
PUBLIC BOARD MEETING
OF THE CIVILIAN COMPLAINT REVIEW BOARD

Wednesday, December 10, 2014
6:45 p.m.
Sunnyside Community Center
43-31 39th Street
Long Island City, New York

TRANSCRIPT OF PROCEEDINGS

RICHARD D. EMERY, ESQ., CHAIR
BRIAN CONNELL, ACTING EXECUTIVE DIRECTOR

PUBLIC MEETING AGENDA

=====

1. Call to Order
2. Adoption of Minutes
3. Report from the Chair
4. Report from the Executive Director
5. Committee Reports
6. Old Business
7. New Business
8. Public Comment

STENO-KATH REPORTING SERVICES, LTD.
212.95.DEPOS (953.3767) * 914.381.2061
FACSIMILE: 914.722.0816
Email: Stenokath@verizon.net

Civilian Complaint Review Board Public Meeting
December 10, 2014

2

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

BOARD MEMBERS PRESENT:
Richard D. Emery, Esq., Chair
Brian K. Connell, Acting Executive Director
Daniel M. Gitner, Esq.
Youngik Yoon, Esq.
Bishop Mitchell G. Taylor, Commissioner
Janette Cortes-Gomez, Esq.
Lindsay Eason, Commissioner
Joseph Puma, Commissioner

Civilian Complaint Review Board Public Meeting
December 10, 2014

3

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

TESTIMONY GIVEN BY:

Mercy Emelike

Gani Afolabi

Natalia Villarman

Thomas Abernathy

Mr. O'Grady

Arthur Mims

Tatiana Gudin

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

Proceedings

CHAIR EMERY: I call the meeting to order.

This is the December 2014 public meeting of the Civilian Complain Review Board. Welcome.

We are going to, I hope, have a relatively efficient meeting tonight and get to the public comments as quickly as possible. And with that I wanted to move the adoption of the minutes. Is there any discussion about the minutes? Or does anybody have any comments about the minutes?

MR. GITNER: I second the motion.

CHAIR EMERY: Is it adopted? Okay. Just a quick report from me, and then we'll -- we're also going to, at the end of this meeting after public comment, go to a short executive session. I just want everybody to understand that in advance. Just a quick report from the Chair.

The main news this last month, there have been a couple of developments for CCRB. The most recent which was today,

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

Proceedings

the City Council announced its initiative to provide space in district offices, especially district offices where there is a high complaint activity, for interviewing complainants and interviewing witnesses. This is an important development, and it makes our job much easier at very little added costs, because we can interview complainants near where they live at hours when they can attend interviews.

This is an important development. It is part of a long-term effort on our part to bring CCRB to the communities where CCRB is needed, where complaints are made, versus requiring the community to come to CCRB, which has been a long standing, and I'm afraid, regrettable condition. So we're reversing that. We're making a huge effort to be available to people who want to tell us their factual statements about incidents with police officers.

Similarly, we're going to be available to witnesses, and we're going to be doing investigations at these locations

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

Proceedings

at the district offices. And we really are
incredibly appreciative of the initiative
by the City Council in creating this
opportunity for more thorough and more
effective, and hopefully, quicker
investigative processes that involve the
communities of where they live.

I don't think there is anything
more to say that, Brian, is there?

The other thing that's recent is
that we have two initiatives that are on
our website which are new. The closing
reports -- I'm sorry. The initiative that
allows people to look up complaints, which
is relatively new that's been around for a
little while now. But once you have a
complaint and you have a number of that
complaint, and a police officer has the
number of that complaint, either the police
officer or anyone who has the number can
look up the status of the complaint on our
website so that they needn't call people to
try to get informed or get -- have the
frustration of trying to get informed about

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

Proceedings

where his or her complaint is in the process.

The second initiative is more recent. It is the Complaint Mapping Initiative, which is on the website also. What we have on the website along with a lot of statistics concerning, that are updated on a weekly basis, is a map of New York City by precinct which shows the frequency currently, and the frequency compared to 2013 of the location, the geographic location by precinct of complaints, and the nature of those complaints under the FADO Categories. So the maps show force, abuse of authority, discourtesy, and offensive language complaints by precinct, and as compared between 2013 and 2014, as well as a distribution of these types of complaints among commands and among precincts.

It is very interesting, and if you haven't seen it I urge you to look it up because, we will, you'll see the patterns and you can see where most of the

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

Proceedings

complaints are coming from. And it is a tool for the public, and it is a tool for the police department to focus resources so that complaints can be diminished.

Welcome, Bishop, it's good to see you.

We have a new initiative which will be coming together shortly. We're going to put the patrol guide from the New York City Police Department on our website. So that anybody, any person, any public -- anybody in the public, can look up provisions of the patrol guide, look at the patrol guide in any way they want. It is a public document, and it is a very informative document as to the standards of police behavior.

And finally, we have three proposals for resolutions that I want to put before the Board and hopefully get adopted by the Board, if the majority is in support.

Let's take, the first one. The first one that I have is the Board

Proceedings

1
2 resolution to create an administratively
3 closed category for case disposition. This
4 is something that's sort of fallen between
5 the cracks and we have to have some
6 statistical and analytical way to look at a
7 certain cadre or cohort of cases
8 particularly those that are referred to
9 CCRB by IAB, by the Internal Affairs
10 Bureau, but the complainant does not pursue
11 the case. So what we do is we make an
12 effort to contact the complainant,
13 potential complainant. And if the
14 complainant does not respond consistent
15 with the protocol that's so reflected in
16 the resolution, we close the case as
17 administratively closed as part of a
18 referral from IAB.

19 Anybody have any questions about
20 this or discussion before somebody makes a
21 motion to adopt this procedure?

22 MS. CORTES-GOMEZ: My only
23 question is, this is not to replace the
24 entire category of truncated, this is for
25 specific types of cases within truncated

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

Proceedings

cases, right?

CHAIR EMERY: That's right. This is a form of truncated, but it is because of the IAB referral that we're calling it administratively close. In other words, the CCRB did not receive an initial complaint from a complainant. In the usual truncated case, we get an initial complaint and then the complainant is no longer interested in pursuing it. In this one, the complainant doesn't exist ever for CCRB. It is only through IAB that we get the notice.

MR. GITNER: Well, under this procedure, the agency still attempts to contact the presumptive complainant?

CHAIR EMERY: Yes, there is an effort that's not as fully -- correct me if I'm wrong, but I think there is an effort to contact the complainant, but less so than in the truncated case where we did have an original effort from the complainant.

Anybody want to make a motion?

1 Proceedings

2 MR. GITNER: I make a motion.

3 MR. TAYLOR: Question. Question,
4 before the motion.

5 When it's administratively closed,
6 who actually closes the case?

7 CHAIR EMERY: CCRB closes the case
8 and we notify the IAB that the case is closed.

9 MR. TAYLOR: It would be staff
10 closing the case?

11 CHAIR EMERY: Yes, it would be
12 staff closing the case. It would be --
13 this case would have been assigned to an
14 investigator, will go through the new
15 system, it will go through a supervisor
16 and, of course, the executive director will
17 have certain notification of any case before
18 it is closed on this category.

19 MR. GITNER: Would any case
20 that's closed pursuant to this category be
21 reported up to the board the way a normal
22 truncated case is?

23 CHAIR EMERY: Yes, it will be,
24 but not to a panel. In other words, I
25 think it would be reported to us as a whole

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

Proceedings

in the -- and this is what I suggest, we can change this, the Board can do whatever it wants. It will be reported in the statistics that there are so many administrative cases closed last month. But I think more scrutiny would happen beforehand through the executive director process.

MR. GITNER: The executive director would insure, for example, that whatever attempts that were suppose to be made to contact the presumptive complainant were made.

CHAIR EMERY: That's right. Exactly.

MR. TAYLOR: After this is administratively closed, would this fall under the category of truncated, or would there be a separate?

CHAIR EMERY: A separate category of administratively closed.

MR. TAYLOR: In other words, it wouldn't fall in the truncated cases?

CHAIR EMERY: We can decide how

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

Proceedings

we want to treat it. It seems to me a little different than a truncated case because we never had a complaint.

MR. TAYLOR: I think it is very important, because what happened in the past, when we attempted to do administratively closed cases, it still fell under the truncation rate and it raised the percentages.

CHAIR EMERY: Right. And I don't think it is legitimately truncated because it never came to us in the first place. So I would try and categorize it as administratively closed.

MR. TAYLOR: We can do that and not have it impede upon the percentage of truncated cases. I think that's good.

MR. GITNER: I agree.

CHAIR EMERY: Motion?

MR. GITNER: I'll make a motion.

MS. CORTES-GOMEZ: I second.

CHAIR EMERY: All in fair.

(All hands raised.)

CHAIR EMERY: Any opposed?

(No response.)

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

Proceedings

CHAIR EMERY: Thanks.

The second resolution is a protocol or resolution for reconsidering cases at the request of the Department Advocate Office. It is captured in the document you have, and the only -- we looked at this last time and Dan made a motion that it be tabled because we didn't have a time limit in here within which the Department Advocate Office was required to make the motion to reconsider or to ask us to reconsider.

MR. GITNER: I think that's Professor Caper's motion.

CHAIR EMERY: Okay. Was it? I thought it was Dan's. Note, my memory fails me quite often, anyway.

So now we have worked this out with the Department Advocate Office they would have 90 days from the panel's decision to ask for reconsideration. And then the rest of the protocol is set forth here, which allows for a process of the panel, in the first instance, to look at the case, based on a memo prepared by

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

Proceedings

either AP or supervisors, as the case may be, that makes a recommendation fairly quickly, within five days, of when it gets back to us to get back to the panel. And the panel will be reconvened. And if the panel isn't complete, the Chair would appoint another member or what necessary members to the panel. And it could potentially go to the whole Board but it seems very unlikely under this protocol. But I think the protocol anticipates most of the problems that might arise. But maybe you'll see things I don't. Any discussion on this?

MR. GITNER: A question. I'm focused on 7A little 3. As I understand it, the Chair would review the director's memo and the executive director's memo in five business days.

CHAIR EMERY: Right.

MR. GITNER: And if you approve the subsequent panel's decision, the executive director will send a memo to MIS. MIS is -- so basically updating systems.

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

Proceedings

CHAIR EMERY: Right.

MR. GITNER: I also send the memo to DAO with results. I'm not quite sure I understand what 3 means.

CHAIR EMERY: The idea is the complainant is informed of the result of the reconsideration. That's what I understand it to be.

MR. GITNER: That's how I read it. My question is, if the DAO is asking for reconsideration and there is -- there could be a new decision or not, under what circumstance would it be appropriate to tell the complainant about it? As I understand it, the complainant would not even have heard of the reconsideration at this point.

CHAIR EMERY: I take it, Jonathan, you may be able to answer this better than I. I take it the idea here is to have the complainant informed if there is any change.

MR. DARCHE: Exactly. That's exactly -- if the complainant was informed of one decision by the Board and now the Board is changing its mind, the complainant should be informed of that.

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

Proceedings

MR. GITNER: So would the complainant though typically be informed of the Panel's or Board's decision before the DAO had an opportunity to rule "on its determination" of the same case, is that the way it works?

CHAIR EMERY: Yes. Typically the complainant is informed. And we have to do a better job of this in the closing reports, the committee is going to do a better job of this. But it is informed right after the panel decides.

MR. GITNER: Then it makes sense. Understood. Thank you.

CHAIR EMERY: Any other comments on this?

MR. TAYLOR: One point of clarification. So you're saying, I don't remember after the panel makes a decision on a particular case that the complainant is immediately notified about our --

CHAIR EMERY: The police officer and complainant get letters of the panel's decision within, hopefully, within a short

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

Proceedings

time.

MS. CORTES-GOMEZ: Definitely less than 90 days.

CHAIR EMERY: Yes. It is a form letter now. And one of the things the closing report committee is going to do is, because it is just not particularly helpful, is try and figure out ways to make that more informative and more specific to the facts of the case so that it is meaningful as to the reason why a complainant rejected it. If a complaint is accepted, it is a different issue. It's substantiated. But if the complaint is rejected, then I think we have an obligation to make the point.

MR. TAYLOR: I thought that they were informed after the police commissioner approved or disapproved.

CHAIR EMERY: No, no. It is our process that gets information to the person.

MR. TAYLOR: Okay.

CHAIR EMERY: Very soon after the panel.

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

Proceedings

MR. TAYLOR: Okay.

CHAIR EMERY: Any other comments?

MR. EASON: Does this process of reconsideration need any other vetting prior to?

CHAIR EMERY: I don't think so, because I think we worked hard on this with APU, and with the executive staff, and we vetted it over with the DAO. And so I think they're the ones requesting this. And I think this is a good thing for us, because rather than them just Section 2'ing a case or knocking out a case and proposing their own discipline, we're now getting an opportunity to revisit it, based on specifics that they convey to us, which is a new thing. They've never done that before.

They just generally took our results and did whatever they wanted with them.

We're getting an opportunity now to say, hey -- they're getting an opportunity to tell us why they think we might -- we should reconsider something on

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

Proceedings

a factual bases or legal basis or whatever.
And we're getting an opportunity to say,
hey, you're wrong about that, or you're
right about that and we should reconsider.

MR. GITNER: I personally think
this is a deceptively, incredibly important
resolution, because in the past, my view
is, that there's been complete absence of
that kind of communication between the
agency and the Board on the one hand, and
the police department on the other. And
even when there has been communication with
the agency, at least in my experience, it
did not filter to the Board at least to
this Board member. So this I think will
allow the panel and the Board to understand
how the police department thinks about
certain issues, and allows them to
understand how we think about certain
issues. And hopefully we lead to a much
greater similarity of how -- of them
adopting our recommendations. I think it
is very important.

CHAIR EMERY: Again, it gives

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

Proceedings

both sides predictability going forward,
because we're talking about what our
factors are.

MR. TAYLOR: The question is, if
after we reconsider it, what happens when
it goes back to them and there's still a
discrepancy?

CHAIR EMERY: At that point, they can
do what they want, and we're at their mercy in
that sense if they don't agree with us.

MR. EASON: It is not like
they're giving us their opinion. Now there
is a back and forth.

MR. GITNER: They'll tell us,
presumably, hey, CCRB Board we disagree and
here's why, A, B and C. Rather than them
just saying we disagree and throw it in the
garbage can or whatever, they will tell us
why we have an opportunity to say, okay, we
understand the point, but let us now give
you a little more specifics of our thinking
or our assumption, and you can now
reconsider your argument in light of our
thinking. And hopefully that will have

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

Proceedings

some sort of influence on the police department who ultimately adjudicates these cases. It does not change the ultimate outcome -- the ultimate power, I guess, of making a decision is still with the police department. But it does give us more power in the sense that it gives us more influence to communicate our position and our thinking.

MR. EASON: Okay. And they'll hear our input. And will there be some way of us to determine if they are listening, will it change --

CHAIR EMERY: Well, no.

MR. EASON: -- their mindset going forward? How can we track if our input is going to have any impact?

CHAIR EMERY: I think, this will be a discrete category of cases, right? And to the extent that it happens, they will be remanded to us with a set of reasons that they say we should reconsider, right? And we can it from there.

Once that happens, we can say, this is

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

Proceedings

in the category of cases where either they are going to agree with us or not, we give them back the reasons. And then we can find out what happened in that particular case, ultimately. All right?

Motion.

MR. TAYLOR: Motion.

CHAIR EMERY: Second?

MR. GITNER: Second.

CHAIR EMERY: Any all in favor.

(All hands raised.)

CHAIR EMERY: Any opposed?

(No response.)

CHAIR EMERY: There's one more.

Yes, the last one is for reconsidering. This one is protocol for adding reconsidering allegations in APU cases. We discussed this a little bit last time, but didn't go through it. This is a procedure by which APU gets a case that it wants to either add or reconsider the various allegations it is making over the trial room, because it does more investigation, because the witness says something

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

Proceedings

different, because factors change after the panel votes it out with charges. And so they need flexibility as prosecutors.

Now we thought initially that we would have to do rulemaking to have this rule. But Jonathan saw, very adeptly, that if we pass this resolution we wouldn't have to do rulemaking. Because what this resolution does is, it allows for the request to come from the complainant. And our rules allow for adapting particular charges if the request comes from the complainant, oddly enough. I mean, I'm sure this all makes sense in the ultimate rules. But it gives us the flexibility we want for APU to go over there and behave like real prosecutors behave.

And that's one of the things that I'm very interested in making sure APU can do is not be constrained by a lot of artificial rules that don't allow them the discretion that other prosecutors get.

And this is certainly something that comes up with some frequency, that

Proceedings

1
2 there has to be this kind of ability to
3 adapt a particular case to the charges and
4 facts and deficiencies, and weaknesses or
5 strengths, strengths that we didn't
6 understand of that case as it has developed
7 for trial. And I think actually what's
8 going to happen with this is going to
9 result in more pleas. I think that
10 respondents are going to more likely, if it
11 is properly adapted, if the charges are
12 properly adapted or amended, they will see
13 that the case is stronger. So it gives our
14 CCRB prosecutors the ability to make their
15 cases as strong as they can be on the facts
16 that they are presented with.

17 So because we can get around the
18 whole process of rulemaking, which takes
19 months, and by doing it this way we
20 determined -- we propose this new
21 resolution.

22 MR. GITNER: I have a question.

23 CHAIR EMERY: Sure.

24 MR. GITNER: I'm fully supportive
25 of the whole concept. I just want to

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

Proceedings

question number 6. Basically as I understand it, if the prosecutor wants to add or reconsider a charge he basically writes a memo, and that memo is forwarded up, and ultimately if the executive director agrees, the memo goes to you. If you agree, then and it comes to the executive session.

CHAIR EMERY: Right.

