3 offline and see what transpired there. I know sometimes
4 what will happen if we have a new call taker and they
5 are having difficulties, a supervisor will come online
6 and so I'd like to know, you know, a little bit more
7 about what happened there.

8 COMMISSIONER BROWN: I guess what I'm moving
9 toward, are we still having the call takers having to
10 pass the call to another person to handle this function
11 of the 9-1-1 operation or are we leaning making that
12 person that answers the call the one-stop shop? This
13 person takes the call, get the appropriate resources and
14 dispatch out there that answer the call?

15 CAPTAIN GARDNER: So I think if I'm hearing
16 the question it's will they not only take the call but
17 be responsible for the dispatch?

18 COMMISSIONER BROWN: Yes.

19 CAPTAIN GARDNER: Currently, right now we
20 have not moved in that direction, however, I have
21 identified individuals who will be cross trained on
22 both.

23 COMMISSIONER BROWN: Okay. All right.
24 Thank you.

25 VICE CHAIR DEWAELSCHE: Thank you,

1 Commissioner. Any other questions? Commissioner Holt.

2 COMMISSIONER HOLT: Thank you. Through the
3 chair, you mentioned earlier you're trying to get the
4 message out into the community. Now at one time I know
5 folks over by the Lyndon call center were allowed to go
6 in and see the operations. Is that still available to
7 citizens who want to see what 9-1-1 looks like?

8 CAPTAIN GARDNER: Absolutely. And we do
9 allow tours. And even anyone on the board if they want
10 to come and get a tour of the operation we are more than
11 happy to open the doors for you all. Because the more
12 people that have the information and can get it out
13 there that assists us but one again, one of the things
14 is we do need to get out in the community because when
15 we moved to pro QA not everybody understood why now I'm
16 being asked all the different questions. And as
17 technology has changed and we know most people no longer
18 utilize land lines. They assume because they're at home
19 on their cell phone that it is saying their correct
20 address. And it does not. And so we want to make sure
21 that we get out and educate people that know we don't
22 know where you're at and that's why we have to ask for
23 certain information because we can not send a unit if we
24 don't have a location. So you're absolutely right and
25 we did go out into the third precinct. I had a priority

1 dispatch representative come with me and it went very
2 well, we answered a lot of questions that people had and
3 I think they walked away with a better understanding as
4 it related to why a particular questions are asked.

5 COMMISSIONER HOLT: One other comment or
6 question. Over the weekend there was an incident that
7 happened with my neighbor and supposedly 9-1-1 was off
8 line or it was Saturday at 4:00?

9 CAPTAIN GARDNER: Okay.

10 COMMISSIONER HOLT: Is there such a thing?

11 CAPTAIN GARDNER: 9-1-1 did experience some
12 areas in Michigan that were off line. We were not. And
13 those entities were ones that have moved to NextGen
14 texting so but because we're not there yet, we did not
15 experience those interruptions but I was prepared.

16 COMMISSIONER HOLT: Right. I wanted to say
17 something, too, about that incident like you're lying
18 but thank you.

19 VICE CHAIR DEWAELSCHE: Okay, thank you
20 Commissioner. We're going to do one more question. Go
21 ahead.

22 COMMISSIONER GRIFFIE: My question is really
23 quick. So text to 9-1-1 have we explored -- I know the
24 text messages and a lot of to your point most people are
25 using cell phones have we explored or are we considering

1 exploring an option for citizens can text 9-1-1
2 representative?

3 CAPTAIN GARDNER: Yes, we are. And we know
4 with technology and move of technology we have to really
5 look at our 9-1-1 systems and how we're going to keep up
6 with the changes with technology because again 9-1-1 was
7 developed under a platform of a land line; and I'll give
8 the example of you can, you know, back in the day if
9 there was a bar fight, generally the bar tender called,
10 right? Well, now everyone in the bar calls. So you can
11 really tap some lines for one incident and I will end
12 with this, too, should anyone ever have to call 9-1-1
13 for any particular reason, please stay on the line even
14 should you get a voice prompt because just like at a
15 grocery store if you step out of line, you go to the end
16 of the line, okay? So just keep that -- and I know it
17 can become frustrating but please do not hang up; stay
18 on the line.

19 VICE CHAIR DEWAELSCHE: Okay, thank you very
20 much, Captain Gardner. We appreciate it. It was very
21 informative. We'll probably have you back because we
22 have a lot of questions or, you know, comments.

23 CAPTAIN GARDNER: Absolutely.

24 VICE CHAIR DEWAELSCHE: Thank you very much.
25 Next we're going to get a report from the interim board

1 secretary.

2 SECRETARY WHITE: Thank you, honorable
3 board. Please refer to section six of your weekly
4 packet and then also on the agenda it lists all of the
5 incoming correspondence for this week. And it is as
6 follows: The first item is a letter from the chief of
7 police James E. Craig regarding the Detroit police basic
8 recruitment class graduation, which was previously
9 announced by Chairperson Dewaelsche.

10 The second item is that the board received a
11 transmittal of the written directive on foot pursuit
12 manual directive 202.7 which has been posted to the
13 board's website and a request to post at the
14 department's website has already been made for the
15 public's review and has been referred to the board's
16 policy division for review and evaluation.

17 The third item is the board received the
18 DPD's weekly facial recognition report, report number 14
19 and that report has also been made available to the
20 public, which is on the back table today. It has been
21 up the dated based on the honorable board's request
22 including Chairperson Carter, Vice Chairperson
23 Dewaelsche, Commissioner Griffie, and Commissioner
24 Holt's request and the meeting that was held with
25 director Stein and Captain Tosqui. The report includes

1 the following prior week account of crimes, quarter to
2 date count of crimes, year-to-date count of crimes,
3 prior week count of matches, quarter to date count of
4 matches and year-to-date count of matches; and matches
5 are basically the peer to peer review, the supervisory
6 review, and the written corroboration from the
7 supervisors. Please also note that the cumulative
8 quarterly reports will be submitted to the board with
9 additional updates on that item.

10 The fourth item is the board received the
11 unbiased provision of city services ordinance, which was
12 discussed earlier by Deputy Chief Grant Ha and that
13 ordinance was submitted by council member Lopez for the
14 board's feedback.

15 The fifth item is the article entitled the
16 impact of 9-1-1 telecommunications on family and social
17 interactions, which discusses the impact associated with
18 telecommunications responsibilities.

19 And the last two items include the
20 following, a request for information, affidavit of truth
21 and facts and the last item is the report on domestic
22 violence data and statistics, which was requested by
23 Commissioner Bell, Commissioner Holt and several other
24 commissioners last week and it's also a memorandum
25 submitted to the department requesting follow-up

1 questions. And that concludes my report.

2 VICE CHAIR DEWAELSCHE: Thank you. At this
3 time I believe we're going to take care of unfinished
4 business. The board of police commissioners
5 recommendations for the Detroit Charter revision
6 commission. Attorney Wyrick is going to walk us through
7 that.

8 COMMISSIONER BROWN: So Madam Chair, I just
9 want to get this into the record, I think it should be
10 under unfinished business. Last week the board took a
11 vote on a contract for TJ Staffing and this is like --
12 this is one of my concerns about how the minutes are
13 read. You have only two main votes, but you didn't put
14 in -- the minutes neglected to show the two yay votes,
15 so looking at the video and reviewing it there were two
16 votes for yes and two votes for no; and this motion
17 could not have passed because this motion should have
18 failed if it was a tie and this is the information that
19 I'm looking at and I was looking for the transcript that
20 was on there that I did not see. And I just want to
21 make sure that we're acting, you know, accordingly with
22 doing our due diligence with the tax payer dollars to
23 solicit any company to spend these funds to solicit
24 employment for the board. In my opinion looking at
25 this, this motion failed last week and we have that in

1 here to prove.

2 VICE CHAIR DEWAELSCHE: Attorney Wyrick,
3 were you aware of who the -- I was not the chair at that
4 meeting but I believe it was passed, the motion was
5 passed.

6 ATTORNEY WYRICK: As I recall the minutes
7 would actually reflect what the...

8 VICE CHAIR DEWAELSCHE: Commissioner Brown
9 is saying that the minutes don't reflect that; am I
10 correct, Commissioner.

11 COMMISSIONER BROWN: That is correct.

12 SECRETARY WHITE: Excuse me, Madam
13 Chairperson.

14 VICE CHAIR DEWAELSCHE: I'm sorry?

15 SECRETARY WHITE: If I just may add that the
16 minutes does reflect the motion, who the motion was made
17 by, who it was seconded by and the fact that it was
18 approved and then there were actually six yays in
19 support of the motion and then two nays in opposition to
20 the motion, so that information occurred at last week's
21 meeting and the transcript should be available fairly
22 soon as well.

23 COMMISSIONER BURTON: Through the chair.

24 VICE CHAIR DEWAELSCHE: Commissioner Burton.

25 COMMISSIONER BURTON: I actually called for

1 a record rollcall vote and that vote was denied by
2 chairwoman Lisa Carter. I did brace the point that this
3 is tax payer's dollars that we are talking about when
4 we're talking about a 30 thousand dollar no-bid contract
5 to give to former police commissioner Jessica Taylor and
6 her nonprofit that she is working for which is TJ, a
7 staffing agency, we as a body cannot, you know, cannot
8 conduct ourselves even with the thought of wrongdoing or
9 improprieties. We saw what happened with past executive
10 secretary to the board, you know, who lied, blatantly
11 lied, you know, and that was part of improprieties on
12 this board. We as a body must separate ourselves from
13 any form of wrongdoing or improprieties or even if it
14 looks or appear to be wrong. You know, Commissioner
15 Darryl Brown and myself definitely voted it down because
16 it was wrong. When we look at things -- I mean,
17 Commissioner Davis and myself. I do apologize. I want
18 the record to reflect that. But something here just
19 does not pass the smell test; it stinks and it's wrong
20 and it's happening right here on the board. We have to
21 separate ourselves from any appearances of wrongdoing or
22 improprieties.

23 VICE CHAIR DEWAELSCHÉ: Okay, Commissioner
24 Burton. I mean, I'm sorry Commissioner Brown your
25 question is who are the six that voted for it and we

1 will get that information because you're saying it was
2 not on the --

3 COMMISSIONER BROWN: Yeah, looking at the
4 video.

5 VICE CHAIR DEWAELSCHE: So we will deal with
6 it; we will get that information.

7 COMMISSIONER BROWN: -- two yays and two
8 nays.

9 VICE CHAIR DEWAELSCHE: I was here; you were
10 not but I was here and I did hear majority vote for it
11 so we will get those names.

12 COMMISSIONER BURTON: Madam --

13 VICE CHAIR DEWAELSCHE: Commissioner, no.
14 We're going to --

15 COMMISSIONER BURTON: Madam --

16 VICE CHAIR DEWAELSCHE: No, we're going to
17 move on. You've already made your --

18 COMMISSIONER BURTON: I did --

19 VICE CHAIR DEWAELSCHE: Attorney Wyrick.

20 COMMISSIONER BURTON: I said that there's
21 only a couple of people that voted for and there was a
22 couple that didn't vote and then all of a sudden --

23 VICE CHAIR DEWAELSCHE: Commissioner Burton.
24 You made your point. You made your point. Let's move
25 on. Attorney Wyrick, please.

1 ATTORNEY WYRICK: Jermaine Wyrick, board
2 attorney. May it please this honorable body. Through
3 the chair.

4 COMMISSIONER BURTON: Well you was part of
5 it.

6 ATTORNEY WYRICK: This pertains to the
7 Detroit charter commission recommendations. This is
8 actually a continuation of the discussion that began at
9 the January 16th, 2020 meeting. You as part of your
10 packet this week actually have basically a page about
11 the recommendations.

12 VICE CHAIR DEWAELSCHE: It's in tab seven
13 for the commissioners.

14 ATTORNEY WYRICK: It starts off with, and
15 this was discussed even prior to the January 16th
16 meeting, that the BOPC should approve all appointments
17 and promotions by the police of chief and Detroit Police
18 Department. The term for commissioners should be the
19 same, four years as opposed to the current five years
20 for appointees. The meetings should be biweekly as
21 opposed to weekly unless a special meeting is called by
22 the chair. There should be a summer vacation recess in
23 August along with current breaks of Thanksgiving and
24 Christmas. Maintain 4 appointed, 7 elected
25 commissioners. Change the annual election from July to

1 January. Under section 2-109 of the charter in addition
2 to reimbursement members of the board should receive a
3 per diem meeting stipend and that the board secretary
4 should also be considered the executive director as is
5 the case of other cities Cincinnati, Las Vegas and
6 Seattle. From there the recommendations actually change
7 because essentially what I did was I asked --

8 COMMISSIONER BELL: Excuse me, Madam Chair.

9 VICE CHAIR DEWAELSCHE: Commissioner.

10 COMMISSIONER BELL: I think we should table
11 this. This is not a good format to vote on the issue;
12 the item 1, 2, 3, 4, 5 so we can say yay or nay. This
13 is not a good format. I think we just poll this item
14 and we voted up. So it should be tabled to next week.

15 COMMISSIONER GRIFFIE: Is that a motion?

16 COMMISSIONER BELL: Yes, ma'am.

17 COMMISSIONER GRIFFIE: I second.

18 COMMISSIONER HOLT: What was the motion,
19 please?

20 VICE CHAIR DEWAELSCHE: Repeat the motion.
21 He wants to table voting on the recommendations to be
22 sent to the charter commissioner for a better format
23 because we're going to have to vote on each one.

24 COMMISSIONER DAVIS: Yes.

25 VICE CHAIR DEWAELSCHE: So there's a motion

1 and it has been seconded. Is there any discussion?

2 COMMISSIONER BROWN: Yeah, Madam Chair, just
3 before we do that down on his notes on the meeting I
4 don't recall him saying -- so this needs to be corrected
5 -- that we not have committee meetings. I was for
6 committee meetings and that it should be regularly
7 scheduled and open to the public, so this is a misprint
8 or anything like that.

9 VICE CHAIR DEWAELSCHE: Okay. We will make
10 that correction for the next meeting or when we cover
11 this topic again. So there's a motion. All those in
12 favor indicate by saying aye.

13 ALL: Aye.

14 VICE CHAIR DEWAELSCHE: Opposed? Motion
15 carries.

16 ATTORNEY WYRICK: Only thing I would remind
17 the commission of is that the subcommittee for the
18 charter actually meets next Wednesday as well. I plan
19 on going to that meeting I just...

20 COMMISSIONER BELL: That's fine.

21 ATTORNEY WYRICK: And that will be part of
22 my report as well.

23 VICE CHAIR DEWAELSCHE: Thank you very much.
24 We'll table that. There is another item that we have
25 under unfinished business that's a request from former

1 officer Jerome Collins to reopen disciplinary case 2011.

2 Attorney Wyrick, will you provide us with a summary?

3 ATTORNEY WYRICK: This was actually
4 discussed back at the November 21st meeting. He was
5 essentially discharged from the Detroit Police
6 Department allegedly for time card fraud. He was
7 actually criminally charged for that, found not guilty
8 at a criminal proceeding in 2011 I believe. But
9 discharged from the Detroit Police Department in 2013
10 after a trial board more or less heard his matter. From
11 there his recourse at that point was he could have come
12 before this honorable board then or elected to go to
13 arbitration; he elected arbitration as opposed to going
14 to the board. He didn't receive a favorable
15 arbitrator's ruling. As a result of that as recently as
16 last year he actually open -- he filed a lawsuit to have
17 his case reopened as he's asking this honorable board to
18 do now in court because under the collective bargaining
19 agreement any decision by the arbitrator is final and
20 binding. The court actually refused or rejected his
21 argument and I dismissed his case on the basis that the
22 arbitrator's ruling is final and binding. My legal
23 opinion is that that's the correct state of the law, so
24 I make a recommendation to deny his request to reopen
25 his case.

