

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

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS
BOPC VIRTUAL MEETING
September 22, 2022 at 3:00 P.M.

1 MS. WHITE: Deputy, honorable board DPD executives
2 and community. Thank you for attending the Detroit Board
3 of Police Commissioners meeting. Please note with regards
4 to public comments, if you would like to participate
5 during public comments, please submit your name and
6 interest card to Mr. Brown, who is seated here at the end
7 of the table. You may also use the available Zoom
8 features to be acknowledged during public comments, but
9 please do so as soon as possible as the public comments
10 occur now directly after the chief's report. So thank you
11 so much for your patience in that regard. At this time,
12 please silence your cell phones to prevent interrupting
13 the meeting and now Chairperson Ferguson.

14 CHAIRPERSON FERGUSON: Good afternoon. I'm Bryan
15 Ferguson, Chairperson of the Board of Police
16 Commissioners and this meeting will now come to order. At
17 this time, we would like to have an implication by
18 Chaplain Dansler. Am I pronouncing that right? Fantastic.
19 Joy Dansler is on Zoom. Oh no, you're in person. Thank
20 you.

21 CHAIRPERSON HOLLEY: And tall.

22 CHAPLAIN DANSLER: Respectfully ask that all hearts
23 and minds be clear. Father God, your word records that
24 all things start with the renewing of the mind. Father,
25 we love you. We gather here to carry out the task that

1 you have given us in order to fulfill our purpose. We
2 pray that you intervene in this meeting and that it works
3 for our good and be for the good of the people. Father,
4 we know that with you all things are possible. It is in
5 your son Jesus' name that we all touch agree and say,
6 amen.

7 COMMISSIONERS: Amen.

8 CHAIRPERSON HOLLEY: What church do you belong to?

9 CHAPLAIN DANSLER: Sir, I'm at Triumph with Pastor
10 Solomon Kinloch.

11 CHAIRPERSON HOLLEY: It means I can go and go be out
12 quick because you quick sir. I like that. Thank you for
13 being here.

14 COMMISSIONER BANKS: Mr. Chair, do I get a microphone
15 today?

16 CHAIRPERSON FERGUSON: Oh, I don't know you... I'm
17 sorry.

18 CHAIRPERSON HOLLEY: I think they're trying to tell
19 you something.

20 CHAIRPERSON HOLT: They're not. Don't start it with
21 that. Just say-

22 CHAIRPERSON FERGUSON: Commissioner Pressley for
23 right now. Can you take it from...?

24 COMMISSIONER BANKS: Yes, sir.

25 CHAIRPERSON FERGUSON: Thank you sir.

1 CHAIRPERSON HOLT: I'm sure there was no power gaps.

2 COMMISSIONER BANKS: I know it was a mistake Vice-
3 Chair. I know that. I just want to remind. I want my
4 voice to be heard too.

5 CHAIRPERSON FERGUSON: Oh, we can hear you, sir.
6 Madam Secretary,

7 MS. WHITE: Sir, through the Chair. Madam Vice-Chair,
8 Annie Holt - Yes. I'm here.

9 MS. WHITE: Commissioner Linda Bernard -

10 MS. WHITE: Commissioner Cedric Banks - Present.

11 MS. WHITE: Commissioner Willie E. Bell - Present,
12 District 4.

13 MS. WHITE: Commissioner Willie E. Burton -

14 MS. WHITE: Commissioner Lisa Carter -

15 MS. WHITE: Commissioner Ricardo Moore - Present.

16 MS. WHITE: Commissioner Jesus Hernandez - Present.

17 MS. WHITE: Commissioner QuanTez Pressley -

18 MS. WHITE: Commissioner Jim Holley - Present.

19 MS. WHITE: Mr. Chair, you do have a quorum.

20 CHAIRPERSON FERGUSON: Thank you. Now I'd like to
21 entertain a motion for approval of the minutes for, I'm
22 sorry - for the agenda for September 22nd, 2022.

23 COMMISSIONER MOORE: So move.

24 CHAIRPERSON HOLT: Second.

25 CHAIRPERSON FERGUSON: Any discussion? hearing none.

1 All in favor?

2 COMMISSIONERS: Aye.

3 CHAIRPERSON FERGUSON: All right. The motion is
4 carried. Now the minutes for the previous meeting, which
5 was September the eighth, 2022, they have been
6 distributed. Are there any corrections? No further
7 corrections. The minutes are approved as read. Madam
8 Secretary.

9 MS. WHITE: Yes, sir. Through the Chair. Media
10 Services, they are recording the board's meeting today
11 and handling the board's audio and visual needs. Our
12 court reporter today is Mr. Don Handyside and the
13 following board staff members are in attendance today.
14 Board parliamentarian, Dr. Francis Jackson, Assistant
15 Corporation Council, Christopher Michaels, Ms. Theresa
16 Blossom, Community Relations Coordinator, Mr. Robert
17 Brown, Administrative Specialist, Ms. Jonya Underwood,
18 Administrative Assistant, Senior Investigator, Tiffany
19 Stewart, Interim Chief Investigator Lawrence Akbar,
20 Supervising Investigator, Ainsley Crowell, Supervising
21 Investigator, Rosalia Madrigal, and Acting Supervising
22 Investigator, LiSonya Sloan. Our American Sign Language
23 interpreters today are Ms. Yutada and Dr. Stephanie
24 Beatty. Thank you, sir.

25 CHAIRPERSON FERGUSON: Fantastic. Who do you have

1 stepping in for the chief? I see Chief White is not here.

2 Would you like to introduce yourself, sir?

3 DEPUTY CHIEF BLISS: Good afternoon. Deputy Chief,
4 Mark Bliss.

5 CHAIRPERSON FERGUSON: Who do you have with you?

6 DEPUTY CHIEF BLISS: I do have several people, if
7 they like to stand and identify themselves here today.
8 Thank you.

9 CHAIRPERSON FERGUSON: Thank you. Madam Secretary,
10 Special guest.

11 MS. WHITE: Yes, sir. Through the Chair. Ms. Marie
12 Overall of State Representative Tyrone Carter's office is
13 present, and she is also the Fourth Precinct police
14 community Relations Council President. Also Ms. Fredia
15 Butler is the Second Precinct police community Relations
16 Council President. Also, LSA - excuse me, DPOA President
17 or Vice-President Ron Thomas is present. On Zoom,
18 Lieutenant Mark Young, who is the LSA President is also
19 in attendance and former police commissioner, William
20 Davis. Thank you, sir.

21 CHAIRPERSON FERGUSON: Thank you. Again. I'd like to
22 thank everybody for attending this board meeting today.
23 We have a resolution today. We do that now? Affirming the
24 board support of a harassment free workplace. While my VC
25 is getting ready to read that resolution. You all set?

1 CHAIRPERSON HOLT: Yes, sir.

2 CHAIRPERSON FERGUSON: Go right ahead.

3 CHAIRPERSON HOLT: Thank you, Chair Ferguson.

4 Resolution reaffirming board's support of a harassment
5 free workplace. Whereas the Board of Police Commissioners
6 is an agency of the city of Detroit and its employees are
7 subject to the city's policies, work rules and workplace
8 practices for any city employee. And whereas the city
9 endeavors to be a highly desirable place to work, the
10 human resources, HR department ensures that some 9,000
11 city employees, as well as job applicants are treated
12 fairly and that city workplaces are free from
13 discrimination on the base of race, religion, color, age,
14 gender, national origin, disability, or other criteria
15 under city state, or federal law. HR ensures that
16 employees read and sign a statement to agree to abide the
17 city policies, which include the discrimination and
18 harassment policy and the violence prevention in the
19 workplace policy. And whereas like other top professional
20 workplaces, the city of Detroit does not condone
21 bullying, intimidation, retaliation, or any other forms
22 of harassment.

23 CHAIRPERSON HOLT: On its city webpage, human
24 resources list its core values, which includes the
25 statement, we promote a hassle-free environment through

1 human resources as well as the civil rights inclusion and
2 opportunity department and other city agencies. Detroit
3 also prohibits discrimination. Indeed, history shows that
4 Detroit and its residents have helped advocate and enact
5 civil rights protection. Therefore, be it resolve that
6 the Board of Police Commissioners reaffirming its support
7 of the city of Detroit HR policies and the city's efforts
8 to ensure all employees have a hassle free and
9 discrimination free environment is their professional
10 jobs and work to serve the public. Through the Chair, I
11 move that this resolution be placed in the archives of
12 the Board of Police Commissioners resolution affirming
13 board's support of a harassment free workplace.

14 COMMISSIONER: Support.

15 CHAIRPERSON FERGUSON: Any discussion?

16 COMMISSIONER BELL: Mr. Chairman, I would urge that
17 any employee feel as though they have been dealt unfairly
18 in this process, that they would come forward, that we
19 can address this properly. I think HR should weigh in on
20 terms. There's one thing to have a resolution, but
21 there's a reason why we are reaffirming this resolution
22 as you well know. So I hope that we take it very
23 seriously and look at it seriously and address the
24 concern of our employees. Thank you, Mr. Chairman.

25 Dr. FRANCIS JACKSON: Mr. Chairman.

1 CHAIRPERSON FERGUSON: Yes.

2 Dr. FRANCIS JACKSON: If the board wants this to be
3 an official position, you need a motion to adopt. The
4 motion that would be used is I move and then read the
5 resolved portion of that resolution. I move resolved,
6 that then makes this an official position of the board.
7 Maybe it's custom to put something in an archive but if
8 it is the board's intention that this is an official
9 position, you need a motion.

10 CHAIRPERSON FERGUSON: But we already have a motion
11 on the floor. Do we rescind that motion and then...?

12 Dr. FRANCIS JACKSON: No, the motion is not the
13 resolution. The motion is resolved. That's the part
14 you're actually adopting. The whereas preamble. The
15 preamble is supposed to provide information, particularly
16 if what you want to do is confusing or people don't have
17 enough information. What you actually adopt is the
18 resolved clause. That's the part you move adoption of.

19 COMMISSIONER BANKS: Through the chair.

20 Dr. FRANCIS JACKSON: Am I being unclear?

21 CHAIRPERSON FERGUSON: No, you being-

22 COMMISSIONER BANKS: To a certain degree. I guess
23 what the Chairman's asking, we already have a motion on
24 the floor. Do we ignore the motion?

25 MS. WHITE: No. If I may through the Chair. If Madame

1 Vice-Chair could just read the last paragraph and just
2 restate her motion but read the last paragraph.

3 Dr. FRANCIS JACKSON: Yes.

4 CHAIRPERSON FERGUSON: There was a second. The
5 second. So we have to rescind that, correct? No.

6 Dr. FRANCIS JACKSON: You can carry through the
7 motion, resolve, and then vote on that part.

8 CHAIRPERSON FERGUSON: Okay. We can...

9 CHAIRPERSON HOLT: Thank you. Through the Chair. I
10 believe I understand. I move to resolve that the Board of
11 Police Commissioners reaffirm its support of the city of
12 Detroit HR policies and the city's efforts to ensure all
13 employees have a harassment free and discrimination free
14 environment as their professional jobs and work to serve
15 the public.

16 COMMISSIONER: Support.

17 CHAIRPERSON FERGUSON: Any further discussion?
18 Hearing none. Do we need a roll call? All in favor?

19 COMMISSIONERS: Aye.

20 CHAIRPERSON FERGUSON: All opposed. All right. It
21 shall be...

22 Dr. FRANCIS JACKSON: Motion carried.

23 CHAIRPERSON FERGUSON: Motion to carried. Thank you.
24 Thank you for that. Thank you. Recently, we attended the
25 NACOLE which stands for National Association for Civilian

1 Oversight of Law Enforcement. Our annual conference,
2 where civilian oversight practitioners, officials, and
3 administrators gather from around the globe to share best
4 practices, lessons learned, celebrate, and acknowledge
5 our efficientness and civilian oversight and law
6 enforcement and identify effective ways to which to
7 provide meaningful, impactful, and legitimate civilian
8 oversight services. Trust me. It was awesome to see so
9 many NACOLE people in a safe place for us to perform this
10 very important work. An organization full of resources
11 and supporters and an organization that has a
12 longstanding history in understanding the ebbs and flows
13 of civilian oversight.

14 CHAIRPERSON FERGUSON: Many of our colleagues
15 continue to applaud Detroit's efforts and civilian
16 oversight, our ability to handle and resolve our case
17 backlog and increase staff personnel coming off the heels
18 of this pandemic. Your high regard for the city and this
19 board was however not without unfair and inappropriate
20 challenges from within our own organization presented
21 during the conference to make the city and the board look
22 less than. Which means we had people from our own board
23 trying to make us look bad, right? Regarding NACOLE's
24 recent election, we thanked the board who by majority of
25 the board voted to support Madam Secretary, Melanie

1 white, our Interim Secretary to the board. She was going
2 to have a seat on NACOLE right so we can have a seat on
3 NACOLE, because right now we don't. And . . .

4 CHAIRPERSON HOLLEY: Two -

5 CHAIRPERSON FERGUSON: Yes, but I wanted to say this.

6 CHAIRPERSON HOLLEY: I'm sorry.

7 CHAIRPERSON FERGUSON: That's okay. Trying to get
8 ahead of me?

9 CHAIRPERSON HOLLEY: No.

10 CHAIRPERSON FERGUSON: This was my first time at
11 NACOLE, and I had a chance to meet so many people. I made
12 it a point to go around and try to meet as many people as
13 I could. If you had a badge on, I met you, I tried to
14 meet you. I met people from Croatia, Poland, Trinidad,
15 Jamaica. I met them all right. I had some fun with them,
16 and I got to listen to some of their problems and their
17 problems are no different from ours. Right. They have
18 backlogs, 2,000 in backlog cases and they have 80
19 investigators.

20 CHAIRPERSON HOLT: Chicago.

21 CHAIRPERSON FERGUSON: Yeah. Chicago. They wish they
22 could be down under 700. They wished it. Right. They were
23 asking how we're doing it and I pointed out two people to
24 go talk to. That's who I pointed out, Interim Chief Akbar
25 and Interim Madam Secretary, Melanie White. That's who

1 you go talk to. At least they give you some insight. So
2 while I was there, I got a chance to conversate with a
3 lot of people and met some Chairs. One chair stood out.
4 That person talked to me and gave me some real insight on
5 how NACOLE works and how the board works and how they
6 look up to Detroit. I found out we're the second largest
7 or the second group to be in NACOLE. We are. So I took
8 that as an honor, but what happened? I got an email from
9 a person bashing the board, the city of Detroit and the
10 residents, putting out some untruths or used the truth
11 and skated a little bit. Right. Which was very
12 disappointing to me. So the people that I met, they
13 started shunning me, which was an embarrassment for me
14 and other commissioners. It wasn't right.

15 CHAIRPERSON FERGUSON: I was trying to find out where
16 this email came from. And finally, I had a commissioner.
17 He was a second commissioner, that's what his title was.

18 CHAIRPERSON HOLT: Vice-Chair. He was a Vice-Chair.

19 CHAIRPERSON FERGUSON: Vice-Chair? Second Vice-Chair
20 wrote an email. Putting the person's name out there that
21 it came from because I had no idea who it'll come from.
22 Now there's a lot of people at NACOLE and his name was
23 William Davis. So what I'm saying is please do not try to
24 destroy the board within or outside the city of-

25 COMMISSIONER BURTON: Point of order, Mr. Chairman.

1 CHAIRPERSON FERGUSON: I am not accepting your point.
2 Please let me finish. Try to destroy this board within or
3 without. We are here for civilian oversight. That's what
4 we're here for. I've been Chair for two months now and
5 I've been quiet because I've been listening. I've been
6 trying to learn. One thing I haven't learned, I haven't
7 learned about civilian oversight because we're steady
8 trying to figure out the invite amongst ourselves and in
9 front of the public. This has to stop. I want it to stop.
10 I want solutions. Give me solutions so we can help the
11 police officers, we can help the citizens, so we can help
12 the residents, we can help the city of Detroit move
13 forward.

14 COMMISSIONER BURTON: Point of order. Can we stick to
15 the agenda please Mr. Chairman.

16 CHAIRPERSON FERGUSON: Please, sir. That's one
17 warning. So I'm saying all that. That's two warnings. So
18 I'm saying all this to say, I want to move this board
19 forward. We have addressed all your concerns. We have
20 addressed the backlog. We have addressed the Interim
21 Secretary. We have addressed the chief investigator. We
22 addressed the investigators. We addressed everything. So
23 I will hope that we can move forward. That's what I want
24 to do, be able to move forward. To that end, we just had
25 a resolution for discussing workplace-

1 COMMISSIONER: Sorry.

2 CHAIRPERSON FERGUSON: That's okay. Discuss workplace
3 misconduct. Right? So that resolution passed, correct?
4 Fantastic. So today we have a presentation from the civil
5 rights who will share updates regarding the department's
6 efforts to audit and monitor key areas such as body worn
7 cameras and electronic conducted energy weapons. Then the
8 chief. Glad to see you here, chief.

9 CHIEF WHITE: Yes sir.

10 CHAIRPERSON FERGUSON: Yes. We look forward to
11 attending Chief White's town hall summit, where law
12 enforcement, traditional and community At-Large will
13 discuss strategies and methods towards reducing gun
14 violence in our community. As you know, the board held
15 two previous events with these important partners on this
16 important topic and appalled Chief White's leadership in
17 bringing the community together and leading on this
18 important topic. Chief, you have the ball and we have
19 every confidence that what you are going to do and how
20 you're going do it and we all would be-

21 COMMISSIONER BURTON: Point of order Mr. Chairman,
22 can you stick to the agenda please.

23 CHAIRPERSON HOLLEY: It is on the agenda, man. You
24 can't interrupt the chairperson on a board.

25 COMMISSIONER BURTON: Point of order, Reverend Holly.

1 It doesn't have anything to do with-

2 CHAIRPERSON FERGUSON: Excuse me.

3 COMMISSIONER BURTON: Can we please stick to the
4 agenda.

5 CHAIRPERSON FERGUSON: Excuse me, sir.

6 CHAIRPERSON HOLLEY: I'm just going read or just read
7 it out. This right here. Just read covers...

8 CHAIRPERSON FERGUSON: And we'll be strong
9 practitioners as we hold this future summit.

10 CHAIRPERSON HOLLEY: Very good. Thank you.

11 CHAIRPERSON FERGUSON: Thank you. Yes. Chief, we are
12 also happy to stay in our lane and keep outreach towards
13 those efforts and hold all the summit going forward. We
14 look forward to being a part of the solution and help our
15 community stay safer. Thank you.