MR. GITNER: And then the Board votes on whether there is other. Is that process itself to cumbersome? I'm just not familiar enough with the speed that the APU operates. I was a prosecutor at some point and I do recall that sometimes you have to make really quick decisions. And I don't know if the APU culture requires that as well. This could essentially work against --

CHAIR EMERY: Actually, this is interesting. I don't know if I read this latest version. I thought if the Chair concurs we go forward and then we inform the Board at the next executive session.

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

Proceedings

Jon, what is your -- that was my recollection of what we were proposing.

MR. DARCHE: That was for dismissals, Mr. Chair. That we voted on last month. With regard to Mr. Gitner's concern, we are in much different time constraints once we have filed charges and they have been served, the statute of limitations no longer apply. So waiting the month, which would be the most until the next executive session, is not a big deal at all.

MR. GITNER: No big deal.

CHAIR EMERY: And then the Board has the ultimate say with this kind of change, which isn't a bad thing. I'm not sure it is necessary, but we certainly could start this way. And if the Board thinks it is not necessary after a few happen, we can wipe it out and give it back to the executive director basically.

I guess it is good for us in the beginning to see how this works, and so the Board will get the information on that basis.

1 Proceedings

2 MR. GITNER: It is not that the
3 charges get dropped as they command
4 discipline, it's the specific charges --

5 CHAIR EMERY: Allegations, isn't
6 that right, Jon?

7 MR. DARCHE: It is allegations that
8 were either considered before, or new allega-
9 tions that came to light during the APU's
10 investigation that were then being considered
11 by the Board.

12 MR. GITNER: Makes sense.

13 I have another question. Number 8
14 regardless of the outcome, as I read it,
15 regardless as how the Board ultimately decides,
16 a letter is sent to the complainant or victim for
17 a request of consideration. I heard you before,
18 and actually you may have answered my question,
19 but I want to make sure.

20 Does that mean that this entire
21 process has to be started by the complainant?

22 CHAIR EMERY: Yes, that's the only
23 way we can literally get around the rule --
24 that's the way we would stay within the rules
25 that we currently have.

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

Proceedings

MR. GITNER: So in order to do that practically, the way it would work then, in your mind, is the prosecutor sees that we need to change this, add this, and so the prosecutor makes a phone call to the complainant and says, would you like us to do that?

How does that --

MR. DARCHE: Mr. Gitner, generally, we find out about this new evidence as we're preparing the case by working with the witnesses.

MR. GITNER: Okay.

MR. DARCHE: So as we find out about the new information, the witnesses available to us will sign the documents that we prepare, if we present them with them and they are cooperating with the investigation, there shouldn't be a problem. But they might not understand the need for the reconsideration, but we know that based on what they have been telling us, we need to have either charges reconsidered or new allegations considered.

MR. GITNER: It can be a

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

Proceedings

complainant or victim, according to this, right? What happens if a complainant or a victim -- what happens if either, if both of them say no?

MR. DARCHE: Then we wouldn't be able to.

MR. GITNER: You're stock.

MR. DARCHE: Yes.

CHAIR EMERY: I think actually with Dan's questions militate for is to adopt this on a temporary basis and then go forward with the rulemaking that reflects a similar process so that we don't need that step.

MR. GITNER: In my view this seems, obviously it is needed under the framework. But to me it is cumbersome and it is not really needed practically or theoretically, or from a justice point of view. And to the extent if we can get rid of that and allow the discretion, that should happen. I don't know exactly if we can do that, but we should put that in place.

CHAIR EMERY: In January we will put a proposed rulemaking process, we'll

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

Proceedings

adopt a proposed rulemaking process by the Board and we'll go forward with that reflects this.

MR. DARCHE: We got a head start on it going so we're pretty -- the APU is pretty well, had gone far along on the route of what we would have to do. And so we'll be able to get started again and it will probably be four, five months, maybe six at the outside, from when we officially start, when the rule would be enacted.

MR. GITNER: Assuming this passes, which I do, but assuming it passes, I wouldn't let that stop you from making sure that the next stage also occurs and the rule is passed, because I think it is better.

MR. DARCHE: Understood.

MS. CORTES-GOMEZ: If I can just suggest based on what Dan just said, perhaps in number 1, in cases where the APU prosecutor in conjunction with the complainant or victim. Because it wasn't clear until Dan's questions that this is in

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

Proceedings

fact something that comes up when working with the complainant or the victim in preparation for the case.

CHAIR EMERY: Are you good with that, to put that in 1?

MR. DARCHE: I actually think it should be -- the decision on whether to bring it to the Board should be in this case for the prosecutor, and the APU to go to the executive director and the Chair and the Board. But we defer to the Board, of course.

CHAIR EMERY: In other words, you're saying that you don't want to have the complainant have to go to the Board, the process.

MR. DARCHE: Right now under the rules the complainant could, if they want to, ask for a closed case to be reconsidered. There is no reason why they have to have our participation at all.

MR. GITNER: Maybe it should say in cases where A, a complainant or victim requests reconsideration; and, B, the APU

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

Proceedings

prosecutor feels that the allegation will be added or considered, et cetera, he or she will write a memo.

CHAIR EMERY: Well, the problem is we already have a consideration rule for complainants.

MR. GITNER: I see your point.

CHAIR EMERY: So we don't need that.

MR. GITNER: This only kicks in once the other thing kicks in the first place.

CHAIR EMERY: Once the prosecutor gets the complainant to make the reconsideration motion. I think it is probably better the way it is so that the onus is on the prosecutor to get this change made.

MR. GITNER: It does seem pretty clear to obviously Jonathan understands the way it is suppose to work. Now there's public discussion about it. I don't feel strongly, but I fully understand and appreciate your point. So it would make it

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

Proceedings

so you don't read the 8 to get to that point if you are brand new to the issue.

MS. CORTES-GOMEZ: Correct.

CHAIR EMERY: I think as a practical matter it is a pragmatic way of solving a problem that we want to use for six months to resolve cases, as opposed to, and then we'll go forward with a more -- a process by which the complainant need not even be involved in this. So it is not the worst thing in the world to let it sit this way, I think.

MR. PUMA: I have a question as well, sort of following up on one of Dan's questions. Let's say, speaking in a hypothetical case since we do not have a specific case we are discussing, but if there is a case where the complainant and the victim, Dan asked, if both say no, what happens? What if there is -- how would you weigh a difference even if there was -- the complainant, for example, said yes and the victim was differing and said no. Who would we be weighing going forward?

CHAIR EMERY: Either one can ask for reconsideration. The reconsideration

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

Proceedings

can go forward if either one asks. If
neither asks we would be stuck.

MR. GITNER: You're asking both,
are you asking for consideration. You're
not asking either are you disapproving of
reconsideration.

MR. PUMA: I see.

CHAIR EMERY: Do we have a
motion?

MR. TAYLOR: I'll make a motion.

MR. GITNER: I'll second it.

CHAIR EMERY: All in favor.

(All hands raised.)

CHAIR EMERY: Any opposed?

(No response.)

CHAIR EMERY: I believe that's all
I have for the Chair's report. So, Brian, for
the Executive Director's report do you want
to proceed? Unless there is anything else.
We'll talk about potential committee issues
after the Executive Report.

MR. CONNELL: Good evening,
everyone.

First of all, I'd like to thank

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

Proceedings

Sunnyside Community Center for having us, host our Board meeting and in particularly Mr. Gonzalez who is in charge of the IT Division. Mr. DiPrimo, who is the Director of Administration, and members of Community Board 2 that gave us some assistance in getting -- making the space available. With that I will give my report.

We are glad to be here in City Council District 26, and also it is the 108 Precinct area. And what I would like to do is provide some citywide complaint statistics and those specific to the 108 Precinct. We've added a few charts that sort of help convey the statistics that we're going to present this evening.

From January through November 2014, the CCRB received 4,510 complaints within its jurisdiction. And it is shown there on chart one. This is a 11 percent drop in complaints compared to last year when we received 5,004 complaints. Of the 4,510 complaints in 2014, 725 of them, that's 16 percent -- and

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

Proceedings

we have that on the chart as well --
16 percent occurred in Queens.

Last month we received 310
complaints within our jurisdiction. 60 of
them, 19 percent of the complaints received
in Queens, were received in Queens. Now as
you can see on the chart it shows the
complaints each month, and it is actually
trending downward. So we just wanted to
point out the downward trend that we are
experiencing in the complaints received.

Of the 725 complaints that stem
from incidents that occurred in Queens,
just to go back to that chart again, 19 of
them represent, 3 percent of them, were
actually in the 108 Precinct. Of the 19
complaints, 7 include allegations of force;
11 include allegations of abuse of
authority; 5 include allegations of
discourtesy; and 3 complaints include
allegations of offensive language.

Now a single complaint can and
does include more than one allegation of
misconduct. In total, there were 45

1 Proceedings

2 allegations stemming from the 19 complaints
3 received in the 108 Precinct. 15
4 allegation of force; 20 allegations of
5 abuse of authority; 7 allegations of
6 discourtesy; and 7 allegations of offensive
7 language in that precinct.

8 The other day the Board closed 20
9 cases from the 108 Precinct. Of these 20
10 cases, the Board investigated eight fully
11 investigated cases and truncated 12 of the
12 cases. Of the eight fully investigated
13 cases, the Board substantiated two cases or
14 25 percent. The Administrative Prosecution
15 Unit has one case open from the 108
16 Precinct.

17 Regarding mediation, there were
18 no cases mediated from the 108 Precinct.
19 However, year to date there are 13 cases
20 from the precinct that we found to be
21 suitable for mediation and they are being
22 processed at this time. The CCRB offered
23 mediation in seven of those cases, and
24 two cases the civilians agreed to mediate,
25 and five of those cases the civilians

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

Proceedings

rejected mediation. Six of the remaining cases were truncated.

The CCRB open docket has 2145 cases. And you'll see in the other chart here as well, this shows the downward trend of the docket. And of the 2145 cases, 1311 of them are open for investigation. The CCRB has reduced this docket 15 percent within the past month. Of the 1311 cases, 5 of those incidents occurred in the 108 Precinct.

There are more details on the statistics on the website in the monthly report, and I can refer you to our website for any additional details you would like. And that concludes my report.

CHAIR EMERY: Thanks, Brian.

I will talk about the closing reports when the time comes.

Are there any other people here who want to report from committee work that's currently being done?

MS. CORTES-GOMEZ: There is nothing this month to report, in terms of mediation. I

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

Proceedings

know we will be scheduling a meeting, hopefully before the holidays, to catch up and see what, if anything, new has been happening.

CHAIR EMERY: One thing that is clear about mediation now is that we have a new procedure that all cases are presumptively possibly mediable -- mediation -- subject to mediation. And that's a big change. And we hope to capitalize on that and mediate many more cases, which is an exciting development.

Any other committee stuff before I report on, I think the investigation stuff is going forward very much so because of the change in the structure of the agencies to front load investigations. That's all part of the reorganization which is taking place. And we can answer any questions about that. But I guess the main new development from the committees is the closing report committee is coming up with a template so that closing reports are going to be much more, we believe, much more efficient and much shorter and linked to the

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

Proceedings

various aspects of the complaints so that the backup can be referred to more quickly. We'll see how it goes. I mean all of us are on panels and all of us are going to be intimately familiar with the changes and able to comment on whether this works or not. But I'm very hopeful.

I used a couple of the more developed closing reports, and I got to say I liked it a lot. I don't know how other people feel at this point. Closing reports has been, I think, a big burden for us, and will continue to be for a while, because obviously there are a lot of cases where the closing reports are in the works or have already been prepared and we're ruling on them. But hopefully in the next three or four months we'll be getting a much more efficient and lean and focused closing report on each of the cases that we have to rule on these panels. Any comments on that?

MR. PUMA: I have a short report. Let's talk about the training.

Last month's Board meeting we

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

Proceedings

started a training subcommittee that's co-chaired by myself and Commissioner Cortes-Gomez. I believe Commissioner Eason is joining as an at-large member, and we're staffed by Roger Smith, Vanessa Rosen, Chris Duer, and Rosemary Espanol -- and I am missing one more person -- Nicole Junior.

And I think just that. How many of staff are involved speaks to the enthusiasm but also the importance that we also see in training in the agency. We are basically looking at training at all levels of the agency, from the Board, and Board members are currently involved in the training series right now, executive staff, supervisors, investigators. And the core of our work obviously is our investigations and so we're paying particular attention to those needs there.

We're basically starting off our work with an assessment of training in the agency and our matrix that we're working with looks at needs, competencies,

Proceedings

1
2 resources and format of training. When I
3 say competencies we have a great amount of
4 expertise and experience within the agency
5 that we want to make sure that we are
6 utilizing. But there are also those
7 subjects and those opportunities to engage
8 in training with outside actors, including
9 the NYPD. And the agency has utilized
10 those opportunities in the past.

11 As far as resources, I just want
12 to emphasize that there was a strong
13 feeling amongst the subcommittee that we
14 need a training unit, the largest police
15 oversight agency in the country needs a
16 training unit which we currently don't
17 have. And currently in the past, training
18 has been sort of grouped in job titles that
19 include other responsibilities. So we
20 need, in our agency, a very dedicated
21 training staff that can really focus on the
22 needs that are constantly changing in the
23 agency with staff who are coming in, and
24 departing, and promotions and such.

25 So that's it in a nutshell. And

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

Proceedings

I think we're looking forward to move to the next steps. And we're very much looking forward to our inclusion of this request in the agency budget request, and hopefully we'll come up with that after the next budget cycle.

CHAIR EMERY: Just to build on that, I want to make it clear, we are going to have some substantial requests from OMB, the Office of Management Budget, and the Mayor's Office and from the City Council to do just that, to do training. We're also going to seek, which I think is long overdue, to have salary increases for the CCRB personnel, employees that are commensurate with other city agencies who function investigative processes and have similar levels of expertise and responsibility and authority as the CCRB, but have much higher pay. We should be on a level with the Department of Investigation; we should be on the level with all of the investigative agencies that have salaries for incoming investigators that are much greater than ours. And, of course, proportionally higher salaries up the ladder of advancement

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

Proceedings

within those agencies.

And I'm going to make a big effort a very noisy effort, to equalize or come close, at least, because we are way low in this hierarchy, and we have been treated very poorly in the past by the City in terms of the economic commitment to this function.

And I do think that there is a new energy and commitment to what we do in this administration, and they have to put their money where their mouth is. So we're going to call that -- call in that commitment in the form of giving us professional salaries for professional work. Just so everybody understands, that's my very strong commitment and attitude about where we're going in the next year with respect to salaries.

With that, I think -- unless there is any other business, old business, new business? We can hear from people who signed up to talk to us. We can start.

The first yes I have on the list is Mercy Emelike. Sorry, Emelike -- say your name properly, would you?

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

Proceedings

When you get up, would you say your name properly and you have a couple of other people to talk to. Would you say your name properly and spell it for the court reporter. For the reporter, I should say. It's not a court.

MS. EMELIKE: Hi, I'm Mercy,
M E R C Y, Emelike, E M E L I K E.

CHAIR EMERY: Emelike, thank you.

MS. EMILIKE: Hi, how are you guys doing tonight? I just wanted to come here to complain about the NYPD during the protest for Eric Garner. While I'm aware that they are there for crowd control, some of the behavior that we saw was threatening and unhelpful. I guess, I had some questions kind of about the best way to deal with situations.

I think to just run through some of the behaviors that I witnessed, there were batons being brandished and waved around; sidewalks were completely barricaded; nets put around people. I was shoved very hardly by a police officer as I was standing on the median. And I just

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

Proceedings

wanted to know what recourse there is in situations like that when you're surrounded by lots of police officers about specific ID numbers and badge numbers.

CHAIR EMERY: I, for one, I don't think there is any easy answer. We certainly, ultimately, before we can make findings against any particular police officer have to have the identification of that particular police officer. We don't have any jurisdiction over general misconduct. We do do reports and analyses of complaints and allegations within complaints that we can, that we have to give credibility to.

But for the Civilian Complaint Review Board, the most effective way is to bring a complaint, sit down with an investigator, and do your best in one way or another, either through a cell phone video or through other means by which you can document, who it is that behaved improperly in your view. And then we will investigate that and make a recommendation

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

Proceedings

to the police department as to what facts we figure out bring to bear on that recommendation. So in the general sense, I mean, obviously these are very high profile events and very high profile demonstrations, and they should be documented. I mean, there should be people there with cameras and video and the capacity to identify particular officers. If there is a video and there is a misconduct, it should exist.

So you certainly can bring a complaint and we can investigate and determine, based on where you say this happened and when. If there is video or is some other way, by talking to other witnesses, to determine who the officer is who treated you improperly, who treated somebody you observed improperly. That's as far as I can think of. That's pretty much our limit.

MR. GITNER: Even if there wasn't a video, for example, if what you were saying is that you were treated poorly at 6 p.m. on the corner of Fifth and 42nd Street and

1 Proceedings

2 generally this is what the officer looked
3 like, he or she was tall or short or
4 whatever, we should -- the agency should be
5 able to figure out, okay, who was assigned
6 to that corner at that time, which unit was
7 assigned. And then, hopefully, through a
8 winnowing process figure out who it might
9 be, and perhaps take photographs and show
10 you, was it any of these particular
11 individuals? That would be the first step in
12 identifying the officer.

13 And then, of course, an
14 investigation would be done as to whether
15 or not the conduct was in fact -- or the
16 panel believes the conduct was in fact
17 improper.

18 CHAIR EMERY: I would love to
19 hear your suggestions as to anything you
20 think we could be doing. We weren't there.
21 We can't order the police not to do what
22 they did to you, what they did to others.
23 All we can do is, after the fact, see if
24 there is any process by which we would
25 recommend discipline for any particular

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

Proceedings

officer.

MS. EMELIKE: Okay, if I'll be able to locate video of the officer, I present the video to you.

CHAIR EMERY: Yes.

MS. EMELIKE: Do you guys track down the officers?

CHAIR EMERY: We do our best.

MS. EMELIKE: I'll file a complaint.

CHAIR EMERY: You file the complaint, it causes all that to happen.