1 COMMISSIONER GRIFFIE: Through the chair.

2 VICE CHAIR DEWAELSCHE: Commissioner.

3 COMMISSIONER GRIFFIE: I'd like to move that
4 we deny the request of former officer Jerome Collins to
5 reopen his disciplinary case.

6 VICE CHAIR DEWAELSCHE: Motion has been
7 made. Is there a second?

8 COMMISSIONER BELL: I second.

9 VICE CHAIR DEWAELSCHE: It's been seconded.
10 Is there any discussion?

11 COMMISSIONER BROWN: Madam Chair.

12 VICE CHAIR DEWAELSCHE: Commissioner Brown.

13 COMMISSIONER BROWN: My only question with
14 it before we move on is a lot of the information
15 contained in this case has not been given and some of
16 the information that's here now are only statements that
17 came from I guess Attorney Wyrick doing his due
18 diligence and some of the statements looking at the
19 things. Looking at the statements that's in here
20 there's information here that may support Officer
21 Collins' request with other officers in the same manner
22 that have not been terminated for the things that we're
23 listening here. And I would just like to see a little
24 bit more of the information to make sure that we're
25 giving him a fair chance at employment with Detroit

1 Police Department.

2 COMMISSIONER GRIFFIE: Through the chair.

3 VICE CHAIR DEWAELSCHE: Commissioner
4 Griffie.

5 COMMISSIONER GRIFFIE: So one of the --
6 based on the report done by our board secretary -- board
7 attorney officer or former officer had the opportunity,
8 Jerome Collins had the opportunity to come before this
9 body and he decided that -- to go to the arbitrator and
10 so that was the grounds upon which I made my motion. I
11 just wanted to clarify. I think he had the opportunity
12 to come before this board; he then choose to the
13 arbitrator, did not like what the arbitrator decided and
14 has now chosen to come before this body, so.

15 VICE CHAIR DEWAELSCHE: Commissioner, thank
16 you. Commissioner Bell.

17 COMMISSIONER BELL: I support that position
18 of Commissioner Griffie. Arbitration is a fact-finding
19 body and also he had opportunity to bring forth his
20 legal representation in reference to this matter and
21 also the trial board dismissed him, so I think Attorney
22 Wyrick report is quite detailed in terms of all other
23 fact-finding bodies; so I cannot see how we can not
24 recognize that it's been a thorough process of due
25 process. So I would call for the vote.

1 VICE CHAIR DEWAELSCHE: Commissioners, we
2 have a motion to deny to reopen the disciplinary case of
3 Jerome Collins. All those in favor indicate by saying
4 aye.

5 MOST: Aye.

6 VICE CHAIR DEWAELSCHE: Opposed.

7 COMMISSIONER DAVIS: Nay.

8 COMMISSIONER BROWN: Nay.

9 COMMISSIONER BURTON: Nay.

10 VICE CHAIR DEWAELSCHE: Okay, we have three
11 nays, correct? Motion carries, thank you. At this time
12 we're going to have oral communications. Please limit
13 your comments to two minutes and Mr. Brown could you
14 give us the names?

15 COMMISSIONER BURTON: Madam, we didn't go
16 old business or new business.

17 VICE CHAIR DEWAELSCHE: We're going to do
18 new business after oral communications if you look at
19 the agenda.

20 MR. BROWN: Madam Chair, I currently have
21 four cards. Your first speaker will be Miss Faith,
22 followed by Ms. Beverly Singleton, followed by Michelle
23 George, followed by Mr. Scotty Boman. And I got five
24 cards, Ms. Valerie Glenn will be your last speaker.

25 VICE CHAIR DEWAELSCHE: Thank you.

1 MISS FAITH: Welcome to this honorable board
2 as usual. Good afternoon to everyone. For the record
3 my name is Miss Faith and I went through the
4 commendation with Captain Gardner last with the
5 sensitivity of the matter -- not the matter but the
6 subject that I was doing; want a make a public comment
7 on. This, I was inspired to make this comment on this
8 was yesterday. I was on my way to the doctors and I saw
9 two police cars with lights flashing and some young
10 people was running. One lady was running so fast. And
11 I thought what happened here? And there was a fire, a
12 truck down the other way flashing their lights and then
13 I started to thinking about young people and their
14 parents and what brought this on, this kind of thing
15 that warranted that the police officers to have two
16 cars. And so I started thinking about the young people
17 and upbringing, the training, the parents and in the
18 nine months what did they hear in the womb when they're
19 born; what's going to happen then. And as they grow up
20 what is the response if the parents are not paying
21 attention, close attention, to the development and
22 training and the education of their children, the little
23 treasures that are -- well, they're reflections of what
24 they are. And in the womb of the parents and then when
25 they're born. And if they're paying attention to when

1 they come home; the response to their parents. The
2 response to their siblings; the response to their
3 surroundings wherever they are.

4 And I'm so sensitive to the young because I
5 see it so much. And I say, parents be more watchful,
6 more sensitive to your little ones. They're little
7 reflections of yourself because you don't want repeat
8 offenders. You don't want little criminals at all. You
9 want them to be just exactly like you are on the inside.
10 The wonderful things that you could bring out and bring
11 out in them.

12 VICE CHAIR DEWAELSCHE: Thank you. Thank
13 you Miss Faith.

14 MR. BROWN: Ms. Singleton.

15 MS. SINGLETON: Good afternoon everyone.
16 I'm just a citizen, retiree, government retiree. I'm a
17 Lyft driver also and I just got this certificate --

18 VICE CHAIR DEWAELSCHE: I'm sorry, we didn't
19 hear you. You need to speak to the mic.

20 MS. SINGLETON: I apologize. I don't know
21 which part you heard. I'm a retiree, government
22 retiree. I'm a Lyft driver. I just completed this, got
23 my little certificate introduction on human trafficking
24 awareness and what we can do to step that up. Getting
25 ready for my next course. Just wanted to say real

1 quickly I'm not sure what the police protocol is. The
2 other evening downtown about 10 to 7 I'm doing, I'm
3 cruising about maybe 10 or 5 miles. I'm like I guess
4 everybody's gone home from work; there's no more rides.
5 I look out my mirror and I see someone following me. I
6 see a vehicle but no lights. I'm hearing stories of
7 Lyft drivers being like hit and you get out and then
8 something happens or you don't know with so much
9 trafficking going on so I'm like, am I about to be a
10 victim of something? I don't know. I see a car no
11 lights and as I said I'm cruising about maybe 5 miles an
12 hour, so well let me just bend the corner. And so the
13 car just bent the corner too. I said oh. So let me
14 just pull over then and then the car just pulled over.
15 So I'm thinking in my mind am I about to be a victim of
16 a crime? So maybe I need to put on the gas and get out
17 of here. At that moment I thought that, the police
18 lights came on. I was like whoa, what happened. And
19 they came up and they looked like they were about 15
20 years old; they were so young. And I was like oh my God
21 you guys are very professional. They were very
22 professional. I kept commenting them, but what I didn't
23 understand was, he said do you realize your lights
24 aren't on? I said, my lights aren't on? Click. Turned
25 them on really quickly. No, I didn't know my lights

1 weren't on. So he got my information. He came back; he
2 gave me a ticket. I said wow, you're giving me a ticket
3 but he didn't have his lights on. I mean, he didn't --
4 I'm just like, what are they teaching the police these
5 days? Now I don't know. I'm just a citizen but I was
6 so upset. And I was also just very happy that they were
7 so professional because they were; I said, you guys are
8 so professional but you guys probably could have made a
9 judgment call but, you know, they're doing what they're
10 trained to do. I just wanted to know how does that go?
11 If I'm thinking I'm being followed. So anyway. He came
12 back; he gave me a ticket. Oh. Okay. I see people are
13 lights off all the time and I'm like toot toot, point to
14 the front of their car but I got a ticket. Then I
15 looked down, well, okay officer. Then I looked up and I
16 saw I had a ticket for failing to signal. I'm thinking
17 that I probably would not signal because if I think
18 someone's following me, maybe I'm going to be a victim
19 of a crime, I'm definitely not going to signal. But as
20 I said I was approaching the interaction. I was about
21 doing about five miles an hour. Not really doing --
22 bent the corner, so did they. So what is the protocol
23 here?

24 VICE CHAIR DEWAELSCHE: So D.C. Bettison,
25 maybe you can respond.

1 DEPUTY CHIEF BETTISON: Yeah, so first of
2 all, thank you for pulling over and thank you for saying
3 the officers were professional and no one likes getting
4 a ticket. In a situation where you think that you're
5 being followed, your life is in danger, I would call
6 9-1-1. I would say you should call 9-1-1, let them know
7 what's occurring and they will direct you to your
8 nearest police station where you can drive to. So if
9 officers are following you, the thing that you wouldn't
10 want to do is increase speed. As long as you're driving
11 at the same relevant speed to your nearest police
12 station, you're good to go, okay?

13 MS. SINGLETON: But you know what, I didn't
14 even know they were police. I'm like who is this
15 following me with no lights on? I'm like, I'm afraid,
16 okay.

17 VICE CHAIR DEWAELSCHE: Commissioner Bell
18 wants to --

19 DEPUTY CHIEF BETTISON: The ticket is
20 discretionary. I can't do anything about the ticket.
21 You know, or say I don't have the power to say the
22 ticket, but what you can do is that's what we have
23 judges and courts for. You can take that; I would
24 definitely say, you know, yeah, take it to court tell
25 the judge the story and the judge definitely has

1 discretion, okay?

2 VICE CHAIR DEWAELSCHE: Commissioner Bell,
3 did you want to say something?

4 COMMISSIONER BELL: Could you repeat the
5 time frame, please?

6 MS. SINGLETON: The time frame?

7 VICE CHAIR DEWAELSCHE: The time that it
8 happened.

9 MS. SINGLETON: Time of day? Oh it was
10 actually 6:49 p.m.

11 COMMISSIONER BELL: I just really apologize.
12 You know, I think officers got to be a little more
13 sensitive to a little common sense here about lights on,
14 lights off. You know, you got to warn them so like
15 deputy chief explained, go to court. I'm pretty sure
16 but the time -- it's just that young officer should be a
17 little bit more sensitive to the situation. Their
18 lights off and then, you know, popped on and all that,
19 but I think sometimes --

20 MS. SINGLETON: Can I make one more comment?

21 COMMISSIONER BELL: Just simplify.

22 MS. SINGLETON: Yes, there was two tickets.
23 One he said well -- I said, oh my God. He said, failing
24 to signal. Did this just happen to me?

25 VICE CHAIR DEWAELSCHE: Thank you.

1 MS. SINGLETON: When you come back and get a
2 ticket saying that you don't have your proof of
3 insurance or your register, however, officer they're
4 right here on my phone; he said I can't take your phone.
5 I'm like, yes, you can; you can take my phone. Here's
6 my insurance. I'm holding my insurance and they don't
7 want it. I say how do I get a ticket for that, too? I
8 got my insurance right here.

9 VICE CHAIR DEWAELSCHE: Thank you very much.

10 COMMISSIONER GRIFFIE: One second. I'm
11 sorry, but that is a state law. So I would like for
12 somebody to take that officer's name down; they need to
13 be trained because that is against the law so let's not
14 just brush this off.

15 DEPUTY CHIEF BETTISON: Sergeant Hewitt
16 could you step out, get the information to see her and
17 assist her. Thank you.

18 COMMISSIONER GRIFFIE: Thank you.

19 VICE CHAIR DEWAELSCHE: He'll work with you
20 on this, thank you. Our next speaker, please. Our next
21 person.

22 MS. GEORGE: Through the chair. And also to
23 the honorable board. Briefly I wanted to comment on
24 Deputy Chief Bettison as well, hello, about the incident
25 on Livernois and I think what's happening is that

1 there's been a loss of respect with police because
2 they've been drag racing for years, so there's some
3 suggestions that we want to give Chief Craig, some
4 things that he can do to stop the drag racing on
5 Livernois, because they feel like well, we've been doing
6 it for years; they've probably been doing it for about
7 15 or 20 years and I think that's what's happening when
8 they're doing their wheelies and the police was going
9 around following them. That would be a suggestion that
10 I would want to give Chief Craig and I had that meeting
11 with Chief Craig.

12 I also want to talk about I called the Craig
13 Miller as usual with dealing with Corporal Jones and
14 that raise that he is not entitled to for beating a
15 woman. I called about the arbitrator. Can I get to the
16 arbitrator, she stated but I did say that, okay let him
17 know that if he see his mama on TV, maybe he'll be a
18 little bit more sensitive to that situation so, but and
19 also we're still working on when I meet with Senator
20 Peters in D.C. at the end of the month we're going to
21 work on getting police more money, like Commissioner
22 Brown stated, as police coming into the door. Police
23 need to get more money starting at 55 to 60 thousand
24 dollars and that's something we're going to work on with
25 the budget because as I'm understanding the position for

1 the secretary I'm hearing in the streets that it's over
2 100 thousand dollars and I know they're doing 30
3 thousand dollars in terms of a search but a lot of money
4 needs to go to police as well. So we're concerned about
5 that; absolutely the 9-1-1 search. But I do want to ask
6 Captain Gardner, which was a wonderful Power Point.
7 There was an incident in the neighborhood where someone
8 had to -- had called to hear shots, domestic violence,
9 so when 9-1-1 was called it said all circuits were busy
10 but there was a phone call back. So should they stay on
11 the line? So thank you. I just wanted to ask her I'm
12 sorry. Thank you very much.

13 COMMISSIONER BELL: Madam Chair.

14 VICE CHAIR DEWAELSCHE: Commissioner Bell.

15 MS. GEORGE: She want to answer that as
16 well, Commissioner.

17 COMMISSIONER BELL: You can talk to her off
18 line. I just want to respond to the Corporal Jones
19 issue; I don't see Mr. Blount is here but I just want to
20 report out that we went before the arbitration --
21 arbitrator yesterday, like a five hour process and
22 arbitrator -- and the city did excellent -- the
23 corporation council did an excellent job of representing
24 this board in terms of the issue. Arbitrator was
25 pleased to hear all facts dealing with the matter. He

1 stated that he would rule hopefully within three weeks
2 on this matter.

3 MS. GEORGE: About the raise?

4 COMMISSIONER BELL: Yeah. Corporal Jones
5 matter. He will rule in three weeks.

6 MS. GEORGE: Okay, thank you. 'Cause I was
7 going to go down to the office on Jefferson today.

8 COMMISSIONER BELL: Hopefully we'll hear
9 something.

10 VICE CHAIR DEWAELSCHE: Thank you. Our next
11 speaker, please.

12 MR. BROWN: Mr. Bowman.

13 MR. BOWMAN: Yes, I want to remind people
14 including the attorney for this board that the charter
15 clearly states that the board is the final word on
16 matters of discipline. Not the arbitration panel. The
17 lights agree. The only thing -- it also says that the
18 board will -- is to be the final approval on promotions;
19 that the promotion is not effective until the board
20 votes to make it happen. It is illegal and a violation
21 of the charter if he is promoted and if he is promoted,
22 it is the duty of this board to take it to court and
23 challenge it as an usurpation of their powers as
24 delegated by the charter.