16 COMMISSIONER BELL: Mr. Chairman.

17 CHAIRPERSON FERGUSON: Yes.

18 COMMISSIONER BELL: I'd like to rise to a special
19 privilege. You spoke to NACOLE, and I'd like to speak to
20 NACOLE also. Mr. Chairman, as a person who's been
21 involved with national association for quite some time
22 with the NAACP and familiar with the founding members of
23 NOBLE and even this organization, we're the third oldest.
24 I felt so embarrassed in terms of what took place at the
25 conference by a board member. You have freedom of speech,

1 but when you on our funding source come to a conference
2 and attack your city, attack your board, and attack a
3 person who'd been working extremely hard for this board,
4 as you well know, it cannot just go unnoticed.

5 COMMISSIONER BELL: We need to address that issue
6 seriously because it concerned me that when a national
7 president, Brenda Goss Andrews who was a guest of NACOLE
8 sent me that email in reference to what transpired. She
9 said, this is embarrassment. I feel embarrassed for you,
10 even though I'm not a member. But she understands the
11 struggle of Black organization being my former vice
12 president. So we cannot sit here and just allow that to
13 continue because this is a second year. This is not the
14 first year. This is a second year this is taking place
15 not only on the national, but it's taking place at the
16 council form that we can allow a board member of this
17 organization to sit here and participate in that type of
18 dialogue. So we have to take some type of action that we
19 can respond. If not, how can we go forward in terms of
20 address and concern of oversight? Thank you, Mr.
21 Chairman.

22 CHAIRPERSON FERGUSON: You're welcome and we will
23 address those. We will. The chief has three, right?
24 Correct?

25 COMMISSIONER: Yes, sir.

1 CHAIRPERSON FERGUSON: Three recommendations for
2 appointment of the rank of deputy chief commander. Would
3 that be one captain?

4 CHAIRPERSON HOLT: Deputy Commander Sloan-

5 CHIEF WHITE: Deputy chief commander captain. Yes.

6 CHAIRPERSON FERGUSON: Yes. We're going to do that.

7 COMMISSIONER BERNARD: If I may, Mr. Chairman. Linda
8 Bernard present. I had requested and I appreciate
9 Melanie, Interim Secretary preparing the report for me
10 because the community has asked repeatedly about
11 complaints about officers whether they can, you know,
12 what our reporting system is and whether they're falling
13 off, et cetera. So in terms of the chief, in terms of the
14 persons that you recommended, I asked for a summary of
15 the civilian complaints that had been filed regarding
16 those officers. If you don't have a copy, you can have my
17 copy.

18 CHIEF WHITE: I have a copy.

19 COMMISSIONER BERNARD: Okay, great. It's in my
20 binder. So that's the only concern that I have. I always
21 approve everybody you want. You know that I believe in
22 you being able to put together your own team. I think the
23 board does and that's important, very, very important to
24 you being successful and to the city being safe. So I had
25 asked for this summary, I don't know if you want to

1 proceed at this time with your recommendations or you
2 want to respond to the summary in writing to us or
3 something like that.

4 CHAIRPERSON FERGUSON: Commissioner. We'd kind of...

5 COMMISSIONER BERNARD: Oh, you did it already?

6 CHAIRPERSON FERGUSON: No, not yet. We have three. VC
7 is going to tell you which three.

8 COMMISSIONER BERNARD: Oh, thank you. Okay. So I was
9 looking at-

10 CHIEF WHITE: If I may though, I don't want to leave
11 that out there without responding. I just want to make
12 sure we keep in context the time around the complaints,
13 the nature of the complaints, the work assignment when
14 the complaints were received, and the fact that
15 oftentimes when you look at no complaints from a certain
16 date corrected behavior should not be career ending and
17 it can serve as an example for future leaders. But with
18 that in mind, we've made some modifications to our
19 recommendations for today and you will see that there's
20 significantly different than the first group that you've
21 gotten. Then I'll provide you with the written response
22 for the rest of the promotions on next week.

23 COMMISSIONER BERNARD: Thank you, Mr. Chairman for
24 recognizing me and thank you, chief. Appreciate that.

25 CHIEF WHITE: No problem.

1 CHAIRPERSON FERGUSON: Yes. Chief, can you go ahead?
2 You can go ahead with your recommendations for
3 appointment.

4 CHIEF WHITE: if you want to go ahead and start the
5 names and it'll be two deputy chiefs, or if you want
6 to...

7 CHAIRPERSON FERGUSON: Wait. Hang, I'm getting... Can
8 we do that now?

9 MS. WHITE: Yes, sir. Through the chair, the first
10 appointment is for Commander Carrie Sloan to the rank of
11 deputy chief

12 COMMISSIONER: Yeah. Do I make brief?

13 CHAIRPERSON FERGUSON: Can we get some synopsis?

14 CHIEF WHITE: I can tell you a little bit about soon
15 to be deputy chief and now commander Carrie Sloan. Carrie
16 Sloan is a very hard working 24-year veteran of the
17 Detroit police department, has worked in a variety of
18 capacities. I first came in contact with Carrie when we
19 were building out our real-time crime center. She was an
20 instrumental part of our real-time crime center setting
21 the foundation for the center, everything from the data,
22 the hiring of the personnel setting policy. She is a
23 consummate professional, a graduate of Wayne state
24 university. This is going from memory because my notes
25 aren't here. But I went to the Mike Ilitch School of

1 Business with her. Upon graduation she continued on to
2 get the full MBA. I think just hearing her talk in the
3 halls, her proudest accomplishment is being a mom of a
4 child who is headed to college herself. But just
5 certainly someone I think will do fantastic things in
6 leadership in our organization. I proudly recommend her
7 for deputy chief.

8 CHAIRPERSON FERGUSON: Fantastic.

9 CHAIRPERSON HOLT: Do I make my motion?

10 CHAIRPERSON FERGUSON: Yes.

11 COMMISSIONER BERNARD: I second.

12 MS. WHITE: The motion-

13 CHAIRPERSON HOLT: I have to put the motion on.

14 COMMISSIONER BERNARD: I'm sorry. I thought you
15 said...

16 CHAIRPERSON HOLT: I move that we support Chief
17 White's recommendation of Commander Carrie Sloan for
18 deputy chief. The entire 21 up and through the middle
19 part of this year, she was one of the precincts that
20 allowed her community access on the community relations
21 discussion Zoom meetings. In other words, she had Zoom
22 meetings for almost a year and a half while others of us
23 were trying to figure it out.

24 COMMISSIONER: Is that part of the motion?

25 CHAIRPERSON FERGUSON: You make a second?

1 CHAIRPERSON HOLT: I second. Yeah.

2 COMMISSIONER BERNARD: If I can comment, I just want
3 you to know chief, she has a hidden talent. She makes the
4 best coffee in this department. When I used to work here,
5 she made it all the time.

6 CHAIRPERSON FERGUSON: So do we hear a second?

7 COMMISSIONER BERNARD: I second.

8 CHAIRPERSON FERGUSON: You second. Any discussion?

9 CHAIRPERSON HOLT: Well, we had it.

10 CHAIRPERSON FERGUSON: All in favor.

11 COMMISSIONERS: Aye.

12 CHAIRPERSON FERGUSON: All opposed. Congratulations.

13 COMMANDER SLOAN: Oh, thank you very much.

14 COMMISSIONER BERNARD: Congratulations.

15 COMMANDER SLOAN: To the board, I appreciate the
16 opportunity-

17 COMMISSIONER BERNARD: Microphone.

18 COMMANDER SLOAN: To the board. Is that better?

19 CHAIRPERSON FERGUSON: Yes.

20 COMMANDER SLOAN: I just wanted to say to the board
21 and to the chief, I appreciate the opportunity. This is a
22 huge accomplishment for me. I have spent 24 years here. I
23 love this department and I have learned so much since
24 being here and especially in a command position. I've
25 really found that I treasure the mission of the

1 department and I think that we're absolutely going in the
2 right direction. So I thank you for this opportunity and
3 I'm very proud to be a part of what we're doing.

4 CHAIRPERSON FERGUSON: Thank you-

5 CHAIRPERSON HOLT: Here for your service.

6 CHAIRPERSON FERGUSON: Thank you. Madam Secretary,
7 who's next?

8 MS. WHITE: Yes, sir. The second appointment is for
9 Captain Sonia Russell to the rank of commander.

10 CHIEF WHITE: Thank you. Through the Chair. Commander
11 Russell, 21-year veteran, highly educated and I don't
12 have my notes, but I just remember you in counseling, a
13 number of degrees in your career, also graduates of Mike
14 Ilitch School of Business. Is that correct?

15 CAPTAIN RUSSELL: That's correct.

16 CHIEF WHITE: That's correct. I will tell you this
17 about captain, soon to be commander Sonia Russell. As the
18 assistant chief, I had a lot of broken problems
19 throughout the department that I was responsible for.
20 When I needed something fixed, it was Sonia Russell that
21 I called on, who drove me nuts, but I got every single
22 thing that I've asked her to fix fixed. When I came in as
23 chief, I made some changes to the organizational
24 structure. We had a significant need for connectivity to
25 our homicide victims families. Let me preface my comments

1 by saying, I'm not suggesting that someone didn't do
2 anything, but the way I wanted it done is what Sonia was
3 able to accomplish. We have a very robust follow up
4 process.

5 CHIEF WHITE: We have a chaplain now that has been
6 hired to serve in the capacity of a family liaison. Under
7 her leadership, we have taken on such projects as an
8 annual meeting with the families to bring them an update,
9 have lunch, break bread with the families and update on
10 the status of those cold cases. She's just done a number
11 of tremendous organizations. One of the smartest people
12 in our department, certainly smarter than me. I could not
13 be prouder to recommend her as commander. She's going to
14 be taking over a very tough job, communications and crime
15 intelligence as a commanding officer of two very hard-
16 working captains. So with that, I make the
17 recommendation.

18 COMMISSIONER BELL: Mr. Chairman.

19 CHAIRPERSON FERGUSON: Yes.

20 COMMISSIONER BELL: If I may, I'd like to support the
21 recommendation of Chief White for Captain Russell to the
22 rank of commander. I had the opportunity to work with her
23 at the Ninth Precinct who is the toughest precinct in the
24 city, but all due respect, the city of Detroit. So that's
25 my motion.

1 COMMISSIONERS: Support.

2 CHAIRPERSON FERGUSON: Any discussion? All in favor.

3 COMMISSIONERS: Aye.

4 CHAIRPERSON FERGUSON: All opposed. Congratulations.

5 CAPTAIN RUSSELL: Thank you very much. I'm a little
6 under the weather, so excuse my voice if it cracks up a
7 bit. First, I want to start to thank the board, the
8 honorable Board of Police Commissioners for the
9 appointment. Of course, thank my chief, the Assistant
10 Chief Gerald, Assistant Chief Ewing, the Assistant Chief,
11 LeValley, Deputy Chief, DeShaune Sims, Deputy Chief
12 Stewart, Deputy Chief Bliss. All of them have just
13 wrapped their arms around me for mentorship and support
14 within the last year me being assigned to homicide. I
15 will be remiss to not say thank you to Commander Michael
16 McGinnis, who has done a fantastic job at Major Crimes.
17 So I thank you all. I thank God and I look forward to my
18 new assignment. Thank you very much.

19 CHAIRPERSON FERGUSON: Thank you.

20 COMMISSIONERS: Congratulations.

21 MS. WHITE: Mr. Chair, the last appointment is for
22 Lieutenant Donna McCord to the rank of captain.

23 CHIEF WHITE: All right. Lieutenant Donna McCord, a
24 17-year veteran, very hard worker and I'm going to be
25 brief. I met Donna when she worked at Internal Affairs,

1 professional, hardworking. When we needed to stand up our
2 Risk Assessment Unit to look at risk and to bring in this
3 new process for risk, we needed a steadfast steady person
4 who understood policy and leadership. What we decided was
5 that was Donna McCord. She has done an amazing job.
6 Anytime you stand up a new unit and you have to get buy
7 in; you have to work both sides. You have to get the
8 people to buy in to follow the policy. This risk process,
9 which you'll be hearing about in a little while. You all
10 know about it because the board demanded it, has been
11 what I think is changing the tone of our department and
12 saving jobs and helping officers reach their full
13 potential.

14 CHIEF WHITE: She has led it under the guidance of
15 Assistant Chief Dave LeValley and we could not be prouder
16 of her. We're going to now take her talents, ask her to
17 fill some huge shoes left by Sonia Russell in homicide.
18 She has a personal story that told me that - and I'm not
19 going to embarrass you because you didn't tell me I could
20 make that public. But she understands the sensitivity
21 needed for our victims' families of homicide. Much like
22 me a tragedy led her to that space, and I want to make
23 sure that we continue what Sonia has started there and
24 I'm a proud recommendation as well for this Lieutenant.

25 CHAIRPERSON FERGUSON: Fantastic.

1 CHAIRPERSON HOLT: Through the chair, I move that we
2 support Chief White's recommendation of Lieutenant Donna
3 McCord to the appointment of captain.

4 COMMISSIONERS: Support.

5 CHAIRPERSON FERGUSON: Any discussion? All in favor.

6 COMMISSIONERS: Aye.

7 CHAIRPERSON FERGUSON: All opposed? Congratulations.

8 CHAIRPERSON HOLT: Congratulations.

9 COMMISSIONER MOORE: She brought her crew with her
10 Mr. Chairman. I want you to know that she's brought her
11 crew with her.

12 CHAIRPERSON FERGUSON: I could...

13 LIEUTENANT MCCORD: Thank you so much for approving
14 the chief's recommendation and thank you, sir, for giving
15 me an opportunity-

16 CHAIRPERSON HOLT: Microphone.

17 LIEUTENANT MCCORD: -to serve the citizens where I
18 grew up in the city of Detroit. Like you said, I brought
19 my sisters with me because if it wasn't for them in
20 supporting me through that tragedy that I discussed with
21 you yesterday, I wouldn't be here today. So thank you.
22 I'm looking forward to it.

23 CHAIRPERSON FERGUSON: We're going to go into oral
24 communication. Mr. Brown, how many do we have?

25 MS. WHITE: Mr. Chair.

1 CHAIRPERSON FERGUSON: I'm sorry.

2 CHAIRPERSON HOLLEY: We have one more.

3 CHAIRPERSON FERGUSON: We have one more?

4 MS. WHITE: No, sir.

5 CHAIRPERSON FERGUSON: No, I didn't think so.

6 MS. WHITE: You do have the chief of police report on
7 the agenda, sir.

8 CHAIRPERSON HOLT: We thought he had left.

9 CHAIRPERSON FERGUSON: Oh, no, he can...

10 COMMISSIONER BERNARD: He was going to do that at the
11 town hall.

12 CHAIRPERSON FERGUSON: No.

13 CHIEF WHITE: All right, ma'am. All right. Through
14 the Chair. As we transitioned from that, again,
15 congratulations to everyone. Super excited for the future
16 leaders of our organization or they will lead, but the
17 future leaders that will watch them and learn under their
18 kingship. The department is in very good hands. We've got
19 a strong bench. I couldn't promote everybody. It was a
20 hard decision, but I'm very proud of these promotees. We
21 have 5 officers that are still recovering from injury. We
22 had an officer injured last night as well that are at
23 home, one Sergeant from the Second Precinct, one police
24 officer from Tactical Services, one police officer from
25 the Auto Theft Unit and 2 police officers from the

1 Seventh Precinct.

2 CHIEF WHITE: 17 members are currently quarantined
3 and isolated with COVID symptoms or COVID. That's 11 last
4 week, so we're starting to see a slight uptick. 13 of the
5 quarantine isolated members have tested positives. That's
6 up from six last week as we start to now work our way
7 indoors. We know that we're going to see a little bit of
8 a spike with COVID. COVID is here to stay. We're
9 aggressively looking at ways of managing with the
10 compressors of COVID being in our agency.

11 CHIEF WHITE: Our drag racing drifting details
12 continues to do a phenomenal job. What we're looking at
13 now is these four wheelers and three wheelers that
14 continue to cause problems throughout our community.
15 We're going to be more focused on those. A few
16 significant events I want to share with the board.
17 Incident number one is an accidental shooting of an
18 officer on Sunday, September 18th, 4:40 PM at 14931
19 Prevost, that's the Eighth Precinct. Scout responded to a
20 police run regarding a wellbeing check. As officers were
21 at the side door of the location unfenced driveway
22 neighboring home, English bulldog got out. That driveway
23 shared the... It was between two houses, but very tight.
24 One officer fired a gunshot, it struck his partner and
25 also, he was trying to shoot the dog, but it struck his

1 partner. Both are at home.

2 CHIEF WHITE: The officer's recovering. The officer,
3 as you can imagine, is devastated. It was not
4 intentional, a little bit embarrassed and all of that. So
5 I think we have to also be cognizant of the fact that
6 he's dealing with a lot too. He did not do it
7 intentionally, so we're working with him. But there will
8 be some training and perhaps some discipline to follow on
9 that. Sunday, there was a fatal shooting Sunday,
10 September 18th, 9:15. Officers of 11th Precinct
11 respondent to the 19,300 block of Fleming on report of a
12 victim suffering from a GSW. The 42-year-old male victim
13 was deceased at the scene. Investigation quickly
14 identified a 31-year-old male suspect who was taken into
15 custody on the following day during his arrest. The
16 suspect had a handgun. NIBIN testing again, of the
17 firearm indicated that it was in fact a murder weapon. On
18 September 21st Wayne County prosecutor's office charged
19 the suspect with first degree murder and he was arraigned
20 this morning.

21 CHIEF WHITE: Incident number three, September 19th
22 at 1:55 PM. 95-year-old victim was carjacked of a red
23 2015 Chrysler 200. Again, a 95-year-old was carjacked in
24 our city. The offender approached the victim while she
25 was sitting in the front side passenger seat. He opened

1 the driver's door and got into the driver's side of the
2 vehicle and drove away with the victim. The offender
3 began to assault the victim. Just horrible. A 95-year-
4 old. Biting and punching the victim. The victim fought
5 back and tried to get control of the steering wheel as
6 the perpetrator was driving the vehicle.