MS. CORTES-GOMEZ: You can file the complaint now because the event has already occurred. You can file the complaint and then work with the investigator to try to narrow down who it was. Give them as much information as was recommended in terms of location, height, description, and go forward with the investigator.

MS. EMELIKE: Okay, going forward with the investigator means?

MS. CORTES-GOMEZ: Work with the

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

Proceedings

investigator in terms of trying to identify the police officer or officers.

MS. EMELIKE: And then after that what happens?

MS. CORTES-GOMEZ: The investigation continues. So they will speak with you and the witnesses that you may present. They will speak to the officer once they are identified, any witnesses that they may present, and go forward with their investigation.

CHAIR EMERY: We did a number of investigations like this for Occupy Wall Street, for other major demonstrations. It is certainly something we do on a regular basis. Investigators are very well equipped to attempt to go through the process you just heard.

MS. EMELIKE: Okay. Do you think that this is effective? Or is there a more effective way for me to deal with it?

CHAIR EMERY: I mean, who knows? I don't want -- I think that if an officer's conduct is substantiated as

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

Proceedings

misconduct, that's effective. But that's a process. I mean, that's effective to, we hope and we think, deter future misconduct and it goes on his or her record. And it is a very real concern to most officers not to be found responsible by the CCRB.

MS. EMELIKE: Okay. Thank you.

CHAIR EMERY: Thank you.

Gani Afolabi.

MS. AFOLABI: G A N I, last name, A F O L A B I.

Good evening. So I have two very separate questions. I'll make them both as quick as possible.

So you're noticing, for a lot of the allegations what seems to be the most common action taken in a trial room is a forfeiture of vacation days. Even for the more severe, which was physical force, retaliatory arrest, and attack of person. So I'm wondering, because now we're hearing a lot of conversations how the NYPD wants to re-instill a trust, but also what the CCRB can do to at least create a trust,

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

Proceedings

this is my fear, living in New York City,
and I've just learned that this existed in
the past couple of weeks. And I'm
wondering if there are people who know that
the worse case scenario is a forfeiture of
vacation days which is really just saying
go to work, and you're not going to have a
day off at some point in the year. What
more can the CCRB do?

Because I was in the rallies of
protesters, while I have my own cases, and
I know now if someone's just going to not
have be able to stay home, I don't even
know I want to go through the entire
process. So what has been some of the
worst case scenarios of the police
officer's end that's been happening, as far
as punitive measures for them?

MR. GITNER: Even in situations
where with a penalty for that case maybe
forfeiture of X vacation days, the fact of
that penalty, the officer's record is not
insignificant. It affects whether that
officer will get a promotion for the rest

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

Proceedings

of his career. It effects where that officer can be assigned. It could affect that officer's credibility and testimony in court cases, both in Federal Court and State Court. It can have a major impact on that officer's ability to advance in the law enforcement community.

So while I appreciate what you're saying about, look, go to work. That's not the only thing it means. It has other long-term implications, which the Chair earlier quite rightly said, that officers, I think, take this stuff pretty seriously. It is not something, we like to think, at least, it is not something that's willy-nilly in their minds. But, with that said, I'll let Richard answer.

CHAIR EMERY: I'll just make a couple of observations and have anybody else respond, because I think you are expressing the kind of observation which is wildly held in some respects when people examine what the CCRB does, and what the police department does.

In cases of serious force or

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

Proceedings

serious intrusions, such as strip search or other very significant intrusions into privacy or liberty, there are a number of cases where more severe consequences can flow. I mean, up to suspension. The Police Commissioner takes those very seriously.

Some of those are IAB cases, Internal Affairs Bureau cases, but not always. They come through the CCRB or their parallel cases sometimes with the CCRB. So, yes, you're right, that the lion's share of the cases involve loss of vacation time. Some of them involve suspension. But Dan is also right, that the police officers come in and they do their darndest to defend these cases. They don't like to be substantiated. And they certainly don't like to be tried for violations over in that trial room at One Police Plaza, pulled out of their commands and held up to that process. So a lot of the power of the CCRB is not only in the end result, it is in the processes that

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

Proceedings

affect a police officer's life and
livelihood in the future, as Dan pointed
out.

MS. AFOLABI: I think that's fair
and probably an issue of how this is
communicated with the general public. I'm
someone who, I've done extensive research
in the past month, and I would not have
known that had I not stood here.

That kind of leads to my second part,
going to the Mike Garner -- to the Mike Brown,
Eric Garner, et cetera, name-the-person protest,
I've noticed there has been a significant
difference between the way I'm treated by a
NYPD officer versus the way the youth that
have been around me or the more noticeable
youth around me have been treated, the
teenagers, et cetera. And I know there are
a lot of outreach activities that seem to
be happening, at least according to the
website, to reach out to the high school
students to let them know this is an
option. But again my random sampling of
students when asking them if they knew

Proceedings

1
2 about this, they didn't. And also my own
3 research online, it seemed like all the
4 information is kind of bucketed just in the
5 website even though that youth are all over
6 our social media, et cetera. The Facebook
7 page only had like 53 likes. So I was
8 wondering what more could you all do to
9 further empower the youth, where I feel
10 like they are the ones where they are most
11 vulnerable in dealing with NYPD officers.
12 And also where there is a breakdown of the
13 age of the complainant, because I can
14 imagine myself feeling very confident
15 saying I'm going to write this report, but
16 I don't know a 16, 17 or 18-year old
17 wouldn't.

18 CHAIR EMERY: Right. We have a
19 report in here which you are welcome to a copy
20 of it, the outreach work we've done just
21 about the last month. You're right, it
22 scratches the surface if you think how big
23 the surface of New York is, it's enormous,
24 and especially the lack of interest by kids
25 in an agency, as a practical matter, like

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

Proceedings

this one. But I can assure you that a lot of younger people have come and made complaints and had complaints substantiated by the CCRB, especially during the height of the Stop and Frisk era. That hopefully is on a mend. But the lion's share of the victims were young people of color, mostly male. And they -- we've done a lot of Stop Question and Frisk cases, and it was an enormous -- if the case load is going down, as Brian reported, it is largely because of the decline of Stop and Frisk complaints.

MR. CONNELL: The majority Outreach focuses on the very population that you have mentioned.

CHAIR EMERY: I'm happy to give you this. And what Carlmais does, who is here, is devote the entire -- her entire activities from the CCRB, along with others, to evening presentations. And one of things that I announced earlier is an effort, and it is a little abstract for young people, but to be -- have presence in the City Council District Offices which are

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

Proceedings

in the communities. And usually that's older people who are involved with the City Council offices. But we're trying to make presentations in those offices and those offices are going to make us known to their constituents just to know that they can see us there and know what we're about.

But of course you're right. It's not the go-to place for young people who are frustrated with their interactions with police officers. And all we can do is do the best we can on the merits so that we get to be known as the go-to place.

MS. CORTES-GOMEZ: The other thing is just because a 16-year old is the subject of a Stop and Frisk or assault by an officer, that doesn't mean that they're the complainant. Many of our cases the complainant may be the parent or a neighbor or a school counselor who is informed about an event dealing with a 16-year old, or what have you, and they're the ones who call the CCRB giving us the names and information of the victim, and we reach out

1 Proceedings

2 to the 16-year old.

3 MS. ARCHER: You mentioned the
4 Facebook page. Do you have suggestions of
5 things that we can do to better reach the
6 demographic that you're concerned about?

7 MS. AFOLABI: Yeah, well, right now
8 in the Facebook page there is no content. It
9 is just a name in the Wikipedia page. It
10 doesn't seem like anyone put any input in that
11 in establishing it. And that's probably where
12 a lot of young people search something on Google
13 and search something on Facebook. And the first
14 one is there, the second one is not. I don't
15 think it takes a lot of energy to create a page.

16 CHAIR EMERY: That's a good point,
17 and I think that's something we should
18 definitely do, that it should be part of
19 Outreach. It is on the committee agenda for
20 Outreach, and Ms. Sachs is also trying to get us
21 into the 21st Century in the social media
22 environment.

23 So this is a facility for older people,
24 so...

25 MS. AFOLABI: It doesn't have to

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

Proceedings

be that.

CHAIR EMERY: You're right, I was just kidding. I do think you're absolutely right. And we have to make an enormous effort to be accessible and provide information and availability of ourselves to that constituency.

MS. AFOLABI: Thank you. I look forward to next month's update.

CHAIR EMERY: Great.

And now we have Natalia Villarman. Thank you.

MS. VILLARMAN: Natalia,
N A T A L I A , V I L L A R M A N .

I first want to thank you guys for holding these monthly meetings. Gani is new to New York. I know her. But I have lived in New York my entire life, and I can honestly say I was not aware of this Board. And I think that does speak to the Outreach that still has to be done for this Board. But I'm very thankful for it.

And I do think that kind of echoing her sentiment of it, if there is

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

Proceedings

more of an understanding of what this Board does and advocacy that it can do on behalf of a lot of people, especially young people, then rooms like these would be much more full, and you might have a lot of work to do.

With that being said, one of my concerns was thinking through and listening to each of the components of this meeting. It seems that mediation has really been -- mediation on case-by-case basis has really been the goal on a lot of these complaints. My question is, to what extent do any of these complaints, or maybe even the statistics surrounding the kinds of complaints you received to the influence of police training or police professional development? Because it seems, as Gani also pointed out, you know, that it is about vacation days or whatever other kind of case-by-case mediation you do with them. But I wonder what kind of real influence there is, as far as that kind of feedback going into the NYPD and the kind of

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

Proceedings

training that they are receiving when they have these kinds of complaints coming in.

CHAIR EMERY: Well, that's a very good question, and I think it is particularly apt now, because I think in the past the NYPD has been resistant to any affect or information or reports or probative kinds of descriptions of problems and patterns as part to have an effective training. I think that has dramatically changed in the last six months, and maybe even more in the last two or three months. And in that we have yet to see how much it's changed exactly, and we have yet certainly to see the effects of the change.

I think that the choke hold report that was done by this agency primarily by Marco Soler who is standing behind you, is a remarkable piece of work that documented a failure of the New York City Police Department, and this agency also in some respects, to follow the rules. It has nothing to do with Eric Garner specifically. It has to do with patterns

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

Proceedings

of a number of 1200 or so complaints that were received over a five-year period that appears were not responded to as they probably should have been.

And so that's the kind of thing that is definitely having an affect on the new New York City Police Department. The police department is not going to change overnight. You have a giant ocean liner, aircraft carrier, that's been going one direction and it has to turn around and go pretty much in the opposite direction in the way its values are conveyed, especially in the communities. We are a small part of that process. But I do believe, and I honestly believe, because I'm having these conversations on a regular basis with people in the police department and the new head of training, Michael Julian who was just appointed, came to the CCRB four weeks ago and gave talk to people, to the CCRB, about his ideas about how to change the culture in the New York City Police Department.

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

Proceedings

I do believe there is a new order and a new world and a new culture. And certainly that is the description of what the police department is trying to do while it's now training 35,000 officers from scratch, a three-day training, it is all about culture, it's all about attitude, it is about the youth. It is no longer about how to comply with the details of the rules for uniforms or lockers or for weapons or equipment. It's all about how to interact with the public. It's all about the use of force, the use of authority, and the respect and communications that supposedly we're going to see a difference in the way the police officers communicate with people. They're always going to be outliers. We're going to always have some job one way or another. There's always going to be police complaints, because the nature of policing right is to use authority over people who don't want to be told what to do. So there's always going to be problems. But it can be so much

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

Proceedings

better.

And I also do think in that regard that the cameras are going to be -- the cameras are already the pervasiveness of cameras, but now cameras on police officers are going to be very important on the training front, and are going to really emphasize how, if you do not comply with the new order of culture and training, it's going to be documented. And so I think the cameras are going to be not so much that it is going to perfectly show what happened, because videotape as you know is ambiguous and sometimes not definitive at all. Sometimes it is, but sometimes it is not definitive at all. But the fact, just the fact that the officers were being recorded both visually and sound is going to change the behavior of the officer and it is going to change the behavior of the people she comes in contact with.

So it's going to be an interesting time to see what these new relations are like. It is not going to be

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

Proceedings

perfect by a long shot, but the question is, can it really improve overall?

MS. VILLARMAN: I wonder if there are any -- if there is a petition or anything in place to create more of a correlation between what happens here or amongst your agency, within your agency, and what happens on the training front within the NYPD, if there is some sort of route to replicating what this gentleman you mentioned what he did. Just because it seems that's kind of like very up in the air which I understand, because it seems like things are shifting, but they might shift too gradually for this kind of situation.

CHAIR EMERY: That's an interesting suggestion. I think that Michael Julian is somebody who would listen to us. And I know that Marco Soler and others at the CCRB are very interested in influencing how police officers are trained and how they respond to our views of what contact, what proper community interaction

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

Proceedings

is.

So all we can do is keep trying to keep those lines open and influence the police department. We're independent from them. All we can do is try to influence them as best we can to -- and by the way, they ask us for comments about a lot of their training protocols. For instance, a new training on the cameras. We commented on that. So it is not as if there is no communication. But you're right. It could be more extensive.

MS. VILLARMAN: Kind of just as a statement to close out my time with you. It was interesting hearing your reflections on the salary of those -- on those within the agency. And it makes me think about how it might be representation of the value of some of these complaints to the City and to possibly the NYPD as well. And so I just, kind of as a plug for you all, to continue the outreach, because there are many people I think who would feel very strongly that as advocates you do deserve

1 Proceedings

2 to have a lot more say and a lot more power
3 in that respect.

4 And I would be behind that,
5 especially if kind of that outreach fills
6 in a number of complaints that also turn
7 into mediation, so that turns also turns
8 into training. If we can see a real
9 pipeline coming through, I think a lot of
10 people would be behind you all on that.

11 CHAIR EMERY: We're going to call on
12 you when the City Council does its budget
13 hearings we're going to keep your name,
14 Natalia. We're going to need you.

15 MS. VILLARMAN: Thank you.

16 CHAIR EMERY: Thank you very
17 much. We have one more person signed up.
18 Thomas Abernathy.

19 MR. ABERNATHY: Thomas Abernathy.
20 I just want to make a quick comment and maybe
21 a question. I showed up tonight because I live
22 in this community. I have been here 20 years,
23 in Sunnyside and Woodside, and I thought it was
24 important for people in this community to get out
25 and let the CCRB know how important it is that we

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

Proceedings

have some kind of forum in the police department, department, and some of us feel very strongly about that. I don't fit the demographic of someone who gets subject to police abuse, but I feel very strongly this is an issue that has to be addressed and some serious changes have to take place.

I've seen circumstances of police abuse. I know that you deal with individual cases primarily. I've seen police -- the militarization of police, the term that has been talked about a lot, I see it firsthand. I saw it a couple of months ago in Woodside; on a Sunday morning with my young daughter, a unit called the Hercules Unit comes out in the middle of nowhere and basically paramilitaries, gets on the quiet corner in Sunnyside with automatic weapons pointed. This is sort of an Anti-Terrorist Task Force. And when you go up and ask the officer in charge what exactly they're doing because it is kind of dangerous, they kind of give you a look.

And it seems like that attitude, it is sort of an occupied territory. I know that's

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

Proceedings

strong language, but that does seem to be some of the mindset that goes on.

And when you have -- I don't know if it is still going on, this Operation Hercules.

CHAIR EMERY: It is.

MR. ABERNATHY: I don't know that they've actually done anything in terms of stopping crime.

CHAIR EMERY: They drive around in that big blue car, and they have like five cars with them, and they're there. I once asked about it myself. I thought it was kind of -- I don't know. They're making justifications that I don't understand and I don't want to judge it, but it is very intimidating.

MR. EASON: I think it would help if we knew their mission before we comment on why they run around and the locations that they choose to go. Because it is strategically planned, I believe, so it would help us understand it better if we knew their mission, other than create an

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

Proceedings

army presence.

MR. ABERNATHY: I would suggest that's something the Board can ask. I am not a tactician, I didn't see it. It was Sunday morning on Woodside I didn't see --

CHAIR EMERY: Were there good bagels there?

MR. ABERNATHY: There is a bakery across the street.

CHAIR EMERY: I'm only kidding.

MR. ABERNATHY: It did seem on the face of it, it seemed random roll, here's some coverage for this month. And I also see -- I have the same kind of concern about the random stops on the subway. Again sort of the Fourth Amendment is still supposed to be applicable. And I don't know if they caught anyone doing that either. Interactions with the communities where you are being treated as some defacto criminal, being treated as sort of a population that needs to be intimidated. So that's just a general concern that I would have and bring to the Board.

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

Proceedings

The specific question that I would like to ask is about, we talked about communities being -- facing trouble with the NYPD, is the Arab American Muslim community. There was this whole thing about this unit that was going into mosques and going in without any reasonable suspicion, and if the NYPD was involved in that?

I know it supposedly it is not being done right now, but there would be a lot of questions. What were they actually doing? Did they stop doing it? Is there some kind of rule in place to prevent them from doing it again? I guess it would be hard for us -- a complaint to be made to CCRB because individuals aren't being told that they are being spied upon without reasons. It just happens.

So how does someone who has that kind of concern -- is that something the Board can take on? Is it something within the Board's discretion?

CHAIR EMERY: I think it is quite far outside our jurisdiction, unless there is a particular interaction that fits within force, abuse

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

Proceedings

of authority, discourtesy, offensive language.

One has to remember that the police force in New York City has done amazing things with creating a city that is more safe and more amazingly secure for our children and for us generally than it ever has been in my lifetime. Even when I was young it wasn't as good as it is now, which is really amazing.