25 Secondly, this weekend I spoke with the

1 family of Shelby Smith, the victim, and I didn't get to
2 speak to Shelby directly but they had for a long time --
3 that's a whole other story -- but they did get to speak
4 to her this weekend and one thing she said is she goes,
5 if there's one thing you can do, make sure this doesn't
6 happen again to somebody else. And I think part of that
7 is making sure that there are consequences for the
8 actions but also going forward there apparently was a
9 misunderstanding, and I'm being kind about that, by many
10 officers lining up saying that this is a great thing to
11 do; this was the great thing to do. And apparently the
12 board unanimously found otherwise that in fact he should
13 not be promoted but of course on an earlier occasion
14 something different happened when there was a vote about
15 an indefinite suspension. So it's a little unclarity
16 there, but it looks like now the board has come around
17 and is unanimous that this was not right. If it's not
18 right, it needs to be put in the police manual. It
19 needs to be put in procedures that this is not what
20 training should reflect and not what training should
21 instruct officers to do.

22 Those are really the two main things and I
23 just hope that -- and, finally, the whole thing with
24 that vote; I was here last week. The appropriate thing
25 would have been to carry out that rollcall vote today

1 because it is Robert's Rules of Order that when there's
2 a call for division, which is effectively what he meant,
3 that it does have to go through and we do need to hear
4 -- we need to at least see the people stand who voted
5 one way and the people stand who voted the other way.

6 VICE CHAIR DEWAELSCHE: Thank you. Our next
7 speaker.

8 MR. BROWN: Mrs. Glenn and Madam Chair, that
9 will be your last speaker.

10 VICE CHAIR DEWAELSCHE: Thank you.

11 MRS. GLENN: Okay Valerie Glenn through the
12 chair, and to this honorable board. And specifically
13 this is in regards to something that Deputy Chief
14 Bettison said. I had the pleasure of being married to a
15 police official and there is a lot of stress associated
16 with the job of being a police officer and anything that
17 you do in policing. I am glad to hear that the rules
18 regarding mental health treatment and concern about the
19 officers and the officials have changed. Because I know
20 for a fact that when my husband served on the police
21 department it was a no-no to do that. Now he did retire
22 24 years ago, so I do want to say that they were not
23 allowed to do that, so that's a plus on the part of the
24 police department.

25 I'd like to also comment briefly about

1 Corporal Jones and the fact is I am on the, committee,
2 the focus group committee, people's focus group
3 committee regarding the police commissioners and their
4 role and how we would like to see it placed inside of
5 the charter. It's sad, however, your votes should be
6 the final vote. And I have to agree with everything
7 that was said before me regarding Corporal Jones this is
8 sad.

9 Last but not least I'd like to remind you
10 that all Board of Police Commissioners' committee
11 meetings should be open to the public. That is also a
12 violation of the open meetings act. It should be
13 published. We should be aware when you're meeting and
14 unless it's a closed meeting, and I'm not even certain
15 if you can have closed committee meetings, but I think
16 you can. That is open to the public. Thank you.

17 VICE CHAIR DEWAELSCHÉ: Thank you very much.
18 Final speaker thank you. Announcements, our next
19 meeting will be Thursday, February 13th at 6:30 at the
20 9th precinct. Heilmann Recreation Center at 19601
21 Crusade Street and then the meeting after that, the next
22 community meeting will be Thursday, March 12th at 6:30
23 p.m. at Downtown Services. It will be held at WC3
24 Curtis Ivery downtown campus. Frank Hayden Community
25 Room at 1001 Fort Street. And now under new business.

1 COMMISSIONER BROWN: Madam Chair.

2 VICE CHAIR DEWAELSCHE: Yes, Commissioner
3 Brown.

4 COMMISSIONER BROWN: So in response to the
5 chief investigator's report last year I guess
6 Commissioner Hope was drawn to the number of complaints
7 that was filed against the officers in the 8th precinct
8 and I told her that the 8th precinct has always been
9 high because it's one of the most heavily populated
10 areas in the city; we have a lot of officers over there.
11 So we went and met with Commander Patterson and what we
12 came up with was they have a training session, a period,
13 for us to come and talk to the officers. So what I told
14 him is that Dr. McCalister and two of the investigators
15 have put on a workshop during one of the training
16 periods. I believe it's for the 5th precinct and it's
17 called Think Before You Speak. So what we found out is
18 that it was well-attended and well-received by the
19 officers over there. What I'd like to do is have them
20 come and do the same presentation for the 8th precinct
21 because we found out that the 8th precinct has -- did he
22 say 38 new recruits, PPOs? 38 PPOs, which is the
23 highest number in the department and I think this would
24 be well worth the trip for us to have Dr. McCalister and
25 her team come and do it. The issue, too, would be for

1 us with the challenge would be the time because first
2 shift is midnight and that's the first period where they
3 do have officers; they actually have to do six sessions,
4 two for midnights, two for days and two for afternoons
5 'cause they put some of them on the street and some go
6 to training, and they flip flop the other guys come off
7 the street and they go into that training period. So
8 one of the issues is surrounding that is it could be a
9 cost of maybe some overtime dollars for the
10 investigators if it happens. If they're working, we
11 have to look at their contract and see if they're
12 working off shift hours, are they entitled to shift
13 premium for doing the midnight thing? And that's
14 something that Commander Patterson was very receptive
15 about. He would love to have us come over there and I
16 myself and Commissioner Hope, I'm dragging her along
17 with me at that first shift so she can stay there all
18 night, too. We're going to be there all day, for the
19 midnight shift and all day during the afternoon shift to
20 actually talk to the officers and everyone involved in
21 the training shift. And as he said that's the
22 concentration when all the officers are coming in and
23 they're touched by everything that's going on, whatever
24 the training is. He's got it slated for we can go talk
25 to him I believe the March the --

1 COMMISSIONER HOLT: 3rd or 5th.

2 COMMISSIONER BROWN: March the 5th so we'll
3 go in on the 4th for the first shift and then the two
4 shifts in the afternoon. And I haven't heard back from
5 Dr. McCalister yet if the investigators will be
6 available. And that's what I'm waiting on and I think
7 this would be a good thing for us to maybe take this
8 through all the training periods through all the
9 precincts.

10 COMMISSIONER HOLT: Correct.

11 COMMISSIONER BROWN: And could be something
12 that maybe we need to when we go into the academy to
13 speak to the new recruits maybe we can conduct that line
14 of training there when the commissioners are going to
15 talk to the classes.

16 COMMISSIONER GRIFFIE: Through the chair.

17 VICE CHAIR DEWAELSCHE: Commissioner.

18 COMMISSIONER GRIFFIE: I'm in support of
19 Commissioner Brown's idea. I would like for maybe next
20 meeting we can carve out some time during unfinished
21 business.

22 VICE CHAIR DEWAELSCHE: Could you speak into
23 the --

24 COMMISSIONER GRIFFIE: I'm sorry, during
25 unfinished business to have Dr. McCalister come and

1 present a proposal of how said training could be...

2 VICE CHAIR DEWAEELSCHE: Implemented.

3 COMMISSIONER GRIFFIE: Implemented. Thank
4 you, I'm sorry. In the most cost-effective and
5 time-effective manner and then I think we could -- I
6 don't know if it requires a vote because -- to have them
7 work. It's their normal business, normal duty, right,
8 to do this so but it would be nice to see the proposal
9 and then we can decide moving forward from there.

10 COMMISSIONER BROWN: Thank you.

11 VICE CHAIR DEWAEELSCHE: Thank you.

12 Commissioner bell.

13 COMMISSIONER BELL: Yes, 'cause we can't --
14 we don't pay overtime and we have to have the
15 cooperation in terms of changing their hours and
16 flexibility but it's not overtime in our budget. We
17 don't pay overtime but those Commissioner Griffie, we
18 can work out those details before we initiate that type
19 of activity.

20 COMMISSIONER GRIFFIE: And perhaps a stagger
21 schedule of some sort if that works. I don't know.

22 VICE CHAIR DEWAEELSCHE: Commissioner Holt.

23 COMMISSIONER HOLT: Yes, please. So
24 Commissioner Bell, you're saying we don't pay overtime?
25 Then does that mean that if the officer -- the

1 Dr. McCalister's staff were to do that midnight
2 training, then they could be compensated by not having
3 to work at another time?

4 COMMISSIONER BELL: Commissioner Griffie,
5 let's work out the details. Once we get a proposal,
6 then we can work out those details.

7 COMMISSIONER BROWN: I think there's money
8 in the training budget that those dollars could be used.

9 COMMISSIONER BELL: But we don't pay
10 overtime. Okay.

11 COMMISSIONER BURTON: Through the chair.

12 COMMISSIONER BELL: Let's work it out that
13 way.

14 VICE CHAIR DEWAELSCHE: Commissioner Burton.

15 COMMISSIONER BURTON: Under new business I
16 want to put a motion out there.

17 VICE CHAIR DEWAELSCHE: Before you go on to
18 that motion. So we're going to ask Dr. McCalister to
19 provide us with a proposal at a future meeting and we'll
20 have our board secretary follow-up with her and place it
21 on the agenda for future meeting. Thank you.

22 Commissioner Burton.

23 COMMISSIONER BURTON: I move that when it
24 comes to citizens public comment can we move the cut off
25 time to one hour after the board meeting?

1 VICE CHAIR DEWAELSCHE: I'm not
2 understanding your motion.

3 COMMISSIONER BURTON: Okay, so the Board of
4 Police Commissioners meeting is at 3:00, right? At this
5 meeting. So we have -- I didn't arrive here today as a
6 commissioner until like, what, 3:15, 3:18 give or take,
7 so it's even harder for even other citizens to come to
8 3:00 meetings especially when they coming from work or,
9 you know, or other meetings.

10 VICE CHAIR DEWAELSCHE: What is your request
11 exactly?

12 COMMISSIONER BURTON: My request is to move
13 the public comments cards that's collected during the
14 chief's remarks to move that to one hour after the board
15 meets, so instead of cutting it off after the chief's
16 remarks, which is the first 15, 20 minutes of the
17 meeting we cut it off at 4:00. And then when we have
18 our 6:30 meetings we cut it off at 7:30 and give the
19 citizens an opportunity to come to the meetings.

20 COMMISSIONER GRIFFIE: I don't hear a
21 second.

22 COMMISSIONER BROWN: I second the motion
23 just so we can have some discussion.

24 VICE CHAIR DEWAELSCHE: Okay. Is there --
25 motion has been made and seconded. Is there any

1 discussion?

2 COMMISSIONER BROWN: Through you, Madam
3 Chair to Commissioner Burton I guess am I understanding
4 that you would like to have -- you want public comment
5 extended past the time or are you just looking at today?

6 VICE CHAIR DEWAELSCHE: What I'm hearing is
7 that he wants to give more time for people to submit the
8 card to be a speaker.

9 COMMISSIONER BROWN: Oh okay. That's the
10 other question.

11 VICE CHAIR DEWAELSCHE: One hour after. Any
12 other commissioners? All those in favor of the motion
13 indicate by saying aye.

14 ALL: Aye.

15 VICE CHAIR DEWAELSCHE: Opposed? Okay,
16 motion carries.

17 COMMISSIONER BELL: I don't think we really
18 understood.

19 VICE CHAIR DEWAELSCHE: Okay, the motion
20 made by Commissioner Burton was to extend the time
21 beyond the chief's report to one hour, not at the end of
22 the chief's report. So if the meeting starts at 3, we
23 will accept cards until 4. If the meeting starts at
24 6:30, we will accept cards until 7:30 and the motion was
25 made and it was approved. All -- I mean, it was

1 approved. Okay. Thank you.

2 Next on the, under new business we have a
3 closed session and it's regarding correspondence from
4 Commissioner Craig -- I mean, I'm sorry Chief of Police
5 Craig on status without pay for -- but with medical
6 benefits for police officer Deshawn Lott badge 4913
7 assigned to the 8th precinct. Is there a motion to go
8 into closed session?

9 COMMISSIONER BROWN: Madam Chair, I move
10 that we go into a closed session and discuss it
11 personally.

12 COMMISSIONER HOLLEY: Support.

13 VICE CHAIR DEWAELESCHE: It's been moved and
14 seconded. All those in favor -- is there any
15 discussion? All those in favor indicate by saying aye.

16 ALL: Aye.

17 VICE CHAIR DEWAELESCHE: Opposed? Motion
18 carries. We're going to go to be going into closed
19 session. We will reconvene our meeting. And so if you
20 would like to stay, we'll be back. Thank you.

21 (Off the record at 4:51 p.m.)

22 (Back on the record at 5:13 p.m.)

23 VICE CHAIR DEWAELESCHE: Commissioners, can
24 we get a motion to reconvene?

25 COMMISSIONER HOLLEY: So moved, Madam

1 Chairperson.

2 COMMISSIONER DAVIS: Support.

3 VICE CHAIR DEWAELSCHE: It's been moved and
4 seconded. Any discussion? Hearing none all those in
5 favor indicate by saying aye.

6 ALL: Aye.

7 VICE CHAIR DEWAELSCHE: Opposed? Motion
8 carries. So we are reconvening the meeting. And I'm
9 sorry I'm look for -- and it is, we went into closed
10 session and we will be making a motion whether or not to
11 accept Chief Craig's recommendation regarding -- not
12 status, suspension without pay for, but with medical
13 benefits, for police officer Deshawn Lott badge 4913
14 assigned to the 8th precinct.

15 COMMISSIONER GRIFFIE: Through the chair.

16 VICE CHAIR DEWAELSCHE: Yes.

17 COMMISSIONER GRIFFIE: I move that we deny
18 the request for -- I'm sorry that we accept the --

19 COMMISSIONER DAVIS: That we support.

20 COMMISSIONER GRIFFIE: I'm sorry, that we
21 support the chief's recommendation to change the -- to
22 have the administrative leave without pay but with
23 medical benefits for police officer Deshawn Lott badge
24 number 4913.

25 VICE CHAIR DEWAELSCHE: It's been moved. Is

1 there a second?

2 COMMISSIONER HOLLEY: Second.

3 VICE CHAIR DEWAELESCHE: It's been moved and
4 seconded. And we're going to take a vote. We're going
5 to do it...

6 COMMISSIONER HOLLEY: Rollcall.

7 VICE CHAIR DEWAELESCHE: Rollcall vote.

8 COMMISSIONER BELL: Discussion.

9 VICE CHAIR DEWAELESCHE: Discussion, I'm
10 sorry. Is there any discussion? Hearing none then
11 we're going to take a rollcall vote, please.