7 CHIEF WHITE: Ultimately the offender let the victim
8 out of the vehicle after victimizing our most vulnerable
9 95-year-old carjack victim. So we are urgently asking the
10 community for assistance and that suspect, and we will
11 relentlessly pursue this person and get them off the
12 street. I will transition over to some positives now. On
13 Monday, September 19th our NPOs from the Second Precinct
14 were on bike patrol addressing neighborhood quality of
15 life issues. The goal is to keep our citizens safe. They
16 ask you the members of our community to help identify
17 light and abandoned vehicles and illegal dumping. And
18 they also connected the citizens with the Detroit app.
19 Members of the community were extremely receptive and
20 thankful, and we got a lot of cars towed that day. On
21 September 19th we recognize our crime scene services,
22 Sergeant David Babcock for his service with the
23 department for 53 years. He was featured in a Facebook
24 post. We had one officer recently retire with 51 years
25 and now 53. That's a lot of policing. Tonight, or today,

1 in the next hour or two I'm going to be - No, wow. Next
2 hour and 50 minutes, I'll be at the town hall meeting,
3 engage our community in thoughtful, in-depth conversation
4 about quality-of-life issues affecting Detroiters, our
5 judicial process, mental health, technology. We are not
6 looking to have a conversation of arguing and conflict
7 but sharing information. We have a few really positive
8 things that we're putting in place there. We've got clean
9 slate that will be there.

10 CHIEF WHITE: Give folks an opportunity to get some
11 expungements so that they can get into the workforce. But
12 we're also going to be talking about crime in our
13 community, and we're going to have a real conversation
14 about it. It's no really nice way and comfortable way to
15 talk about the level of crime that we see in our
16 community. Yes, we do see some reductions in homicides
17 and certainly in nonfatal shootings, but it's not enough.
18 I think as of this morning, we were looking at a 3%
19 reduction in criminal homicides, but that's still 222
20 homicides in our city as opposed to 230. We have a
21 reduction in nonfatal shootings of 13%. But again, last
22 year, this time we had 824 nonfatal shootings and this
23 year we're looking at 721. So we're proud of the work and
24 we wanted a few major cities that are showing a
25 reduction. But the reality of it is it's too many.

1 CHIEF WHITE: That's 824 last year, 721 this year.
2 721 times someone tried to kill somebody and wasn't
3 successful. It's not like a nonfatal shooting was
4 intended to be a nonfatal shooting. It's a felt murder.
5 So we must do more and tonight's conversation is about
6 doing more. Sexual assaults, we're down 7%, but again,
7 2021, we have 559, 2022 - 520. You can't celebrate those
8 numbers because I got 520 people that were victims of
9 sexual assault. You can't hold up a statistical report
10 talking about success to those 520 people. So tonight's
11 conversation is about working together collaboratively,
12 working with our mental health, working with our courts
13 and most certainly making crime an unacceptable
14 circumstance in our community and what we're going to do
15 about it.

16 CHIEF WHITE: It's not just the police, it's and the
17 police. It's not just technology, it's and technology.
18 But it's also community. It's also clergy. It's also good
19 old-fashioned patrol, but it's also technology. It's also
20 feeding our communities with the requisite tools needed
21 to be a successful community. We've talked ad nauseam
22 about what drives crime. We recognize an impoverished
23 community needs resources, and they certainly do, but you
24 also have to note that you cannot beautify your way out
25 of crime. You can build all the pretty buildings you

1 want. If people don't feel safe, they're not going to
2 move there. That's the bottom line. Everyone you talk to
3 one of the primary concerns they have about this city is
4 their safety, and I'm not going to be silent on it
5 anymore.

6 CHIEF WHITE: I've never been silent on it, but I'm
7 going to be more vocal because I think it's time that we
8 really take a look at crime and commit all of our
9 energies to eradicating crime in our communities and
10 these separate agendas that drive crime and cryptically
11 speak of a lack of support for policing is unacceptable.
12 You've got the number of people that we see in our
13 community that are dying and being shot unnecessarily
14 when we can do more. So that's what tonight's going to be
15 about, and I hope that the board can have some time to
16 join us tonight. Thank you.

17 CHAIRPERSON HOLT: Thank you.

18 CHAIRPERSON FERGUSON: Absolutely. Thank you, chief.
19 Thank you. Open up for questions. Please, can we keep our
20 questions down for the sake of time and get right to the
21 point? Can we? Commissioner Burton.

22 COMMISSIONER BURTON: Through the Chair. I have a
23 couple questions. Chief, I'm getting some alarming news
24 from 1401 Chene, 1325 Chene and 7,800 Jefferson about
25 cars being vandalized or stolen out of their lots as well

1 as drug overdose and those senior citizen complex. Can I
2 get a list or can we all have a list of how many times
3 officers were dispatched to those locations and a number
4 how many cars were vandalized from that area? In fact, I
5 like one for the whole entire Seventh Precinct because
6 I'm getting calls from a number of buildings. I'm even
7 getting calls from the pavilions. I'm getting calls from
8 Orlene, Landon. I'm getting calls from-

9 CHAIRPERSON FERGUSON: Okay. Commissioner, we-

10 COMMISSIONER BURTON: No. This is on behalf of the
11 citizens of Detroit that live in the Fifth District. Cars
12 are getting stolen and vandalized inside of gated
13 communities.

14 CHAIRPERSON FERGUSON: Absolutely. He has-

15 COMMISSIONER BURTON: Seniors are overdosing in some
16 of these senior citizen buildings.

17 CHIEF WHITE: Okay. If you can give me a timeframe
18 and can you put it in writing, so I know exactly what I'm
19 solving for.

20 COMMISSIONER BURTON: Chief, you have a whole staff
21 right here and it's on the record.

22 CHIEF WHITE: Through the Chair.

23 CHAIRPERSON FERGUSON: Yes.

24 CHIEF WHITE: So in order to provide the data that's
25 being asked, I need some context in what I'm being asked.

1 If he's asking me for this year, today, tomorrow, or
2 yesterday, five years ago, I don't know. So if you could
3 provide me in writing the question, I'll be more than
4 happy, and I'm always transparent with this board to
5 provide you with the answers.

6 CHAIRPERSON FERGUSON: Fantastic. We'll do that.
7 Commissioner Hernandez.

8 COMMISSIONER BURTON: I would draft an email.

9 COMMISSIONER HERNANDEZ: Through the Chair. I'll very
10 quickly say this. Part of being effective, I would say in
11 life is the ability to leverage relationships which each
12 of us here on this board have that benefit when it comes
13 to NPOs. So I'll add on to the work that was going on
14 with the NPOs at Second Precinct. NPOs at Fourth
15 Precinct, we're also very active addressing quality of
16 life issues as well. I will in particular commend NPO
17 Ruiz for handling those issues. So very big thanks to him
18 and thank you to you for everything that you're
19 accomplishing.

20 CHIEF WHITE: Thank you, sir.

21 CHAIRPERSON FERGUSON: Yes, Commissioner Banks.

22 COMMISSIONER BANKS: Thank you, Mr. Chair. Through
23 the Chair, grace, peace and blessings to your Chief
24 White. The case is resurfacing about a 19-year-old that
25 was shot and murdered a year ago. That case is now going

1 to court. That case has been in court now about two weeks
2 ago. The 19-year-old was stated that he did not have a
3 gun, but a gun was found at the scene though, but it was
4 stated that he didn't have a gun and his back was turned.
5 He was a fleeing felon. So what's the protocol on a
6 fleeing felon when their back is turned to the officers?
7 What's the protocol on that? His back was turned. So
8 what's the protocol on that when an individual's back is
9 turn? He's running and his back is turned. He's fleeing
10 the scene, but his back is turned. So what's the protocol
11 on that? Thank you.

12 CHIEF WHITE: Through the Chair and this has to do
13 with the homicide case that's back-

14 COMMISSIONER BANKS: About a year ago, but now it's
15 going to court now. It just got in court about two weeks
16 ago.

17 CHIEF WHITE: Okay. I'll answer the second part of
18 the question. I'm not clear to the connection between
19 that particular homicide and a fleeing felon. The fleeing
20 felon rule is, I mean, it's in the books, but with
21 regards to someone who was fleeing. I've seen many cases
22 where someone has fled. I'm not speaking specifically to
23 this one because candidly, I don't know which case this
24 is. But if you are running, I've seen cases where people
25 have been able to turn very quickly and shoot. I've seen

1 where they have weapons in their hand and they turn, and
2 as they turn back the bullet hits under the shoulder,
3 bullet hits in the shoulder, and sometimes the bullet
4 hits in the back, and that does not comport with the
5 fleeing felon rule.

6 CHIEF WHITE: But those are separate issues. So I
7 really don't have any other way of answering the
8 question. Each circumstance is reviewed and judged by its
9 own set of characteristics and absent any other context.
10 All I can tell you is I've seen instances where it
11 appears that the person may have been shot in the back,
12 but they're shot in the shoulder. It appears that when
13 they turned around that they discharged their weapon and
14 turned back, they were shot in the back. That would be
15 appropriate under those circumstances. But absent any
16 other information, I really can't answer the question
17 with any intelligence.

18 CHAIRPERSON FERGUSON: Okay, fantastic.

19 COMMISSIONER BANKS: Thank you for your answer. Thank
20 you.

21 CHAIRPERSON FERGUSON: Before we move forward, just
22 for the record, Commissioner Burton entered, Commissioner
23 Lisa Carter is here, and Commissioner QuanTez Pressley is
24 here and Commissioner Linda Bernard is here.

25 COMMISSIONER BERNARD: Aye.

1 CHAIRPERSON FERGUSON: Oh, okay. Commissioner
2 Pressley.

3 COMMISSIONER PRESSLEY: Thank you, Chair. Through the
4 Chair. My question is relative to encounters where police
5 engagement is necessary. There's one area that I've
6 become aware of that police engagement is often
7 encouraged and that's with custody disputes. So when
8 there are parents who are having to exchange their
9 children doing custody. I'm trying to get, what's the
10 sense of the police priority in those engagements?

11 CHIEF WHITE: Yeah. Yes. We have to do a lot of work
12 in that area. It's becoming more prevalent that a lot of
13 families in dispute want police to engage. Our role is
14 very limited. What we try to provide is a safe space for
15 whatever parental issues are happening to happen, whether
16 it's child custody, giving a kid over for the weekend
17 type thing. We give a safe space in precincts. That
18 engagement though is we're there to simply to keep the
19 peace. We can't take size absent a court order. We really
20 have no power in it.

21 CHIEF WHITE: But we are seeing a lot of asks for
22 that process at precincts. It is starting to become a bit
23 of a concern because, you know, I won't get into one case
24 because we're at limited time, but we have had some
25 instances very recently that police had to engage because

1 of some conflicts that happened at the precinct. It's
2 becoming an issue for us. But it's very limited to answer
3 your question as to our role. We're just peacekeepers
4 there. We have no authority outside of having a court
5 order.

6 COMMISSIONER PRESSLEY: Okay. Thank you.

7 CHAIRPERSON FERGUSON: Commissioner Moore.

8 COMMISSIONER MOORE: Thank you, Mr. Chair. Chief, my
9 colleagues mentioned the city of Chicago earlier. Are you
10 familiar with the new laws that are taking place in
11 Chicago and people have opened it up to call it a purge?
12 Are you familiar with that?

13 CHIEF WHITE: I'm not well versed. I've heard a
14 little bit about it, but I've been super focused on
15 Detroit.

16 COMMISSIONER MOORE: Understood.

17 CHAIRPERSON FERGUSON: Fantastic. Commissioner Bell.

18 COMMISSIONER BELL: Very briefly, Mr. Chair. I just
19 want to come in Chief White and DPD for the hundred
20 percent support of officer Mike Todd, who was shot in
21 1998. I had opportunity to talk to his two brothers this
22 month and they were so supportive of DPD reaching out
23 over the years in terms of that type of family. I'm glad
24 I'm part of that family. Thank you, Mr. Chair.

25 CHAIRPERSON FERGUSON: Welcome.

1 CHIEF WHITE: Commissioner, through the Chair. I
2 would be reminiscent and I'm very embarrassed rushing out
3 of here. We had a funeral for our officer. Thank you,
4 Commissioner Bell for reminding me in an eloquent way.
5 I'm very embarrassed that I missed that and the
6 celebration. Officer Todd's funeral was yesterday.
7 Twenty-three years ago, he was shot. His partner, Sean
8 Bandy, and his other partner. His partner, Sean bandy was
9 killed. His other partners remain on the department right
10 now. Just an amazing man who shows up for work every
11 single day with a smile on his face, which is incredible
12 in and of itself. But Officer Todd, 23 years of suffering
13 paralyzed half his body. I think was the right side of
14 his body shot in the left eye or vice versa.

15 CHIEF WHITE: But the issue is his courageous fight
16 of 23 years. Totally changing his life, obviously.
17 Remained a resident of the Ninth Precinct, connected to
18 the ninth precinct. A number of people made sure that his
19 sacrifice was never forgotten. Namely his commander, one
20 of our Commanders Eric Decker. Eric was never his
21 commander specifically, but he commanded number nine for
22 many years, retired Assistant Chief, Steve Dolan, and a
23 number of partners that he's had over the years. His
24 family was very, very happy to see that we never forget.
25 It was a sad ceremony, funeral. But I sense some degree

1 of relief from the family as well, because of so many
2 years of suffering. But there was a lot of sadness. So I
3 do appreciate you bringing that up. Again, I apologize to
4 the board for just not having it top of mind, but
5 certainly in my heart.

6 COMMISSIONER MOORE: Through the Chair. I was on that
7 scene. That was probably the most horrific scene I've
8 seen. I was assigned to the chief's office, and we had to
9 roll out. It was a very tragic scene. If you hear the
10 audio and I'm sure you've heard the audio chief. It takes
11 it to a different level. Also Walk Clement, former
12 Sergeant with Detroit police retiree he passed this week
13 too. I just wanted to make note of that.

14 CHAIRPERSON FERGUSON: Commissioner Bernard.

15 COMMISSIONER BERNARD: Chief, excellent report. I
16 just want to say that I think after this meeting, I mean
17 after your meeting this afternoon, people are going to be
18 seeking your autograph. I got all kinds of calls for
19 tickets to hear you speak today. Our former chief of
20 course, was a celebrity and it appears that you're
21 becoming a celebrity because everyone wanted to come.
22 They said that your office indicated there were no more
23 tickets. So they called the commissioner, you know, get
24 in. So I just wanted you to know congratulations on
25 planning this today. It's created excitement in my

1 district and throughout the city of Detroit and the
2 community. Congratulations on a job well done.

3 CHIEF WHITE: Thank you. Ma'am we have 450 tickets
4 that went very quickly but we're going to have an
5 overflow room now. I do have zero interest in that
6 celebrity stuff. I'm just a person and not interested in
7 that.

8 COMMISSIONER BERNARD: Everybody's going to watch
9 your autograph today. I just want you to know.

10 CHAIRPERSON FERGUSON: Commissioner Carter.

11 COMMISSIONER CARTER: Good afternoon, everyone. I
12 have no questions, Mr. Chair.

13 CHAIRPERSON FERGUSON: Commissioner Holley.

14 CHAIRPERSON HOLLEY: No questions. Thank you so much
15 Mr. Chair. You just got to get out of here.

16 CHAIRPERSON HOLT: Through the Chair. Thank you,
17 Chief White. I'm not going to ask you any questions
18 because I need you to leave because the Eight Precinct is
19 I hope are already over there trying to find a seat.

20 CHIEF WHITE: All right. Ma'am thank you. Thank you,
21 board.

22 CHAIRPERSON FERGUSON: Fantastic. Mr. Brown.

23 MR. BROWN: Good afternoon, Mr. Chair and this
24 honorable board. There are currently eight speakers with
25 two being in person and I'll call those two first. Ms.

1 Fredia Butler followed by Ms. Kim Merriweather.

2 MS. BUTLER: Good afternoon.

3 COMMISSIONERS: Good afternoon Ms. Butler.

4 MS. BUTLER: Commissioners, Thursday, September 1st
5 the chief financial officer gave his quarterly report to
6 the board. He reported that the department receives many
7 grants. Some grants I believe were designated for cars
8 and I'm requesting that the Second Precinct police
9 receive scout cars to increase their effectiveness in our
10 communities. Our neighborhood police officers cannot do
11 their job without having workable vehicles. They are
12 doing their best to respond to the needs of our
13 communities.

14 MS. BUTLER: The invisible, our officers are
15 effective in deterrent crime. Our NPOs have and are
16 addressing concerns that keep our communities safe and
17 clean. They address trash containers left on streets,
18 overgrown yards, parking intervening, and neighbors,
19 disputes, removal basketball hoops, checking on seniors,
20 attend community meetings and much more. They are mentors
21 to our youth. Commissioners, the city should provide our
22 officers with scout cars and whatever they need to do
23 their job.

24 MS. BUTLER: Our officers are paid less than officers
25 in surrounding areas due to the bankruptcy. Their health

1 insurance is not adequate. When they retire, whether
2 disabled or not, the health insurance cost is
3 astronomical. Yet, the city is financing millionaires and
4 billionaires with tax write-offs. Our officers are being
5 defunded with their valued services. The very officers
6 needed to enforce laws and protect the millionaires and
7 billionaires' businesses in our city. Thank you for
8 helping to address the concerns of our officers so that
9 they will remain in our city. Thank you.

10 CHAIRPERSON HOLT: Thank you.

11 MR. BROWN: Miss Merriweather.

12 MS. MERRIWEATHER: Thank you, honorable body. I just
13 want to say that I attended the meeting on September the
14 eighth and as a citizen, I was a bit shocked. When new
15 business was introduced, an applicant for employment was
16 presented for an opportunity. It was a departure from
17 what I'm used to when the hiring process is closed and
18 it's fair. I felt that all applicants were slighted. If
19 you are going to give access to the board 20 minutes an
20 hour to an applicant, I think all applicants should be
21 given the same time. This body is an oversight, but it's
22 also I think a gap filler between law enforcement and the
23 community.