So with that comes a little bit of a price of presence that you're talking about before. But that doesn't justify unconstitutional behavior. With respect to the Moslem community it is outside our jurisdiction. But I will say there is a longstanding injunction from Federal Court which is the, what's it called? It is in Federal Court in the Southern District. And the police force is very sensitive to it. It is called the -- if the ACLU, if Chris Dunn were here, he usually is, he could tell you because the ACLU has -- it has been going on for some 30-some odd years. And the complaints about

Proceedings

1
2 surveillance really go to that entity which
3 is overseen by the Federal Court. There is
4 a whole Board, and there is a whole
5 oversight procedure for anything the New
6 York City Police Department does with
7 respect to surveillance of any particular
8 group based on any -- certainly you're not
9 allowed based on religion or political
10 expression. But when they do the
11 surveillance for whatever reasons they say
12 they're doing it, they have to be monitored
13 by the federal courts and by this oversight
14 entity.

15 MR. ABERNATHY: My understanding
16 is when this sort of came out about a
17 couple of months ago was in the news and
18 also the raid on Hanshu --

19 CHAIR EMERY: Hanshu.

20 MR. ABERNATHY: But my
21 understanding, whatever oversight was
22 suppose to be happening, the NYPD they were
23 going into restaurants, they were going
24 into places where they had no leads or
25 anything, they were just going in week

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

Proceedings

after week, going in, it seems like nothing was done about it. It's kind of out there hanging. I understand it really isn't within the Board's purview.

CHAIR EMERY: It isn't.

MR. ABERNATHY: Because it is part of the same thing as abuse of power when you're surveilling people without probable cause. It is something we should put an end to.

Thank you to the Board for coming out to the neighborhood.

CHAIR EMERY: Thank you. Thank you, very much. I think that's the end of our list of business.

You also want to make a comment, sir? You want to make a comment, too?

MR. O'GRADY: O'Grady, O G R A D Y, that's an apostrophe G, Plumbing. Plumbing contractor. The name for this organization was seen in 1953. I just have typos. It was a typo on page 106, last month, page 106, line 19, that should read, "He turned around and called the police," not "they returned around." "He turned around and called the police." Not they

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

Proceedings

turned around.

And line 20. "He called the police." Not they called the police. "He called the police." Line 22. "Criminal", not federal offense. Line 22, "Criminal", not federal offense.

This summary was given to me by Corporation Counsel, New York City, 100 Church Street. And page 107, the word African should be deleted. I never spoke that. African. I said negro. I didn't say African. Mr. O'Grady's own daughter and one of his male plumbing mechanics named Seamus, and that's spelled like the Irish spell it, S E A M U S. It sound a little Latin. Anyway it is spelled Seamus, S E A M U S.

Instructed the racial menacing element conducted against them. Their father, Martin J. received payment for work performed up to the racial menacing element by government of New York City. Previous executive director of this body, police command -- previously the director of this

Proceedings

1
2 body indicated that police command 501 did
3 not necessarily share their documents when
4 this body separate from the police
5 department. Reader Dermain indicated in
6 writing that their summary of a foreclosure
7 was not a mistake. Reader Dermain is the
8 bankruptcy director of 100 Church Street.
9 The Corporation Counsel repeated false
10 affidavit four times. Cuatro veces in
11 Espanol. Cuatro veces. They kept repeating
12 False affidavit, false affadavit, false
13 affidavit. You know, and street language
14 that you know the people would use some
15 other kind of -- but you know the people in
16 in suits and ties, they say, false affidavit,
17 they don't say some other things.

18 But in the summary I was suppose
19 to bring -- I'm sure that Denise Alvarez
20 has a copy of it. Matter of fact, this
21 body told me to go back and get it and find
22 out what they were trying to say by -- they
23 told me, this body told me to go back over
24 there and say what do they mean by false
25 affidavit? So Reader Dermain is saying -- she

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

Proceedings

said it in writing, she put it in writing there's nothing that she can do but what they said was, false affidavit. False affidavit. False affidavit. False affidavit. They kept repeating. That's the reason, yes, they sent me back. I can give you the name of the people who work -- who work here. I have the name of that Executive Director on record. I'm sure Mr. Connell knows who I'm talking about.

They say the Police Command 501, they didn't get their documents when this body separated from the police department, they did not, and this body did not inherit their documents.

And one other thing I wanted to say. Some blacks speak loudly on the issue. The Arabs were the middlemen in the American slave trade. Some blacks will speak loudly on that issue. But some blacks speak on this issue if the issue is raised.

CHAIR EMERY: Sir, can you state your name?

MR. MIMS: Arthur, Mims, M I M S.

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

Proceedings

Good evening, Board, happy holidays to you all and everyone.

First thing I want to say to the young man, the fellow who spoke earlier about the police infiltrating the Moslem organizations, that's not anything new. If you're old enough to have been in New York, and maybe you have, there have been black organizations that have been infiltrated for years by the police department. I can even remember seeing quite a few retired police officers saying that they went to some meetings and they looked across the room and they recognized about four, five of the guys they went to the Academy with sitting across the room. So eight people in the room; they would look and go, Oh, God, three of us or four of us. That's been going on for years. That doesn't make it right. But, I just wanted to say that this has been going on for sometime.

I wanted to say I wish you the best of luck for trying to see about getting more money, more funds for your organization, because for years you have been treated like an un-welcome

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

Proceedings

stepchild, I should say, especially on under Rudy Giuliani. But for quite a few years, yes, the CCRB was treated pretty much like an organization that is like, look, you're fine, whatever.

I can remember when you guys were on Lafayette and you are a lot better off today than when you were on Lafayette, because, believe me, Lafayette Street was a bunch of guys that really and truly couldn't care less what you said. They basically listened to you and hm-hm, hm-hm, yeah. And there were pictures of PBA President Phil Caruso that hung on the walls. I could swear to God on that one, 'cause I actually sat in a room and saw this.

What I noticed when I looked in this book, and I think I mentioned this before and really and truly wish you would do something about it. But you have down here the different offenses that people complained about the force, whatever. But there's no mention of the race of the police officer or the race of the victim.

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

Proceedings

That needs to be in this book. The reason why it needs to be in here is because you get people -- I'm sorry it is kind of late in the day -- you get schmucks like Heather McDonald of the Manhattan Institute who pretty much says that all of this stuff about black people feeling as though the police are treating you different than they do everyone else, it's all in your head. And you basically need to really and truly put down in the book the race. As I said the race of the criminal and the officer, the sex, male, female, whatever. You need to put all of that down there, to go after somebody like her or anyone else who turned around and said you're making it all up.

You need a breakdown. You need a racial breakdown of between the officer and the victim. Based it's kind of late in the evening and I just thought I leave it at that.

CHAIR EMERY: Thank you very much.

MS. GUDIN: T A T I A N A G U D

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

Proceedings

I N.

I just found out about you guys in August. I reported a situation really really serious. It is two years old. I kind of have a question about kind of the procedure, because it involves corruption and high ranking people, and it is a violent crime, several high ranking officers, that I was a victim of.

Obviously, I've gone to the Internal Affairs route back in April, the whole incident is being buried starting at the precinct. And when Internal Affairs came, you know, that's where it stopped. So I didn't know my other avenue was until I found out about you guys in August. I was so happy because you were a separate entity, and I was sure that that would be the beginning of the end of the thing -- it is really bad.

And then you guys, because it involves corruption, you guys took -- your investigators were wonderful, you have an efficient -- everything is recorded, and I

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

Proceedings

guess transmitted back to Internal Affairs,
perfectly verbatim, you know, and you
bounce it back to Internal Affairs.

And I'm just wondering, because
the reason for that or the rationale for
that because -- and probably because if it
is one of your standard police brutality
things, that situation might work. But it
seems when it involves anybody, you know,
lieutenant or higher, and it goes really
high, really really high, to the top, that
system doesn't work.

I filed five additional,
encouraged by my first, and it was very
efficient. Like I said, Internal Affairs
came a few days after I filed that
complaint with you guys.

I filed four further complaints.
One of them was at a separate precinct, a
separate situation, also like one of your
more standard complaints, I called the
police and it wasn't handled properly.
They didn't investigate, you know. So that
was totally separate. And then the other

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

Proceedings

four complaints, the first one was the one that I turned over to Internal Affairs. The other three complaints were complaints about various officers that I have gone to throughout the two years to report this, since I didn't know about you guys and how they handled it, especially when they found out that it was high-ranking people and how they blew me off things like that.

All of that I did, complied with those complaints I filed through middle of August to September. I followed up, and complaints about how the officer handled my complaints about this corruption and this and that. That got turned over to the Chief of Department. One of the things that got turned over to the Chief of Department, which this kind of happens subsequently to the incident that got buried, that I was the victim of was a wrongful arrest, illegal search and seizure, and everything. When it kind of turned over I was told basically that everything that's kind of corruption, serious stuff gets over to

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

Proceedings

Internal Affairs. And anything that's kind of procedural issues get turned over to the Chief of Department. Kind of made sense, except again, since we're dealing with really really high ranking people everything that makes sense goes out the window.

When the procedural stuff got turned over to Chief of Department like in the middle of August -- excuse me in the beginning of September. They said to wait about a month or two, because that's how long it takes to be processed or whatever. So I followed up on it last week. Out of the five complaints, the first one which generated the Internal Affairs, the initial one, which generated the Internal Affairs visit and everything, that was there obviously, that can't be fooled with. The 28th Precinct, which is a separate precinct and it's totally a separate case not associated with anything with the corruption, I called the Chief of Department. They turned it over back to

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

Proceedings

the 28th Precinct. Okay. Which again that's what I'm questioning the procedure part of it. But again it just so happens that this really horrendous thing that goes like to the very top. Take that aside, the 28th Precinct should have been a standard average complaint. It didn't make sense though to turn it back over to the same precinct to investigate.

CHAIR EMERY: Let me --

MS. GUDIN: Just one last thing. The three complaints that had to do anything to do with the corruption part of it have disappeared off the face of this earth. They have no record of it, those complaints never happened. So, of course, I called you guys and this just happened a few days ago. I called you guys immediately because you're such a great system you're setup on your end just simply got those three complaints and we submitted them.

CHAIR EMERY: So you have to understand that, and I don't expect that

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

Proceedings

this is a very good explanation or satisfying in any way for your type of -- for the things that you've gone through and the problems that you have, is that this agency has a very narrow jurisdiction. And it does not include the kind of things that you've been describing, as I've heard you describe them. When you're asserting -- certainly Internal Affairs does look at corruption, and they do it regularly. I know that it is high level, probably the only effective place to go is see if you can get a district attorney's office to look at this. As a practical matter, by going to district attorney's office and seeing if you can make a complaint directly there, because you're making a complaint about police agency or police official.

MS. GUDIN: Mr. Emery, I've done that. Again, you don't understand, like, I don't know.

CHAIR EMERY: The only final place --

MS. GUDIN: Can I just say

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

Proceedings

something?

CHAIR EMERY: Sure.

MS. GUDIN: Whatever you just told me would make sense except it is not working. They are kind of involved in burying this. I have tape recordings of the public corruption unit trying to cover up this public -- this corruption. It involves really really high people. I've tape recordings. What am I suppose to do?

CHAIR EMERY: If you have material like that, the only place you go if nobody else is willing to listen in government agency is the press. You go and you see if you can find somebody interested enough to investigate it, and write about it and make it known publicly. And, of course, what happens if you do get somebody at that level is that then you'll get a response. But that's the role the press plays, is when the government doesn't respond, if it is an important issue then the press will, or will not do something about it, depending upon whether somebody

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

Proceedings

is sufficiently interested enough to do something. But this agency is not the right place for the kind of thing you're describing, as I hear it.

MS. GUDIN: I don't understand -- at the heart of this matter is a violent crime that I was a victim of. I mean by hiring people. So what -- does that mean that if I'm not lucky enough to catch a reporter who is not on a deadline that this crime doesn't get solved?

CHAIR EMERY: It may mean that, but all you can do is keep trying with the agencies that do have jurisdiction over it, which is what I would say the independent agencies that do have jurisdiction over it are the district attorney's offices.

MS. GUDIN: Again I just explained to you --

CHAIR EMERY: I understand. I have no answer for you.

MR. GITNER: Why don't you try reporting it to the F.B.I.? The F.B.I.

CHAIR EMERY: The F.B.I. does

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

Proceedings

have jurisdiction over corruption problems.

I'm sorry, ma'am.

MS. GUDIN: Why can't you guys turn it over to them, then, if that's something you don't have jurisdiction over; why can't you guys like instead of turning it over to Internal Affairs --

CHAIR EMERY: Have you given the investigator the recordings?

MS. GUDIN: This just is kind of coming together in the last few weeks. Are you guys -- because again, I've called the Attorney General's office so basically because this coverup goes so high in the local level, I was told to go to the State. I called the State, they're in Albany, they leave messages.

Are you guys able to do that which --

CHAIR EMERY: No, that's not within our jurisdiction. All we can do is take your complaint and determine whether it is in our jurisdiction, and if it is not, refer it to the IAB or the Chief of the Department. In the most extreme cases I guess we can refer it to the District

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

Proceedings

Attorney's Office, but obviously the investigator didn't have enough information from you to warrant doing that.

MS. GUDIN: No, he had enough information.

CHAIR EMERY: I'm sorry.

MS. GUDIN: Because I'm thinking that if you do turn things over to the district attorney it may be coming, because right now obviously it is very difficult for me, like when I go to people by myself nobody wants to back me on that.

CHAIR EMERY: I don't think there is anything much more we can do for you, ma'am. Sorry.

MS. GUDIN: And you can't turn it over to the district attorney, because again I'm pretty sure that maybe it's coming from your desk versus mine and they'll realize.

CHAIR EMERY: If the investigator takes the material that you have and is convinced that there is some crime.

MS. GUDIN: You mean your

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

Proceedings

investigator?

CHAIR EMERY: That's right. If he or she is convinced that some crime has been committed, yes, that investigator can do something with that to refer it to the proper agency. We can't do anything more than that.

MS. GUDIN: You're saying to -- because everything I've done so far has been on the phone and I'm just --

CHAIR EMERY: It is not going to work on the phones. If you have evidence which is convincing, then you're going to have to provide that evidence in person to somebody who is going to be convinced that it is worth turning over.

MS. GUDIN: One of your guys?

CHAIR EMERY: Yes.

MS. GUDIN: Thank you.

CHAIR EMERY: Thank you.

All right, I think we are going to adjourn into the executive session for a very short time. And otherwise, do you have a motion to close the meeting?

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

Proceedings

MS. CORTES-GOMEZ: I do.

MR. GITNER: Second.

CHAIR EMERY: Thank you all for
coming.

(Time noted: 8:26 p.m.)

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

A		
Abernathy (11) 3:6 69:18,19,19 71:8 72:3,9,12 75:15,20 76:7	African (3) 77:11,12,13	approved (1) 18:19
ability (3) 25:2,14 54:7	age (1) 57:13	April (1) 83:12
able (8) 16:18 30:7 31:9 41:7 49:5 50:4 53:14 91:17	agencies (6) 40:17 44:16,22 45:2 90:15,17	apt (1) 63:6
absence (1) 20:9	agency (24) 10:16 20:11,14 42:13 42:14,24 43:4,9,15,20,23 44:5 49:4 57:25 63:18,22 67:8,8 68:18 88:6,19 89:15 90:3 93:7	APU (11) 19:9 23:18,21 24:17,20 26:14,18 31:6,22 32:10,25
absolutely (1) 61:4	agenda (2) 1:13 60:19	APU's (1) 28:9
abstract (1) 58:23	ago (4) 64:22 70:14 75:17 87:19	Arab (1) 73:5
abuse (7) 7:16 37:19 38:5 70:5,10 73:25 76:8	agree (4) 13:18 21:11 23:3 26:8	Arabs (1) 79:19
Academy (1) 80:16	agreed (1) 38:24	ARCHER (1) 60:3
accepted (1) 18:13	agrees (1) 26:7	area (1) 36:12
accessible (1) 61:6	air (1) 67:14	argument (1) 21:24
ACLU (2) 74:21,23	aircraft (1) 64:11	army (1) 72:2
Acting (2) 1:12 2:4	Albany (1) 91:15	arrest (2) 52:21 85:21
action (2) 52:18 95:17	allega- (1) 28:8	Arthur (2) 3:8 79:25
activities (2) 56:20 58:20	allegation (3) 33:2 37:24 38:4	artificial (1) 24:22
activity (1) 5:5	allegations (15) 23:18,23 28:5,7 29:24 37:18,19,20,22 38:2,4,5,6 47:14 52:17	aside (1) 87:6
actors (1) 43:8	allow (4) 20:17 24:12,22 30:21	asked (2) 34:18 71:14
adapt (1) 25:3	allowed (1) 75:9	asking (5) 16:11 35:4,5,6 56:25
adapted (2) 25:11,12	allows (4) 6:15 14:23 20:19 24:10	asks (2) 35:2,3
adapting (1) 24:12	Alvarez (1) 78:19	aspects (1) 41:2
add (3) 23:22 26:4 29:5	amazing (2) 74:5,10	assault (1) 59:17
added (3) 5:9 33:3 36:15	amazingly (1) 74:6	asserting (1) 88:9
adding (1) 23:17	ambiguous (1) 66:14	assessment (1) 42:23
additional (2) 39:16 84:14	amended (2) 25:12 95:15	assigned (4) 11:13 49:5,7 54:3
addressed (1) 70:7	Amendment (1) 72:17	assistance (1) 36:7
adeptly (1) 24:7	American (2) 73:5 79:19	associated (1) 86:23
adjourn (1) 93:23	amount (1) 43:3	assuming (2) 31:13,14
adjudicates (1) 22:3	analyses (1) 47:13	assumption (1) 21:23
administration (2) 36:6 45:11	analytical (1) 9:6	assure (1) 58:2
administrative (2) 12:6 38:14	announced (2) 5:2 58:22	at-large (1) 42:5
administratively (8) 9:2,17 10:6 11:5 12:18,22 13:7,13	answer (5) 16:18 40:19 47:7 54:17 90:22	ation (1) 16:12
adopt (3) 9:21 30:12 31:2	answered (1) 28:18	attack (1) 52:21
adopted (2) 4:16 8:22	Anti- (1) 70:19	attempt (1) 51:18
adopting (1) 20:23	anticipates (1) 15:12	attempted (1) 13:7
adoption (2) 1:16 4:11	anybody (7) 4:13 8:12,13 9:19 10:25 54:19 84:10	attempts (2) 10:16 12:12
advance (2) 4:21 54:7	anyway (2) 14:17 77:17	attend (1) 5:11
advancement (1) 44:25	AP (1) 15:2	attention (1) 42:20
advocacy (1) 62:3	apostrophe (1) 76:19	attitude (3) 45:16 65:8 70:24
Advocate (3) 14:5,10,19	appears (1) 64:4	attorney (3) 91:12 92:10,18
advocates (1) 68:25	applicable (1) 72:18	attorney's (4) 88:14,16 90:18 92:2
affadavit (2) 78:12 79:5	apply (1) 27:10	August (4) 83:4,17 85:13 86:11
Affairs (13) 9:9 55:10 83:12,14 84:2,4,16 85:3 86:2,17,18 88:10 91:7	appoint (1) 15:8	authority (7) 7:16 37:20 38:5 44:19 65:14,23 74:2
affect (4) 54:3 56:2 63:8 64:7	appointed (1) 64:21	automatic (1) 70:18
affidavit (8) 78:10,12,13,16,25 79:4,5,5	appreciate (2) 33:25 54:9	availability (1) 61:7
Afolabi (7) 3:4 52:10,11 56:5 60:7 60:25 61:9	appreciative (1) 6:3	available (4) 5:20,24 29:16 36:8
afraid (1) 5:18	appropriate (1) 16:14	avenue (1) 83:16
	approve (1) 15:22	average (1) 87:8
		aware (2) 46:14 61:20
		B
		B (3) 21:17 32:25 52:12
		back (16) 15:5,5 21:7,14 23:4 27:20 37:15 78:21,23 79:7 83:12