12 SECRETARY WHITE: Commissioner Holt.

13 COMMISSIONER HOLT: I support the chief's
14 recommendation.

15 SECRETARY WHITE: Commissioner Davis.

16 COMMISSIONER DAVIS: Support.

17 SECRETARY WHITE: Commissioner Brooks.

18 COMMISSIONER BROOKS: Support.

19 SECRETARY WHITE: Commissioner Bell.

20 COMMISSIONER BELL: Support.

21 SECRETARY WHITE: Commissioner Griffie.

22 COMMISSIONER GRIFFIE: Support.

23 SECRETARY WHITE: Commissioner Holley.

24 COMMISSIONER HOLLEY: Support.

25 SECRETARY WHITE: Commissioner Burton.

1 COMMISSIONER BURTON: I'm going to support
2 the chief's recommendation.

3 SECRETARY WHITE: Commissioner Brown.

4 COMMISSIONER BROWN: Support.

5 SECRETARY WHITE: Madam Chairperson
6 Dewaelsche.

7 VICE CHAIR DEWAELSCHE: Support.

8 SECRETARY WHITE: Yes and the motion was
9 approved.

10 VICE CHAIR DEWAELSCHE: The motion has been
11 approved and therefore we are done with our business.

12 And is there a motion to --

13 COMMISSIONER HOLLEY: So moved.

14 COMMISSIONER GRIFFIE: Support.

15 VICE CHAIR DEWAELSCHE: It's been moved and
16 seconded. All those -- I'm sorry, I've just been told
17 that we have one more item, okay, before we vote on that
18 motion.

19 COMMISSIONER DAVIS: Too late.

20 VICE CHAIR DEWAELSCHE: You handed -- you
21 just indicate that we have it. Go ahead.

22 DR. ANDERSON: Dr. Anderson for the record.
23 Through the chair I just wanted to make sure that
24 everyone received a copy of the procurement process.
25 Also I reached out to the deputy director Lena Willis.

1 Deputy Director of procurement Lena Willis is willing to
2 come and meet the board on February the 20th at 3 p.m.
3 so she can explain to you all in detail the process and
4 answer any questions that you may have.

5 VICE CHAIR DEWAELSCHE: Thank you,
6 Dr. Anderson. So we'll have our board secretary make
7 those arrangements, thank you. And the vote was made
8 and it was unanimous that we would adjourn. Thank you
9 all for being here.

10 (Meeting concluded at 5:17 p.m.)

11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

1 STATE OF MICHIGAN)

2)

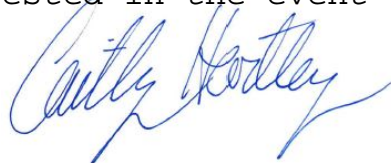
3 COUNTY OF WASHTENAW)

4

5 CERTIFICATE OF NOTARY PUBLIC AND COURT REPORTER

6 I, Caitlyn Hartley, do hereby certify that the
7 foregoing meeting was duly recorded by me
8 stenographically and by me later reduced to typewritten
9 form by means of computer-aided transcription; and I
10 certify that this is a true and correct transcript of my
11 stenographic notes so taken.

12 I further certify that I am neither of counsel to
13 either party nor interested in the event of this cause.

14 

15

16 _____
17 Caitlyn Hartley, RPR, CSR-8887

18 Notary Public,

19 Washtenaw County, Michigan

20 My Commission expires: August 15, 2021

21

22

23

24

25

1

1 4:18 16:2 31:15 33:20 60:12
1,100 31:22
1,300 31:23
10 38:20 68:2,3
10-month-old 18:19
100 41:11 74:2
1001 78:25
10th 14:22 18:16
11 15:19
12th 15:2 78:22
13th 13:3 78:19
14 53:18
143 33:24
14601 29:20
14th 29:19
15 16:2 42:15 68:19 73:7
84:16
153 41:9
16th 59:9,15
18 15:23
1926 8:19
19601 78:20
1970s 9:12
1973 9:17

2

2 16:4 60:12
2,000 34:10
2,800 40:15
2-109 60:1
20 38:21 40:17 43:20 45:23
46:3 73:7 84:16
2011 12:17 62:1,8

2013 62:9
2015 31:12
2019 31:15,16 33:20,21
202.7 53:12
2020 4:2 5:15 29:18 36:6 59:9
20th 90:2
21 15:23
21st 62:4
22 9:15
23rd 14:25
24 40:8 77:22

3

3 39:19,22 42:9,13 60:12
85:22 90:2
3,000 31:20
30 40:10 47:12 57:4 74:2
30th 5:15
31st 31:15 33:21
32 40:12 47:13
33 42:4
36 15:24
36th 33:10
38 42:4 79:22
3:00 4:3 10:16 84:4,8
3:15 84:6
3:18 84:6
3rd 33:11 81:1

4

4 4:20 15:22 42:13 59:24
60:12 85:23
48 40:19
48,000 33:22
4913 13:20 86:6 87:13,24

4:00 51:8 84:17
4:51 86:21
4th 81:3

5

5 16:9 60:12 68:3,11
50 43:8
500 31:25
53 41:11
55 73:23
56 15:18
5:13 86:22
5:17 90:10
5th 16:9 79:16 81:1,2

6

6 4:2 33:22
6,800 40:17
60 73:23
6:30 10:17 78:19,22 84:18
85:24
6:49 71:10

7

7 4:24 10:18 15:25 59:24 68:2
75 39:21,22
7:30 84:18 85:24

8

8 10:18 16:3 42:14
8th 13:20 28:25 79:7,8,20,21
86:7 87:14

9

9-1-1 18:18 30:15,25 31:4,6,16

33:18 41:7,10 48:4,17 49:11
50:7 51:7,11,23 52:1,5,6,12
54:16 70:6 74:5,9

9/11 29:2

90 38:20

900 31:22

95 38:21

96 40:16 43:19

9th 78:20

A

ability 35:5 36:11 37:23 38:10

abnormal 27:16

abnormally 15:16

absolutely 50:8,24 52:23 74:5

academy 38:8 41:22 81:12

accept 85:23,24 87:11,18

access 23:13

account 54:1

accountability 11:8

accreditation 39:17 42:9

accurately 8:25

achievements 9:5

Ackles 45:8,13,14 46:2,9

acknowledge 9:20 20:9

acknowledgement 8:21

act 78:12

acting 55:21

actions 76:8

active 15:16

activity 82:19

add 56:15

addition 60:1

additional 19:17,25 54:9

Additionally 11:4 12:4,15 13:4

address 14:8 19:12 39:6 50:20

addressing 19:18

adequate 36:20 37:2

adherence 11:3

adjourn 14:13 90:8

adjustments 21:1

admin 30:3

administrative 7:18 8:12
13:18 87:22

advertise 26:11

advise 33:3

affidavit 54:20

afraid 70:15

African 8:22,23 9:7

afternoon 4:5 6:6,8 8:11 13:17
14:12 16:25 29:24 31:23 66:2
67:15 80:19 81:4

afternoons 80:4

agencies 31:2 38:18

agency 10:25 11:9 57:7

agency's 33:10

agenda 5:5 11:15 14:9,11
29:15 53:4 65:19 83:21

Aggravated 15:19

aggressive 21:10

agree 75:17 78:6

agreed 20:4

agreement 62:19

ahead 20:15 47:25 51:21
89:21

Ainsley 6:16

air 32:5

Alan 6:5

Alexander 9:6

Ali 4:12

allegation 29:4

alleged 29:2

allegedly 62:6

alleviate 18:11

allotted 14:1

allowed 25:2 50:5 77:23

amazing 43:20

ambushed 15:4

American 8:22 9:2

Americans 8:24 9:7

ample 14:9

Anderson 6:23 13:4 27:19
89:22 90:6

Annie 4:25

announce 29:17

announced 53:9

Announcements 78:18

annual 59:25

answering 31:16

answers 44:7 49:12

apologies 44:18

apologize 46:23 57:17 67:20
71:11

apparently 23:25 76:8,11

appearance 19:15

appearances 57:21

appointed 59:24

appointees 59:20

appointment 14:22

appointments 59:16

appraisals 43:14

apprehend 16:20

apprehension 23:11

approach 21:7,10 23:3,6
24:11

approaching 69:20

approval 5:5 75:18
approve 5:15 59:16
approved 56:18 85:25 86:1
89:9,11
approximately 16:9 34:10
38:5 40:15
Arabic 45:4 46:16,24
arbitration 62:13 64:18 74:20
75:16
arbitrator 62:19 64:9,13
73:15,16 74:21,22,24
arbitrator's 62:15,22
area 15:9 26:23 35:9 41:15
areas 30:14 35:10 39:24 46:20
51:12 79:10
argument 62:21
Aric 7:19
arm 36:21
arrange 32:25
arrangements 33:10 90:7
arrest 33:1
arrests 21:16
arrive 36:5 84:5
article 10:18 18:14 24:2 25:16,
18,19,25 26:2,22 27:4 29:12
54:15
aspire 38:19
assault 15:10
assaults 15:18,19
assigned 13:20 86:7 87:14
assist 31:11 32:4,10 33:20
36:4 37:8 39:12 72:17
assistance 33:4 35:17 36:20
assistant 8:12,14
assistants 33:18
assisting 34:2

assists 30:22 50:13
Association 38:18
assume 50:18
assurance 30:18 34:13 35:10
45:11
assure 36:4
at-large 4:19,22,25
attendance 4:8
attending 14:10
attention 16:21 37:14 66:21,
25
attorney 6:11,12 55:6 56:2,6
58:19,25 59:1,2,6,14 61:16,21
62:2,3 63:17 64:7,21 75:14
attracting 36:7
attribute 39:1
attrition 41:12 43:3
ATVS 17:12
audience 8:8 14:10
audio 6:6
August 59:23
average 31:19,21
averaging 42:14
aware 27:12 36:3 37:8 46:9
56:3 78:13
awareness 67:24
Awesome 42:18
aye 5:10,11,21,22 61:12,13
65:4,5 85:13,14 86:15,16
87:5,6

B

back 8:19 13:23 16:17,18
20:22 25:4 29:1 30:4 32:15
39:4 41:11 52:8,21 53:20 62:4
69:1,12 72:1 74:10 81:4
86:20,22

back-up 40:9
bad 23:6
badge 86:6 87:13,23
Banks 6:21
bar 52:9,10
bargaining 62:18
barricaded 18:15,22,25 19:5
Barton 15:11,14
based 19:23 43:22 53:21 64:6
basic 9:22 29:17 44:22 53:7
basically 19:21 54:5 59:10
basis 27:6 34:16 62:21
Batoum-bisse 15:1
beating 73:14
began 59:8
behalf 4:8 13:12
behavior 19:7
believes 11:7
bell 4:20 5:6 54:23 60:8,10,16
61:20 63:8 64:16,17 70:17
71:2,4,11,21 74:13,14,17
75:4,8 82:12,13,24 83:4,9,12
85:17 88:8,19,20
belt 41:6
bend 68:12
benefits 13:19 86:6 87:13,23
Benson 19:16,19
bent 68:13 69:22
Bettison 7:3,5 8:6 13:9 14:16,
17 20:23 22:5 23:1,5,24 24:17
25:16,24 27:10 28:9,22,25
29:6 48:1 69:24 70:1,19
72:15,24 77:14
Beverly 65:22
bias 19:11
bias-based 12:8

big 41:16
binding 62:20,22
Bisse 15:5
bit 35:20 46:15 49:6 63:24
71:17 73:18
biweekly 59:20
black 8:18,20 9:1,5,16 10:2
41:6
blatantly 57:10
Bliss 7:15 30:23
Blossom 6:14
Blount 74:19
board 4:7,8 5:14 6:9,11,13
9:19,24 10:1,10,13,18,20,25
11:4,6,8,14 12:18,21,22,25
13:1 16:7 17:13 18:7 29:22
39:2,3 50:9 52:25 53:3,10,17
54:8,10 55:4,10,24 57:10,12,
20 59:1 60:2,3 62:10,12,14,17
64:6,12,21 66:1 72:23 74:24
75:14,15,18,19,22 76:12,16
77:12 78:10 83:20,25 84:3,14
90:2,6
board's 10:7 53:13,15,21
54:14
bodies 64:23
body 17:3 57:7,12 59:2 64:9,
14,19
Boman 65:23
book 19:13
boot 40:13
BOPC 6:2 59:16
born 66:19,25
Bowman 75:12,13
box 24:9
brace 57:2
brandish 15:20
break 39:4

breakdown 31:21
breaks 59:23
Brian 8:14
briefly 72:23 77:25
bring 22:19 24:18 25:2 45:18
64:19 67:10
broad 16:25
broken 25:4 36:21 39:3
Brooks 4:21 5:17 88:17,18
brought 13:11 15:14 23:24
45:11 66:14
Brown 4:17,18 5:24 6:13
13:24 22:17,19,22 28:23 44:3
48:10,13 49:8,18,23 55:8
56:8,11 57:15,24 58:3,7 61:2
63:11,12,13 65:8,13,20 67:14
73:22 75:12 77:8 79:1,3,4
81:2,11 82:10 83:7 84:22
85:2,9 86:9 89:3,4
Brown's 81:19
brush 72:14
Bryant 7:13
budget 73:25 82:16 83:8
building 47:12
bullet 31:14
Burch 4:10 13:8,12,13,15
burglaries 16:2
Burton 20:10 22:24 23:1,23
25:12,13 26:25 27:2 28:8
56:23,24,25 57:24 58:12,15,
18,20,23 59:4 65:9,15 83:11,
14,15,22,23 84:3,12 85:3,20
88:25 89:1
business 12:13 22:20,22 55:4,
10 61:25 65:16,18 78:25
81:21,25 82:7 83:15 86:2
89:11
busy 74:9
Byron 30:25

C

cable 4:9
Caitlyn 6:7
call 18:18 27:18 30:15,24
31:4,8,17 34:20,21,25 35:3
37:4 39:2,3,4,8 41:4,10,11
42:23 43:1,11 44:12 45:3,8,15
48:19,21,25 49:1,4,9,10,12,
13,14,16 50:5 52:12 64:25
69:9 70:5,6 74:10 77:2
called 9:10 26:13 27:25 48:17
52:9 56:25 59:21 73:12,15
74:8,9 79:17
calls 26:9 31:1,5,7,14,18,20,
22,23,25 33:18,24 34:15,16,
18 35:7,11 36:11 38:19,21
39:9,21 40:6,13,15,16,17
43:6,10,19 45:12 47:18,22
52:10
cameras 32:14
campaign 12:10
campus 78:24
cams 17:3
canine 32:5
capacity 41:16
captain 7:9,11,21 8:2 11:18
26:22 29:22,24,25 30:12
40:22 41:2,9,14 42:3,12 43:5,
21 44:1,11,17,21,24 45:1,7
46:18 47:8,14,17 48:6,9,25
49:15,19 50:8 51:9,11 52:3,
20,23 53:25 66:4 74:6
car 25:3,4,10 68:10,13,14
69:14
card 13:23,24 62:6 85:8
cards 65:21,24 84:13 85:23,24
care 55:3
career 38:7
carjacking 20:18

Carjackings 15:24
carries 5:13,25 61:15 65:11
85:16 86:18 87:8
carry 76:25
cars 24:5 66:9,16
Carter 4:10 8:13,19 53:22 57:2
carve 81:20
case 12:16 60:5 62:1,17,21,25
63:5,15 65:2
cases 40:8
Castaneda-lopez 19:13,14
Castañeda-lópez 12:6 20:1
categories 15:8
Cavin 7:21
celebrate 8:18
cell 14:2 50:19 51:25
center 30:15,17 31:4 36:9 40:9
43:1 50:5 78:20
centers 41:4 42:24
central 42:25 43:1
certificate 22:2 44:23 67:17,
23
certification 41:6
cetera 23:22
chair 4:5,6,14 5:3,8,12,19,23,
25 7:2 8:4,7,17 10:5 20:5,8,15
22:14,16,24,25 23:5 24:18
25:14,24 26:21,25 27:1,10
28:17,19,20 29:7,11 30:10
40:22 44:2 45:14 46:13 47:2,
24 48:10 49:25 50:3 51:19
52:19,24 55:2,8 56:2,3,8,14,
23,24 57:23 58:5,9,13,16,19,
23 59:3,12,22 60:8,9,20,25
61:2,9,14,23 63:1,2,6,9,11,12
64:2,3,15 65:1,6,10,17,20,25
67:12,18 69:24 70:17 71:2,7,
25 72:9,19,22 74:13,14 75:10
77:6,8,10,12 78:17 79:1,2
81:16,17,22 82:2,11,22 83:11,
14,17 84:1,10,24 85:3,6,11,