24 MS. MERRIWEATHER: People complain about the police,
25 but I think those who have oversight should be beyond

1 reproach. As a citizen, I believe that the board should
2 move to rescind that motion to give that applicant time
3 to present until after the hiring process is concluded. I
4 like to say as a citizen also that the NPO officer Collet
5 Burke, she helped me. I purchased a property through the
6 land bank, beautiful property. Squatters wanted to move
7 in next door with multiple children and a house with week
8 floors that would've fallen through and there would be
9 dead children. She moved with the city to help, and it
10 was resolved.

11 MS. MERRIWEATHER: I'm asking, I don't know if the
12 chief or the officer here. NPOs are off after five or six
13 o'clock. They're not available at nights and weekends. I
14 would ask that at least Second Precinct but asked that
15 they expand that program to allow for NPOs to be
16 available over the weekend because a lot of people are
17 smart. My time is up.

18 CHAIRPERSON FERGUSON: Okay. We got it.

19 CHAIRPERSON HOLT: Through the chair.

20 CHAIRPERSON FERGUSON: Yes.

21 CHAIRPERSON HOLLEY: I got first...

22 CHAIRPERSON HOLT: The same question came up in our
23 Eighth Precinct and I posed the question to Ms. White. I
24 guess we're all still sort of perplexed as to why it is
25 NPOs job assignments end at four o'clock.

1 CHAIRPERSON FERGUSON: Commissioner.

2 CHAIRPERSON HOLLEY: I was very taken by the speaker
3 and her professionalism and her demeanor, but I just want
4 to make sure that we understand that you understand. I
5 felt like you're talking about two different positions. I
6 want to make Miss know we got a legal opinion about the
7 last position that we talked about and like to make sure
8 do we have an opinion on that?

9 COMMISSIONERS: No.

10 CHAIRPERSON FERGUSON: It's still draft.

11 MS. WHITE: Not this time.

12 CHAIRPERSON HOLLEY: It's still drafting then. Very
13 good. Then we'll when we see you, we'll get back to you
14 on that one. Okay.

15 MS. WHITE: Through the Chair. I don't believe that's
16 what the public commenter was trying-

17 CHAIRPERSON FERGUSON: She was talking about
18 something else. She was talking about, the candidates
19 that was applying for positions, get a chance to present
20 in front of us for 20 minutes. That's what she-

21 CHAIRPERSON HOLT: We moved on that motion.

22 CHAIRPERSON FERGUSON: We moved on that motion. So
23 she wants to rescind it. Who do we have next?

24 COMMISSIONER BERNARD: Wait a minute, Mr. Chairman.
25 The commander, deputy chief, excuse me. Wanted to respond

1 about the NPO regarding the NPO.

2 CHAIRPERSON FERGUSON: The NPO.

3 COMMISSIONER BERNARD: Thank you, Mr. Chairman, you
4 were going to ask the same question.

5 DEPUTY CHIEF BLISS: Thank you. Through the Chair. I
6 just want to address both those speakers, but first I'll
7 address the NPO about the hours. NPOs do have the purview
8 to address and change their hours as necessary. If
9 there's an issue with that, please speak with the
10 commander or the captain at the precinct about that. I'm
11 sure that can be rectified.

12 CHAIRPERSON HOLT: Oh, I'm sorry. So then it is not
13 policy that NPOs work assignments end at four o'clock.
14 That's not a policy.

15 DEPUTY CHIEF BLISS: Correct.

16 CHAIRPERSON HOLT: Oh, thank you for that. Can more
17 than one person be an NPO?

18 DEPUTY CHIEF BLISS: So in regard to NPOs they are
19 budgeted positions-

20 CHAIRPERSON HOLT: Neighborhood police officer, for
21 anybody.

22 DEPUTY CHIEF BLISS: They are budgeted positions, and
23 those positions are indicated in each of the precincts.
24 Some precincts have more positions others have less. So
25 it's going to be determined by the precincts that they're

1 at.

2 CHAIRPERSON HOLT: Thank you for that.

3 DEPUTY CHIEF BLISS: Then secondly through the Chair.

4 In regard to the fleet, I know that there was a concern

5 about the Second Precinct. So what I'd like to do is

6 ma'am, I have fleet that falls under me. I can speak with

7 you after, and I could address all the issues that you

8 have.

9 CHAIRPERSON FERGUSON: Look at that. See that. Right
10 there.

11 CHAIRPERSON HOLT: Thank you.

12 CHAIRPERSON FERGUSON: You going to get brand new
13 cars?

14 CHAIRPERSON HOLT: Yep.

15 CHAIRPERSON FERGUSON: Who do we have next?

16 MR. BROWN: Mr. Chair, the next three speakers will
17 be Ms. Victoria Shaw followed by Minister. Eric Blount
18 followed by Pastor Robert Harris. Ms. Shaw.

19 CHAIRPERSON FERGUSON: Ms. Shaw, going once.

20 MS. SHAW: Good afternoon, honorable board. Can you
21 hear me?

22 CHAIRPERSON FERGUSON: Yes, we can hear you.

23 MS. SHAW: Okay. Perfect. This is Victoria Shaw from
24 District Seven. Two things. At the September 8th meeting,
25 it came forward that a hiring occurred without the

1 board's awareness and by the end of that discussion Chair
2 Ferguson, you mentioned that you're understanding the
3 person is hired, but now we have voted to I'm thinking
4 this process is going to stop. Then Commissioner Banks
5 did follow up with clarification that at this time the
6 individual is illegally on the board because we didn't
7 vote on it. It is concerning for the public to hear that
8 there are challenges with transparency on the board when
9 the board is responsible for ensuring transparency and
10 accountability for our police department.

11 MS. SHAW: So I would just ask that the board not
12 forget to follow up with the public on what actually
13 occurred, including when the requisition was submitted to
14 HR, the date the position was posted on the website, If
15 the entire board was allowed to review the applicants
16 that were qualified, if the board was given the
17 opportunity to be involved in the interview and selection
18 process, and if the entire board was provided updates on
19 the process at each step. Also, the public would need to
20 know how the matter is being resolved and how the board
21 will ensure transparent hiring practices going forward.

22 MS. SHAW: My second comment is to actually the
23 residents of Detroit. Chair Ferguson mentioned the
24 organization NACOLE at the beginning of the meeting.
25 Their website is N A C O L e.org and our taxpayers pay

1 for the board's memberships, their trainings, and the
2 attendance at the conference. I encourage every citizen
3 who's interested in oversight to check out NACOLE, become
4 a member, attend webinars and if you have an opportunity
5 to go to an annual conference, do that. There are
6 scholarships available to the website. It empowers us to
7 hold our board accountable to following the best
8 practices that NACOLE shares. I'll be bringing some
9 proposals forward very soon. Thank you.

10 CHAIRPERSON FERGUSON: Thank you.

11 MR. BROWN: Mr. Chair, Minister. Eric Blount looked
12 like he dropped off, so I'll go to Pastor Robert Harris.

13 CHAIRPERSON FERGUSON: Pastor Harris.

14 PASTOR HARRIS: Good afternoon. God bless the board.
15 I appreciate this time slot. One to talk about quality-
16 of-life issues. It seems that TikTok video targeting Kia
17 vehicles is impacting our citizenry significantly. To
18 pastor the church 72 years, our 72nd year, it's
19 concerning. The impact of theft and personal property
20 theft is certainly one side of my concern. The side that
21 this board and the chief and his department can take
22 action on is the cost to recover the vehicle, meaning if
23 the car is recovered by the towing process and all of
24 that from this type of crime, my question and I would
25 like one of the commissioners to follow up directly with

1 me. What does that flow chart look like? What is the
2 service level, the expected timeline, the cost related
3 and all the perspective buckets that receive compensation
4 when a vehicle is recovered and also towed to whatever
5 location for that citizen to recover that vehicle?

6 PASTOR HARRIS: Major concern, especially with this
7 uptick of social media targeting and the knowledge on how
8 to, you know, take these vehicles from citizens who no
9 fault of their own are impacted at home or impacted as a
10 shop in the city. So I'd like to understand what that
11 flow chart looks like, the cost, service level, what is
12 the expected timeline for them to receive a follow up
13 phone call and any type of white love care concierge
14 service to get them their vehicle versus them having to
15 catch a bus, catch an Uber, to get to the myriad of
16 locations that the vehicle could be sitting in after a
17 week of sitting there and having to pay the respective
18 storage fees that you all are fully acquainted with.

19 Thank you.

20 CHAIRPERSON FERGUSON: Thank you.

21 CHAIRPERSON HOLT: Through the Chair.

22 COMMISSIONER BERNARD: Me too, Mr. Chairman.

23 CHAIRPERSON HOLT: I know, Ms. White, you captured
24 all that the Reverend has just shared. So could we look
25 forward to getting back with him in response to his

1 concern?

2 MS. WHITE: We'll be work with the DPD.

3 CHAIRPERSON HOLT: Okay. Captain perish. Thank you,
4 Ms. White.

5 COMMISSIONER BERNARD: Mr. Chairman, I agree. I think
6 we should do the flow chart and I think it should be
7 posted on the board's website and we should communicate
8 to the community exactly how this is being handled and
9 who to contact. It's really a nightmare. I've worked with
10 people whose vehicles have been told or whatever. It's
11 just ridiculous.

12 CHAIRPERSON HOLT: Good idea.

13 COMMISSIONER BERNARD: Commissioner, we can do much,
14 much better. Thank you.

15 CHAIRPERSON FERGUSON: Absolutely.

16 COMMISSIONER BERNARD: Thank you, Mr. Chairman.

17 CHAIRPERSON FERGUSON: Who do you have and you're
18 welcome.

19 MR. BROWN: Mr. Chair, looks like Ms. Laura Parks
20 dropped off as well. So your next speaker will be Vanessa
21 Brian Atlantis followed by former Commissioner William
22 Davis.

23 MS. ATLANTIS: Good afternoon commissioners.

24 CHAIRPERSON FERGUSON: Good afternoon.

25 MS. ATLANTIS: What I heard at the beginning of the

1 statements made by the current Chair and the past Chair,
2 I found it to be speeches at best. I've learned from
3 being in church and been at other political events, if
4 someone has repeatedly claimed the same things in public
5 that they claimed in house, that it is a time for not
6 only personal reflection but personal evaluation. My
7 second issue was something the chief said, and I'm sure
8 he's left the proxy. Speaking in terms of technology and
9 how that gives people the perception of safety.

10 MS. ATLANTIS: I differ with that in that in certain
11 cases, those people for whom it is primarily intended and
12 others who may not think it's intended for them would put
13 the communities where those things are employed in the
14 state of war. That war has been declared on those
15 neighborhoods. There are personalities in those
16 communities that would treat it as thus. I don't think it
17 would be safe for the residents of those communities or
18 the officers that must serve in them. I would hope that
19 the chief and others would consider that before they
20 decide to employ certain technologies citywide. Thank you
21 for your time. Good day.

22 CHAIRPERSON FERGUSON: Thank you.

23 MR. BROWN: Mr. Chair, Ms. Parks is back. Ms. Lori
24 Parks.

25 MS. PARKS: Thank you for taking my call. Today the

1 meetings are still being held at the police headquarters
2 precinct. All the meetings should be held out into the
3 community. Like I said and all the other citizens said,
4 if I want to have a complaint, I don't need to come to
5 headquarters. It needs to be all the time out in the
6 community. Also, the police officer who assaulted Ms.
7 Shelby at the hospital, his trial date is coming up. I am
8 asking what the citizens to have all of the Board of
9 Police Commissioners to attend that trial so that you can
10 know exactly what happened. That way you won't have any
11 confusion about why you should not be giving officers who
12 have that kind of past raises, also not only raises, but
13 elevating them to a newer position, a higher position.

14 MS. PARKS: You need to stick to the agenda. The
15 NACOLE, that was very, when Willie Burton had expressed
16 that to our community, that it was very informative, and
17 we all agreed that you guys should go and attend these
18 meetings quite regularly. The meetings, when I was
19 talking to the citizens in Cleveland, they were appalled
20 at the way that our Board of Police Commissioners have
21 police on them. That's whether they're retired or not.
22 This should not be. I don't think you guys really know
23 exactly what your duties are. You're not supposed to be
24 an ex-police officer, a retired police officer, or any
25 kind of officer on the Board of Police Commissioners. I

1 don't know if you understand that or not. Can you please
2 address that today and tell me why this is happening.
3 Thank you.

4 MR. BROWN: Mr. Chair, your last speaker would be
5 former Commissioner Davis.

6 CHAIRPERSON FERGUSON: Mr. Davis? Mr. Davis, going
7 once. Mr. Davis-

8 MR. DAVIS: Well, I tried to unmute myself. So you
9 guys still doing dirty stuff aren't you?

10 CHAIRPERSON FERGUSON: Go ahead, Mr. Davis, we can
11 hear you.

12 MR. DAVIS: Okay, good. Well, let me start off by
13 saying I as a citizen have a right to express my opinion,
14 and my opinion is there are some board members and staff
15 that should be in jail. I will continue to raise
16 concerns, truthful concerns about what's going on with
17 this board. I don't denigrate or I wouldn't denigrate the
18 city of Detroit in any way, but we do have some
19 questionable characters. I think the Chair is one of
20 them. How could you talk about production of citizen
21 complaints at the same time, a couple weeks ago
22 Commissioner Bernard indicated the fact that a couple of
23 her cases was turned over to Commissioner Bell, because
24 she had questions about it. Then you go and make
25 Commissioner Bell, the Chairperson for citizen

1 complaints. I think it's more things need to be filed.
2 The case against this board and the police department
3 needs to be amended and it need to be further
4 investigations.

5 MR. DAVIS: Also, I was pleased that you all passed
6 something about harassment for employees, what that also
7 extend to the fact that you all have the board's
8 secretary telling her employees that they had to go and
9 vote for or using city resources in the pursuit of that.
10 I think you'll find that's unethical and illegal. People
11 should not be compelled to go and vote for somebody
12 because they're their boss. People should not be
13 compelled to do stuff that's questionable. I will
14 continue to raise concerns about this board, not just
15 here in the city of Detroit, but worldwide. I think I
16 need to help raise your profile even more. Sometimes I
17 think maybe your neighbors, people on your block and
18 where you all work, I need to know what you all are doing
19 and not doing. Thank you.

20 CHAIRPERSON HOLLEY: Mr. Chairman, may I have a
21 privilege?

22 CHAIRPERSON FERGUSON: Absolutely, sir.

23 CHAIRPERSON HOLLEY: Through the Chair and to the
24 ladies and gentlemen of city Detroit. I want you to know
25 that I realize people have a right to their opinion. All

1 of my adult life, I've been in civil rights to fight for
2 those opinions and rights. Let's understand former
3 Commissioner Davis, he was on this board for five years.
4 In my humble opinion, he did nothing in the five years he
5 was here.

6 COMMISSIONER BURTON: Point of order Mr. Chairman.

7 CHAIRPERSON FERGUSON: He has the floor, sir. He has
8 the floor.

9 CHAIRPERSON HOLLEY: Four years that he's been here,
10 and it's all been critical, just critical. I want you to
11 understand how I was so embarrassed as a 70-year-old
12 Black man going to NACOLE of organization that basically
13 was founded by Black people has been taken over by non-
14 Black people. I feel like we are doing everything we can
15 because we've been there for a number of years as a
16 member of NACOLE and we're trying to get somebody on the
17 board. Melanie White was a candidate. She's a lawyer, an
18 excellent lawyer, and been on this board as a secretary
19 for the 17 to 18 years in terms of working with
20 commission. I feel very hurt and by Commissioner Davis,
21 who's supposed to be a civil rights advocate, he's
22 running for president of the national network.

23 CHAIRPERSON HOLLEY: I have no problem with that.
24 I've called the Reverend Al Sharpton waiting for a call
25 about this situation. I cannot believe that a civil

1 rights advocate will be against another Black woman or
2 man trying to do something that basically is non-Black
3 and dealing with oversight of urban America. Finally, we
4 had people all over the world. When I got on the
5 elevator, the two or three people approached me. What you
6 all doing in Detroit? What's going on in Detroit? I want
7 you understand how embarrassing it is for us. I don't
8 mean no harm, but I know I love this city. When people
9 sit up here and act like they so holy and all, and all of
10 that and a bag of potato chips and have done nothing.
11 It's in my humble opinion, done nothing. When I leave
12 here, I would like to think you would know I've been
13 here. When he was here as far as I'm concerned, you
14 wouldn't even know he was here.

15 CHAIRPERSON HOLLEY: So I say this, and you can take
16 me down, you can put me out, you can do anything you want
17 to do. If I resent any African American going against
18 another African American on a board that basically does
19 not have accurate representation, and we pay money on
20 that. So that's all I got to say. But as a civil rights
21 advocate, who's running for the national president here
22 in Detroit. I resent it and I've told Al Sharpton that I
23 resent it. I want you to understand that this is not
24 acceptable. Yes. He got a right. He's got to have a right
25 to opinion. I understand that. But everybody in the

1 country is behind in complaints, everybody. That's one of
2 the things that big people, everybody, and we have an
3 excellent representation in this country.

4 CHAIRPERSON HOLLEY: We are at a worldwide and you
5 come up there and go against and send out emails against
6 a person in Detroit. You got us commissioner. I don't
7 care what you say about him. Telling you this is not
8 acceptable. I spent all of my life to fight for this kind
9 of stuff and at the end of my life got to deal with this
10 kind of criticism and un-cooperation and hate. Well, it's
11 not fair to us. This is a great city. I'm saying to you,
12 my son, brothers, you must understand these people for
13 the most part. Yes, they got right. But it doesn't mean I
14 got to sit up here and take the... You told me, you are
15 calling us a crook, somebody needs to be in jail around
16 this board. If I had two lawyers, I would sue him right
17 now. I'm just saying to you, it's not fair to us.

18 CHAIRPERSON HOLLEY: We do this thing with no money;
19 no compensation and I love it. But I say to you, for the
20 most part, it's not fair to us. We do everything we can.
21 We got 212 homicides in Chicago, Philadelphia, New
22 Orleans, Atlanta, all around the world, nothing but
23 death. And that's all we want to step in and talk about,
24 each other? I got 200 and some people in the morgue right
25 now. Now all we going to do is talk about each other.