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>84:2,4 86:25 87:9 92:13 backup (1) 41:3 bad (2) 27:16 83:21 badge (1) 47:5 bagels (1) 72:8 bakery (1) 72:9 bankruptcy (1) 78:8 barricaded (1) 46:23 based (8) 14:25 19:16 29:22 31:21 48:14 75:8,9 82:20 bases (1) 20:2 basically (11) 15:25 26:2,4 27:21 42:13,22 70:17 81:12 82:11 85:24 91:13 basis (7) 7:9 20:2 27:25 30:12 51:17 62:12 64:18 batons (1) 46:21 bear (1) 48:3 beginning (3) 27:23 83:20 86:12 behalf (1) 62:3 behave (2) 24:17,18 behaved (1) 47:23 behavior (5) 8:18 46:15 66:20,21 74:14 behaviors (1) 46:20 believe (8) 35:17 40:24 42:4 64:16 64:17 65:2 71:23 81:10 believes (1) 49:16 best (6) 46:17 47:20 50:9 59:13 68:7 80:22 better (9) 16:18 17:10,12 31:18 33:17 60:5 66:2 71:24 81:8 big (7) 27:12,13 40:10 41:13 45:3 57:22 71:12 Bishop (2) 2:7 8:6 bit (2) 23:19 74:11 black (2) 80:9 82:8 blacks (3) 79:18,20,21 blew (1) 85:10 blood (1) 95:18 blue (1) 71:12 board (47) 1:3,4 2:2 4:6 8:21,22,25 11:21 12:3 15:10 16:23,24 20:11 20:15,16,17 21:16 26:11,25 27:14,18,24 28:11,15 31:3 32:9 32:12,12,16 36:3,7 38:8,10,13 41:25 42:15,15 47:18 61:21,23 62:2 72:4,25 73:20 75:4 76:11 80:2 Board's (3) 17:4 73:21 76:4 body (7) 77:24 78:2,4,21,23 79:14 79:15 book (3) 81:19 82:2,12 bounce (1) 84:4</p>	<p>brand (1) 34:3 brandished (1) 46:21 breakdown (3) 57:12 82:18,19 Brian (6) 1:12 2:4 6:10 35:18 39:18 58:12 bring (7) 5:14 32:9 47:19 48:3,12 72:24 78:19 Brown (1) 56:12 brutality (1) 84:8 bucketed (1) 57:4 budget (4) 44:5,7,11 69:12 build (1) 44:8 bunch (1) 81:10 burden (1) 41:13 Bureau (2) 9:10 55:10 buried (2) 83:13 85:20 burying (1) 89:7 business (7) 1:20,21 15:20 45:20 45:20,20 76:15</p> <hr/> <p align="center">C</p> <hr/> <p>C (4) 21:17 46:9 95:2,2 cadre (1) 9:7 call (8) 1:15 4:2 6:23 29:6 45:12,13 59:24 69:11 called (14) 70:16 74:18,21 76:23 76:25 77:3,4,5 84:22 86:24 87:18 87:19 91:12,15 calling (1) 10:5 cameras (7) 48:8 66:4,5,6,6,12 68:10 capacity (1) 48:9 Caper's (1) 14:14 capitalize (1) 40:11 captured (1) 14:6 car (1) 71:12 care (1) 81:11 career (1) 54:2 Carlmais (1) 58:18 carrier (1) 64:11 cars (1) 71:13 Caruso (1) 81:15 case (40) 9:3,11,16 10:9,22 11:6,7 11:8,10,12,13,17,19,22 13:3 14:25 15:2 17:6,21 18:11 19:14 19:14 23:5,21 25:3,6,13 29:11 32:4,10,20 34:15,16,17 38:15 53:6,17,21 58:11 86:22 case-by-case (2) 62:12,22 cases (48) 9:7,25 10:2 12:6,24 13:8,17 14:4 22:4,20 23:2,18 25:15 31:22 32:24 34:8 38:9,10 38:11,12,13,13,18,19,23,24,25 39:3,5,8,11 40:7,12 41:15,21</p>	<p>53:12 54:5,25 55:5,9,10,12,14,18 58:10 59:19 70:11 91:24 catch (2) 40:3 90:10 Categories (1) 7:15 categorize (1) 13:13 category (8) 9:3,24 11:18,20 12:19 12:21 22:20 23:2 caught (1) 72:19 cause (2) 76:9 81:16 causes (1) 50:13 CCRB (32) 4:25 5:14,15,17 9:9 10:7,13 11:7 21:16 25:14 36:19 38:22 39:4,9 44:15,19 52:7,25 53:10 54:23 55:11,13,24 58:5,20 59:24 64:21,22 67:22 69:25 73:16 81:4 cell (1) 47:21 Center (2) 1:7 36:2 Century (1) 60:21 certain (4) 9:7 11:17 20:19,20 certainly (10) 24:24 27:17 47:8 48:12 51:16 55:20 63:16 65:4 75:8 88:10 Certified (1) 95:8 certify (2) 95:11,16 cetera (4) 33:3 56:13,19 57:6 Chair (115) 1:11,17 2:3 4:2,16,22 10:3,18 11:7,11,23 12:15,21,25 13:10,19,22,24 14:2,15 15:7,18 15:21 16:2,6,17 17:8,16,23 18:5 18:20,24 19:3,7 20:25 21:9 22:15 22:19 23:9,11,13,15 25:23 26:10 26:21,23 27:5,14 28:5,22 30:10 30:24 32:5,11,14 33:5,9,14 34:5 34:24 35:9,13,15,17 39:18 40:5 44:8 46:10 47:6 49:18 50:6,9,12 51:13,23 52:9 54:12,18 57:18 58:17 60:16 61:3,11 63:4 67:18 69:11,16 71:7,11 72:7,11 73:23 75:19 76:6,13 79:23 82:23 87:11 87:24 88:23 89:3,12 90:13,21,25 91:8,19 92:7,14,22 93:3,12,19,21 94:4 Chair's (1) 35:18 change (15) 12:3 16:20 22:4,14 24:2 27:16 29:5 33:19 40:10,16 63:16 64:9,23 66:19,21 changed (2) 63:12,15 changes (2) 41:6 70:7 changing (2) 16:24 43:22 charge (3) 26:4 36:4 70:21 charges (8) 24:3,13 25:3,11 27:8 28:3,4 29:23 chart (5) 36:21 37:2,8,15 39:6</p>
--	--	--

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>charts (1) 36:15 Chief (6) 85:17,18 86:4,10,24 91:23 children (1) 74:7 choke (1) 63:17 choose (1) 71:22 Chris (2) 42:7 74:22 Church (2) 77:10 78:8 circumstance (1) 16:13 circumstances (1) 70:9 city (22) 1:8 5:2 6:4 7:10 8:11 36:10 44:12,16 45:7 53:2 58:25 59:3 63:22 64:8,24 68:20 69:12 74:4,5 75:6 77:9,23 citywide (1) 36:13 Civilian (3) 1:4 4:5 47:17 civilians (2) 38:24,25 clarification (1) 17:19 clear (4) 31:25 33:21 40:6 44:9 close (5) 9:16 10:6 45:4 68:15 93:25 closed (13) 9:3,17 11:5,8,18,20 12:6,18,22 13:8,14 32:20 38:8 closes (2) 11:6,7 closing (12) 6:13 11:10,12 17:10 18:7 39:19 40:22,23 41:10,12,16 41:20 co-chaired (1) 42:3 cohort (1) 9:7 color (1) 58:8 come (8) 5:16 24:11 44:6 45:4 46:12 55:11,17 58:3 comes (8) 24:13,25 26:8 32:2 39:20 66:21 70:16 74:11 coming (11) 8:2,9 40:22 43:23 63:3 69:9 76:11 91:10 92:10,20 94:5 command (4) 28:3 77:25 78:2 79:12 commands (2) 7:21 55:22 commensurate (1) 44:16 comment (7) 1:22 4:19 41:7 69:20 71:20 76:16,17 commented (1) 68:10 comments (6) 4:9,13 17:16 19:3 41:22 68:8 commissioner (7) 2:7,9,10 18:18 42:3,4 55:7 commitment (4) 45:8,10,13,16 committed (1) 93:5 committee (8) 1:19 17:11 18:7 35:21 39:22 40:13,22 60:19 committees (1) 40:21 common (1) 52:18</p>	<p>communicate (2) 22:9 65:17 communicated (1) 56:7 communication (3) 20:10,13 68:12 communications (1) 65:15 communities (6) 5:14 6:8 59:2 64:15 72:20 73:4 community (10) 1:7 5:16 36:2,6 54:8 67:25 69:22,24 73:5 74:15 compared (3) 7:12,18 36:22 competencies (2) 42:25 43:3 complain (2) 4:5 46:13 complainant (41) 9:10,12,13,14 10:8,10,12,17,21,24 12:13 16:7 16:14,15,19,22,24 17:3,9,21,24 18:12 24:11,14 28:16,21 29:6 30:2,3 31:24 32:3,16,19,24 33:15 34:10,17,20 57:13 59:19,20 complainants (3) 5:6,10 33:7 complained (1) 81:23 complaint (27) 1:4 5:5 6:18,19,20 6:22 7:2,5 10:8,9 13:4 18:13,15 36:13 37:23 47:17,19 48:13 50:11,13,15,17 73:15 84:18 87:8 88:18 91:21 complaints (47) 5:15 6:15 7:14,15 7:18,20 8:2,5 36:20,22,24,24 37:5,6,9,12,13,18,21 38:2 41:2 47:14,15 58:4,4,13 62:13,15,17 63:3 64:2 65:21 68:20 69:6 74:25 84:19,22 85:2,4,4,12,14,15 86:16 87:13,17,22 complete (2) 15:7 20:9 completely (1) 46:22 compliant (1) 88:17 complied (1) 85:11 comply (2) 65:10 66:9 components (1) 62:10 concept (1) 25:25 concern (5) 27:7 52:6 72:15,24 73:20 concerned (1) 60:6 concerning (1) 7:8 concerns (1) 62:9 concludes (1) 39:17 concurs (1) 26:24 condition (1) 5:18 conduct (3) 49:15,16 51:25 conducted (1) 77:20 confident (1) 57:14 conjunction (1) 31:23 Connell (5) 1:12 2:4 35:23 58:14 79:10 consequences (1) 55:5</p>	<p>consideration (3) 28:17 33:6 35:5 considered (4) 28:8,10 29:24 33:3 consistent (1) 9:14 constantly (1) 43:22 constituency (1) 61:8 constituents (1) 59:7 constrained (1) 24:21 constraints (1) 27:8 contact (6) 9:12 10:17,21 12:13 66:22 67:25 content (1) 60:8 continue (2) 41:14 68:23 continues (1) 51:7 contractor (1) 76:20 control (1) 46:15 conversations (2) 52:23 64:18 convey (2) 19:17 36:15 conveyed (1) 64:14 convinced (3) 92:24 93:4,16 convincing (1) 93:14 cooperating (1) 29:18 copy (2) 57:19 78:20 core (1) 42:18 corner (3) 48:25 49:6 70:18 Corporation (2) 77:9 78:9 correct (2) 10:19 34:4 correlation (1) 67:7 corruption (10) 83:7,23 85:15,25 86:24 87:14 88:11 89:8,9 91:2 Cortes-Gomez (13) 2:8 9:22 13:21 18:3 31:20 34:4 39:24 42:4 50:14 50:25 51:6 59:15 94:2 costs (1) 5:9 Council (7) 5:2 6:4 36:11 44:12 58:25 59:4 69:12 Counsel (2) 77:9 78:9 counselor (1) 59:21 country (1) 43:15 COUNTY (1) 95:6 couple (7) 4:24 41:9 46:3 53:4 54:19 70:14 75:17 course (7) 11:16 32:13 44:24 49:13 59:9 87:17 89:19 court (8) 46:5,7 54:5,5,6 74:17,19 75:3 courts (1) 75:13 cover (1) 89:8 coverage (1) 72:14 coverup (1) 91:13 cracks (1) 9:5 create (5) 9:2 52:25 60:15 67:6 71:25 creating (2) 6:4 74:5 credibility (2) 47:16 54:4</p>
--	--	--

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>crime (6) 71:10 83:9 90:8,12 92:24 93:4 criminal (4) 72:21 77:5,6 82:13 crowd (1) 46:15 Cuatro (2) 78:10,11 culture (5) 26:18 64:24 65:3,8 66:10 cumbersome (2) 26:13 30:18 currently (6) 7:11 28:25 39:23 42:15 43:16,17 cycle (1) 44:7</p> <hr/> <p align="center">D</p> <p>D (4) 1:11 2:3 76:18 82:25 Dan (5) 14:8 31:21 34:18 55:16 56:3 Dan's (4) 14:16 30:11 31:25 34:14 dangerous (1) 70:22 Daniel (1) 2:5 DAO (4) 16:4,11 17:5 19:10 DARCHE (11) 16:21 27:4 28:7 29:9 29:14 30:6,9 31:5,19 32:7,18 darndest (1) 55:18 date (1) 38:19 daughter (2) 70:15 77:13 day (4) 38:8 53:9 82:5 95:21 days (10) 14:20 15:4,20 18:4 52:19 53:7,22 62:21 84:17 87:19 deadline (1) 90:11 deal (5) 27:12,13 46:18 51:22 70:10 dealing (3) 57:11 59:22 86:5 December (3) 1:6 4:4 95:21 deceptively (1) 20:7 decide (1) 12:25 decides (2) 17:13 28:15 decision (9) 14:21 15:23 16:12,23 17:4,20,25 22:6 32:8 decisions (1) 26:17 decline (1) 58:13 dedicated (1) 43:20 defacto (1) 72:21 defend (1) 55:18 defer (1) 32:12 deficiencies (1) 25:4 definitely (3) 18:3 60:18 64:7 definitive (2) 66:15,17 deleted (1) 77:11 demographic (2) 60:6 70:4 demonstrations (2) 48:6 51:15 Denise (1) 78:19 departing (1) 43:24 department (31) 8:4,11 14:5,10,19 20:12,18 22:3,7 44:20 48:2 54:24</p>	<p>63:22 64:8,9,19,25 65:5 68:5 70:2,3 75:6 78:5 79:14 80:11 85:17,18 86:4,10,25 91:24 depending (1) 89:25 Dermain (3) 78:5,7,25 describe (1) 88:9 describing (2) 88:8 90:5 description (2) 50:21 65:4 descriptions (1) 63:9 deserve (1) 68:25 desk (1) 92:20 details (3) 39:13,16 65:10 deter (1) 52:4 determination (1) 17:6 determine (4) 22:13 48:14,17 91:21 determined (1) 25:20 developed (2) 25:6 41:10 development (5) 5:7,12 40:12,21 62:19 developments (1) 4:24 devote (1) 58:19 difference (3) 34:20 56:15 65:16 different (6) 13:3 18:13 24:2 27:7 81:22 82:9 differing (1) 34:22 difficult (1) 92:11 diminished (1) 8:5 DiPrimo (1) 36:5 direction (2) 64:12,13 directly (1) 88:17 director (15) 1:12,18 2:4 11:16 12:8,11 15:24 26:7 27:21 32:11 36:5 77:24,25 78:8 79:9 director's (3) 15:18,19 35:19 disagree (2) 21:16,18 disappeared (1) 87:15 disapproved (1) 18:19 disapproving (1) 35:6 discipline (3) 19:15 28:4 49:25 discourtesy (4) 7:17 37:21 38:6 74:2 discrepancy (1) 21:8 discrete (1) 22:20 discretion (3) 24:23 30:21 73:22 discussed (1) 23:19 discussing (1) 34:16 discussion (4) 4:12 9:20 15:15 33:23 dismissals (1) 27:5 disposition (1) 9:3 distribution (1) 7:20 district (12) 5:3,4 6:2 36:11 58:25 74:19 88:14,16 90:18 91:25</p>	<p>92:10,18 Division (1) 36:5 docket (3) 39:4,7,10 document (4) 8:16,17 14:6 47:23 documented (3) 48:7 63:21 66:11 documents (4) 29:16 78:3 79:13 79:16 doing (11) 5:25 25:19 46:12 49:20 70:21 72:19 73:12,13,14 75:12 92:4 downward (3) 37:10,11 39:6 dramatically (1) 63:11 drive (1) 71:11 drop (1) 36:22 dropped (1) 28:3 Duer (1) 42:7 Dunn (1) 74:22</p> <hr/> <p align="center">E</p> <p>E (8) 46:9,9,9,9 77:16,18 95:2,2 earlier (3) 54:12 58:22 80:5 earth (1) 87:16 easier (1) 5:8 Eason (7) 2:9 19:4 21:12 22:11,16 42:4 71:19 easy (1) 47:7 echoing (1) 61:25 economic (1) 45:7 effective (8) 6:6 47:18 51:21,22 52:2,3 63:10 88:13 effects (2) 54:2 63:16 efficient (5) 4:8 40:25 41:20 83:25 84:16 effort (10) 5:13,20 9:12 10:19,20 10:23 45:3,4 58:23 61:6 eight (3) 38:10,12 80:17 either (12) 6:20 15:2 23:2,22 28:8 29:23 30:4 34:24 35:2,6 47:21 72:19 element (2) 77:20,22 Email (1) 1:25 Emelike (13) 3:3 45:24,24 46:8,9 46:10 50:3,7,10,23 51:4,20 52:8 Emery (108) 1:11 2:3 4:2,16 10:3 10:18 11:7,11,23 12:15,21,25 13:10,19,22,24 14:2,15 15:21 16:2,6,17 17:8,16,23 18:5,20,24 19:3,7 20:25 21:9 22:15,19 23:9 23:11,13,15 25:23 26:10,21 27:14 28:5,22 30:10,24 32:5,14 33:5,9,14 34:5,24 35:9,13,15,17 39:18 40:5 44:8 46:10 47:6 49:18 50:6,9,12 51:13,23 52:9 54:18 57:18 58:17 60:16 61:3,11 63:4</p>
---	---	---