15,19 86:9,13,17,23 87:3,7,
15,16,25 88:3,7,9 89:7,10,15,
20,23 90:5
chairperson 4:10 5:1 6:4 7:1
14:7 44:5 46:12 53:9,22 56:13
87:1 89:5
chairwoman 57:2
challenge 42:8 43:4 75:23
80:1
challenged 40:18 42:22
chance 63:25
change 59:25 60:6 87:21
changed 50:17 77:19
changing 82:15
channel 4:9
Chaplain 4:12,14
chaplains 37:6
Chapter 10:18
charged 62:7
chart 30:20
charter 10:17 12:13,15 55:5
59:7 60:1,22 61:18 75:14,21,
24 78:5
chase 16:14
chasing 16:18
check 36:22
checked 33:7
chief 6:17,19,22 7:3,5,13,14
8:4,6 10:12,22 13:8,9 14:15,
16 17:5 19:10 20:23 21:6 22:5
23:5 24:17 25:24 26:9 27:10
28:18,22,25 29:6 30:21 48:1
53:6 54:12 59:17 70:1,19
71:15 72:15,24 73:3,10,11
77:13 79:5 86:4 87:11
chief's 11:22 13:18,25 20:13
84:14,15 85:21,22 87:21
88:13 89:2
chiefs 26:5

child 18:19,25
children 23:21 66:22
chime 48:1
choose 25:7 64:12
chosen 64:14
Chris 7:25
Christmas 10:14 59:24
Church 29:19
Cincinnati 60:5
circuit 33:11
circuits 74:9
cities 60:5
citizen 14:11 25:7 29:4 67:16
69:5
citizenry 40:1
citizens 10:9,21 11:1,9 35:12,
21 39:14 40:4 50:7 52:1 83:24
84:7,19
city 8:15 9:8 10:17 11:1 12:5
19:6,7,15,22 23:3 32:7,9,23
45:16 54:11 74:22 79:10
city's 9:14
city-wide 11:23
civic 8:9
civilian 11:8
clarified 19:17
clarify 64:11
class 19:24 20:3 29:18 38:3
53:8
classes 81:15
classroom 41:22
Click 68:24
close 26:9 33:22 42:25 66:21
closed 13:17,21 78:14,15
86:3,8,10,18 87:9
closely 41:3

coach 34:23
coding 34:18,22 40:5
Coleman 9:6,23
collaborate 17:2
collaborating 17:2
colleague 48:15
collected 84:13
collective 62:18
Collins 12:16 62:1 63:4 64:8 65:3
Collins' 63:21
comfortable 37:23
commander 7:15 28:24 30:23 79:11 80:14
commendation 66:4
comment 14:10 22:13 51:5 66:6,7 71:20 72:23 77:25 83:24 85:4
commenting 68:22
comments 13:22 14:8,13 52:22 65:13 84:13
commission 12:13 55:6 59:7 61:17
commissioner 4:6,10,17,19, 20,21,23,25 5:6,7,17,18,24 13:8,10,12,13,15,16 20:10,14, 16,17 21:24 22:12,16,17,19, 21,22,23,24,25 23:1,23 25:12, 13 26:25 27:1,2 28:8,18,19, 21,23 29:8,9,10 40:24,25 41:3,12 42:1,6,18 43:18,22 44:3,4,14,19,23,25 45:2,14,22 46:7,11 47:3,4,11,15,23,24 48:10,11,12,13 49:8,18,23 50:1,2 51:5,10,16,20,22 53:23 54:23 55:8 56:8,10,11,23,24, 25 57:5,14,17,23,24 58:3,7, 12,13,15,18,20,23 59:4 60:8, 9,10,15,16,17,18,22,24 61:2, 20 63:1,2,3,8,11,12,13 64:2,3, 5,15,16,17,18 65:7,8,9,15 70:17 71:2,4,11,21 72:10,18

73:21 74:13,14,16,17 75:4,8 79:1,2,4,6 80:16 81:1,2,10,11, 16,17,18,19,24 82:3,10,12,13, 17,20,22,23,24 83:4,7,9,11, 12,14,15,22,23 84:3,6,12,20, 22 85:2,3,9,17,20 86:4,9,12, 25 87:2,15,17,19,20 88:2,6,8, 12,13,15,16,17,18,19,20,21, 22,23,24,25 89:1,3,4,13,14,19
commissioners 4:15 5:4,13 9:20,25 10:13,18 11:12 12:22 14:6 20:6,9,12 22:15 25:15 40:23 54:24 55:4 59:13,18,25 65:1 78:3 81:14 84:4 85:12 86:23
Commissioners' 78:10
commit 26:5
commitments 17:18
committee 61:5,6 78:1,2,3,10, 15
common 71:13
communication 14:5 30:8
communications 7:10 11:18 29:25 30:7,13,15 34:15 36:9 38:1,10 40:3 47:21 65:12,18
communities 47:5,6
community 6:14 10:17 11:7 17:14,15 18:5 23:7 24:7,20 35:19 36:2 40:1 45:24 50:4,14 78:22,24
company 55:23
compensated 83:2
complaints 10:21 79:6
completed 33:22 49:1 67:22
completely 18:2
completing 33:25
component 23:16
Compstat 15:10,12
concentration 80:22
concern 10:7 77:18

concerned 74:4
concerns 55:12
conclude 8:5 20:11
concluded 90:10
concludes 55:1
condemned 9:9
condition 16:21
conduct 16:10 33:7 45:19 57:8 81:13
conducting 4:7 6:6 38:2
consensus 17:21
consequences 76:7
consideration 11:13
considered 12:17 60:4
consistent 38:23
consistently 9:1
constantly 43:2 46:21
constitutional 9:23 19:23 20:2
contact 46:5
contained 63:15
continuation 59:8
continue 8:24 29:15
continued 16:17,19 19:2 43:12
continues 19:4
continuously 26:20
contract 55:11 57:4 80:11
control 10:19 30:16 32:21 39:25
conversation 35:5 37:13
conversations 32:15 43:9
cooperation 13:14 82:15
coordinated 32:12
copies 12:23,24
copy 89:24

cord 24:10
corner 68:12,13 69:22
Corporal 73:13 74:18 75:4 78:1,7
corporation 74:23
corpus 33:2
correct 44:24,25 45:7 47:14 50:19 56:10,11 62:23 65:11 81:10
corrected 22:9 61:4
correction 61:10
correctly 34:18,22
correspondence 12:12 53:5 86:3
corroboration 54:6
cost 80:9
cost-effective 82:4
council 12:6 19:15 54:13 74:23
council's 12:5
councilman 8:15 19:16,19
councilwoman 19:14
count 54:2,3,4
County 33:9
couple 22:2 58:21,22
court 6:7 33:11 62:18,20 70:24 71:15 75:22
courts 70:23
cover 16:17 61:10
covered 48:15
CPL 24:20,25
Craig 13:8 30:21 53:7 73:3,10, 11,12 86:4,5
Craig's 26:9 87:11
create 11:2 36:15
crime 7:19,24 11:23 15:7,9,11, 12 16:1 20:24 21:20 30:17

31:3 32:5,13 33:15,21 40:19 68:16 69:19
crimes 15:20,25 16:4 54:1,2
criminal 15:17 17:4,6 62:8
criminally 62:7
criminals 67:8
critical 11:19,23 12:3 32:23
critically 14:18
Cromwell 6:16
cross 49:21
cruising 68:3,11
Crusade 78:21
culture 9:4
cumulative 54:7
cup 41:19
current 19:12,18 59:19,23
Curtis 78:24
cut 83:24 84:17,18
cutting 84:15

D

D.C. 19:8 21:13 23:1,24 25:16 28:8 69:24 73:20
daily 39:7 40:16
danger 70:5
Darryl 4:17 57:15
data 54:22
date 54:2,3
dated 53:21
dating 8:18
Davis 4:23 13:10,16 20:14,17 21:24 22:12 40:24 44:3 47:3, 4,11,15,23 57:17 60:24 65:7 87:2,19 88:15,16 89:19
day 10:2 27:6 30:6 31:20,21 34:16 36:10,25 38:9 41:4

44:13 52:8 71:9 80:18,19
daylight 16:25
days 38:5 69:5 80:4
deal 36:24 58:5
dealing 39:18 73:13 74:25
deals 35:11
death 33:7
December 31:15 33:21
decide 82:9
decided 17:21,24 64:9,13
decision 13:3 62:19
declared 18:22
decrease 21:19
deep 15:15
delegated 75:24
denied 57:1
deny 62:24 63:4 65:2 87:17
department 9:12,13 10:11,20, 21 11:3,24 17:9,20 19:18 26:3,8,12,16 27:19 45:13 54:25 59:18 62:6,9 64:1 77:21,24 79:23
department's 11:20 12:10 53:14
departments 25:19
deployment 11:21
deputy 7:3,5,13 8:6 13:9 14:16 19:10 20:13,23 22:5 23:5 24:17 25:24 26:5 27:10 28:18, 22,25 29:6 48:1 54:12 70:1,19 71:15 72:15,24 77:13 89:25 90:1
Dequindre 29:20
descriptions 32:17
deserve 43:25
Deshawn 13:20 86:6 87:13,23
detail 90:3

detailed 64:22
details 34:2 82:18 83:5,6
determine 12:20 31:7
Detroit 4:1 9:6,11,19 10:17
11:2,11 12:13 18:14,15 23:4
24:15 25:17 28:14 29:17
31:16 32:10,23 39:14 40:2
46:20 53:7 55:5 59:7,17 62:5,
9 63:25
develop 13:9 39:25
developed 20:21 52:7
development 66:21
devices 14:2
Dewaelsche 4:5,6,14 5:3,8,12,
19,23,25 7:2 8:4,7,17 20:5,8,
15 22:14,25 25:14 26:21 27:1
28:17,20 29:7,11 30:10 40:22
44:2 46:13 47:2,24 48:10
49:25 51:19 52:19,24 53:9,23
55:2 56:2,8,14,24 57:23 58:5,
9,13,16,19,23 59:12 60:9,20,
25 61:9,14,23 63:2,6,9,12
64:3,15 65:1,6,10,17,25
67:12,18 69:24 70:17 71:2,7,
25 72:9,19 74:14 75:10 77:6,
10 78:17 79:2 81:17,22 82:2,
11,22 83:14,17 84:1,10,24
85:6,11,15,19 86:13,17,23
87:3,7,16,25 88:3,7,9 89:6,7,
10,15,20 90:5
dial-a-dope 21:12
diem 60:3
difference 48:8
differentially 19:22
difficulties 30:9 43:12 49:5
difficulty 43:10
diligence 55:22 63:18
diploma 44:20,21
direct 70:7
direction 49:20
directive 53:11,12

directly 76:2
director 6:24 7:17,25 13:5
53:25 60:4 89:25 90:1
disabled 14:24
disbanded 9:17
disbanding 9:10
discharged 62:5,9
disciplinary 12:16 62:1 63:5
65:2
discipline 75:16
discretely 28:5
discretion 71:1
discretionary 70:20
discrimination 12:8 19:7
discriminatory 11:5
discuss 86:10
discussed 54:12 59:15 62:4
discusses 54:17
discussion 5:9 59:8 61:1
63:10 84:23 85:1 86:15 87:4
88:8,9,10
discussions 5:20
dismissed 62:21 64:21
dispatch 30:17 32:1,3 40:17
43:7 48:19,22 49:14,17 51:1
dispatchers 30:24 32:2,16
41:11
dispatching 32:2
distress 28:1
district 4:18,20,23 8:16 33:11
diverse 45:3,25
division 53:16 77:2
doctor 36:21
doctors 66:8
document 33:6
documentation 35:15

dollar 57:4
dollars 55:22 57:3 73:24 74:2,
3 80:9 83:8
domestic 19:3 54:21 74:8
door 16:12 18:23 19:8 24:3
73:22
doors 50:11
dope 21:11
downed 32:7
downs 36:14
downtown 25:1 68:2 78:23,24
DPD 12:7 13:13 33:3
DPD's 53:18
draft 12:24
drag 73:2,4
dragging 80:16
drawn 79:6
drifters 17:15
drive 70:8
driver 16:12 67:17,22
drivers 12:1 17:11 68:7
driving 70:10
dropped 42:13
drug 21:11
DTE 32:8
due 42:16 55:22 63:17 64:24
duty 14:18,23 26:5 27:25 28:2
75:22 82:7

E

e-mailed 5:14 11:14
EAP 37:9
earlier 34:12 36:18 39:15
40:14 41:24 50:3 54:12 76:13
early 9:12 18:1 20:24 21:3
41:20

easily 22:9
east 7:14 14:20 16:8
Ebenezer 29:19
Ebony 45:8,14
educate 24:7 27:14 35:23
50:21
educating 24:13
education 66:22
educational 8:23 23:16 24:19,
24
effective 14:4 37:18,23 75:19
effectively 77:2
efficiencies 37:25
efficiency 39:6
efficient 37:18,22
effort 13:10
efforts 46:16,18
eighty-four 31:18
Elaine 7:13
elected 8:8,9 38:6 59:24
62:12,13
election 59:25
electronic 12:24 14:2
eliminate 11:4
Elizabeth 4:21
EMD 31:9
emergency 11:20 31:16
35:11,25 38:17 40:8 45:13
employee 19:22 36:15 37:12
employees 37:11
employment 55:24 63:25
EMS 30:25 32:4 35:18 49:1
end 13:25 24:6 25:9 52:11,15
73:20 85:21
enforce 11:3
enforcement 21:22 26:1 33:10

engage 18:3,4
engaging 36:15
English 20:1 45:24
Enjoy 9:11
enjoyable 36:16
ensure 8:21,25 14:9
enter 34:6 37:6
entering 34:9
entities 30:14 36:8 51:13
entitled 45:17 54:15 73:14
80:12
entry 18:21
environment 36:10,14
equal 9:21
equip 37:17
error 42:10
escalated 9:12
essentially 60:7 62:5
establish 10:23
establishment 9:19,24
Eva 4:6
evals 43:14
evaluated 28:3
evaluating 12:19
evaluation 27:7 53:16
evening 7:9 17:1 68:2
event 24:25 36:12
Eventually 18:21
everybody's 68:4
exact 46:23
excellent 24:19 33:24 40:25
74:22,23
Excuse 56:12 60:8
excused 4:11
executive 12:21 57:9 60:4

exit 16:13 37:5
expect 39:12
expectations 40:4
experience 28:13 43:23 51:11,
15
experienced 26:7 36:7
experiences 8:22 36:15 37:4
experiencing 26:4
explain 90:3
explained 71:15
explored 51:23,25
exploring 52:1
express 10:6
extend 28:22 85:20
extended 85:5
extensive 17:6