1 It's unacceptable and I resent it. You can take me off.
2 You can turn me off and you can ask for my resignation,
3 anything. But I'm not going to sit here and allow you to
4 do this to us and to this city. Thank you for the
5 opportunity.

6 CHAIRPERSON FERGUSON: You're welcome. Thankyou
7 Reverend Holley. Thank you. The presentation to the
8 board. How are we on time?

9 MS. WHITE: Chair is 4:22 PM and Lieutenant Donna,
10 I'm sorry. Tara Campbell will be given the presentation
11 and has been given notice to condense the presentation.
12 If it is your pleasure.

13 CHAIRPERSON FERGUSON: Yes. Ten minutes please and
14 eight, if you can.

15 COMMISSIONER BERNARD: Mr. Chairman, excuse me. Is
16 there any way the presentation can be postponed? Our
17 chief is speaking to the city of Detroit. I represent
18 citizens in the city of Detroit.

19 CHAIRPERSON FERGUSON: I understand.

20 COMMISSIONER BERNARD: That's like the mayor
21 speaking. City council does not continue when the mayor
22 is speaking.

23 CHAIRPERSON FERGUSON: Hang on, commissioner. Hang
24 on.

25 COMMISSIONER BURTON: Point of order Mr. Chair.

1 CHAIRPERSON FERGUSON: So here's what we... Because
2 we already voted on the agenda, correct? Been on this
3 role before. Will it be okay with you if we postpone your
4 presentation for today?

5 COMMISSIONER BERNARD: Thank you.

6 COMMISSIONER BURTON: Point of order Mr. Chair.

7 CHAIRPERSON FERGUSON: Now, how do we do that?

8 Dr. FRANCIS JACKSON: Mr. Chairman, you now ask for
9 unanimous consent to amend the agenda to postpone this
10 report to next week.

11 COMMISSIONER BERNARD: Yes. I want to hear it.

12 CHAIRPERSON FERGUSON: Right to next week.

13 COMMISSIONER BERNARD: No. Yeah. I want to hear it
14 next week. I don't want to leave and miss it.

15 CHAIRPERSON FERGUSON: Right. We want to hear next
16 week. So say that again now.

17 Dr. FRANCIS JACKSON: You can ask if there is
18 unanimous consent to amend the agenda by postponing this
19 report to next week if there's no objection. If there's
20 an objection, then you would need a motion to amend the
21 agenda and it would require two thirds.

22 CHAIRPERSON FERGUSON: Fantastic. Now I need a
23 unanimous decision to postpone this presentation until
24 next week because of the chief's meeting and-

25 Dr. FRANCIS JACKSON: Amend the agenda by-

1 CHAIRPERSON FERGUSON: Amend the agenda.

2 COMMISSIONER BERNARD: Unanimous here.

3 Dr. FRANCIS JACKSON: You can just ask if there's any
4 objections.

5 CHAIRPERSON FERGUSON: Any objections? All right. So
6 be it. Here we go.

7 COMMISSIONER BERNARD: Thank you for your
8 consideration. I want to hear you, but I don't want to-

9 CHAIRPERSON FERGUSON: Now we're going to go to next
10 section.

11 COMMISSIONER: Too late.

12 CHAIRPERSON FERGUSON: Too late?

13 COMMISSIONER BERNARD: Why?

14 Dr. FRANCIS JACKSON: If there's an objection you
15 have to go motion. You just have to vote on it.

16 CHAIRPERSON FERGUSON: It was too late.

17 COMMISSIONER BERNARD: Yeah, it was too late.

18 CHAIRPERSON FERGUSON: Too late. We had already went
19 through. Interim Secretary.

20 MS. WHITE: Yes, sir. Through the Chair. Just very
21 briefly honorable board. The incoming correspondence is
22 noted on the agenda and the Zoom audience can see the
23 agenda as well, but they are as follows. The honor board
24 received correspondence from auditor General's office
25 dated 9/7/22. Also, the fiscal year 2024 Budget

1 Development Material was submitted to the honorable
2 board. Correspondence from Chief of Police, James E.
3 White regarding recommendations for appointment to the
4 rank of deputy chiefs, commander, and captain. Also chief
5 of police, James E White's town hall invitation was
6 submitted to the board along with other support material
7 for this evening. The honorable board also received
8 Technology Reports consisting of Facial Recognition, DPD
9 ShotSpotter and Project Green Light report. The board
10 also received the email correspondence from city HR
11 regarding a previous outstanding matter that I believe is
12 resolved at this time. But the honorable board didn't
13 receive the email correspondence. Thank you so much.

14 CHAIRPERSON FERGUSON: Fantastic. Thank you.
15 Unfinished business.

16 COMMISSIONER BURTON: Through the Chair.

17 CHAIRPERSON FERGUSON: Unfinished business.

18 COMMISSIONER BURTON: Yep.

19 CHAIRPERSON FERGUSON: Wait. It has to be unfinished
20 business. Now unfinished business is what?

21 Dr. FRANCIS JACKSON: Anything left over from last
22 week that was not handled.

23 CHAIRPERSON FERGUSON: That was on the agenda.

24 Dr. FRANCIS JACKSON: Yes.

25 CHAIRPERSON FERGUSON: So it was on the agenda last

1 week and we didn't finish it, that's unfinished business.

2 So hearing none. No unfinished business. Announcements.

3 We have any announcements?

4 COMMISSIONER BURTON: New business. Mr. Chairman.

5 CHAIRPERSON FERGUSON: We have any announcements?

6 CHAIRPERSON HOLLEY: I have announcements.

7 CHAIRPERSON FERGUSON: Yes.

8 CHAIRPERSON HOLLEY: If there's anyone, I'm looking
9 for a hundred, at least a hundred young men and women
10 that's 18 over that would like to work with the water
11 department. It's basically 17 to \$22 an hour. Also, that
12 that it's not labor intensive. You can do this by way of
13 learning on the job and not going to have to go to a high
14 Salutat class. You can do one of it on the job, but we're
15 looking for a hundred for the water department. If you
16 have someone, your son or daughter, nephew, someone,
17 that's 83138712800.

18 CHAIRPERSON FERGUSON: Fantastic.

19 COMMISSIONER BURTON: Through the Chair. You didn't
20 call-

21 CHAIRPERSON FERGUSON: We're under announcements. I'm
22 going by the agenda, sir. Please.

23 COMMISSIONER BURTON: New business was underneath
24 unfinished business then announcement.

25 CHAIRPERSON FERGUSON: I'm sorry. On my agenda it

1 says announcements. Now we're going in the new business.

2 You have new business?

3 COMMISSIONER BANKS: I had announcement Mr. Chair.

4 CHAIRPERSON FERGUSON: You had announcement. Go
5 ahead.

6 COMMISSIONER BANKS: I was trying to come in, but-

7 CHAIRPERSON FERGUSON: Go ahead, go ahead. Your
8 announcement. Give your announcement.

9 COMMISSIONER BANKS: Okay. I just want to say the
10 NACOLE conference was incredible. Anybody that's
11 listening by Zoom, any political organization that may be
12 listening by Zoom need to go to the NACOLE conference to
13 receive training and trainings in an incredible... They
14 have an incredible training foundation what they issue
15 out. People from all over the world receiving some of the
16 best leadership training that I have ever seen. To add to
17 that, they got some delicious food too in Texas.

18 CHAIRPERSON FERGUSON: Fantastic.

19 COMMISSIONER BANKS: Yum-yum.

20 CHAIRPERSON FERGUSON: New business. Any new
21 business?

22 COMMISSIONER BURTON: Through the Chair.

23 CHAIRPERSON FERGUSON: New business.

24 COMMISSIONER BURTON: Through the Chair.

25 CHAIRPERSON FERGUSON: New Business. Sir, go ahead.

1 COMMISSIONER BURTON: I'd like to just mention under
2 new business that we as a board needs to fulfill all
3 vacancies on this board by the end of October, especially
4 the Interim Secretary position to the board needs to be
5 filled as secretary by the end of October, as well as the
6 interim chief investigator. That position also needs to
7 be filled by this board by the end of October. These
8 positions are going on three years, has been about three
9 years approximately. Citizens of Detroit wants to see the
10 board follow the charter as well as hiring a board
11 attorney.

12 CHAIRPERSON FERGUSON: What I'm saying is I know
13 that's-

14 COMMISSIONER BURTON: This is new business, sir. In
15 addition-

16 CHAIRPERSON FERGUSON: Get it out.

17 COMMISSIONER BURTON: In addition, not only hire a
18 board attorney where we can get immediate opinion on
19 what's needed but we should never be in dependence to the
20 mayor or the chief or corporation council. We have to
21 have our own independent attorney to this board. In
22 addition, lastly, in five seconds or less. I want to say
23 that I have served with some great commissioners over the
24 years of a handful of them. Darnell white-

25 CHAIRPERSON FERGUSON: Commissioner, your time is

1 along.

2 COMMISSIONER BURTON: Along with.

3 CHAIRPERSON FERGUSON: Excuse me, sorry. Your time is
4 up

5 COMMISSIONER BURTON: Along with Davis, Commissioner
6 Bell Davis that represents the Fourth District is one of
7 the most noble-

8 CHAIRPERSON FERGUSON: Warning number one

9 COMMISSIONER BURTON: Commissioner to ever serve on
10 this board, along with commissioner Darnell White. Point
11 of order, Mr. Chairman.

12 CHAIRPERSON FERGUSON: I would like to depart-

13 COMMISSIONER BURTON: You allow one commissioner to
14 speak for nearly four minutes. Another commissioner like
15 myself you want to slam the gable. Point of order, Mr.
16 Chairman. Point of order.

17 CHAIRPERSON FERGUSON: Thank you. Thank you. So for
18 the record, I want the public to know for the record that
19 every commissioner has the packets for everybody that
20 that Commissioner Burton has just hollered out about
21 getting hired. Right. They all have those packets. The
22 commissioner Burton has all three positions within his
23 grasp, so he can go through and figure out which one he
24 would like to hire or which one he would like to push
25 through to the committees. I just want that to be on the

1 record. So if there's no further, I would like to have a
2 motion to adjourn.

3 COMMISSIONER BERNARD: Move to adjourn.

4 CHAIRPERSON FERGUSON: Second. All in favor?

5 COMMISSIONERS: Aye.

6 COMMISSIONER: Thank goodness it's over.

7

8

9

10 (Meeting Adjourned at 4:30pm)

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1 STATE OF MICHIGAN

2

3 COUNTY OF WAYNE)

4 RECORDER'S CERTIFICATE AND NOTARIZATION

5 I, Donald Handyside, Court Recorder, do
6 hereby certify that on September, 2022, at 3:00
7 p.m., I did record the Detroit BOPC meeting, the
8 same being later reduced to typewriting and that the
9 foregoing is a true and accurate transcription of
10 said electronic recording taken at such time and
11 place.

12 I further certify that I am not related to
13 or employed by any party of this cause or their
14 respective counsel.

15

16



17

DONALD HANDYSIDE (CER 1464)

18

Notary Public

19

My Commission Expires: 5/6/2027

20

21

22

23

24

25

	212 60:21	72 51:18
<hr/> \$ <hr/>	21st 30:18	721 32:23 33:1,2
\$22 65:11	222 32:19	72nd 51:18
<hr/> 1 <hr/>	22nd 4:22	<hr/> 8 <hr/>
11 29:3	23 41:12,16	80 12:18
11th 30:10	230 32:20	824 32:22 33:1
13 29:4	24 22:22	83138712800 65:17
13% 32:21	24-year 20:16	8th 49:24
1325 34:24	<hr/> 3 <hr/>	<hr/> 9 <hr/>
1401 34:24	3% 32:18	9,000 7:10
14931 29:18	31-year-old 30:14	9/7/22 63:25
17 29:2 58:19 65:11	<hr/> 4 <hr/>	95-year- 31:3
17-year 25:24	4 4:12	95-year-old 30:22,23 31:9
18 58:19 65:10	42-year-old 30:12	9:15 30:10
18th 29:18 30:10	450 43:3	<hr/> A <hr/>
19,300 30:11	4:22 61:9	abandoned 31:17
19-year-old 36:24 37:2	4:30pm 69:10	abide 7:16
1998 40:21	4:40 29:18	ability 11:16 36:11
19th 30:21 31:13,21	<hr/> 5 <hr/>	absent 38:9,15 39:19
1:55 30:22	5 28:21	absolutely 23:1 34:18 35:14 53:15 57:22
1st 44:4	50 32:2	acceptable 59:24 60:8
<hr/> 2 <hr/>	51 31:24	accepting 14:1
2 28:25	520 33:7,8,10	access 21:20 45:19
2,000 12:18	53 31:23,25	accidental 29:17
20 45:19 47:20	559 33:7	accomplish 24:3
200 30:23 60:24	<hr/> 7 <hr/>	accomplishing 36:19
2015 30:23	7% 33:6	accomplishment 21:3 22:22
2021 33:7	7,800 34:24	accountability 50:10
2022 4:22 5:5 33:7	70-year-old 58:11	accountable 51:7
2024 63:25	700 12:22	accurate 59:19
21 21:18		
21-year 23:11		

acknowledge 11:4
acknowledged 2:8
acquainted 52:18
act 59:9
Acting 5:21
action 17:18 51:22
active 36:15
ad 33:21
add 36:13 66:16
addition 67:17,22
addition- 67:15
address 8:19,23 17:5,20,23
44:17 45:8 48:6,7,8 49:7 56:2
addressed 14:19,20,21,22
addressing 31:14 36:15 44:16
adequate 45:1
adjourn 69:2,3
Adjourned 69:10
Administrative 5:17,18
administrators 11:3
adopt 9:3,17
adopting 9:14
adoption 9:18
adult 58:1
advocate 8:4 58:21 59:1,21
Affairs 25:25
affecting 32:4
affirming 6:23 8:12
African 59:17,18
afternoon 2:14 6:3 42:17
43:11,23 44:2,3 49:20 51:14
53:23,24
age 7:13
agencies 8:2
agency 7:6 29:10

agenda 4:22 14:15 15:22,23
16:4 28:7 55:14 62:2,9,18,21,
25 63:1,22,23 64:23,25 65:22,
25
agendas 34:10
aggressively 29:9
agree 3:5 7:16 53:5
agreed 55:17
ahead 7:2 12:8 20:1,2,4 56:10
66:5,7,25
Ainsley 5:20
Akbar 5:19 12:24
alarming 34:23
allowed 21:20 50:15
amazing 26:5 41:10
amen 3:6,7
amend 62:9,18,20,25 63:1
amended 57:3
America 59:3
American 5:22 59:17,18
Andrews 17:7
and- 62:24
Annie 4:8
announcement 65:24 66:3,4,8
announcements 65:2,3,5,6,21
66:1
annual 11:1 24:8 51:5
answering 38:7
answers 36:5
anymore 34:5
Anytime 26:6
apologize 42:3
app 31:18
appalled 15:16 55:19
appears 38:11,12 42:20
applaud 11:15

applicant 45:15,20 46:2
applicants 7:11 45:18,20
50:15
applying 47:19
appointment 18:2 20:3,10
23:8 25:9,21 27:3 64:3
approached 30:24 59:5
approval 4:21
approve 18:21
approved 5:7
approving 27:13
approximately 67:9
archive 9:7
archives 8:11
area 35:4 39:5,12
areas 15:6 44:25
arguing 32:6
arms 25:13
arraigned 30:19
arrest 30:15
asks 39:21
assault 31:3 33:9
assaulted 55:6
assaults 33:6
Assessment 26:2
assigned 25:14 42:8
assignment 19:13 25:18
assignments 46:25 48:13
assistance 31:10
assistant 5:14,18 23:18 25:9,
10 26:15 41:22
association 10:25 16:21
astronomical 45:3
At-large 15:12
Atlanta 60:22

Atlantis 53:21,23,25 54:10
attack 17:2
attend 44:20 51:4 55:9,17
attendance 5:13 6:19 51:2
attended 10:24 45:13
attending 2:2 6:22 15:11
attorney 67:11,18,21
at- 19:9
audience 63:22
audio 5:11 42:10
audit 15:6
auditor 63:24
authority 40:4
Auto 28:25
autograph 42:18 43:9
aware 39:6
awareness 50:1
awesome 11:8
Aye 5:2 10:19 22:11 25:3 27:6
38:25 69:5

B

Babcock 31:22
back 31:5 37:4,6,7,8,9,10
38:2,4,11,14 47:13 52:25
54:23
backlog 11:17 12:18 14:20
backlogs 12:18
back- 37:13
bad 11:23
badge 12:13
bag 59:10
ball 15:18
bandy 41:8
bank 46:6

bankruptcy 44:25
Banks 3:14,24 4:2,10 9:19,22
36:21,22 37:14 38:19 50:4
66:3,6,9,19
base 7:13
bashing 13:9
basically 58:12 59:2,18 65:11
basketball 44:19
Beatty 5:24
beautiful 46:6
beautify 33:24
began 31:3
beginning 50:24 53:25
behalf 35:10
behavior 19:16
being- 9:21
Bell 4:11 8:16 16:16,18 17:5
24:18,20 40:17,18 41:4 56:23,
25 68:6
belong 3:8
bench 28:19
benefit 36:12
Bernard 4:9 18:7,8,19 19:5,8,
23 21:11,14 22:2,7,14,17
28:10 38:24,25 42:14,15 43:8
47:24 48:3 52:22 53:5,13,16
56:22 61:15,20 62:5,11,13
63:2,7,13,17 69:3
be- 15:20
big 36:17 60:2
bike 31:14
billionaires 45:4
billionaires' 45:7
binder 18:20
bit 13:11 20:14 25:7 29:7 30:4
39:22 40:14 45:14
Biting 31:4