Civilian Complaint Review Board Public Meeting
December 10, 2014

67:18 69:11,16 71:7,11 72:7,11
73:23 75:19 76:6,13 79:23 82:23
87:11,24 88:20,23 89:3,12 90:13
90:21,25 91:8,19 92:7,14,22 93:3
93:12,19,21 94:4
EMILIKE (1) 46:11
emphasize (2) 43:12 66:9
employees (1) 44:15
empower (1) 57:9
enacted (1) 31:12
encouraged (1) 84:15
energy (2) 45:10 60:15
enforcement (1) 54:8
engage (1) 43:7
enormous (3) 57:23 58:11 61:5
enthusiasm (1) 42:11
entire (6) 9:24 28:20 53:15 58:19
58:19 61:19
entity (3) 75:2,14 83:19
environment (1) 60:22
equalize (1) 45:4
equipment (1) 65:12
equipped (1) 51:18
era (1) 58:6
Eric (3) 46:14 56:13 63:24
Espanol (2) 42:7 78:11
especially (8) 5:4 57:24 58:5 62:4
64:14 69:5 81:2 85:8
Esq (5) 1:11 2:3,5,6,8
essentially (1) 26:19
establishing (1) 60:11
et (4) 33:3 56:13,19 57:6
evening (6) 35:23 36:17 52:13
58:21 80:2 82:21
event (2) 50:15 59:22
events (1) 48:6
everybody (2) 4:20 45:15
evidence (3) 29:10 93:13,15
exactly (6) 12:16 16:21,22 30:22
63:15 70:21
examine (1) 54:23
example (3) 12:11 34:21 48:23
exciting (1) 40:12
excuse (1) 86:11
executive (22) 1:12,18 2:4 4:20
11:16 12:8,10 15:19,23 19:9 26:6
26:8,25 27:12,21 32:11 35:19,22
42:17 77:24 79:9 93:23
exist (2) 10:12 48:11
existed (1) 53:3
expect (1) 87:25
experience (2) 20:14 43:4
experiencing (1) 37:12
expertise (2) 43:4 44:18

explained (1) 90:20
explanation (1) 88:2
expressing (1) 54:21
expression (1) 75:10
extensive (2) 56:8 68:13
extent (3) 22:21 30:20 62:14
extreme (1) 91:24

F

F (2) 52:12 95:2
F.B.I (3) 90:24,24,25
face (2) 72:13 87:15
Facebook (4) 57:6 60:4,8,13
facility (1) 60:23
facing (1) 73:4
FACSIMILE (1) 1:24
fact (8) 32:2 49:15,16,23 53:22
66:17,18 78:20
factors (2) 21:4 24:2
facts (4) 18:11 25:4,15 48:2
factual (2) 5:21 20:2
FADO (1) 7:15
fails (1) 14:16
failure (1) 63:21
fair (2) 13:22 56:5
fairly (1) 15:3
fall (2) 12:18,24
fallen (1) 9:4
false (10) 78:9,12,12,12,16,24 79:4
79:4,5,5
familiar (2) 26:14 41:6
far (7) 31:7 43:11 48:20 53:18
62:24 73:23 93:10
father (1) 77:21
favor (2) 23:11 35:13
fear (1) 53:2
federal (7) 54:5 74:17,19 75:3,13
77:6,7
feedback (1) 62:24
feel (6) 33:23 41:12 57:9 68:24
70:3,6
feeling (3) 43:13 57:14 82:8
feels (1) 33:2
fell (1) 13:8
fellow (1) 80:5
female (1) 82:14
Fifth (1) 48:25
figure (4) 18:9 48:3 49:5,8
file (4) 50:10,12,14,16
filed (5) 27:8 84:14,17,19 85:12
fills (1) 69:5
filter (1) 20:15
final (1) 88:23
finally (1) 8:19

find (5) 23:4 29:10,14 78:21 89:16
findings (1) 47:9
fine (1) 81:6
first (14) 8:24,25 13:12 14:24
33:12 35:25 45:23 49:11 60:13
61:16 80:4 84:15 85:2 86:16
firsthand (1) 70:13
fit (1) 70:4
fits (1) 73:25
five (8) 15:4,20 31:10 38:25 71:13
80:15 84:14 86:16
five-year (1) 64:3
flexibility (2) 24:4,16
flow (1) 55:6
focus (2) 8:4 43:21
focused (2) 15:17 41:20
focuses (1) 58:15
follow (1) 63:23
followed (2) 85:13 86:15
following (1) 34:14
fooled (1) 86:20
force (11) 7:16 37:18 38:4 52:20
54:25 65:14 70:20 73:25 74:4,20
81:23
foreclosure (1) 78:6
foregoing (1) 95:13
forfeiture (3) 52:19 53:6,22
form (3) 10:4 18:5 45:13
format (1) 43:2
forth (2) 14:22 21:14
forum (1) 70:2
forward (15) 21:2 22:17 26:24
30:13 31:3 34:9,23 35:2 40:15
44:2,4 50:21,23 51:12 61:10
forwarded (1) 26:5
found (5) 38:20 52:7 83:3,17 85:9
four (8) 31:10 41:19 64:21 78:10
80:15,18 84:19 85:2
Fourth (1) 72:17
framework (1) 30:17
frequency (3) 7:11,11 24:25
Frisk (4) 58:6,10,13 59:17
front (3) 40:17 66:8 67:9
frustrated (1) 59:11
frustration (1) 6:25
full (1) 62:6
fully (5) 10:19 25:24 33:24 38:10
38:12
function (2) 44:17 45:8
funds (1) 80:24
further (3) 57:9 84:19 95:16
future (2) 52:4 56:3

G

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>G (5) 2:7 52:11 76:18,19 82:25 GALITSIS (2) 95:8,24 Gani (4) 3:4 52:10 61:17 62:19 garbage (1) 21:19 Garner (4) 46:14 56:12,13 63:24 general (4) 47:12 48:4 56:7 72:23 General's (1) 91:12 generally (4) 19:19 29:9 49:2 74:7 generated (2) 86:17,18 gentleman (1) 67:11 geographic (1) 7:13 getting (7) 19:15,22,23 20:3 36:8 41:19 80:23 giant (1) 64:10 Gitner (41) 2:5 4:15 10:15 11:2,19 12:10 13:18,20 14:13 15:16,22 16:3,10 17:2,14 20:6 21:15 23:10 25:22,24 26:11 27:13 28:2,12 29:2,9,13,25 30:8,16 31:13 32:23 33:8,11,20 35:4,12 48:22 53:20 90:23 94:3 Gitner's (1) 27:6 Giuliani (1) 81:3 give (10) 21:21 22:7 23:3 27:20 36:9 47:16 50:19 58:17 70:22 79:7 given (3) 3:2 77:8 91:8 gives (4) 20:25 22:8 24:16 25:13 giving (3) 21:13 45:14 59:24 glad (1) 36:10 go (33) 4:19 11:14,15 15:10 23:20 24:17 26:24 30:12 31:3 32:10,16 34:9 35:2 37:15 50:21 51:11,18 53:8,15 54:10 64:12 70:20 71:22 75:2 78:21,23 80:17 82:15 88:13 89:13,15 91:14 92:12 go-to (2) 59:10,14 goal (1) 62:13 God (2) 80:18 81:16 goes (9) 21:7 26:7 41:4 52:5 71:3 84:11 86:7 87:5 91:13 going (68) 4:7,18 5:23,24 8:10 17:11 18:7 21:2 22:17,18 23:3 25:8,8,10 31:6 34:23 36:16 40:15 40:23 41:5 44:9,13 45:3,12,17 50:23 53:8,13 56:12 57:15 58:11 59:6 62:25 64:9,11 65:16,18,19 65:21,24 66:4,7,8,11,12,13,19,20 66:23,25 69:11,13,14 71:5 73:7,7 74:24 75:23,23,25 76:2 80:19,20 88:16 93:12,14,16,22 Gonzalez (1) 36:4 good (13) 8:6 13:17 19:12 27:22 32:5 35:23 52:13 60:16 63:5 72:7</p>	<p>74:9 80:2 88:2 Google (1) 60:12 government (3) 77:23 89:15,22 gradually (1) 67:16 great (3) 43:3 61:11 87:20 greater (2) 20:22 44:24 group (1) 75:8 grouped (1) 43:18 Gudin (17) 3:9 82:25 87:12 88:20 88:25 89:4 90:6,19 91:4,10 92:5 92:8,17,25 93:9,18,20 guess (7) 22:5 27:22 40:20 46:16 73:15 84:2 91:25 guide (3) 8:10,14,15 guys (19) 46:11 50:7 61:16 80:15 81:7,11 83:3,17,22,23 84:18 85:7 87:18,19 91:4,6,11,17 93:18</p> <hr/> <p align="center">H</p> <hr/> <p>hand (2) 20:11 95:21 handled (3) 84:23 85:8,14 hands (3) 13:23 23:12 35:14 hanging (1) 76:3 Hanshu (2) 75:18,19 happen (5) 12:7 25:8 27:20 30:22 50:13 happened (6) 13:6 23:5 48:15 66:13 87:17,18 happening (4) 40:4 53:18 56:21 75:22 happens (13) 21:6 22:21,25 30:3,4 34:19 51:5 67:7,9 73:18 85:19 87:4 89:19 happy (3) 58:17 80:2 83:18 hard (2) 19:8 73:15 head (3) 31:5 64:20 82:10 hear (4) 22:12 45:21 49:19 90:5 heard (4) 16:16 28:17 51:19 88:8 hearing (2) 52:22 68:16 hearings (1) 69:13 heart (1) 90:7 Heather (1) 82:5 height (2) 50:20 58:5 held (2) 54:22 55:23 help (3) 36:15 71:19,24 helpful (1) 18:9 Hercules (2) 70:16 71:6 hereunto (1) 95:20 hey (3) 19:23 20:4 21:16 Hi (2) 46:8,11 hierarchy (1) 45:6 high (12) 5:5 48:5,6 56:22 83:8,9 84:12,12 86:6 88:12 89:10 91:14 high-ranking (1) 85:9</p>	<p>higher (3) 44:19,25 84:11 hiring (1) 90:9 hm-hm (2) 81:13,13 hold (1) 63:17 holding (1) 61:17 holidays (2) 40:3 80:3 home (1) 53:14 honestly (2) 61:20 64:17 hope (3) 4:7 40:10 52:4 hopeful (1) 41:8 hopefully (10) 6:6 8:21 17:25 20:21 21:25 40:2 41:18 44:6 49:7 58:6 horrendous (1) 87:5 host (1) 36:3 hours (1) 5:10 huge (1) 5:19 hung (1) 81:15 hypothetical (1) 34:15</p> <hr/> <p align="center">I</p> <hr/> <p>IAB (7) 9:9,18 10:5,13 11:8 55:9 91:23 ID (1) 47:5 idea (2) 16:6,19 ideas (1) 64:23 identification (1) 47:10 identified (1) 51:10 identify (2) 48:9 51:2 identifying (1) 49:12 illegal (1) 85:22 imagine (1) 57:14 immediately (2) 17:22 87:20 impact (2) 22:18 54:6 impede (1) 13:16 implications (1) 54:12 importance (1) 42:12 important (9) 5:7,12 13:6 20:7,24 66:7 69:24,25 89:23 improper (1) 49:17 improperly (3) 47:24 48:18,19 improve (1) 67:3 incident (2) 83:13 85:20 incidents (3) 5:22 37:14 39:11 include (7) 37:18,19,20,21,24 43:19 88:7 including (1) 43:8 inclusion (1) 44:4 incoming (1) 44:23 increases (1) 44:14 incredibly (2) 6:3 20:7 independent (2) 68:5 90:16 indicated (2) 78:2,5 individual (1) 70:10</p>
--	---	--

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>individuals (2) 49:11 73:16 infiltrated (1) 80:10 infiltrating (1) 80:6 influence (6) 22:2,9 62:17,23 68:4 68:6 influencing (1) 67:23 inform (1) 26:24 information (10) 18:21 27:24 29:15 50:19 57:4 59:25 61:7 63:8 92:3,6 informative (2) 8:17 18:10 informed (11) 6:24,25 16:7,20,22 16:25 17:3,9,12 18:18 59:21 inherit (1) 79:15 initial (3) 10:7,9 86:17 initially (1) 24:5 initiative (6) 5:2 6:3,14 7:4,6 8:8 initiatives (1) 6:12 injunction (1) 74:17 input (3) 22:12,18 60:10 insignificant (1) 53:24 instance (2) 14:24 68:9 Institute (1) 82:6 Instructed (1) 77:19 insure (1) 12:11 interact (1) 65:12 interaction (2) 67:25 73:25 interactions (2) 59:11 72:19 interest (1) 57:24 interested (6) 10:11 24:20 67:22 89:17 90:2 95:19 interesting (5) 7:22 26:22 66:24 67:19 68:16 Internal (13) 9:9 55:10 83:12,14 84:2,4,16 85:3 86:2,17,18 88:10 91:7 interview (1) 5:9 interviewing (2) 5:5,6 interviews (1) 5:11 intimately (1) 41:6 intimidated (1) 72:23 intimidating (1) 71:18 intrusions (2) 55:2,3 investigate (5) 47:25 48:13 84:24 87:10 89:17 investigated (3) 38:10,11,12 investigation (9) 23:24 28:10 29:19 39:9 40:14 44:21 49:14 51:7,12 investigations (4) 5:25 40:17 42:19 51:14 investigative (3) 6:7 44:17,22 investigator (11) 11:14 47:20 50:18,22,24 51:2 91:9 92:3,22</p>	<p>93:2,5 investigators (4) 42:18 44:23 51:17 83:24 involve (3) 6:7 55:14,15 involved (6) 34:11 42:11,16 59:3 73:9 89:6 involves (4) 83:7,23 84:10 89:10 Irish (1) 77:16 Island (1) 1:8 issue (9) 18:14 34:3 56:6 70:6 79:18,21,21,22 89:23 issues (4) 20:19,21 35:21 86:3</p> <hr/> <p align="center">J</p> <hr/> <p>J (1) 77:21 Janette (1) 2:8 January (2) 30:24 36:18 job (5) 5:8 17:10,12 43:18 65:20 joining (1) 42:5 Jon (2) 27:2 28:6 Jonathan (3) 16:17 24:7 33:21 Joseph (1) 2:10 judge (1) 71:17 Julian (2) 64:20 67:20 Junior (1) 42:9 jurisdiction (12) 36:20 37:5 47:12 73:24 74:16 88:6 90:15,17 91:2,6 91:20,22 justice (1) 30:20 justifications (1) 71:16 justify (1) 74:13</p> <hr/> <p align="center">K</p> <hr/> <p>K (2) 2:4 46:9 keep (4) 68:3,4 69:13 90:14 kept (2) 78:11 79:6 kicks (2) 33:11,12 kidding (2) 61:4 72:11 kids (1) 57:24 kind (40) 20:10 25:2 27:15 46:17 54:21 56:11 57:4 61:24 62:21,23 62:24,25 64:6 67:13,16 68:14,22 69:5 70:2,22,22 71:15 72:15 73:13,19 76:3 78:15 82:4,20 83:6 83:6 85:19,23,24 86:2,4 88:7 89:6 90:4 91:10 kinds (3) 62:16 63:3,9 knew (3) 56:25 71:20,25 knocking (1) 19:14 know (38) 26:18,22 29:21 30:22 40:2 41:11 47:2 53:5,13,15 56:19 56:23 57:16 59:7,8 61:18 62:20 66:14 67:21 69:25 70:10,25 71:4 71:8,15 72:18 73:10 78:13,14,15</p>	<p>83:15,16 84:3,10,24 85:7 88:12 88:22 known (4) 56:10 59:6,14 89:18 knows (2) 51:23 79:10</p> <hr/> <p align="center">L</p> <hr/> <p>L (5) 46:9 52:12 61:15,15,15 lack (1) 57:24 ladder (1) 44:25 Lafayette (3) 81:8,9,10 language (6) 7:17 37:22 38:7 71:2 74:2 78:13 largely (1) 58:12 largest (1) 43:14 late (2) 82:4,20 latest (1) 26:23 Latin (1) 77:17 law (1) 54:8 lead (1) 20:21 leads (2) 56:11 75:24 lean (1) 41:20 learned (1) 53:3 leave (2) 82:21 91:16 legal (1) 20:2 legitimately (1) 13:11 Let's (3) 8:24 34:15 41:24 letter (2) 18:6 28:16 letters (1) 17:24 level (5) 44:20,21 88:12 89:20 91:14 levels (2) 42:14 44:18 liberty (1) 55:4 lieutenant (1) 84:11 life (2) 56:2 61:19 lifetime (1) 74:8 light (2) 21:24 28:9 liked (1) 41:11 likes (1) 57:7 limit (2) 14:9 48:21 limitations (1) 27:10 Lindsay (1) 2:9 line (4) 76:22 77:3,5,6 liner (1) 64:10 lines (1) 68:4 linked (1) 40:25 lion's (2) 55:14 58:7 list (2) 45:23 76:14 listen (2) 67:20 89:14 listened (1) 81:13 listening (2) 22:13 62:9 literally (1) 28:23 little (9) 5:8 6:17 13:3 15:17 21:22 23:19 58:23 74:11 77:17 live (3) 5:10 6:8 69:21</p>
--	---	---