F

facial 53:18
facing 11:24
fact 18:25 23:17 37:20 48:17
56:17 76:12 77:20 78:1
fact-finding 64:18,23
facts 54:21 74:25
failed 55:18,25
failing 69:16 71:23
failure 39:19
failures 39:24
fair 63:25
fairly 56:21
Faith 65:21 66:1,3 67:13
fall 30:20 36:8
fallen 10:7
falls 30:19
familiar 15:1 17:14 25:25

families 10:8 24:13 27:15
family 26:15 54:16 76:1
fast 66:10
fatally 15:4
father 8:20
favor 5:9,21 61:12 65:3 85:12
86:14,15 87:5
favorable 62:14
fear 23:12
February 4:2 8:18,19 13:3
14:22 29:18 78:19 90:2
fee 47:7
feedback 14:12 54:14
feel 27:22 73:5
fees 47:9
female 16:12
field 33:12,13
fifty 41:10
fight 8:24 52:9
filed 62:16 79:7
final 12:25 13:3 42:19 62:19,
22 75:15,18 78:6,18
finally 14:4 45:2 76:23
find 17:16 18:11 27:3 29:16
35:6 41:21 46:4 47:21
fine 61:20
finish 40:7
fire 16:16,19 32:4 35:18 48:23
49:2 66:11
firearm 15:21
fired 16:14
fiscal 12:21
fitness 27:25 28:2
Fitzgerald 21:14
flash 22:9
flashing 66:9,12

flat 18:21
fleeing 16:13
flexibility 82:16
flip 80:6
floor 37:5,6,12 38:4 40:21
41:21,24
floors 37:10
flop 80:6
flow 33:18
fluent 47:20
focus 78:2
folks 15:14,16,20 22:11 23:8,
9,14 25:4 27:13 28:3 50:5
follow-up 14:21 54:25 83:20
foot 16:13 53:11
force 11:6
form 57:13
formal 11:17
format 60:11,13,22
Fort 78:25
fortunately 9:17 26:7
forward 38:24 76:8 82:9
fought 9:21
found 39:22 62:7 76:12 79:17,
21
founding 8:20
fourth 54:10
Fox 18:14
frame 31:19 71:5,6
Frank 78:24
Frankfurt 16:8
fraud 62:6
freeze 15:15
frequently 27:21
friends 24:23 26:15 27:15

frivolous 11:2
front 21:13 69:14
frustrated 35:21
frustrating 52:17
fulfilling 40:3
full 41:16
function 49:10
functions 32:24
fundamental 9:22
funds 55:23
future 83:19,21

G

Gardner 7:6,9,10 11:19 29:22,
24,25 30:12 40:23 41:2,9,14
42:3,12 43:5,21 44:1,11,17,
21,24 45:1,7 46:18 47:8,14,17
48:6,9,25 49:15,19 50:8 51:9,
11 52:3,20,23 66:4 74:6
Garvey 9:2
Garza 4:6
gas 68:16
gave 41:5 69:2,12
Gemba 39:2,3
gender 19:24
general 18:5 42:24
generally 52:9
George 27:4 29:12 65:23
72:22 74:15 75:3,6
give 14:15 16:14 18:7 19:9
22:6 23:8 24:15 30:7 45:21
52:7 57:5 65:14 73:3,10 84:6,
18 85:7
giving 63:25 69:2
glad 77:17
glance 40:7
Glenn 65:24 77:8,11

goal 37:21 39:11,15,23 40:16
48:20

goals 36:6

God 68:20 71:23

good 4:5 7:9 8:11 23:2 24:10
25:10 28:10,11 29:24 38:13
41:14 42:10 47:11 60:11,13
66:2 67:15 70:12 81:7

Gotcha 44:17

government 4:9 67:16,21

graduation 29:18 53:8

Grant 54:12

Graveline 7:25

great 9:8 27:3 28:9 43:24
76:10,11

greatly 20:19

Green 32:14

Griffie 20:10 40:24,25 41:3,12
42:1,6,18 43:18,22 51:22
53:23 60:15,17 63:1,3 64:2,4,
5,18 72:10,18 81:16,18,24
82:3,17,20 83:4 84:20 87:15,
17,20 88:21,22 89:14

grocery 52:15

ground 39:11

grounds 64:10

group 12:1 17:15,20 25:21
34:14 78:2

grow 66:19

guess 24:2,3 49:8 63:17 68:3
79:5 85:3

guilty 62:7

gun 18:15,22 19:1,5 23:2,3,8,
10,12,14,15,17,18,20 24:1,8,
10,13,15,22 25:2,5

guns 21:10,20 24:4 25:3

guys 26:17 47:5 68:21 69:7,8
80:6

H

Ha 19:8,10 20:7 54:12

habeas 33:2

half 9:16

Hamtramck 47:9

hand 18:2

handed 89:20

handing 23:2

handle 32:11 34:5,25 36:13
41:17,25 45:6 48:19 49:10

handled 34:19 45:4

hands 24:6

hang 52:17

happen 42:25 49:4 66:19
71:24 75:20 76:6

happened 14:25 16:8,25
18:16 40:11 49:7 51:7 57:9
66:11 68:18 71:8 76:14

happening 57:20 72:25 73:7

happy 17:5 19:12 42:12 50:11
69:6

hard 12:23 40:2

harder 84:7

harm 18:5

harmed 16:23

Hartley 6:7

Hayden 78:24

he'll 72:19 73:17

headed 35:25

headquarters 10:15

health 77:18

hear 22:10 28:14 35:12 36:25
58:10 66:18 67:19 74:8,25
75:8 77:3,17 84:20

heard 22:2 28:9 34:12 43:23
62:10 67:21 81:4

hearing 5:21 49:15 68:6 74:1
85:6 87:4 88:10

heavily 79:9

Heilmann 78:20

held 18:19 29:19 53:24 78:23

heroes 9:21

Hewitt 72:15

hey 26:16 35:22 39:11 43:14

high 26:1,3 79:9

highest 79:23

Highland 47:6,8

highlight 25:22

highlighted 26:23

highlighting 29:13

hire 46:22

hiring 46:21

Hispanic 45:3 46:15

history 8:18,20,22 9:2,3,5
10:2 17:4,6 38:16

hit 38:16,24 39:11 68:7

hitting 38:22 46:20

hold 13:25 17:19 45:18 47:18

holder 24:20

Holderbaum 7:23,24 30:3

holding 29:18 39:8 72:6

holds 47:22

holiday 10:14

Holley 4:19 29:9,10 40:24
44:3,4,14,19,23,25 45:2,15,22
46:7,11 86:12,25 88:2,6,23,24
89:13

Holt 4:25 5:7,18 22:16,21,23
28:19,21 48:12 50:1,2 51:5,
10,16 54:23 60:18 81:1,10
82:22,23 88:12,13

Holt's 53:24

home 14:21 15:2,5 25:8 50:18
67:1 68:4
homes 24:6
homicide 7:12 32:5
homicides 15:17 20:18
honor 9:20
honorable 8:15 53:2,21 59:2
62:12,17 66:1 72:23 77:12
hope 76:23 79:6 80:16
hoping 24:16
hospital 16:22
hotlist 34:10
hour 68:12 69:21 74:21 83:25
84:14 85:11,21
hours 33:10 80:12 82:15
house 18:19 48:3
houses 21:12
huge 38:10
human 9:22 13:5 27:19 67:23
hundred 31:18 40:15
Hunter 27:4 29:12
husband 77:20

I

idea 81:19
identified 18:8 43:11 49:21
identify 41:24
identifying 39:24
illegal 21:23 75:20
immediately 39:6 46:5
impact 10:3 12:7 36:25 54:16,
17
implementations 39:1 42:17
implemented 38:3 41:20 82:2,
3
importance 25:21

important 9:20 10:9 11:12
29:14 37:17 41:6
impounded 34:7
impressed 41:4
improprieties 57:9,11,13,22
improve 13:7 34:18 35:9
38:14
improvement 30:18 34:13
improvements 43:24
incident 29:2 51:6,17 52:11
72:24 74:7
incidents 12:3 32:23
include 54:19
includes 53:25
including 11:15 14:13 53:22
75:14
incoming 12:12 33:24 53:5
increase 11:10 70:10
increased 20:19
indefinite 76:15
individual 35:6 37:3
individual's 27:13
individuals 17:12 19:23 21:11,
22 22:7 30:5 40:18 41:17
42:23 43:16 46:24 49:21
information 11:13,20 32:17,18
37:17 45:21 46:25 50:12,23
54:20 55:18 56:20 58:1,6
63:14,16,20,24 69:1 72:16
informative 29:13 52:21
initiate 82:18
initiated 12:10
injured 10:7,11 14:18 15:3
input 11:7 14:11
inside 67:9 78:4
inspired 66:7
install 48:4

instant 12:1
instruct 76:21
insurance 22:1 72:3,6,8
Intel 17:25 32:13
intelligence 7:19
intense 43:13
interaction 69:20
interactions 54:17
interest 19:1
interim 6:1 52:25
interpreters 33:13
interrupt 14:3
interruptions 51:15
intervening 26:18
interview 45:20
interviewing 31:5
introduce 4:15 6:2,10 7:4,7
8:10
introduction 67:23
introductions 6:4 8:5
inundated 35:13
investigate 22:7
investigates 10:20
investigation 18:24 19:4
investigator 6:16,17,18,20,21,
22
investigator's 79:5
investigators 79:14 80:10
81:5
invited 4:11
invocation 4:12,13
involved 21:11 80:20
involving 29:2
issuance 33:5
issue 29:14 35:22 41:16 60:11

74:19,24 79:25
issues 11:24 14:8 32:7,8 35:7
80:8
item 13:2 18:13 53:6,10,17
54:9,10,15,21 60:12,13 61:24
89:17
items 11:13 12:18 54:19
Ivery 78:24

J

James 30:21 53:7
January 5:15 14:25 31:15
33:20 59:9,15 60:1
Jefferson 75:7
Jermaine 6:11 59:1
Jerome 12:16 62:1 63:4 64:8
65:3
Jessica 57:5
Jim 4:19
job 12:24 13:6 33:25 41:4
44:16 45:10 74:23 77:16
jobs 37:19
join 20:9
joining 4:10 8:8
Jonathan 7:11
Jones 73:13 74:18 75:4 78:1,7
judge 70:25
judges 33:12 70:23
judgment 69:9
July 31:12 59:25
justly 8:25

K

keepers 30:16
keeping 43:2
kicked 24:3

killed 9:15 15:4
kind 27:9 66:14 76:9
King 9:1
knew 17:25
knife 15:22
knowledge 9:3

L

lady 66:10
land 50:18 52:7
language 19:17 33:13 45:3,6,
17,18,19 46:5
Lansing 23:25
Larcenies 16:2
Las 60:5
Lashanna 26:22
Lastly 12:9
late 9:6 89:19
law 19:17 22:6 26:1 33:9 62:23
72:11,13
lawsuit 62:16
lawsuits 11:2
lead 24:12
leader 9:7
leaders 8:10 17:15
leadership 26:10 48:8
leading 9:18
leads 41:19
leaning 49:11
leave 13:19 17:8 25:3,7 87:22
leaving 21:11 25:9
left 4:16 19:1
leg 16:17
legal 32:25 62:22 64:20
legislature 23:25

Leia 8:2
LEIN 34:6,11
Lena 89:25 90:1
letter 53:6
letting 46:21
level 43:19
levels 26:1
liaison 33:8
license 34:7,8,9
licensed 24:8
Liddell 8:2
lie 48:16
lied 57:10,11
life 11:10 13:7 70:5
Light 32:14
lights 66:9,12 68:6,11,18,23,
24,25 69:3,13 70:15 71:13,14,
18 75:17
likes 70:3
limit 65:12
lines 32:8 36:12 40:10,12
47:17 48:4 50:18 52:11
lining 76:10
Lisa 57:2
list 24:16 46:22
listen 34:24
listening 63:23
listing 10:11
lists 53:4
live 13:11 42:25
Livernois 72:25 73:5
lives 10:4 26:19
load 41:25
located 13:23 29:20
location 18:8,9,20 24:21 35:17

36:1 40:9 50:24
locations 21:18 32:11,15,20
35:18
lock 23:8,10,12,14,15,20 24:1,
9
locked 23:21
locks 23:2 24:15
long 45:25 70:10 76:2
longer 50:17
looked 38:1 68:19 69:15
Lopez 54:13
losing 39:5
loss 73:1
lot 16:18 23:11 27:20 28:3,9,
10,16 29:5 37:19 38:25 41:5
42:19 48:14 51:2,24 52:22
63:14 74:3 77:15 79:10
Lott 13:20 86:6 87:13,23
love 13:11 24:12 80:15
lower 16:17
lowering 23:3 24:12
Lyft 67:17,22 68:7
lying 51:17
Lyndon 40:9,12 47:13 50:5

M

Madam 5:1 6:3,25 44:5 46:12
55:8 56:12 58:12,15 60:8 61:2
63:11 65:15,20 74:13 77:8
79:1 85:2 86:9,25 89:5
made 10:3 17:18 21:16 29:3
37:8 42:17 53:14,19 56:16
58:17,24 63:7 64:10 69:8
84:25 85:20,25 90:7
magistrates 33:11
main 55:13 76:22
maintain 39:16 59:24

major 36:12
majority 58:10
make 13:22 21:1,4,15 23:20
27:18 34:18 35:1,23 36:3,6,
13,16,22 37:1,13 39:21,23
40:3 46:20 48:2 50:20 55:21
61:9 62:24 63:24 66:6,7 71:20
75:20 76:5 89:23 90:6
making 24:8 29:4 32:22 34:3
36:19 37:21 39:13 40:4 42:15
43:3 46:22 49:11 76:7 87:10
male 16:12
mama 73:17
man 18:15
manage 18:6
manager 12:21
manner 34:20 40:6 63:21 82:5
manual 53:12 76:18
Marcella 6:23
March 78:22 80:25 81:2
Marcus 9:2
Marie 8:11
Mark 7:15 14:19
market 42:7
married 77:14
matches 54:3,4
matter 37:20 62:10 64:20 66:5
74:25 75:2,5
matters 75:16
mayor 9:6,9,17,23 10:22
mayor's 42:13
mayoral 9:8
Mccalister 6:19 8:15 79:14,24
81:5,25 83:18
Mccalister's 83:1
Mcclain 15:3,5
means 38:17

meant 77:2
mechanism 27:12
media 6:6 23:24 24:23 28:14
medical 13:19 14:22 16:21
27:20,22,23 35:11 48:23 86:5
87:12,23
meet 10:15,16 22:10 43:15
73:19 90:2
meeting 4:7 5:16 6:5 11:16
13:11 14:3,13 15:10 28:24
39:13 53:24 56:4,21 59:9,16,
21 60:3 61:3,10,19 62:4 73:10
78:13,14,19,21,22 81:20
83:19,21,25 84:4,5,17 85:22,
23 86:19 87:8 90:10
meetings 43:24 59:20 61:5,6
78:11,12,15 84:8,9,18,19
meets 10:13 61:18 84:15
Melissa 7:6,10 11:18
member 12:6 54:13
members 13:1 16:7 26:15,16
30:2 36:7 60:2
memorandum 54:24
men 9:16
mental 36:18,23 40:18 77:18
mentally 42:22
mentioned 17:11 50:3
message 30:17 50:4
messages 51:24
met 79:11
metrics 39:16
mic 67:19
Michelle 65:22
Michigan 4:1 51:12
middle 16:25
midnight 31:24 80:2,13,19
83:1
midnights 80:4

miles 68:3,11 69:21
Miller 73:13
million 31:17
mind 68:15
mine 37:21
minorities 8:24
minutes 5:13,15 11:16 14:1
55:12,14 56:6,9,16 65:13
84:16
mirror 68:5
misconduct 9:9 11:5
misprint 61:7
mistaken 18:17
misunderstanding 76:9
mitigate 18:6
mitigation 39:25
Mohammed 4:12
moment 30:5 36:24 45:9
46:10 68:17
Monday 19:15
money 73:21,23 74:3 83:7
monitor 27:5,8 37:10 38:11
monitoring 32:14
monitors 10:21
month 8:18,20 9:2 10:2 20:25
34:11 39:21 44:18,19 47:21
73:20
monthly 27:7 43:6 44:7,9,12
months 44:9 66:18
morale 36:17
mother 18:25
motion 5:5,12,15,25 55:16,17,
25 56:4,16,19,20 60:15,18,20,
25 61:11,14 63:6 64:10 65:2,
11 83:16,18 84:2,22,25 85:12,
16,19,24 86:7,17,24 87:7,10
89:8,10,12,18

motivated 36:7
motor 16:3
move 29:8,12,21 52:4 58:17,
24 63:3,14 83:23,24 84:12,14
86:9 87:17
moved 5:6,8,17,19 49:20
50:15 51:13 86:13,25 87:3,25
88:3 89:13,15
moving 6:4 38:23 49:8 82:9
multi-task 38:9
multiple 16:14 21:16