Black 17:11 58:12,13,14 59:1
bless 51:14
blessings 36:23
Bliss 6:3,4,6 25:12 48:5,15,18,
22 49:3
block 30:11 57:17
Blossom 5:16
Blount 49:17 51:11
board 2:1,2,15 5:13,14 6:22,
24 7:5 8:6,12 9:2,6 10:10
11:19,21,22,24,25 12:1 13:5,
9,24 14:2,18 15:14,24 16:25
17:2,3,16 18:23 22:15,18,20
25:7,8 26:10 29:16 34:15
36:4,12 42:4 43:21,24 44:6
45:19 46:1 49:20 50:6,8,9,11,
15,16,18,20 51:7,14,21 55:8,
20,25 56:14,17 57:2,14 58:3,
17,18 59:18 60:16 61:8 63:21,
23 64:2,6,7,9,12 67:2,3,4,7,
10,18,21 68:10
board's 5:10,11 7:4 8:13 9:8
50:1 51:1 53:7 57:7
body 15:6 41:13,14 45:12,21
books 37:20
boss 57:12
bottom 34:2
brand 49:12
bread 24:9
break 24:9
Brenda 17:7
Brian 53:21
briefly 40:18 63:21
bring 24:8 26:2
bringing 15:17 42:3 51:8
broken 23:18
brothers 40:21 60:12
brought 27:9,10,18

Brown 2:6 5:17 27:24 43:22,
23 45:11 49:16 51:11 53:19
54:23 56:4

Bryan 2:14

buckets 52:3

Budget 63:25

budgeted 48:19,22

build 33:25

building 20:19

buildings 33:25 35:6,16

bulldog 29:22

bullet 38:2,3

bullying 7:21

Burke 46:5

Burton 4:13 13:25 14:14
15:21,25 16:3 34:21,22 35:10,
15,20 36:8 38:22 55:15 58:6
61:25 62:6 64:16,18 65:4,19,
23 66:22,24 67:1,14,17 68:2,
5,9,13,20,22

bus 52:15

business 21:1 23:14 45:15
64:15,17,20 65:1,2,4,23,24
66:1,2,20,21,23,25 67:2,14

businesses 45:7

Butler 6:15 44:1,2,3,4,14,24

but- 66:6

buy 26:6,8

by- 62:25

C

call 10:18 40:11 43:25 52:13
54:25 58:24

called 23:21 42:23 58:24

calling 60:15

calls 35:6,7,8 42:18

call- 65:20

cameras 15:7

Campbell 61:10

candidate 58:17

candidates 47:18

candidly 37:23

capacities 20:18

capacity 24:6

captain 18:3,5 23:9,15,17
24:21 25:5,22 27:3 48:10 53:3
64:4

captains 24:16

captured 52:23

car 51:23

card 2:6

care 52:13 60:7

career 19:16 23:13

carjack 31:9

carjacked 30:22,23

Carrie 20:10,15,18 21:17

carried 5:4 10:22,23

carry 2:25 10:6

cars 31:20 34:25 35:4,11 44:7,
9,22 49:13

Carter 4:14 38:23 43:10,11

Carter's 6:12

case 11:16 36:24,25 37:1,13,
23 39:23 57:2

cases 12:18 24:10 37:21,24
54:11 56:23

catch 52:15

Cedric 4:10

celebrate 11:4 33:7

celebration 41:6

celebrity 42:20,21 43:6

cell 2:12

center 20:19,20,21

ceremony 41:25

cetera 18:13

chair 3:14 4:3,7,19 5:9 6:11
7:3 8:10 9:19,25 10:9 13:3
14:4 20:9 23:10 25:21 27:1,25
28:14 34:22 35:22 36:9,22,23
37:12 39:3,4 40:8,18,24 41:1
42:6 43:12,15,16,23 46:19
47:15 48:5 49:3,16 50:1,23
51:11 52:21 53:19 54:1,23
56:4,19 57:23 61:9,25 62:6
63:20 64:16 65:19 66:3,22,24

Chairman 8:16,24,25 13:25
14:15 15:21 16:16,20 17:21
18:7 19:23 24:18 27:10 47:24
48:3 52:22 53:5,16 57:20 58:6
61:15 62:8 65:4 68:11,16

Chairman's 9:23

chairperson 2:13,14,15,21
3:8,11,16,18,20,22,25 4:1,5,
20,24,25 5:3,25 6:5,9,21 7:1,
2,3,23 8:15 9:1,10,21 10:4,8,
9,17,20,23 11:14 12:4,5,6,7,9,
10,20,21 13:15,18,19 14:1,16
15:2,10,23,24 16:2,5,6,8,10,
11,17 17:22 18:1,4,6 19:4,6
20:1,7,13 21:8,9,10,13,16,25
22:1,6,8,9,10,12,19 23:4,5,6
24:19 25:2,4,19 26:25 27:1,5,
7,8,12,16,23 28:1,2,3,5,8,9,12
34:17,18 35:9,14,23 36:6,21
38:18,21 39:1 40:7,17,25
42:14 43:10,13,14,16,22
45:10 46:18,19,20,21,22 47:1,
2,10,12,17,21,22 48:2,12,16,
20 49:2,9,11,12,14,15,19,22
51:10,13 52:20,21,23 53:3,12,
15,17,24 54:22 56:6,10,25
57:20,22,23 58:7,9,23 59:15
60:4,18 61:6,13,19,23 62:1,7,
12,15,22 63:1,5,9,12,16,18
64:14,17,19,23,25 65:5,6,7,8,
18,21,25 66:4,7,18,20,23,25
67:12,16,25 68:3,8,12,17 69:4

Chairs 13:3

challenges 11:20 50:8

chance 12:11 13:2 47:19
change 48:8
changing 26:11 41:16
chaplain 2:18,22 3:9 24:5
characteristics 38:9
characters 56:19
charged 30:18
chart 52:1,11 53:6
charter 67:10
check 29:20 51:3
checking 44:19
Chene 34:24
Chicago 12:20,21 40:9,11
60:21
chief 5:19 6:1,3,6 12:24 14:21
15:8,9,11,16,18 16:11 17:23
18:2,5,13,18 19:10,24,25
20:1,4,11,14,15 21:7,16,18
22:3,21 23:10,16,18,23 24:5,
21 25:9,10,11,12,23 26:14,15
27:2 28:6,13 29:2,11 30:2,21
31:7 32:10 33:1,16 34:6,18,23
35:17,20,22,24 36:20,23
37:12,17 38:6 39:11,21 40:8,
13,19 41:1,15,22 42:10,15,19
43:3,17,20 44:5 46:12 47:25
48:5,15,18,22 49:3 51:21
54:7,19 61:17 64:2,4 67:6,20
chief's 2:10 27:14 42:8 62:24
chiefs 20:5 64:4
child 21:4 39:16
children 39:9 46:7,9
chips 59:10
Christopher 5:15
Chrysler 30:23
church 3:8 51:18 54:3
circumstance 33:14 38:8
circumstances 38:15

cities 32:24
citizen 35:1,16 45:14 46:1,4
51:2 52:5 56:13,20,25
citizenry 51:17
citizens 14:11 27:17 31:15,18
35:11 52:8 55:3,8,19 61:18
67:9
city 7:6,8,11,12,15,17,20,23
8:2,7 10:11 11:18,21 13:9,24
14:12 17:2 18:24 24:24 27:18
30:24 32:20 34:3 40:9 43:1
44:21 45:3,7,9 46:9 52:10
56:18 57:9,15,24 59:8 60:11
61:4,17,18,21 64:10
city's 7:7 8:7 10:12
citywide 54:20
civil 8:1,5 15:4 58:1,21,25
59:20
civilian 10:25 11:2,5,7,13,15
14:3,7 18:15
claimed 54:4,5
clarification 50:5
class 65:14
clause 9:18
clean 32:8 44:17
clear 2:23 37:18
Clement 42:11
clergy 33:18
Cleveland 55:19
closed 45:17
coffee 22:4
cognizant 30:5
cold 24:10
collaboratively 33:11
colleagues 11:14 40:9
college 21:4
Collet 46:4

color 7:13
comfortable 32:14
command 22:24
commanded 41:21
commander 18:2,4,5 20:10,15
21:17 22:13,15,18,20 23:9,10,
17 24:13,22 25:15 41:19,21
47:25 48:10 64:4
Commanders 41:20
commanding 24:15
commend 36:16
comment 22:2 50:22
commenter 47:16
comments 2:4,5,8,9 23:25
commission 58:20
commissioner 3:14,22,24 4:2,
9,10,11,13,14,15,16,17,18,23
6:19 8:14,16 9:19,22 10:16
13:16,17,25 14:14 15:1,21,25
16:3,16,18 17:5,25 18:7,19
19:4,5,8,23 20:12 21:11,14,24
22:2,7,14,17 24:18,20 27:9
28:10 34:21,22 35:9,10,15,20
36:7,8,9,21,22 37:14 38:19,
22,23,24,25 39:1,3 40:6,7,8,
16,17,18 41:1,4 42:6,14,15,23
43:8,10,11,13 47:1,24 48:3
50:4 52:22 53:5,13,16,21
56:5,22,23,25 58:3,6,20 60:6
61:15,20,23,25 62:5,6,11,13
63:2,7,11,13,17 64:16,18
65:4,19,23 66:3,6,9,19,22,24
67:1,14,17,25 68:2,5,9,10,13,
14,19,20,22 69:3,6
commissioners 2:3,16 3:7 5:2
7:5 8:6,12 10:11,19 13:14
22:11 25:1,3,8,20 27:4,6 44:3,
4,21 47:9 51:25 53:23 55:9,
20,25 67:23 69:5
commit 34:8
committees 68:25
communicate 53:7

communication 27:24
communications 24:14
communities 33:20 34:9
35:13 44:10,13,16 54:13,16,
17
community 2:2 5:16 6:14,15
15:12,14,17 16:15 18:10
21:20 29:14 31:10,16,19 32:3,
13,16 33:14,18,21,23 34:13
43:2 44:20 45:23 53:8 55:3,6,
16
compelled 57:11,13
compensation 52:3 60:19
complain 45:24
complaint 55:4
complaints 18:11,15 19:12,
13,14,15 56:21 57:1 60:1
complex 35:1
comport 38:4
compressors 29:10
concern 8:24 17:20 18:20
39:23 49:4 51:20 52:6 53:1
concerned 17:6 59:13
concerns 14:19 34:3 44:16
45:8 56:16 57:14
conciierge 52:13
concluded 46:3
condense 61:11
condone 7:20
conducted 15:7
conference 11:1,21 16:25
17:1 51:2,5 66:10,12
confidence 15:19
conflict 32:6
conflicts 40:1
confusing 9:16
confusion 55:11

congratulations 22:12,14
25:4,20 27:7,8 28:15 42:24
43:2
connected 31:18 41:17
connection 37:18
connectivity 23:24
consent 62:9,18
consideration 63:8
consisting 64:8
consummate 20:23
contact 20:18 53:9
containers 44:17
context 19:12 35:25 38:9
continue 11:15 17:13 26:23
29:14 56:15 57:14 61:21
continued 21:1
continues 29:12
control 31:5
conversate 13:2
conversation 32:3,6,13 33:5,
11
Coordinator 5:16
copy 18:16,17,18
core 7:24
corporation 5:15 67:20
correct 10:5 15:3 17:24 23:14,
15,16 48:15 62:2
corrected 19:16
corrections 5:6,7
correspondence 63:21,24
64:2,10,13
cost 45:2 51:22 52:2,11
council 5:15 6:14,16 17:16
61:21 67:20
counseling 23:12
country 60:1,3

County 30:18
couple 34:23 56:21,22
courageous 41:15
court 5:12 37:1,15 39:19 40:4
courts 33:12
covers 16:7
COVID 29:3,8,10
cracks 25:6
created 42:25
crew 27:9,11
crime 20:19,20 24:14 31:21
32:12,15 33:13,22,25 34:8,9,
10 44:15 51:24
Crimes 25:16
criminal 32:19
criteria 7:14
critical 58:10
criticism 60:10
Croatia 12:14
crook 60:15
Crowell 5:20
cryptically 34:10
current 54:1
custody 30:15 39:7,9,16
custom 9:7

D

Dansler 2:18,19,22 3:9
Darnell 67:24 68:10
data 20:21 35:24
date 19:16 50:14 55:7
dated 63:25
daughter 65:16
Dave 26:15
David 31:22

Davis 6:20 13:23 53:22 56:5,6,
8,10,12 57:5 58:3,20 68:5,6
Davis- 56:7
day 30:15 31:20 41:11 54:21
dead 46:9
deal 60:9
dealing 30:6 59:3
dealt 8:17
death 60:23
deceased 30:13
decide 54:20
decided 26:4
decision 28:20 62:23
Decker 41:20
declared 54:14
defunded 45:5
degree 9:22 30:19 41:25
degrees 23:13
delicious 66:17
demanded 26:10
demeanor 47:3
denigrate 56:17
department 7:10 8:2 20:17
22:4,23 23:1,19 24:12 26:11
28:18 31:23 41:9 44:6 50:10
51:21 57:2 65:11,15
department's 15:5
departure 45:16
depart- 68:12
dependence 67:19
deputy 2:1 6:3,6 18:2,4,5 20:5,
11,15 21:7,18 25:11,12 47:25
48:5,15,18,22 49:3 64:4
Deshaune 25:11
designated 44:7
desirable 7:9

destroy 13:24 14:2
details 29:11
determined 48:25
deterrent 44:15
Detroit 2:2 7:6,20 8:2,4,7
10:12 13:6,9 14:12 20:17
24:24 27:18 31:18 35:11
40:15 42:12 43:1 50:23 56:18
57:15,24 59:6,22 60:6 61:17,
18 67:9
Detroit's 11:15
Detroiters 32:4
devastated 30:3
Development 64:1
dialogue 17:18
differ 54:10
direction 23:2
directly 2:10 51:25
dirty 56:9
disability 7:14
disabled 45:2
disappointing 13:12
discharged 38:13
discipline 30:8
discrimination 7:13,17 8:3,9
10:13
discuss 15:2,13
discussed 27:20
discussing 14:25
discussion 4:25 8:15 10:17
21:21 22:8 25:2 27:5 50:1
dispatched 35:3
dispute 39:13
disputes 39:7 44:19
distributed 5:6
district 4:12 35:11 43:1 49:24
68:6

doesn't 60:13
dog 29:25
Dolan 41:22
Don 5:12
Donna 25:22,23,25 26:5 27:2
61:9
don't 3:16
door 29:21 31:1 46:7
DPD 2:1 40:19,22 53:2 64:8
DPOA 6:16
draft 36:8 47:10
drafting 47:12
drag 29:11
drifting 29:11
drive 34:10
driver's 31:1
drives 33:22
driveway 29:21,22
driving 31:6
dropped 51:12 53:20
drove 23:21 31:2
drug 35:1
due 24:24 44:25
dumping 31:17
duties 55:23
dying 34:13

E

e.org 50:25
earlier 40:9
ebbs 11:12
educated 23:11
effective 11:6 36:10 44:15
effectiveness 44:9

efficientness 11:5
efforts 8:7 10:12 11:15 15:6
16:13
eighth 5:5 29:19 45:14 46:23
election 11:24
electronic 15:7
elevating 55:13
elevator 59:5
eloquent 41:4
email 13:8,16,20 17:8 36:8
64:10,13
emails 60:5
embarrass 26:19
embarrassed 16:24 17:9 30:4
41:2,5 58:11
embarrassing 59:7
embarrassment 13:13 17:9
employ 54:20
employed 54:13
employee 7:8 8:17
employees 7:6,11,16 8:8,24
10:13 57:6,8
employment 45:15
empowers 51:6
enact 8:4
encounters 39:4
encourage 51:2
encouraged 39:7
end 2:6 14:24 46:25 48:13
50:1 60:9 67:3,5,7
endeavors 7:9
ending 19:16
energies 34:9
energy 15:7
enforce 45:6
enforcement 11:1,6 15:12

45:22
engage 32:3 39:13,25
engagement 39:5,6,18
engagements 39:10
English 29:22
ensure 8:8 10:12 50:21
ensures 7:10,15
ensuring 50:9
entered 38:22
entertain 4:21
entire 21:18 35:5 50:15,18
environment 7:25 8:9 10:14
eradicating 34:9
Eric 41:20 49:17 51:11
evaluation 54:6
evening 64:7
events 15:15 29:16 54:3
Everybody's 43:8
Ewing 25:10
ex-police 55:24
excellent 42:15 58:18 60:3
exchange 39:8
excited 28:15
excitement 42:25
excuse 6:16 16:2,5 25:6 47:25
61:15 68:3
executives 2:1
expand 46:15
expected 52:2,12
express 56:13
expressed 55:15
expungements 32:11
extend 57:7
extremely 17:3 31:19

eye 41:14

F

face 41:11
Facebook 31:23
Facial 64:8
fact 19:14 30:5,17 35:4 56:22
57:7
fair 45:18 60:11,17,20
fairly 7:12
fallen 46:8
falling 18:12
falls 49:6
familiar 16:22 40:10,12
families 23:25 24:8,9 26:21
39:13
family 24:6 40:23,24 41:24
42:1
fantastic 2:18 5:25 15:4 21:5,8
25:16 26:25 36:6 38:18 40:17
43:22 62:22 64:14 65:18
66:18
fatal 30:9
Father 2:23,24 3:3
fault 52:9
favor 5:1 10:18 22:10 25:2
27:5 69:4
featured 31:23
features 2:8
federal 7:15
feeding 33:20
feel 8:17 17:9 34:1 58:14,20
fees 52:18
felon 37:5,6,19,20 38:5
felt 16:24 33:4 45:18 47:5
Ferguson 2:13,14,15 3:16,22,
25 4:5,20,25 5:3,25 6:5,9,21