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>lived (1) 61:19 livelihood (1) 56:3 living (1) 53:2 load (2) 40:17 58:11 local (1) 91:14 locate (1) 50:4 location (3) 7:12,13 50:20 locations (2) 5:25 71:21 lockers (1) 65:11 long (5) 1:8 5:17 44:14 67:2 86:14 long-term (2) 5:13 54:11 longer (3) 10:10 27:10 65:9 longstanding (1) 74:17 look (14) 6:15,22 7:23 8:13,14 9:6 14:24 54:10 61:9 70:23 80:17 81:6 88:10,15 looked (4) 14:7 49:2 80:14 81:18 looking (3) 42:13 44:2,4 looks (1) 42:25 loss (1) 55:14 lot (22) 7:8 24:21 41:11,15 52:16 52:23 55:23 56:20 58:2,9 60:12 60:15 62:4,6,13 68:8 69:2,2,9 70:13 73:11 81:8 lots (1) 47:4 loudly (2) 79:18,20 love (1) 49:18 low (1) 45:5 luck (1) 80:23 lucky (1) 90:10</p> <hr/> <p align="center">M</p> <p>M (8) 2:5 46:9,9 61:15 77:16,18 79:25,25 ma'am (2) 91:3 92:16 main (2) 4:23 40:20 major (2) 51:15 54:6 majority (2) 8:22 58:14 making (9) 5:19 22:6 23:23 24:20 31:15 36:8 71:16 82:17 88:18 male (3) 58:9 77:14 82:14 man (1) 80:5 Management (1) 44:11 Manhattan (1) 82:6 map (1) 7:9 Mapping (1) 7:5 maps (1) 7:16 Marco (2) 63:19 67:21 marriage (1) 95:18 Martin (1) 77:21 material (2) 89:13 92:23 matrix (1) 42:24 matter (7) 34:6 57:25 78:20 88:15 90:7 95:13,19</p>	<p>Mayor's (1) 44:11 McDonald (1) 82:6 mean (14) 24:14 28:20 41:4 48:5,7 51:23 52:3 55:6 59:18 78:24 90:8 90:9,13 92:25 meaningful (1) 18:11 means (4) 16:5 47:22 50:24 54:11 measures (1) 53:19 mechanics (1) 77:14 media (2) 57:6 60:21 mediable (1) 40:8 median (1) 46:25 mediate (2) 38:24 40:11 mediated (1) 38:18 mediation (12) 38:17,21,23 39:2 39:25 40:6,9,9 62:11,12,22 69:7 meeting (11) 1:3,13 4:2,5,8,19 36:3 40:2 41:25 62:10 93:25 meetings (2) 61:17 80:13 member (3) 15:8 20:16 42:5 members (4) 2:2 15:9 36:6 42:15 memo (9) 14:25 15:19,19,24 16:3 26:5,5,7 33:4 memory (1) 14:16 menacing (2) 77:19,22 mend (1) 58:7 mention (1) 81:24 mentioned (4) 58:16 60:3 67:12 81:19 mercy (4) 3:3 21:10 45:24 46:8 merits (1) 59:13 messages (1) 91:16 Michael (2) 64:20 67:20 middle (3) 70:16 85:12 86:11 middlemen (1) 79:19 Mike (2) 56:12,12 militarization (1) 70:12 militate (1) 30:11 Mims (3) 3:8 79:25,25 mind (2) 16:24 29:4 minds (1) 54:16 mindset (2) 22:16 71:3 mine (1) 92:20 minutes (4) 1:16 4:11,12,14 MIS (2) 15:24,24 misconduct (5) 37:25 47:13 48:11 52:2,4 missing (1) 42:8 mission (2) 71:20,25 mistake (1) 78:7 Mitchell (1) 2:7 money (2) 45:11 80:23 monitored (1) 75:12 month (13) 4:23 12:6 27:6,11 37:4</p>	<p>37:9 39:10,25 56:9 57:21 72:14 76:22 86:13 month's (2) 41:25 61:10 monthly (2) 39:14 61:17 months (8) 25:19 31:10 34:8 41:19 63:12,13 70:14 75:17 morning (2) 70:15 72:6 Moslem (2) 74:15 80:6 mosques (1) 73:7 motion (16) 4:15 9:21 10:25 11:2,4 13:19,20 14:8,11,14 23:7,8 33:16 35:10,11 93:25 mouth (1) 45:12 move (2) 4:10 44:2 Muslim (1) 73:5</p> <hr/> <p align="center">N</p> <p>N (5) 52:11 61:15,15 82:25 83:2 name (10) 45:24 46:3,5 52:11 60:9 69:13 76:20 79:7,9,24 name-the-person (1) 56:13 named (1) 77:15 names (1) 59:24 narrow (2) 50:18 88:6 Natalia (4) 3:5 61:12,14 69:14 nature (2) 7:14 65:22 near (1) 5:10 necessarily (1) 78:3 necessary (3) 15:8 27:17,19 need (15) 19:5 24:4 29:4,21,23 30:14 33:9 34:10 43:14,20 69:14 82:11,14,18,18 needed (3) 5:15 30:17,19 needn't (1) 6:23 needs (7) 42:21,25 43:15,22 72:22 82:2,3 negro (1) 77:12 neighbor (1) 59:20 neighborhood (1) 76:12 neither (1) 35:3 nets (1) 46:23 never (5) 13:4,12 19:18 77:11 87:17 new (45) 1:8,21 6:13,16 7:9 8:8,10 11:14 16:12 19:17 25:20 28:8 29:10,15,24 34:3 40:4,7,21 45:9 45:20 53:2 57:23 61:18,18,19 63:21 64:8,8,19,24 65:2,3,3 66:10,24 68:10 74:4 75:5 77:9,23 80:7,8 95:4,10 news (2) 4:23 75:17 Nicole (1) 42:8 noisy (1) 45:4 normal (1) 11:21</p>
--	---	--

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>Notary (1) 95:9 Note (1) 14:16 noted (1) 94:6 notice (1) 10:14 noticeable (1) 56:17 noticed (2) 56:14 81:18 noticing (1) 52:16 notification (1) 11:17 notified (1) 17:22 notify (1) 11:8 November (1) 36:19 number (10) 6:18,20,21 26:2 28:13 31:22 51:13 55:4 64:2 69:6 numbers (2) 47:5,5 nutshell (1) 43:25 NYPD (12) 43:9 46:13 52:23 56:16 57:11 62:25 63:7 67:10 68:21 73:5,8 75:22</p> <hr/> <p align="center">O</p> <hr/> <p>O (2) 52:12 76:18 O'Grady (3) 3:7 76:18,18 O'Grady's (1) 77:13 obligation (1) 18:16 observation (1) 54:21 observations (1) 54:19 observed (1) 48:19 obviously (9) 30:17 33:21 41:15 42:19 48:5 83:11 86:20 92:2,11 occupied (1) 70:25 Occupy (1) 51:14 occurred (4) 37:3,14 39:12 50:16 occurs (1) 31:16 ocean (1) 64:10 odd (1) 74:24 oddly (1) 24:14 offense (2) 77:6,7 offenses (1) 81:22 offensive (4) 7:17 37:22 38:6 74:2 offered (1) 38:22 office (9) 14:6,10,19 44:10,11 88:14,16 91:13 92:2 officer (23) 6:19,21 17:23 46:24 47:10,11 48:17 49:2,12 50:2,4 51:3,10 53:25 54:3 56:16 59:18 66:20 70:21 81:25 82:13,19 85:14 officer's (6) 51:25 53:18,23 54:4,7 56:2 officers (18) 5:22 47:4 48:10 50:8 51:3 52:6 54:13 55:17 57:11 59:12 65:6,17 66:7,18 67:23 80:13 83:10 85:5 offices (8) 5:3,4 6:2 58:25 59:4,5,6</p>	<p>90:18 official (1) 88:19 officially (1) 31:11 Oh (1) 80:18 okay (13) 4:16 14:15 18:23 19:2 21:20 22:11 29:13 49:5 50:3,23 51:20 52:8 87:2 old (8) 1:20 45:20 57:16 59:16,22 60:2 80:8 83:5 older (2) 59:3 60:23 OMB (1) 44:10 once (7) 6:17 22:25 27:8 33:12,14 51:10 71:14 ones (3) 19:11 57:10 59:23 online (1) 57:3 onus (1) 33:18 open (4) 38:15 39:4,8 68:4 operates (1) 26:15 Operation (1) 71:5 opinion (1) 21:13 opportunities (2) 43:7,10 opportunity (7) 6:5 17:5 19:16,22 19:24 20:3 21:20 opposed (4) 13:24 23:13 34:8 35:15 opposite (1) 64:13 option (1) 56:24 order (6) 1:15 4:3 29:2 49:21 65:2 66:10 organization (3) 76:20 80:24 81:5 organizations (2) 80:7,10 original (1) 10:23 outcome (3) 22:5 28:14 95:19 outliers (1) 65:19 outreach (8) 56:20 57:20 58:15 60:19,20 61:22 68:23 69:5 outside (4) 31:11 43:8 73:24 74:15 overall (1) 67:3 overdue (1) 44:14 overnight (1) 64:10 overseen (1) 75:3 oversight (4) 43:15 75:5,13,21</p> <hr/> <p align="center">P</p> <hr/> <p>p.m (3) 1:6 48:24 94:6 page (8) 57:7 60:4,8,9,15 76:22,22 77:10 panel (12) 11:24 14:24 15:5,6,7,9 17:13,20 18:25 20:17 24:3 49:16 panel's (4) 14:20 15:23 17:4,24 panels (2) 41:5,22 parallel (1) 55:12 paramilitaries (1) 70:17 parent (1) 59:20</p>	<p>part (11) 5:13,14 9:17 40:18 56:11 60:18 63:10 64:15 76:7 87:4,14 participation (1) 32:22 particular (12) 17:21 23:5 24:12 25:3 42:20 47:9,11 48:10 49:10 49:25 73:25 75:7 particularly (4) 9:8 18:8 36:3 63:6 parties (1) 95:17 pass (1) 24:8 passed (1) 31:17 passes (2) 31:14,14 patrol (3) 8:10,14,15 patterns (3) 7:25 63:10,25 pay (1) 44:20 paying (1) 42:20 payment (1) 77:21 PBA (1) 81:14 penalty (2) 53:21,23 people (42) 5:20 6:15,23 39:21 41:12 45:21 46:4,23 48:8 53:5 54:22 58:3,8,24 59:3,10 60:12,23 62:4,5 64:19,22 65:18,23 66:21 68:24 69:10,24 76:9 78:14,15 79:8 80:17 81:22 82:4,8 83:8 85:9 86:6 89:10 90:9 92:12 percent (7) 36:22,25 37:3,6,16 38:14 39:10 percentage (1) 13:16 percentages (1) 13:9 perfect (1) 67:2 perfectly (2) 66:13 84:3 performed (1) 77:22 period (1) 64:3 person (6) 8:12 18:22 42:8 52:21 69:17 93:15 personally (1) 20:6 personnel (1) 44:15 pervasiveness (1) 66:5 petition (1) 67:5 Phil (1) 81:15 phone (3) 29:6 47:21 93:11 phones (1) 93:13 photographs (1) 49:9 physical (1) 52:20 pictures (1) 81:14 piece (1) 63:20 pipeline (1) 69:9 place (13) 13:12 30:23 33:13 40:19 59:10,14 67:6 70:8 73:14 88:13 88:24 89:13 90:4 places (1) 75:24 planned (1) 71:23 plays (1) 89:22 Plaza (1) 55:22</p>
---	--	--

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>pleas (1) 25:9 plug (1) 68:22 plumbing (3) 76:19,19 77:14 point (14) 16:16 17:18 18:16 21:9 21:21 26:15 30:20 33:8,25 34:3 37:11 41:12 53:9 60:16 pointed (3) 56:3 62:20 70:19 police (67) 5:22 6:19,20 8:4,11,18 17:23 18:18 20:12,18 22:2,6 43:14 46:24 47:4,9,11 48:2 49:21 51:3 53:17 54:24 55:7,17,22 56:2 59:12 62:18,18 63:22 64:8,9,19 64:24 65:5,17,21 66:6 67:23 68:5 70:2,5,9,11,12 74:4,20 75:6 76:24,25 77:4,4,5,24 78:2,4 79:12,14 80:6,11,12 81:25 82:9 84:8,23 88:19,19 policing (1) 65:22 political (1) 75:9 poorly (2) 45:6 48:24 population (2) 58:15 72:22 position (1) 22:9 possible (2) 4:10 52:15 possibly (2) 40:8 68:21 potential (2) 9:13 35:21 potentially (1) 15:10 power (5) 22:5,7 55:24 69:2 76:8 practical (3) 34:6 57:25 88:15 practically (2) 29:3 30:19 pragmatic (1) 34:6 precinct (20) 7:10,13,18 36:12,14 37:17 38:3,7,9,16,18,20 39:12 83:14 84:20 86:21,21 87:2,7,10 precincts (1) 7:21 predictability (1) 21:2 preparation (1) 32:4 prepare (1) 29:17 prepared (2) 14:25 41:17 preparing (1) 29:11 presence (3) 58:24 72:2 74:12 present (6) 2:2 29:17 36:16 50:5 51:9,11 presentations (2) 58:21 59:5 presented (1) 25:16 President (1) 81:14 press (3) 89:15,22,24 presumably (1) 21:16 presumptive (2) 10:17 12:13 presumptively (1) 40:8 pretty (9) 31:6,7 33:20 48:20 54:14 64:13 81:4 82:7 92:19 prevent (1) 73:14 Previous (1) 77:23 previously (1) 77:25</p>	<p>price (1) 74:12 primarily (2) 63:19 70:11 prior (1) 19:6 privacy (1) 55:4 probable (1) 76:9 probably (7) 31:10 33:17 56:6 60:11 64:5 84:7 88:12 probative (1) 63:9 problem (3) 29:20 33:5 34:7 problems (5) 15:13 63:9 65:25 88:5 91:2 procedural (2) 86:3,9 procedure (7) 9:21 10:16 23:20 40:7 75:5 83:7 87:3 proceed (1) 35:20 proceedings (94) 1:10 4:1 5:1 6:1 7:1 8:1 9:1 10:1 11:1 12:1 13:1 14:1 15:1 16:1 17:1 18:1 19:1 20:1 21:1 22:1 23:1 24:1 25:1 26:1 27:1 28:1 29:1 30:1 31:1 32:1 33:1 34:1 35:1 36:1 37:1 38:1 39:1 40:1 41:1 42:1 43:1 44:1 45:1 46:1 47:1 48:1 49:1 50:1 51:1 52:1 53:1 54:1 55:1 56:1 57:1 58:1 59:1 60:1 61:1 62:1 63:1 64:1 65:1 66:1 67:1 68:1 69:1 70:1 71:1 72:1 73:1 74:1 75:1 76:1 77:1 78:1 79:1 80:1 81:1 82:1 83:1 84:1 85:1 86:1 87:1 88:1 89:1 90:1 91:1 92:1 93:1 94:1 95:12,15 process (20) 7:3 12:9 14:23 18:21 19:4 25:18 26:13 28:21 30:14,25 31:2 32:17 34:9 49:8,24 51:19 52:3 53:16 55:23 64:16 processed (2) 38:22 86:14 processes (3) 6:7 44:17 55:25 professional (3) 45:14,14 62:18 Professor (1) 14:14 profile (2) 48:5,6 promotion (1) 53:25 promotions (1) 43:24 proper (2) 67:25 93:7 properly (6) 25:11,12 45:25 46:3,5 84:23 proportionally (1) 44:24 proposals (1) 8:20 propose (1) 25:20 proposed (2) 30:25 31:2 proposing (2) 19:14 27:3 Prosecution (1) 38:14 prosecutor (9) 26:3,15 29:4,5 31:23 32:10 33:2,14,18 prosecutors (4) 24:4,18,23 25:14</p>	<p>protest (2) 46:13 56:13 protesters (1) 53:12 protocol (6) 9:15 14:4,22 15:11,12 23:17 protocols (1) 68:9 provide (4) 5:3 36:13 61:6 93:15 provisions (1) 8:14 public (16) 1:3,13,22 4:4,9,19 8:3 8:12,13,16 33:23 56:7 65:13 89:8 89:9 95:9 publicly (1) 89:18 pulled (1) 55:22 Puma (4) 2:10 34:13 35:8 41:23 punitive (1) 53:19 pursuant (1) 11:20 pursue (1) 9:10 pursuing (1) 10:11 purview (1) 76:5 put (12) 8:10,21 30:23,25 32:6 45:11 46:23 60:10 76:10 79:2 82:12,15</p> <hr/> <p align="center">Q</p> <hr/> <p>Queens (5) 37:3,7,7,14 95:6 question (18) 9:23 11:3,3 15:16 16:11 21:5 25:22 26:2 28:13,18 34:13 58:10 62:14 63:5 67:2 69:21 73:2 83:6 questioning (1) 87:3 questions (8) 9:19 30:11 31:25 34:14 40:20 46:17 52:14 73:12 quick (5) 4:17,22 26:17 52:15 69:20 quicker (1) 6:6 quickly (3) 4:9 15:4 41:3 quiet (1) 70:18 quite (6) 14:17 16:4 54:12 73:23 80:12 81:3</p> <hr/> <p align="center">R</p> <hr/> <p>R (4) 46:9 61:15 76:18 95:2 race (4) 81:24,25 82:12,13 racial (3) 77:19,22 82:19 raid (1) 75:18 raised (5) 13:9,23 23:12 35:14 79:22 rallies (1) 53:11 random (3) 56:24 72:13,16 ranking (3) 83:8,9 86:6 rate (1) 13:9 rationale (1) 84:6 re-instill (1) 52:24 reach (3) 56:22 59:25 60:5 read (5) 16:10 26:22 28:14 34:2</p>
--	---	--