N

names 58:11 65:14
narcotic 21:18
narcotics 21:8,23
nation 24:12
national 19:24 38:17
nationwide 25:19
nature 24:3
nay 5:24 60:12 65:7,8,9
nays 56:19 58:8 65:11
nearest 70:8,11
needed 33:5
neglected 55:14
neighbor 51:7
neighborhood 7:14 29:2 74:7
neighborhoods 13:7
NENA 38:17
NENA's 38:16
news 18:14,15 24:2 25:17
Nextgen 51:13
nexus 19:3
nice 82:8
night 80:18

no-bid 57:4
no-no 77:21
non-english 45:16 46:4
noncompliant 39:23
noncriminal 10:21
nonemergency 33:16
Nonfatal 15:22
nonprofit 57:6
normal 82:7
notably 9:1
notations 35:1
note 14:10 54:7
notes 61:3
notice 48:8
noticed 28:11
notification 30:16
notifications 32:21,22 33:7,8
Nottingham 16:8
November 62:4
NPO 14:20,24
number 21:20,21 26:3 29:1
38:17 53:18 79:6,23 87:24
numbers 20:19 21:4 46:23
47:19 48:15,16

O

objective 11:9 14:12
occasion 76:13
occurred 31:12 56:20
occurring 70:7
offenders 21:18 67:8
offer 37:19
office 6:17,22 11:22 12:22
33:9 75:7
officer 10:8 12:15 13:20 14:19

15:1,4,5 28:1,2 62:1 63:4,20
64:7 69:15 71:16 72:3 77:16
82:25 86:6 87:13,23

officer's 72:12

officer-involved 11:25

officers 10:8,11 14:18 16:10,
14,15,20,23 18:18,20 22:3
25:22 26:10,13,24 27:21
28:12 32:19 33:3,12 63:21
66:15 70:3,9 71:12 76:10,21
77:19 79:7,10,13,19 80:3,20,
22

officers' 17:2 27:5

official 77:15

officials 8:8,9 77:19

offline 49:3

on-call 33:11

one-stop 48:20 49:12

online 35:8 49:5

open 40:21 50:11 61:7 62:16
78:11,12,16

opened 18:23

opens 16:12

operate 30:14

operation 29:25 30:19 36:9
40:8 49:11 50:10

operational 30:6

operations 7:16,18 10:22
11:18,21 16:10 30:8,13,21
38:9 50:6

operator 45:14

opinion 55:24 62:23

opportunity 22:18 48:6 64:7,
8,11,19 84:19

opposed 5:12,23 59:19,21
61:14 62:13 65:6 85:15 86:17
87:7

opposition 56:19

ops 16:15

option 28:1 52:1

oral 65:12,18

orchestrate 33:4

order 28:2 77:1

orderly 14:13

orders 33:2

ordinance 12:5 19:6,11,13,21
54:11,13

org 30:20

origin 9:3 19:24

outreach 40:1

oversees 27:19

oversight 10:19,25 11:8

overtime 80:9 82:14,16,17,24
83:10

overview 30:8

owner 23:18

owners 24:8

P

p.m. 4:3 16:9 71:10 78:23
86:21,22 90:2,10

packet 5:14 11:14 53:4 59:10

packets 12:23

panel 75:16

paperwork 33:1

parents 66:14,17,20,24 67:1,5

park 47:6,9

Parnell 7:11

part 9:8 15:9 16:4 57:11 59:4,9
61:21 67:21 76:6 77:23

partner 15:3

partners 26:14 27:13,15

pass 47:1 49:10 57:19

passed 55:17 56:4,5

passenger 16:12

passengers 16:13

past 57:9 85:5

path 38:7

patrol 32:3 33:3

pattern 39:9

Patterson 28:24 79:11 80:14

paved 9:21

pay 13:19 47:10 82:14,17,24
83:9 86:5 87:12,22

payer 55:22

payer's 57:3

paying 66:20,25

peer 25:21 26:10,11,16 27:23
28:4,9,15 34:14,20 37:7 54:5

people 17:1 21:25 22:3 23:11
25:3 27:14 28:7 36:24 37:18
43:3 50:12,17,21 51:2,24
58:21 66:10,13,16 69:12
75:13 77:4,5 85:7

people's 24:5 78:2

percent 15:18,19,22,23,24
16:1,2,3,4,5 38:20,21 39:20,
22 40:16 42:10,13,14 43:19

percentage 21:5

perform 32:24

performance 14:23 39:16
43:14

performing 42:11

period 79:12 80:2,7

periods 10:15 79:16 81:8

person 9:3 18:22 19:1 27:17
32:17 45:11,16,20 46:5 48:19,
21 49:10,12,13 72:21

person's 10:6

personal 33:2 43:23

personally 23:7 86:11

personnel 6:24
persons 10:3
pertains 59:6
pertinent 32:18
Peters 73:20
phenomenal 45:10
Philippe 15:1
phone 22:2 27:18 29:1 36:12
50:19 72:4,5 74:10
phones 14:2 51:25
pick 43:7,8
piece 24:24 28:4 31:9 35:20
place 13:2 14:1 18:11 25:10,
11 83:20
places 24:11
plan 61:18
plate 34:7,8
plates 34:9
platform 9:9 40:1 52:7
platoon 39:3
pleased 74:25
pleasure 77:14
point 14:25 24:19 31:16 51:24
57:2 58:24 62:11 69:13 74:6
points 21:5
police 4:6 6:9,24 9:9,11,13,19,
24 10:13,15,18,20,23 11:4,5,
6,21,24 12:22 13:19 14:19
15:1 17:19 18:4,14,15 19:2
21:22 25:18,22 26:2,22 27:5
29:17 30:25 32:25 33:12
35:18,23 38:18 48:23 49:2
53:7 55:4 57:5 59:17 62:5,9
64:1 66:9,15 68:1,17 69:4
70:8,11,14 73:1,8,21,22 74:4
76:18 77:15,16,20,24 78:3,10
84:4 86:4,6 87:13,23
police-involved 16:6

policies 10:23 11:2,3 12:7,19
policing 7:14 12:8 19:7,11
77:17
policy 18:2 21:25 53:16
poll 60:13
Polly 6:19
popped 71:18
populated 79:9
position 64:17 73:25
positions 12:20
post 12:20 19:6 53:13
posted 12:25 13:14 53:12
posting 13:6
postings 12:24
Potts 26:23
power 10:19 32:8 70:21 74:6
powers 75:23
PPOS 79:22
practices 11:5
pre-arrival 31:10 35:15
precautions 18:23 23:19
precinct 13:21 15:2 16:9
18:17 21:9 50:25 78:20 79:7,
8,16,20,21 86:7 87:14
precincts 13:9,14 81:9
premature 18:9
premium 80:13
prepare 35:15
prepared 30:7 51:15
present 10:5 30:2 82:1
presentation 11:17 29:21 30:1
41:1 79:20
presented 8:20 11:18
pretty 26:2 71:15
previously 53:8

print 13:22
prior 13:21 19:1 54:1,3 59:15
priorities 10:10
prioritize 31:13
priority 43:7 50:25
pro 31:8 39:18 50:15
proactive 21:7
problem 18:11 26:19 39:24
problematic 17:8
problems 46:8
procedures 12:19 76:19
proceeding 62:8
process 12:20 13:6 33:1 34:11
42:9,21 64:24,25 74:21 89:24
90:3
processed 31:17 33:23 34:4
40:19
procurement 13:6 89:24 90:1
professional 8:1,3 68:21,22
69:7,8 70:3
professionally 14:6
proficiency 20:2
program 43:13 44:20
progress 21:17
prohibiting 12:8
prohibits 19:21
promoted 75:21 76:13
promotion 75:19
promotions 59:17 75:18
prompt 32:22 52:14
proof 72:2
proper 18:23 23:19 37:14
properly 24:1
property 16:1,4
proposal 82:1,8 83:5,19

proposed 12:5
prosecutor's 33:9
protect 11:1,9
protected 19:23 20:2
protection 10:9 33:2
protocol 68:1 69:22
prove 56:1
provide 4:12 10:12,19 11:19
12:11 13:5 31:10 32:3,16
33:13 62:2 83:19
provided 11:15
providing 36:20 37:2
provision 54:11
PSAP 31:17
public 13:22 14:10,13 22:13
53:20 61:7 66:6 78:11,16
83:24 84:13 85:4
public's 53:15
published 18:16 78:13
pull 37:4,12 68:14
pulled 39:22 68:14
pulling 70:2
purchase 23:10
pursuit 53:11
pursuits 18:4
push 26:12 46:19
pusher 37:16
put 22:11 23:12 41:20 43:12
55:13 68:16 76:18,19 79:15
80:5 83:16
puts 18:5
puzzled 35:21

Q

QA 50:15
qualified 36:7

qualifies 22:6
qualify 39:17
quality 11:10 13:7 30:18
34:12,13 35:10 39:16,24 41:7
45:11
quarter 54:1,3
quarterly 27:7 54:8
question 27:3 41:14 42:19
47:4 48:16 49:16 51:6,20,22
57:25 63:13 85:10
questioning 31:7
questions 5:20 19:11,16 20:6,
12,17 22:15 25:15 29:21
31:10 35:14,25 40:21,23 41:7
42:8,20 44:6 48:14 50:1,16
51:2,4 52:22 55:1 90:4
quick 24:18 27:2 51:23
quickly 68:1,25
quiet 37:3
Quinn 6:5
quorum 5:2
quoted 26:2

R

race 19:24
racing 73:2,4
raid 33:6
raise 73:14 75:3
random 39:20 43:8
rank 26:4
ranked 10:9
Raquel 12:6
rate 35:2,3 39:19 41:13 42:10
reach 23:21 32:8
reached 89:25
reaching 26:15

read 55:13
readers 34:9
ready 39:4 67:25
real 24:18 26:19 35:22 67:25
realize 41:18 68:23
realtime 15:12 32:12
rear-ended 14:23
reason 23:23 41:23 52:13
reasonable 14:14
recall 56:6 61:4
receive 33:6 60:2 62:14
received 12:23 18:18 53:10,17
54:10 89:24
receives 10:10
receiving 37:22
recent 12:1 15:6
recently 12:10 39:7 62:15
receptive 80:14
recess 59:22
recognition 8:21 43:25 53:18
recognize 27:15 64:24
recognized 14:7 30:5
recommendation 62:24
87:11,21 88:14 89:2
recommendations 12:14 55:5
59:7,11 60:6,21
reconvene 86:19,24
reconvening 87:8
record 14:17 30:16 55:9 57:1,
18 66:2 86:21,22 89:22
recourse 62:11
recoveries 34:7
recovering 14:21 15:2,5 16:22
Recreation 78:20
recruit 29:17 46:17,19

recruiting 12:10 37:25
recruitment 53:8
recruits 79:22 81:13
recuperating 14:21
reduction 16:2,3
refer 53:3
reference 64:20
referred 53:15
referring 27:21
reflect 9:4 10:2 56:7,9,16
57:18 76:20
reflections 66:23 67:7
refresher 43:2
refused 62:20
register 72:3
regroup 37:5
regularly 61:6
regulations 10:24
reimbursement 60:2
rejected 62:20
related 40:18 51:4
relates 21:25 35:22 39:2
relating 11:20
relations 6:15
relevant 14:8 70:11
remarks 84:14,16
remember 15:14
remind 61:16 75:13 78:9
reminded 9:6 14:6
reminds 17:23
remove 43:16
reopen 12:16 62:1,24 63:5
65:2
reopened 62:17
repeat 60:20 67:7 71:4

report 10:6,11,13 13:25 14:15
20:11,13 21:14,16 26:14
30:23 40:19 42:13 44:5 48:14
52:25 53:18,19,25 54:21 55:1
61:22 64:6,22 74:20 79:5
85:21,22
reported 21:6
reporter 6:7
reporting 7:24 30:17 31:3
33:15,21
reports 11:16 33:17,22,23
34:1,6,7 40:20 54:8
representation 64:20
representations 32:25
representative 8:13 51:1 52:2
representatives 8:9
representing 74:23
reps 41:8
request 12:15 13:18 53:13,21,
24 54:20 61:25 62:24 63:4,21
84:10,12 87:18
requested 19:19 33:14 54:22
requesting 11:22,25 12:4,9
54:25
require 12:25 37:9
required 34:4 35:8 39:8,9,10
requires 39:18 82:6
research 24:21
residents 9:14,18 11:10
resonate 41:23
resource 13:5
resources 27:19 49:13
respect 73:1
respectfully 14:5
respond 24:18 32:11 69:25
74:18
responded 40:5

responding 35:14
response 11:21 35:25 36:5
66:20 67:1,2 79:4
responsibilities 24:14 54:18
responsibility 11:1 43:17
responsible 23:18 24:8 25:8
31:5 32:1,6,22 33:5,17 34:2,8
49:17
rest 7:6
result 21:20 62:15
results 35:4
retire 77:21
retiree 67:16,21,22
retraining 22:8
retranslate 45:21
returned 16:16
revealed 18:24
review 45:12 53:15,16 54:5,6
reviewed 34:17
reviewing 12:19 55:15
revised 12:14
revision 12:13 55:5
revisions 13:1
rides 68:4
rights 9:22,23 11:9
risk 39:25
Robberies 9:11 15:23
robbery 15:25
Robbins 14:19
Robert 6:13 13:24
Robert's 77:1
role 78:4
roles 37:24
rollcall 57:1 76:25 88:6,7,11
rolled 16:11

Room 78:25
rooms 37:3
roots 9:4
Roslyn 6:21
Rouge 47:9
roughly 31:19,22,25
route 27:22,23 31:1 32:19
routed 31:8 33:19 49:1
Roy 8:15
rule 75:1,5
rules 10:23 77:1,17
ruling 62:15,22
run 14:12 48:4
running 66:10
runs 30:3