7:2,3 8:15 9:1,10,21 10:4,8,
17,20,23 11:14 12:5,7,10,21
13:15,19 14:1,16 15:2,10
16:2,5,8,11,17 17:22 18:1,6
19:4,6 20:1,7,13 21:8,10,25
22:6,8,10,12,19 23:4,6 24:19
25:2,4,19 26:25 27:5,7,12,23
28:1,3,5,9,12 34:18 35:9,14,
23 36:6,21 38:18,21 39:1
40:7,17,25 42:14 43:10,13,22
46:18,20 47:1,10,17,22 48:2
49:9,12,15,19,22 50:2,23
51:10,13 52:20 53:15,17,24
54:22 56:6,10 57:22 58:7
61:6,13,19,23 62:1,7,12,15,22
63:1,5,9,12,16,18 64:14,17,
19,23,25 65:5,7,18,21,25
66:4,7,18,20,23,25 67:12,16,
25 68:3,8,12,17 69:4

fight 41:15 58:1 60:8

figure 14:8 21:23 68:23

filed 18:15 57:1

fill 26:17

filled 67:5,7

filler 45:22

finally 13:16 59:3

financial 44:5

financing 45:3

find 13:15 43:19 57:10

finish 14:2 65:1

firearm 30:17

fired 29:24

fiscal 63:25

fix 23:22

fixed 23:20,22

fled 37:22

fleeing 37:5,6,9,19,21 38:5

fleet 49:4,6

Fleming 30:11

floor 9:11,24 58:7,8

floors 46:8

flow 52:1,11 53:6

flows 11:12

focused 29:15 40:14

folks 32:10

follow 24:3 26:8 30:8 50:5,12
51:25 52:12 67:10

food 66:17

forget 41:24 50:12

forgotten 41:19

form 17:16

forms 7:21

forward 8:18 14:13,19,23,24
15:10 16:13,14 17:19 25:17
27:22 38:21 49:25 50:21 51:9
52:25

fought 31:4

found 13:6 22:25 37:3 54:2

foundation 20:21 66:14

founded 58:13

founding 16:22

Fourth 6:13 36:14 68:6

Francis 5:14 8:25 9:2,12,20
10:3,6,22 62:8,17,25 63:3,14
64:21,24

Fredia 6:14 44:1

free 6:24 7:5,12 8:8,9,13 10:13

freedom 16:25

from- 35:8

front 14:9 30:25 47:20

fulfill 3:1 67:2

full 11:10 21:2 26:12

fully 52:18

fun 12:15

funding 17:1

funeral 41:3,6,25

future 16:9 19:17 28:15,17

G

gable 68:15

gap 45:22

gaps 4:1

gated 35:12

gather 2:25 11:3

gave 13:4 44:5

gender 7:14

General's 63:24

gentlemen 57:24

Gerald 25:10

give 13:1 14:10 32:10 35:17
39:17 45:19 46:2 66:8

giving 27:14 39:16 55:11

glad 15:8 40:23

globe 11:3

goal 31:15

God 2:23 25:17 51:14

good 2:14 3:3 6:3 16:10 28:18
33:18 43:11,23 44:2,3 47:13
49:20 51:14 53:12,23,24
54:21 56:12

goodness 69:6

Goss 17:7

grace 36:23

graduate 20:23

graduates 23:13

graduation 21:1

grants 44:7

grasp 68:23

great 18:19 60:11 67:23

Green 64:9

grew 27:18

group 13:7 19:20
GSW 30:12
guess 9:22 46:24
guest 6:10 17:7
guidance 26:14
gun 15:13 37:3,4
gunshot 29:24
guys 55:17,22 56:9

H

half 21:22 41:13
hall 15:11 28:11 32:2 64:5
halls 21:3
hand 38:1
handful 67:24
handgun 30:16
handle 11:16
handled 53:8 64:22
handling 5:11 36:17
hands 28:18
Handyside 5:12
Hang 20:7 61:23
happen 39:15
happened 13:8 40:1 55:10
happening 39:15 56:2
happy 16:12 36:4 41:24
harassment 6:24 7:18,22 8:13
10:13 57:6
hard 17:3 20:16 25:24 28:20
hard- 24:15
hardworking 26:1
harm 59:8
Harris 49:18 51:12,13,14 52:6
hassle 8:8

hassle-free 7:25
hasslement 7:4
has- 35:14
hate 60:10
headed 21:4
headquarters 55:1,5
health 32:5 33:12 44:25 45:2
hear 4:5 22:6 42:9,19 49:21,22
50:7 56:11 62:11,13,15 63:8
heard 4:4 40:13 42:10 53:25
hearing 4:25 10:18 21:2 26:9
65:2
heart 42:5
hearts 2:22
heels 11:17
held 15:14 55:1,2
helped 8:4 46:5
helping 26:12 45:8
Hernandez 4:16 36:7,9
hidden 22:3
high 11:18 65:13
higher 55:13
highly 7:9 23:11
hire 67:17 68:24
hired 24:6 50:3 68:21
hiring 20:22 45:17 46:3 49:25
50:21 67:10
history 8:3 11:12
hits 38:2,3,4
hold 16:9,13 33:9 51:7
hollered 68:20
Holley 2:21 3:8,11,18 4:18
12:4,6,9 15:23 16:6,10 28:2
43:13,14 46:21 47:2,12 57:20,
23 58:9,23 59:15 60:4,18 61:7
65:6,8

Holly 15:25
Holt 3:20 4:1,8,24 7:1,3,23
10:9 12:20 13:18 18:4 21:9,
13,16 22:1,9 23:5 27:1,8,16
28:8 34:17 43:16 45:10 46:19,
22 47:21 48:12,16,20 49:2,11,
14 52:21,23 53:3,12
holy 59:9
home 28:23 29:22 30:1 52:9
homicide 23:25 25:14 26:17,
21 37:13,19
homicides 32:16,19,20 60:21
honor 13:8 63:23
honorable 2:1 25:8 43:24
45:12 49:20 63:21 64:1,7,12
hoops 44:19
hope 8:22 14:23 34:15 43:19
54:18
horrible 31:3
horrific 42:7
hospital 55:7
hour 32:1,2 45:20 65:11
hours 48:7,8
house 46:7 54:5
houses 29:23
HR 7:10,15 8:7,19 10:12 50:14
64:10
huge 22:22 26:17
human 7:10,23 8:1
humble 58:4 59:11
hundred 40:19 65:9,15
hurt 58:20

I

idea 13:21 53:12
identified 30:14
identify 6:7 11:6 31:16

ignore 9:24
ilitch 20:25 23:14
illegal 31:17 57:10
illegally 50:6
imagine 30:3
impact 51:19
impacted 52:9
impactful 11:7
impacting 51:17
implication 2:17
important 11:10 15:15,16,18
18:23
impoverished 33:22
in-depth 32:3
inappropriate 11:19
Incident 29:17 30:21
include 7:17
includes 7:24
including 50:13
inclusion 8:1
incoming 63:21
increase 11:17 44:9
incredible 41:11 66:10,13,14
independent 67:21
individual 50:6
individual's 37:8
indoors 29:7
information 9:15,17 32:7
38:16
informative 55:16
injured 28:22
injury 28:21
inside 35:12
insight 13:1,4
instances 38:10 39:25

instrumental 20:20
insurance 45:1,2
intelligence 24:15 38:17
intended 33:4 54:11,12
intensive 65:12
intention 9:8
intentional 30:4
intentionally 30:7
interest 2:6 43:5
interested 43:6 51:3
interim 5:19 12:1,24,25 14:20
18:9 63:19 67:4,6
Internal 25:25
interpreters 5:23
interrupt 15:24
interrupting 2:12
intervene 3:2
intervening 44:18
interview 50:17
intimidation 7:21
introduce 6:2
introduced 45:15
Investigation 30:13
investigations 57:4
investigator 5:18,19,20,21,22
14:21 67:6
investigators 12:19 14:22
invisible 44:14
invitation 64:5
invite 14:8
involved 16:21 50:17
isolated 29:3,5
issue 17:5 40:2 41:15 48:9
54:7 66:14
issues 31:15 32:4 36:16,17

38:6 39:15 49:7 51:16

J

Jackson 5:14 8:25 9:2,12,20
10:3,6,22 62:8,17,25 63:3,14
64:21,24
jail 56:15 60:15
Jamaica 12:15
James 64:2,5
Jefferson 34:24
Jesus 4:16
Jesus' 3:5
Jim 4:18
job 7:11 24:14 25:16 26:5
29:12 43:2 44:11,23 46:25
65:13,14
jobs 8:10 10:14 26:12
join 34:16
Jonya 5:17
Joy 2:19
judged 38:8
judicial 32:5

K

key 15:6
Kia 51:16
kid 39:16
kill 33:2
killed 41:9
Kim 44:1
kind 19:4 55:12,25 60:8,10
kinds 42:18
kingship 28:18
Kinloch 3:10
knowledge 52:7

L

labor 65:12
lack 34:11
ladies 57:24
land 46:6
Landon 35:8
lane 16:12
Language 5:22
largest 13:6
lastly 67:22
late 63:11,12,16,17,18
Laura 53:19
law 7:15 11:1,5 15:11 45:22
Lawrence 5:19
laws 40:10 45:6
lawyer 58:17,18
lawyers 60:16
lead 28:16
leaders 19:17 28:16,17
leadership 15:16 21:6 24:7
26:4 66:16
leading 15:17
learn 14:6 28:17
learned 11:4 14:6,7 22:23 54:2
learning 65:13
leave 19:10 43:18 59:11 62:14
led 26:14,22
left 26:17 28:8 41:14 44:17
54:8 64:21
legal 47:6
legitimate 11:7
lessons 11:4
Levalley 25:11 26:15
level 32:15 42:11 52:2,11

leverage 36:11
liaison 24:6
Lieutenant 6:18 25:22,23
26:24 27:2,13,17 61:9
life 31:15 36:11,16 41:16 58:1
60:8,9
light 31:17 64:9
limited 39:14,24 40:2
Linda 4:9 18:7 38:24
Lisa 4:14 38:23
Lisonya 5:22
list 7:24 35:2
listen 12:16
listening 14:5 66:11,12
live 35:11
location 29:21 52:5
locations 35:3 52:16
longstanding 11:12
looked 51:11
Lori 54:23
lot 13:3,22 23:18 30:6 31:20,
25 39:11,12,21 42:2 46:16
lots 34:25
love 2:25 22:23 52:13 59:8
60:19
LSA 6:16,18
lunch 24:9

M

Madam 4:6,7 5:7 6:9 11:25
12:25 23:6
Madame 9:25
made 12:11 19:18 22:5 23:23
41:18 54:1
Madrigal 5:21
major 25:16 32:24 52:6

majority 11:24
make 11:21,23 19:11 20:12
21:9,25 24:16 26:20,22 42:13
47:4,6,7 56:24
makes 9:6 22:3
making 33:13
male 30:12,14
man 15:23 41:10 58:12 59:2
managing 29:9
Marie 6:11
Mark 6:4,18
material 64:1,6
matter 50:20 64:11
mayor 61:20,21 67:20
MBA 21:2
Mccord 25:22,23 26:5 27:3,13,
17
Mcginnis 25:16
meaning 51:22
meaningful 11:7
means 3:11 11:22
media 5:9 52:7
meet 12:11,12,14
meeting 2:3,13,16 3:2 5:4,10
6:22 24:8 32:2 42:16,17 45:13
49:24 50:24 62:24 69:10
meetings 21:21,22 44:20 55:1,
2,18
Melanie 11:25 12:25 18:9
58:17
member 16:25 17:10,16 51:4
58:16
members 5:13 16:22 29:2,5
31:16,19 56:14
memberships 51:1
memory 20:24
men 65:9

mental 32:5 33:12
mention 67:1
mentioned 40:9 50:2,23
mentors 44:20
mentorship 25:13
Merriweather 44:1 45:11,12,
24 46:11
met 12:13,14,15 13:3,12 25:25
methods 15:13
Michael 25:15
Michaels 5:15
microphone 3:14 22:17 27:16
middle 21:18
Mike 20:25 23:13 40:20
millionaires 45:3,6
mind 2:24 19:18 42:4
minds 2:23
Minister 49:17 51:11
minute 47:24
minutes 4:21 5:4,7 32:2 45:19
47:20 61:13 68:14
misconduct 15:3
missed 41:5
mission 22:25
mistake 4:2
modifications 19:18
mom 21:3
Monday 31:13
money 59:19 60:18
monitor 15:6
month 40:22
months 14:4
Moore 4:15,23 27:9 40:7,8,16
42:6
morgue 60:24

morning 30:20 32:18
motion 4:21 5:3 9:3,4,9,10,11,
12,13,23,24 10:2,7,22,23
21:9,13,24 24:25 46:2 47:21,
22 62:20 63:15 69:2
motion- 21:12
move 4:23 8:11 9:4,5,18 10:10
14:12,18,23,24 21:16 27:1
34:2 38:21 46:2,6 69:3
moved 46:9 47:21,22
multiple 46:7
murder 30:17,19 33:4
murdered 36:25
myriad 52:15

N

NAACP 16:22
NACOLE 10:25 11:9 12:2,3,11
13:5,7,22 16:19,20 17:7 50:24
51:3,8 55:15 58:12,16 66:10,
12
NACOLE's 11:23
names 20:5
national 7:14 10:25 16:21
17:6,15 58:22 59:21
nature 19:13
nauseam 33:21
needed 23:20 26:1,3,21 33:20
45:6 67:19
neighborhood 31:14 44:10
48:20
neighborhoods 54:15
neighboring 29:22
neighbors 44:18 57:17
nephew 65:16
network 58:22
newer 55:13

news 34:23
NIBIN 30:16
nice 32:14
night 28:22
nightmare 53:9
nights 46:13
ninth 24:23 41:17,18
NOBLE 16:23
noble- 68:7
non- 58:13
non-black 59:2
nonfatal 32:17,21,22 33:3,4
note 2:3 33:24 42:13
noted 63:22
notes 20:24 23:12
notice 61:11
NPO 36:16 46:4 48:1,2,7,17
NPOS 31:13 36:13,14 44:15
46:12,15,25 48:7,13,18
number 23:13 24:10 29:17
30:21 34:12 35:3,6 41:18,21,
23 58:15 68:8
numbers 33:8
nuts 23:21

O

objection 62:19,20 63:14
objections 63:4,5
occur 2:10
occurred 49:25 50:13
October 67:3,5,7
of-life 51:16
offender 30:24 31:2,7
office 6:12 30:18 42:8,22
63:24

officer 24:15 28:22,24 29:18,
24 30:2 31:24 40:20 41:3,6,12
44:5 46:4,12 48:20 55:6,24,25

officer's 30:2

officers 14:11 18:11,16 26:12
28:21,25 29:20 30:10 35:3
37:6 44:10,14,22,24 45:4,5,8
54:18 55:11

official 9:3,6,8

officials 11:2

oftentimes 19:15

of- 13:24

old-fashioned 33:19

oldest 16:23

Open 34:19

opened 30:25 40:11

opinion 47:6,8 56:13,14 57:25
58:4 59:11,25 67:18

opinions 58:2

opportunity 8:2 22:21 23:2
24:22 32:10 40:21 45:16
50:17 51:4 61:5

opportunity- 22:16 27:15

opposed 10:20 22:12 25:4
27:7 32:20

oral 27:23

order 2:16 3:1 13:25 14:14
15:21,25 35:24 39:19 40:5
58:6 61:25 62:6 68:11,15,16

organization 11:10,11,20
16:23 17:11,17 21:6 28:16
50:24 58:12 66:11

organizational 23:23

organizations 24:11

origin 7:14

Orleans 60:22

Orlene 35:8

outreach 16:12

outstanding 64:11

overdose 35:1

overdosing 35:15

overflow 43:5

overgrown 44:18

oversight 11:1,2,5,8,13,16
14:3,7 17:20 45:21,25 51:3
59:3

P

packets 68:19,21

paid 44:24

pandemic 11:18

paragraph 10:1,2

paralyzed 41:13

parental 39:15

parents 39:8

parking 44:18

Parks 53:19 54:23,24,25 55:14

parliamentarian 5:14

part 9:13,18 10:7 16:14 20:20
21:19,24 23:3 36:10 37:17
40:24 60:13,20

participate 2:4 17:17

partner 29:24 30:1 41:7,8

partners 15:15 41:9,23

passed 15:3 42:12 57:5

passenger 30:25

past 54:1 55:12

pastor 3:9 49:18 51:12,13,14,
18 52:6

patience 2:11

patrol 31:14 33:19

pavilions 35:7

pay 50:25 52:17 59:19

peace 36:23 39:19

peacekeepers 40:3

people 3:3 6:6 9:16 11:9,22
12:11,12,14,23 13:3,12,22
24:11 26:8 33:8,10 34:1,12
37:24 40:11 41:18 42:17
45:24 46:16 53:10 54:9,11
57:10,12,17,25 58:13,14 59:4,
5,8 60:2,12,24 66:15

percent 40:20

perception 54:9

Perfect 49:23

perform 11:9

perish 53:3

perpetrator 31:6

perplexed 46:24

person 2:19 13:4,9 16:20 17:3
26:3 31:11 38:11 43:6,25
48:17 50:3 60:6

person's 13:20

personal 26:18 51:19 54:6

personalities 54:15

personnel 11:17 20:22

persons 18:14

perspective 52:3

phenomenal 29:12

Philadelphia 60:21

phone 52:13

phones 2:12

place 7:9 11:9 16:24 17:14,15
32:8 40:10

planning 42:25

pleased 57:5

pleasure 61:12

PM 29:18 30:22 61:9

point 12:12 13:25 14:1,14
15:21,25 34:21 58:6 61:25
62:6 68:10,15,16

pointed 12:23,24
Poland 12:14
police 2:3,15 6:13,15,19 7:5
8:6,12 10:11 14:11 20:17 25:8
28:6,23,24,25 29:20 33:16,17
39:4,6,10,13,25 42:12 44:8,10
45:24 48:20 50:10 55:1,6,9,
20,21,24,25 57:2 64:2,5
policies 7:7,17 8:7 10:12
policing 31:25 34:11
policy 7:18,19 20:22 26:4,8
48:13,14
political 54:3 66:11
portion 9:5
posed 46:23
position 9:3,6,9 22:24 47:7
50:14 55:13 67:4,6
positions 47:5,19 48:22,23,24
67:8 68:22
positions- 48:19
positive 32:7
positives 29:5 31:12
post 31:24
posted 50:14 53:7
postpone 62:3,9,23
postponed 61:16
postponing 62:18
potato 59:10
potential 26:13
power 4:1 39:20
practices 7:8 11:4 50:21 51:8
practitioners 11:2 16:9
pray 3:2
preamble 9:14,15
precinct 6:13,15 24:23 28:23
29:1,19 30:10 31:13 35:5
36:14,15 40:1 41:17,18 43:18
44:8 46:14,23 48:10 49:5 55:2

precincts 21:19 39:17,22
48:23,24,25
preface 23:25
preparing 18:9
present 4:10,11,15,16,18
6:13,17 18:8 46:3 47:19
presentation 15:4 61:7,10,11,
16 62:4,23
presented 11:20 45:16
president 6:14,16,18 17:7,12
58:22 59:21
Pressley 3:22 4:17 38:23 39:2,
3 40:6
pretty 33:25
prevalent 39:12
prevent 2:12
prevention 7:18
previous 5:4 15:15 64:11
Prevost 29:19
primarily 54:11
primary 34:3
priority 39:10
privilege 16:19 57:21
problem 19:25 58:23
problems 12:16,17 23:18
29:14
proceed 19:1
process 8:18 24:4 26:3,8 32:5
39:22 45:17 46:3 50:4,18,19
51:23
production 56:20
professional 7:19 8:9 10:14
20:23 26:1
professionalism 47:3
profile 57:16
program 46:15
prohibits 8:3

Project 64:9
projects 24:7
promote 7:25 28:19
promotees 28:20
promotions 19:22
pronouncing 2:18
properly 8:19
property 46:5,6 51:19
proposals 51:9
prosecutor's 30:18
protect 45:6
protection 8:5
protocol 37:5,7,8,10
proud 23:3 26:24 28:20 32:23
prouder 24:13 26:15
proudest 21:3
proudly 21:6
provide 9:15 11:7 19:21 35:24
36:3,5 39:14 44:21
provided 50:18
proxy 54:8
public 2:4,5,8,9 8:10 10:15
14:9 26:20 47:16 50:7,12,19
54:4 68:18
punching 31:4
purchased 46:5
purge 40:11
purpose 3:1
pursue 31:11
pursuit 57:9
purview 48:7
push 68:24
put 9:7 18:22 21:13 35:18
54:12 59:16
putting 13:10,20 32:8

Q

qualified 50:16
quality 31:14 36:15
quality- 51:15
quality-of-life 32:4
Quantez 4:17 38:23
quarantine 29:5
quarantined 29:2
quarterly 44:5
question 36:3 37:18 38:8,16
39:4 40:3 46:22,23 48:4 51:24
questionable 56:19 57:13
questions 34:19,20,23 43:12,
14,17 56:24
quick 3:12
quickly 30:13 36:10 37:25
43:4
quiet 14:5
quorum 4:19

R

race 7:13
racing 29:11
raise 56:15 57:14,16
raises 55:12
rank 18:2 20:10 23:9 24:22
25:22 64:4
reach 26:12
reaching 40:22
read 5:7 6:25 7:16 9:4 10:1,2
16:6,7
ready 6:25
reaffirm 10:11
reaffirming 7:4 8:6,21
real 13:4 32:13

real-time 20:19,20
reality 32:25
realize 57:25
reason 8:21
receive 44:9 52:3,12 64:13
66:13
received 19:14 63:24 64:7,10
receives 44:6
receiving 66:15
recent 11:24
recently 10:24 31:24 39:25
receptive 31:19
Recognition 64:8
recognize 31:21 33:22
recognizing 19:24
recommend 21:6 24:13
recommendation 21:17
24:17,21 26:24 27:2,14
recommendations 18:1 19:1,
19 20:2 64:3
recommended 18:14
record 35:21 38:22 68:18 69:1
recording 5:10
records 2:23
recover 51:22 52:5
recovered 51:23 52:4
recovering 28:21 30:2
rectified 48:11
red 30:22
reducing 15:13
reduction 32:19,21,25
reductions 32:16
reference 17:8
reflection 54:6
regard 2:11 11:18 48:18 49:4

regularly 55:18
related 52:2
relations 5:16 6:14,15 21:20
relationships 36:11
relative 39:4
relentlessly 31:11
relief 42:1
religion 7:13
remain 41:9 45:9
Remained 41:17
remember 23:12
remind 4:3
reminding 41:4
reminiscent 41:2
remiss 25:15
removal 44:19
renewing 2:24
repeatedly 18:10 54:4
report 2:10 18:9 28:6 30:11
33:9 42:15 44:5 62:10,19 64:9
reported 44:6
reporter 5:12
reporting 18:12
Reports 64:8
represent 61:17
representation 59:19 60:3
Representative 6:12
represents 68:6
reproach 46:1
requested 18:8
requesting 44:8
require 62:21
requisite 33:20
requisition 50:13

rescind 9:11 10:5 46:2 47:23
resent 59:17,22,23 61:1
resident 41:17
residents 8:4 13:10 14:12
50:23 54:17
resignation 61:2
resolution 6:23,25 7:4 8:11,
12,20,21 9:5,13 14:25 15:3
resolve 8:5 10:7,10 11:16
resolved 9:5,13,18 46:10
50:20 64:12
resources 7:10,24 8:1 11:10
33:23 57:9
respect 24:24
Respectfully 2:22
respective 52:17
respond 17:19 19:2 44:12
47:25
responded 29:19
respondent 30:11
responding 19:11
response 19:21 52:25
responsible 23:19 50:9
rest 19:22
restate 10:2
resurfacing 36:24
retaliation 7:21
retire 31:24 45:1
retired 41:22 55:21,24
retiree 42:12
Reverend 15:25 52:24 58:24
61:7
review 50:15
reviewed 38:8
Ricardo 4:15
ridiculous 53:11

rights 8:1,5 15:5 58:1,2,21
59:1,20
rise 16:18
risk 26:2,3,8
Robert 5:16 49:18 51:12
robust 24:3
role 39:13 40:3 62:3
roll 10:18 42:9
Ron 6:17
room 43:5
Rosalia 5:21
Ruiz 36:17
rule 37:20 38:5
rules 7:7
run 29:20
running 37:9,24 58:22 59:21
rushing 41:2
Russell 23:9,11,15,17,20
24:21 25:5 26:17

S

sacrifice 41:19
sad 41:25
sadness 42:2
safe 11:9 18:24 31:15 34:1
39:14,17 44:16 54:17
safer 16:15
safety 34:4 54:9
sake 34:20
Salutat 65:14
saving 26:12
say- 3:21
scene 30:13 31:21 37:3,10
42:7,9
scholarships 51:6

School 20:25 23:14
scout 29:19 44:9,22
Sean 41:7,8
seat 12:2 30:25 43:19
seated 2:6
seconds 67:22
secretary 4:6 5:8 6:9 11:25
12:1,25 14:21 18:9 23:6 57:8
58:18 63:19 67:4,5
section 63:10
seeking 42:18
selection 50:17
send 60:5
senior 5:18 35:1,16
seniors 35:15 44:19
sense 39:10 41:25
sensitivity 26:20
separate 34:10 38:6
September 4:22 5:5 29:18
30:10,18,21 31:13,21 44:4
45:13 49:24
Sergeant 28:23 31:22 42:12
serve 8:10 10:14 19:17 24:6
27:17 54:18 68:9
served 67:23
service 23:5 31:22 52:2,11,14
services 5:10 11:8 28:24
31:21 45:5
set 6:25 38:9
setting 20:20,22
Seventh 29:1 35:5
sexual 33:6,9
share 11:3 15:5 29:16
shared 29:23 52:24
shares 51:8
sharing 32:7

Sharpton 58:24 59:22
Shaw 49:17,18,19,20,23
50:11,22
Shelby 55:7
she- 47:20
shocked 45:14
shoes 26:17
shoot 29:25 37:25
shooting 29:17 30:9 33:3,4
shootings 32:17,21,22
shop 52:10
shot 34:13 36:25 38:11,12,14
40:20 41:7,14
Shotspotter 64:9
shoulder 38:2,3,12
showing 32:24
shows 8:3 41:10
shunning 13:13
side 29:21 30:25 31:1 41:13
51:20
sides 26:7
sign 5:22 7:16
significant 23:24 29:16
significantly 19:20 51:17
silence 2:12
silent 34:4,6
simply 39:18
Sims 25:11
single 23:21 41:11
sir 3:9,12,24,25 4:5,7 5:9,24
6:2,11,20 7:1 14:16 15:9 16:5
17:25 20:9 23:8 27:14 28:4,7
36:20 57:22 58:7 63:20 65:22
66:25 67:14
sisters 27:19
sit 17:12,17 59:9 60:14 61:3

sitting 30:25 52:16,17
situation 58:25
size 39:19
skated 13:11
slam 68:15
slate 32:9
slight 29:4
slighted 45:18
Sloan 5:22 20:10,15,16 21:17
22:13,15,18,20
Sloan- 18:4
slot 51:15
smart 46:17
smarter 24:12
smartest 24:11
smile 41:11
social 52:7
Solomon 3:10
solution 16:14
solutions 14:10
solving 35:19
son 3:5 60:12 65:16
Sonia 23:9,17,20 24:2 26:17,
23
sort 46:24
source 17:1
space 26:22 39:14,17
speak 16:19 34:11 42:19 48:9
49:6 68:14
speaker 47:2 53:20 56:4
speakers 43:24 48:6 49:16
speaking 37:22 54:8 61:17,21,
22
special 6:10 16:18
Specialist 5:17

specifically 37:22 41:21
speech 16:25
speeches 54:2
spent 22:22 60:8
spike 29:8
spoke 16:19
Squatters 46:6
staff 5:13 11:17 35:20 56:14
stand 6:7 26:1,6
stands 10:25
start 2:24 3:20 20:4 25:7 29:6
56:12
started 13:13 26:23
starting 29:4 39:22
state 6:12 7:15 20:23 54:14
stated 37:2,4
statement 7:16,25
statements 54:1
statistical 33:9
status 24:10
stay 16:12,15 29:8
steadfast 26:3
steady 14:7 26:3
steering 31:5
step 50:19 60:23
Stephanie 5:23
stepping 6:1
Steve 41:22
Stewart 5:19 25:12
stick 14:14 15:22 16:3 55:14
stolen 34:25 35:12
stood 13:3
stop 14:9 50:4
storage 52:18

story 26:18
strategies 15:13
street 31:12
streets 44:17
strong 16:8 28:19
struck 29:24,25
structure 23:24
struggle 17:11
stuff 43:6 56:9 57:13 60:9
subject 7:7
submit 2:5
submitted 50:13 64:1,6
success 33:10
successful 18:24 33:3,21
sue 60:16
suffering 30:12 41:12 42:2
suggesting 24:1
summary 18:14,25 19:2
summit 15:11 16:9,13
Sunday 29:18 30:9
super 28:15 40:14
Supervising 5:20,21
support 6:24 7:4 8:6,13,14
10:11,16 11:25 21:16 24:20
25:1,13 27:2,4 34:11 40:20
64:6
supporters 11:11
supporting 27:20
supportive 40:22
supposed 9:15 55:23 58:21
surrounding 44:25
suspect 30:14,16,19 31:10
symptoms 29:3
synopsis 20:13
system 18:12

T

table 2:7
Tactical 28:24
takes 42:10
taking 17:14,15 24:14 40:10
54:25
talent 22:3
talents 26:16
talk 12:24 13:1 21:2 32:15
34:2 40:21 51:15 56:20 60:23,
25
talked 13:4 33:21 47:7
talking 32:12 33:10 47:5,17,18
55:19
tall 2:21
Tara 61:10
targeting 51:16 52:7
task 2:25
tax 45:4
taxpayers 50:25
team 18:22
technologies 54:20
technology 32:5 33:17,19
54:8 64:8
telling 57:8 60:7
Ten 61:13
terms 8:20 16:24 17:19 18:13
40:23 54:8 58:19
tested 29:5
testing 30:16
Texas 66:17
thanked 11:24
thankful 31:20
Thankyou 61:6
that's-- 67:13

theft 28:25 51:19,20
Theresa 5:15
thing 8:20 14:6 23:22 39:17
60:18
things 2:24 3:4 21:5 32:8
49:24 54:4,13 57:1 60:2
thinking 50:3
thirds 62:21
Thomas 6:17
thought 21:14 28:8
thoughtful 32:3
Thursday 44:4
tickets 42:19,23 43:3
Tiffany 5:18
tight 29:23
Tiktok 51:16
time 2:11,17 12:10 16:21 19:1,
12 22:5 32:22 34:7,15,20
39:24 45:21 46:2,17 47:11
50:5 51:15 54:5,21 55:5 56:21
61:8 64:12 67:25 68:3
timeframe 35:17
timeline 52:2,12
times 33:2 35:2
title 13:17
today 3:15 5:10,12,13,23 6:7,
22,23 15:4 19:19 27:21 31:25
36:1 42:19,25 43:9 54:25 56:2
62:4
Todd 40:20 41:12
Todd's 41:6
told 26:18 53:10 59:22 60:14
tomorrow 36:1
tone 26:11
tonight 31:25 34:16
tonight's 33:5,10 34:14
tools 33:20

top 7:19 42:4
topic 15:16,18
Totally 41:16
touch 3:5
tough 24:14
toughest 24:23
towed 31:20 52:4
towing 51:23
town 15:11 28:11 32:2 64:5
to- 63:8
traditional 15:12
tragedy 26:22 27:20
tragic 42:9
training 30:8 66:13,14,16
trainings 51:1 66:13
transition 31:12
transitioned 28:14
transparency 50:8,9
transparent 36:4 50:21
transpired 17:8
trash 44:17
treasure 22:25
treat 54:16
treated 7:11
tremendous 24:11
trial 55:7,9
Trinidad 12:14
Triumph 3:9
Trust 11:8
truth 13:10
truthful 56:16
trying- 47:16
turn 37:9,25 38:1,2 61:2
turned 37:4,6,7,9,10 38:13,14

56:23
Twenty-three 41:7
type 17:17,18 39:17 40:23
51:24 52:13
Tyrone 6:12

U

Uber 52:15
Ultimately 31:7
un-cooperation 60:10
unacceptable 33:13 34:11
61:1
unanimous 62:9,18,23 63:2
unclear 9:20
underneath 65:23
understand 10:10 47:4 52:10
56:1 58:2,11 59:7,23,25 60:12
61:19
understanding 11:12 50:2
understands 17:10 26:20
understood 26:4 40:16
Underwood 5:17
unethical 57:10
unfair 11:19
unfairly 8:17
unfenced 29:21
unfinished 64:15,17,19,20
65:1,2,24
unit 26:2,6 28:25
university 20:24
unmute 56:8
unnecessarily 34:13
unnoticed 17:4
untruths 13:10
update 24:8,9
updates 15:5 50:18

uptick 29:4 52:7
urban 59:3
urge 8:16
urgently 31:9

V

vacancies 67:3
valued 45:5
values 7:24
vandalized 34:25 35:4,12
Vanessa 53:20
variety 20:17
VC 6:24 19:6
vehicle 31:2,6,8 51:22 52:4,5,
14,16
vehicles 31:17 44:11 51:17
52:8 53:10
versa 41:14
versed 40:13
versus 52:14
veteran 20:16 23:11 25:24
vice 17:11 41:14
Vice- 4:2
Vice-chair 4:7 10:1 13:18,19
Vice-president 6:17
victim 30:12,22,24 31:2,3,4,7,
9
victimizing 31:8
victims 23:25 33:8
victims' 26:21
Victoria 49:17,23
video 51:16
violence 7:18 15:14
visual 5:11
vocal 34:7

voice 4:4 25:6
vote 10:7 50:7 57:9,11 63:15
voted 11:25 50:3 62:2
vulnerable 31:8

W

Wait 20:7 47:24 64:19
waiting 58:24
Walk 42:11
wanted 12:5 22:20 24:2 32:24
42:13,21,24 46:6 47:25
war 54:14
warning 14:17 68:8
warnings 14:17
watch 28:17 43:8
water 65:10,15
Wayne 20:23 30:18
ways 11:6 29:9
weapon 30:17 38:13
weapons 15:7 38:1
weather 25:6
webinars 51:4
webpage 7:23
website 50:14,25 51:6 53:7
week 19:22 29:4,6 42:12 46:7
52:17 62:10,12,14,16,19,24
64:22 65:1
weekend 39:16 46:16
weekends 46:13
weeks 37:1,15 56:21
weigh 8:19
wellbeing 29:20
We'll 53:2
we- 35:9
wheel 31:5

wheelers 29:13
white 2:1 4:7,9,10,11,13,14,
15,16,17,18,19 5:9 6:1,11
9:25 12:1,25 15:9 18:5,18
19:10,25 20:4,9,14 21:12
23:8,10,16 24:5,21 25:21,23
26:14 27:25 28:4,6,13 29:2,11
30:2,21 31:7 32:10 33:1,16
34:6 35:17,22,24 36:20,24
37:12,17 38:6 39:11,21 40:13,
19 41:1,15 43:3,17,20 46:23
47:11,15 52:13,23 53:2,4
58:17 61:9 63:20 64:3 68:10
White's 15:11,16 21:17 27:2
64:5
white- 67:24
who'd 17:3
William 6:19 13:23 53:21
Willie 4:11,13 55:15
wished 12:22
with- 16:1
woman 59:1
women 65:9
word 2:23
words 21:21
work 7:7,9 8:10 10:14 11:10
19:13 22:4 24:22 26:7 29:6
32:23 36:13 39:11 41:10
48:13 53:2 57:18 65:10
workable 44:11
worked 20:17 25:25 53:9
worker 25:24
workforce 32:11
working 17:3 20:16 24:16 30:7
33:11,12 58:19
workplace 6:24 7:5,7,19 8:13
15:2
workplaces 7:12,20
workplace- 14:25

works 3:2 13:5
world 59:4 60:22 66:15
worldwide 57:15 60:4
worn 15:6
would've 46:8
wow 32:1
wrapped 25:13
write-offs 45:4
writing 19:2 35:18 36:3
written 19:21
wrote 13:20

Y

yards 44:18
year 17:13,14 21:19,22 25:14
32:22,23 33:1 36:1,25 37:14
51:18 63:25
years 22:22 31:23,24 36:2
40:23 41:7,12,16,22,23 42:2
51:18 58:3,4,9,15,19 67:8,9,
24
yesterday 27:21 36:2 41:6
young 6:18 65:9
youth 44:21
you're 50:2
you- 23:4
Yum-yum 66:19
Yutada 5:23

Z

Zoom 2:7,19 6:17 21:21 63:22
66:11,12

-

-to 27:17