S

sad 78:5,8
safe 9:11 23:21
safety 10:8 23:2 24:10,13
31:16
sample 39:20 43:8
sampling 43:9
Saturday 51:8
saved 26:18
scene 16:24 19:2 31:11 32:6,
18 36:5
schedule 82:21
scheduled 61:7
Scotty 65:23
screen 34:16 38:11
search 74:3,5
Seattle 60:6
seconded 5:9,20 56:17 61:1
63:9 84:25 86:14 87:4 88:4

89:16
seconds 38:20,21 40:17 43:20
45:23 46:3
secretary 5:1,4 6:1,3,25 12:21
53:1,2 56:12,15 57:10 60:3
64:6 74:1 83:20 88:12,15,17,
19,21,23,25 89:3,5,8 90:6
section 14:22 27:20,22,24
53:3 60:1
secure 24:1,9 28:23
seeking 12:14
select 34:16
Senator 73:19
send 50:23
sense 71:13
sensitive 67:4,6 71:13,17
73:18
sensitivity 66:5
separate 48:23 57:12,21
Sergeant 6:5 7:23 30:2 72:15
serve 33:8 47:5,7
served 10:1 33:3 77:20
service 31:1,8,14,18,20,22,24,
25 32:2 36:11 38:19 39:10,16,
24 40:6,14 42:25 43:1,19
45:12,15 47:8,19
services 6:6 11:21 12:6 19:7
32:6,9 37:2,9 45:13 47:10
54:11 78:23
session 13:17,21 79:12 86:3,
8,10,19 87:10
sessions 80:3
setting 41:22
sexual 15:9,18
shared 8:25
Shelby 76:1,2
Shelley 7:23 30:2
shift 31:21,23,24 80:2,12,17,

19,21 81:3
shifts 31:21 81:4
shooting 12:1 16:7
shootings 15:23
shop 48:20 49:12
shortly 22:13
shots 16:15,19 74:8
show 55:14
show-ups 33:1
showing 22:1
shut 18:1
siblings 67:2
sic 8:2,14 15:12 45:9
side 14:20 16:8 45:11 48:3
sign 16:11 38:6
signal 69:16,17,19 71:24
significant 9:5 10:3
signs 13:9,11 27:15
simplify 71:21
Singleton 65:22 67:14,15,20
70:13 71:6,9,20,22 72:1
sit 34:22,24
sitting 15:18,25 17:16
situation 19:5 48:18 70:4
71:17 73:18
slated 80:24
slide 30:7
smell 57:19
Smith 76:1
social 54:16
solicit 55:23
solute 9:23
someone's 69:18
sort 82:21
span 9:16

Spanish 46:24
sparingly 19:22
speak 14:7 25:16 29:3,8 34:12
45:19 67:19 76:2,3 79:17
81:13,22
speaker 14:1 46:14 65:21,24
72:20 75:11 77:7,9 78:18 85:8
speaker's 13:23
speaking 22:13 45:16 46:5,24
speaks 45:6
special 7:22 16:10,15 34:1
59:21
specialized 32:4
specific 44:20
specifically 9:10 77:12
specifics 22:6
speed 70:10,11
spend 55:23
spikes 20:25 21:1
spirit 14:4
spoke 75:25
sporting 24:25
spot 17:17
spouse 26:17
spring 17:23
stability 36:23
Stacy 7:21
staff 6:2,4,9,13 7:4 30:4 37:25
46:15,16 83:1
staffing 55:11 57:7
stagger 82:20
stance 9:18
stand 6:9 7:7 30:4 77:4,5
standard 38:22 43:15 44:12
standards 8:1,3 38:17,25
start 7:6 14:17,19 21:19 36:10

40:13 42:5
started 30:1 66:13,16
starting 4:16 6:8 42:1,3 73:23
starts 46:3 59:14 85:22,23
state 8:12 22:6 36:18 62:23
72:11
stated 73:16,22 75:1
statements 63:16,18,19
states 28:15 75:15
station 70:8,12
statistics 11:23 21:13 54:22
stats 41:5
status 86:5 87:12
stay 46:14 52:13,17 74:10
80:17 86:20
Stein 7:17 53:25
step 52:15 67:24 72:16
stick 15:21
stigma 26:13 27:24 28:6
stinks 57:19
stipend 60:3
stolen 34:5
stop 9:10 16:11 73:4
stopped 21:25
storage 25:11
store 52:15
stories 8:25 68:6
story 17:2,12 70:25 76:3
street 17:7,12 21:18,21 78:21,
25 80:5,7
streets 9:11 12:2 17:24 18:12
24:4,6 74:1
stress 9:10,17 23:17 27:5,16
77:15
stressful 36:19 42:24
strict 11:3

strides 42:16
strike 16:16
strong 9:18
struggled 41:15
struggling 34:21 37:12
stuff 28:13,15
stunt 12:1 17:11
subcategory 15:24
subcommittee 61:17
subject 66:6
submit 13:1 85:7
submitted 54:8,13,25
sudden 58:22
suggestion 73:9
suggestions 73:3
suicide 26:8
suicides 25:17,18 26:1,3,5
28:12
summary 13:5 62:2
summer 59:22
Sunday 12:2 17:13
Superbowl 12:2 17:13
Superion 33:22 40:20
supervise 39:13
supervising 6:17
supervision 37:10 39:7,12
supervisor 49:5
supervisors 33:4 54:7
supervisory 10:19 54:5
supplemental 33:23
support 7:16 10:7 26:10,11,16
27:23 28:4,8,10,16 30:20 32:5
37:7 56:19 63:20 64:17 81:18
86:12 87:2,19,21 88:13,16,18,
20,22,24 89:1,4,7,14
supposedly 51:7

surrounding 21:8 80:8

surroundings 67:3

suspect 15:4 16:14,16,17,22
18:14 19:3,5 26:14

suspect's 17:4

suspension 76:15 87:12

switch 45:5

systems 8:23 52:5

T

tab 59:12

table 13:23 17:16 53:20 60:10,
21 61:24

tabled 60:14

taker 34:21 35:3 49:4

taker's 39:4

takers 30:24 31:5 41:10,11
43:11 45:8 49:9

takes 49:13

taking 21:7,17,21 22:3 23:14
26:12 28:3,6 33:17 40:13

talk 35:19 37:24 38:11 49:2
73:12 74:17 79:13 80:20,24
81:15

talked 25:20 42:8,19,22

talking 18:24 23:8 45:20 57:3,
4

tap 52:11

tapers 31:24

taping 6:5

taught 8:23

tax 55:22 57:3

Taylor 57:5

TCRU 30:3

tea 41:19

teaching 69:4

team 11:19 28:10,16 34:13
79:25

technical 30:9 48:3

technology 50:17 52:4,6

telecommunications 54:16,18

telephone 7:24 31:3 32:13
33:15,21 40:19

teletype 22:9,11

teletypes 33:6

temp 16:21

temperature 20:20

ten 24:15

tender 52:9

tensions 9:13

Teresa 6:14

term 59:18

terminated 63:22

terms 64:22 74:3,24 82:15

test 57:19

tether 34:23,24 38:4

text 28:25 51:23,24 52:1

texting 51:14

Thanksgiving 10:14 59:23

theft 16:3

them's 22:13

theory 20:20,21

thing 19:25 25:8 27:13 28:11
42:20 51:10 61:16 66:14 70:9
75:17 76:4,5,10,11,23,24
80:13 81:7

things 15:13 21:6 28:9 32:11
34:6 36:16 37:9 38:1,12 43:5
50:13 57:16 63:19,22 67:10
73:4 76:22

thinking 66:13,16 68:15
69:11,16

thought 57:8 66:11 68:17

thousand 24:15 33:23 40:19
42:4 57:4 73:23 74:2,3

Thursday 10:15,16 13:3
78:19,22

ticket 22:1 69:2,12,14,16 70:4,
19,20,22 72:2,7

tickets 71:22

tie 55:18

ties 36:12

time 6:1 10:1 12:18 14:9,11,14
15:15 23:9 31:19 35:12 36:24
37:5 38:15,20,21 39:4 40:20
46:3 50:4 55:3 62:6 65:11
69:13 71:5,6,7,9,16 76:2 80:1
81:20 83:3,25 85:5,7,20

time-effective 82:5

timelines 34:5

times 11:22 23:9 25:3 45:24
48:17

Tinnell 8:14

TJ 55:11 57:6

today 4:11 7:3 8:8,23 11:15,17
13:2,10 15:10 25:25 42:11
53:20 75:7 76:25 84:5 85:5

today's 4:7 25:17

Todd 7:3

told 16:19 79:8,13 89:16

tools 37:18

toot 69:13

topic 61:11

Tosqui 7:19 53:25

total 16:4

touched 36:17 80:23

tough 37:4

tour 50:10

tours 50:9

tows 34:3

track 27:5,8
tracking 27:12
trade 21:9,11
traffic 14:20,24 16:10 18:3,4
trafficking 67:23 68:9
Tragically 9:15
train 44:12
trained 38:8 49:21 69:10
72:13
trainer 35:3
training 30:19 34:13 35:8
37:16,19,20,25 38:2 42:21
43:2,6 44:7,8,10,12,15,18
66:17,22 76:20 79:12,15 80:6,
7,21,24 81:8,14 82:1 83:2,8
transcript 55:19 56:21
transferred 48:18
translation 46:1
transmittal 53:11
transparency 11:7
transpired 49:3
transport 40:11
treasures 66:23
treat 14:5 19:22
treatment 77:18
tree 9:4
tremendous 48:7
trend 21:2
trends 20:24
trial 62:10 64:21
trip 79:24
Trisha 7:17
truck 66:12
true 19:4
trunk 40:10,12 47:17,18,22
48:4

trunks 47:13
truth 54:20
Tuesday 5:14 11:14
turn 41:19
Turned 68:24
TV 73:17
two-family 18:21
two-hour 35:8
type 15:22 24:10 28:13 38:10
41:18,25 82:18
types 35:7
Tyron 8:13

U

unanimous 76:17 90:8
unanimously 76:12
unarmed 9:16
unbiased 19:6 54:11
unclarity 76:15
understand 38:6 41:21 44:8
47:5,12 48:24 68:23
understanding 51:3 73:25
84:2 85:3
understood 50:15 85:18
unfinished 12:12 55:3,10
61:25 81:20,25
uniform 26:6
unit 7:20,22,24 9:10,12,15
15:13 30:3,17 31:3 32:1,21
33:16,19,21 35:14 37:7 39:1
46:25 50:23
units 21:9 31:11 32:2,3,5,10
33:13 34:1 36:5,19 40:5
unlawfully 9:15
unnecessary 11:6
unpredictable 36:10

upbringing 66:17
upcoming 12:14
update 11:25 12:4,9 14:17
15:7 18:7,13,17 19:9,14,20
updated 12:5 16:7 32:16 39:7
updates 10:12 11:22 12:11
17:10 54:9
ups 36:13
upset 69:6
uptick 15:8,18 16:1 21:3
urge 10:1
usual 66:2 73:13
usurpation 75:23
utilize 31:13 50:18

V

vacancies 13:6
vacant 16:18
vacation 59:22
Valerie 65:24 77:11
validate 34:10 35:16
vary 21:5
Vegas 60:5
vehicle 16:11,13 34:6 68:6
vehicles 16:3 25:4 34:4,8,11
venue 24:21,22 25:2,6
version 19:19
vibrate 14:2
vice 4:5,6,14 5:3,8,12,19,23,
25 7:2 8:4,7,17 10:5 20:5,8,15
22:14,25 25:14 26:21 27:1
28:17,20 29:7,11 30:10 40:22
44:2 46:13 47:2,24 48:10
49:25 51:19 52:19,24 53:22
55:2 56:2,8,14,24 57:23 58:5,
9,13,16,19,23 59:12 60:9,20,
25 61:9,14,23 63:2,6,9,12
64:3,15 65:1,6,10,17,25

67:12,18 69:24 70:17 71:2,7,
25 72:9,19 74:14 75:10 77:6,
10 78:17 79:2 81:17,22 82:2,
11,22 83:14,17 84:1,10,24
85:6,11,15,19 86:13,17,23
87:3,7,16,25 88:3,7,9 89:7,10,
15,20 90:5

victim 68:10,15 69:18 76:1

victims 7:22

video 55:15 58:4

viewing 4:9

violation 75:20 78:12

violations 33:1

violence 9:13 19:3 21:8 23:3
24:13 54:22 74:8

violent 15:25 21:17,20

vision 8:21 24:14

visionary 9:7

visitors 11:11

visual 6:7

voice 52:14

voluntarily 13:13

volunteered 9:25

vote 12:17,25 13:2 55:11 57:1
58:10,22 60:11,23 64:25
76:14,24,25 78:6 82:6 88:4,7,
11 89:17 90:7

voted 57:15,25 58:21 60:14
77:4,5

votes 55:13,14,16 75:20 78:5

voting 60:21

W

wage 42:2,4

wait 48:18

waiting 81:6

walk 19:8 25:3 37:10,11 55:6

walked 51:3

wanted 19:16 20:1,3 28:23
51:16 64:11 67:25 69:10
72:23 74:11 89:23

warm 15:16 17:23

warn 71:14

warranted 66:15

watch 34:25

watchful 67:5

water 32:9

Wayne 33:9

WC3 78:23

weapon 15:20,21,22 24:1,9
25:6,7,10

weapons 23:20

website 53:13,14

Wednesday 61:18

week 10:6,14 11:15 12:23
17:22,23 21:2 37:20 53:5
54:1,3,24 55:10,25 59:10
60:14 76:24

week's 56:20

weekend 28:23 51:6 75:25
76:4

weekly 10:10 43:9 53:3,18
59:21

weeks 44:9 75:1,5

well-attended 79:18

well-received 79:18

well-written 26:22

wheelies 73:8

White 5:1 6:3,25 12:11 13:2
53:2 56:12,15 88:12,15,17,19,
21,23,25 89:3,5,8

whoa 68:18

widely 21:5

William 4:23

Willie 4:20

Willis 89:25 90:1

witnesses 16:24 17:2

woman 18:18 73:15

womb 66:18,24

wonderful 67:10 74:6

wondering 42:7

Woodson 8:19

word 75:15

work 13:15 17:19 26:12,20,23
28:16 36:18 38:9 41:3,18,25
48:7 68:4 72:19 73:21,24
82:7,18 83:3,5,6,12 84:8

working 13:8 14:24 17:14 28:6
36:14 40:2 41:5 57:6 73:19
80:10,12

works 10:22 11:4 25:21 42:21
82:21

workshop 79:15

worst 36:24

worth 79:24

wow 69:2

writs 33:2

written 27:4 53:11 54:6

wrong 24:6 57:14,16,19

wrongdoing 57:8,13,21

Wyrick 6:11 55:6 56:2,6 58:19,
25 59:1,6,14 61:16,21 62:2,3
63:17 64:22

Y

y'all 20:21 47:6,15,16

yard 16:18

yay 55:14 60:12

yays 56:18 58:7

year 15:14 20:24 21:3 37:15
40:20 47:20 62:16 79:5

year-to-date 54:2,4

years 9:16 26:8 59:19 68:20
73:2,6,7 77:22

yesterday 16:7 66:8 74:21

yesterday's 11:25

York 26:2,5

young 9:7,9,17,23 66:9,13,16
67:4 68:20 71:16

younger 17:21