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>76:23 Reader (3) 78:5,7,25 real (4) 24:18 52:6 62:23 69:8 realize (1) 92:21 really (26) 6:2 26:17 30:18 43:21 53:7 62:11,12 66:8 67:3 74:10 75:2 76:4 81:11,20 82:11 83:4,5 83:21 84:11,12,12 86:6,6 87:5 89:10,10 reason (5) 18:12 32:21 79:6 82:2 84:6 reasonable (1) 73:8 reasons (4) 22:22 23:4 73:18 75:11 recall (1) 26:16 receive (1) 10:7 received (10) 36:19,23 37:4,6,7,12 38:3 62:17 64:3 77:21 receiving (1) 63:2 recognized (1) 80:15 recollection (1) 27:3 recommend (1) 49:25 recommendation (3) 15:3 47:25 48:4 recommendations (1) 20:23 recommended (1) 50:20 reconsider (9) 14:11,12 19:25 20:5 21:6,24 22:23 23:22 26:4 reconsider- (1) 16:11 reconsideration (10) 14:21 16:8 16:16 19:5 29:21 32:25 33:16 34:25,25 35:7 reconsidered (2) 29:24 32:21 reconsidering (3) 14:4 23:16,18 reconvened (1) 15:6 record (5) 52:5 53:23 79:10 87:16 95:14 recorded (2) 66:18 83:25 recordings (3) 89:7,11 91:9 recourse (1) 47:2 reduced (1) 39:9 refer (4) 39:15 91:23,25 93:6 referral (2) 9:18 10:5 referred (2) 9:8 41:3 reflected (1) 9:15 reflections (1) 68:16 reflects (2) 30:13 31:3 regard (2) 27:6 66:4 Regarding (1) 38:17 regardless (2) 28:14,15 regrettable (1) 5:18 regular (2) 51:16 64:18 regularly (1) 88:11 rejected (3) 18:12,15 39:2</p>	<p>related (1) 95:17 relations (1) 66:25 relatively (2) 4:8 6:16 religion (1) 75:9 remaining (1) 39:2 remanded (1) 22:22 remarkable (1) 63:20 remember (4) 17:20 74:3 80:12 81:7 reorganization (1) 40:18 repeated (1) 78:9 repeating (2) 78:11 79:6 replace (1) 9:23 replicating (1) 67:11 report (22) 1:17,18 4:17,22 18:7 35:18,19,22 36:9 39:15,17,22,25 40:14,22 41:21,23 57:15,19 63:18 85:6 95:9 reported (6) 11:21,25 12:4 58:12 83:4 95:12 reporter (3) 46:6,6 90:11 reporting (2) 1:23 90:24 reports (10) 1:19 6:14 17:11 39:20 40:23 41:10,12,16 47:13 63:8 represent (1) 37:16 representation (1) 68:19 request (6) 14:5 24:11,13 28:17 44:5,5 requesting (1) 19:11 requests (2) 32:25 44:10 required (1) 14:10 requires (1) 26:18 requiring (1) 5:16 research (2) 56:8 57:3 resistant (1) 63:7 resolution (8) 9:2,16 14:3,4 20:8 24:8,10 25:21 resolutions (1) 8:20 resolve (1) 34:8 resources (3) 8:4 43:2,11 respect (5) 45:17 65:15 69:3 74:14 75:7 respects (2) 54:22 63:23 respond (4) 9:14 54:20 67:24 89:23 responded (1) 64:4 respondents (1) 25:10 response (4) 13:25 23:14 35:16 89:21 responsibilities (1) 43:19 responsibility (1) 44:18 responsible (1) 52:7 rest (2) 14:22 53:25 restaurants (1) 75:23</p>	<p>result (3) 16:7 25:9 55:25 results (2) 16:4 19:20 retaliatory (1) 52:21 retired (1) 80:12 returned (1) 76:24 reversing (1) 5:19 review (4) 1:4 4:5 15:18 47:18 revisit (1) 19:16 Richard (3) 1:11 2:3 54:17 rid (1) 30:21 right (32) 10:2,3 12:15 13:10 15:21 16:2 17:13 20:5 22:20,23 23:6 26:10 28:6 30:3 32:18 42:16 55:13,16 57:18,21 59:9 60:7 61:3 61:5 65:22 68:12 73:11 80:19 90:4 92:11 93:3,22 rightly (1) 54:13 Roger (1) 42:6 role (1) 89:21 roll (1) 72:13 room (7) 23:24 52:18 55:21 80:14 80:16,17 81:17 rooms (1) 62:5 Rosemary (1) 42:7 Rosen (1) 42:6 route (3) 31:7 67:11 83:12 Rudy (1) 81:3 rule (8) 17:5 24:7 28:23 31:12,17 33:6 41:22 73:13 rulemaking (6) 24:6,9 25:18 30:13 30:25 31:2 rules (7) 24:12,16,22 28:24 32:19 63:23 65:10 ruling (1) 41:17 run (2) 46:19 71:21</p> <hr/> <p align="center">S</p> <hr/> <p>S (5) 77:16,16,18,18 79:25 Sachs (1) 60:20 safe (1) 74:6 salaries (4) 44:23,25 45:14,18 salary (2) 44:14 68:17 sampling (1) 56:24 sat (1) 81:17 satisfying (1) 88:3 saw (4) 24:7 46:16 70:14 81:17 saying (10) 17:19 21:18 32:15 48:23 53:7 54:10 57:15 78:25 80:13 93:9 says (3) 23:25 29:6 82:7 scenario (1) 53:6 scenarios (1) 53:17 scheduling (1) 40:2 schmucks (1) 82:5</p>
---	---	---

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>school (2) 56:22 59:21 scratch (1) 65:7 scratches (1) 57:22 scrutiny (1) 12:7 Seamus (2) 77:15,17 search (4) 55:2 60:12,13 85:22 second (10) 4:15 7:4 13:21 14:3 23:9,10 35:12 56:11 60:14 94:3 Section (1) 19:13 secure (1) 74:6 see (27) 7:24,25 8:6 15:14 25:12 27:23 33:8 35:8 37:8 39:5 40:3 41:4 42:12 49:23 59:7 63:14,16 65:16 66:24 69:8 70:13 72:5,6,15 80:23 88:13 89:16 seeing (2) 80:12 88:17 seek (1) 44:13 seen (4) 7:23 70:9,11 76:21 sees (1) 29:4 seizure (1) 85:22 send (2) 15:24 16:3 sense (10) 17:14 21:11 22:8 24:15 28:12 48:4 86:4,7 87:8 89:5 sensitive (1) 74:20 sent (2) 28:16 79:7 sentiment (1) 61:25 separate (10) 12:20,21 52:14 78:4 83:18 84:20,21,25 86:21,22 separated (1) 79:14 September (2) 85:13 86:12 series (1) 42:16 serious (5) 54:25 55:2 70:7 83:5 85:25 seriously (2) 54:14 55:8 served (1) 27:9 SERVICES (1) 1:23 session (5) 4:20 26:9,25 27:12 93:23 set (3) 14:22 22:22 95:21 setup (1) 87:21 seven (1) 38:23 severe (2) 52:20 55:5 sex (1) 82:14 share (3) 55:14 58:7 78:3 shift (1) 67:16 shifting (1) 67:15 short (5) 4:19 17:25 41:23 49:3 93:24 shorter (1) 40:25 Shorthand (1) 95:9 shortly (1) 8:9 shot (1) 67:2 shoved (1) 46:24 show (3) 7:16 49:9 66:13</p>	<p>showed (1) 69:21 shown (1) 36:21 shows (3) 7:10 37:8 39:6 sides (1) 21:2 sidewalks (1) 46:22 sign (1) 29:16 signed (2) 45:21 69:17 significant (2) 55:3 56:14 similar (2) 30:14 44:18 similarity (1) 20:22 Similarly (1) 5:23 simply (1) 87:21 single (1) 37:23 sir (2) 76:16 79:23 sit (2) 34:12 47:19 sitting (1) 80:16 situation (4) 67:17 83:4 84:9,21 situations (3) 46:18 47:3 53:20 six (4) 31:10 34:7 39:2 63:12 slave (1) 79:19 small (1) 64:15 Smith (1) 42:6 social (2) 57:6 60:21 Soler (2) 63:19 67:21 solved (1) 90:12 solving (1) 34:7 somebody (8) 9:20 48:19 67:20 82:16 89:16,20,25 93:16 someone's (1) 53:13 soon (1) 18:24 sorry (6) 6:14 45:24 82:4 91:3 92:7 92:16 sort (11) 9:4 22:2 34:14 36:15 43:18 67:10 70:19,25 72:17,22 75:16 sound (2) 66:19 77:16 Southern (1) 74:19 space (2) 5:3 36:8 speak (6) 51:8,9 61:21 79:18,20,21 speaking (1) 34:15 speaks (1) 42:11 specific (7) 9:25 18:10 28:4 34:16 36:14 47:4 73:2 specifically (1) 63:25 specifics (2) 19:16 21:22 speed (1) 26:14 spell (2) 46:5 77:16 spelled (2) 77:15,17 spied (1) 73:17 spoke (2) 77:11 80:5 SS (1) 95:5 staff (7) 11:9,12 19:9 42:11,17 43:21,23 staffed (1) 42:6</p>	<p>stage (1) 31:16 stand (1) 16:5 standard (3) 84:8,22 87:7 standards (1) 8:17 standing (3) 5:17 46:25 63:19 start (4) 27:18 31:5,11 45:22 started (3) 28:21 31:9 42:2 starting (2) 42:22 83:13 state (6) 54:6 79:23 91:15,15 95:4 95:10 statement (1) 68:15 statements (1) 5:21 statistical (1) 9:6 statistics (6) 7:8 12:5 36:13,16 39:14 62:16 status (1) 6:22 statute (1) 27:9 stay (2) 28:24 53:14 stem (1) 37:13 stemming (1) 38:2 STENO-KATH (1) 1:23 Stenokath@verizon.net (1) 1:25 step (2) 30:15 49:11 stepchild (1) 81:2 steps (1) 44:3 stock (1) 30:8 stood (1) 56:10 stop (6) 31:15 58:6,9,13 59:17 73:13 stopped (1) 83:15 stopping (1) 71:10 stops (1) 72:16 strategically (1) 71:23 street (8) 1:7 48:25 51:15 72:10 77:10 78:8,13 81:10 strengths (2) 25:5,5 strip (1) 55:2 strong (4) 25:15 43:12 45:16 71:2 stronger (1) 25:13 strongly (4) 33:24 68:25 70:3,6 structure (1) 40:16 stuck (1) 35:3 students (2) 56:23,25 stuff (6) 40:13,15 54:14 82:7 85:25 86:9 subcommittee (2) 42:2 43:13 subject (3) 40:9 59:17 70:5 subjects (1) 43:7 submitted (1) 87:22 subsequent (1) 15:23 subsequently (1) 85:19 substantial (1) 44:10 substantiated (5) 18:14 38:13 51:25 55:19 58:4</p>
---	--	--

Civilian Complaint Review Board Public Meeting
December 10, 2014

<p>subway (1) 72:16 sufficiently (1) 90:2 suggest (3) 12:2 31:21 72:3 suggestion (1) 67:19 suggestions (2) 49:19 60:4 suitable (1) 38:21 suits (1) 78:16 summary (3) 77:8 78:6,18 Sunday (2) 70:15 72:5 Sunnyside (4) 1:7 36:2 69:23 70:18 supervisor (1) 11:15 supervisors (2) 15:2 42:17 support (1) 8:23 supportive (1) 25:24 suppose (5) 12:12 33:22 75:22 78:18 89:11 supposed (1) 72:17 supposedly (2) 65:15 73:10 sure (13) 16:4 24:15,20 25:23 27:17 28:19 31:16 43:5 78:19 79:10 83:19 89:3 92:19 surface (2) 57:22,23 surrounded (1) 47:3 surrounding (1) 62:16 surveillance (3) 75:2,7,11 surveilling (1) 76:9 suspension (2) 55:6,16 suspicion (1) 73:8 swear (1) 81:16 system (3) 11:15 84:13 87:21 systems (1) 15:25</p> <hr/> <p style="text-align: center;">T</p> <hr/> <p>T (5) 61:15 82:25,25 95:2,2 tabled (1) 14:8 tactician (1) 72:5 take (9) 8:24 16:17,18 49:9 54:13 70:8 73:21 87:6 91:21 taken (1) 52:18 takes (5) 25:18 55:7 60:15 86:14 92:23 talk (6) 35:21 39:19 41:24 45:21 46:4 64:22 talked (2) 70:13 73:3 talking (4) 21:3 48:16 74:12 79:11 tall (1) 49:3 tape (2) 89:7,11 Task (1) 70:20 Tatiana (1) 3:9 Taylor (14) 2:7 11:3,9 12:17,23 13:5,15 17:18 18:17,23 19:2 21:5 23:8 35:11 teenagers (1) 56:19</p>	<p>tell (6) 5:21 16:14 19:24 21:15,19 74:23 telling (1) 29:22 template (1) 40:23 temporary (1) 30:12 term (1) 70:12 terms (5) 39:25 45:7 50:20 51:2 71:9 territory (1) 70:25 Terrorist (1) 70:20 testimony (2) 3:2 54:4 thank (17) 17:15 35:25 46:10 52:8 52:9 61:9,13,16 69:15,16 76:11 76:13,13 82:23 93:20,21 94:4 thankful (1) 61:23 Thanks (2) 14:2 39:18 theoretically (1) 30:19 thing (18) 6:11 19:12,17 27:16 33:12 34:11 40:5 54:11 59:16 64:6 73:6 76:8 79:17 80:4 83:20 87:5,12 90:4 things (14) 15:14 18:6 24:19 58:22 60:5 67:15 74:5 78:17 84:9 85:10 85:17 88:4,7 92:9 think (68) 6:9 10:20 11:25 12:7 13:5,11,17 14:13 15:12 18:15 19:7,8,11,12,24 20:6,16,20,23 22:19 25:7,9 30:10 31:17 32:7 33:16 34:5,12 40:14 41:13 42:10 44:2,14 45:9,19 46:19 47:7 48:20 49:20 51:20,24 52:4 54:13,15,20 56:5 57:22 60:15,17 61:4,21,24 63:5,6,11,17 66:3,11 67:19 68:18 68:24 69:9 71:19 73:23 76:14 81:19 92:14 93:22 thinking (5) 21:22,25 22:10 62:9 92:8 thinks (2) 20:18 27:19 Thomas (3) 3:6 69:18,19 thorough (1) 6:5 thought (7) 14:16 18:17 24:5 26:23 69:23 71:14 82:21 threatening (1) 46:16 three (7) 8:19 41:18 63:13 80:18 85:4 87:13,22 three-day (1) 65:7 throw (1) 21:18 ties (1) 78:16 time (13) 14:7,9 18:2 23:19 27:7 38:22 39:20 49:6 55:15 66:24 68:15 93:24 94:6 times (1) 78:10 tions (1) 28:9 titles (1) 43:18</p>	<p>today (2) 4:25 81:9 told (8) 65:24 73:17 78:21,23,23 85:23 89:5 91:14 tonight (3) 4:8 46:12 69:21 tool (2) 8:3,3 top (2) 84:12 87:6 total (1) 37:25 totally (2) 84:25 86:22 track (2) 22:17 50:7 trade (1) 79:20 trained (1) 67:23 training (25) 41:24 42:2,12,14,16 42:23 43:2,8,14,16,17,21 44:13 62:18 63:2,11 64:20 65:6,7 66:8 66:10 67:9 68:9,10 69:8 transcript (2) 1:10 95:14 transmitted (1) 84:2 treat (1) 13:2 treated (10) 45:6 48:18,18,24 56:15,18 72:21,21 80:25 81:4 treating (1) 82:9 trend (2) 37:11 39:7 trending (1) 37:10 trial (4) 23:23 25:7 52:18 55:21 tried (1) 55:20 trouble (1) 73:4 true (1) 95:14 truly (3) 81:11,20 82:11 truncated (13) 9:24,25 10:4,9,22 11:22 12:19,24 13:3,11,16 38:11 39:3 truncation (1) 13:8 trust (2) 52:24,25 try (6) 6:24 13:13 18:9 50:18 68:6 90:23 trying (10) 6:25 51:2 59:4 60:20 65:5 68:3 78:22 80:23 89:8 90:14 turn (6) 64:12 69:6 87:9 91:4 92:9 92:17 turned (11) 76:23,24 77:2 82:16 85:3,16,18,23 86:3,10,25 turning (2) 91:7 93:17 turns (2) 69:7,7 two (8) 6:12 38:13,24 52:13 63:13 83:5 85:6 86:13 type (1) 88:3 types (2) 7:20 9:25 typically (2) 17:3,8 typo (1) 76:21 typos (1) 76:21</p> <hr/> <p style="text-align: center;">U</p> <hr/> <p>U (3) 77:16,18 82:25 ultimate (4) 22:4,5 24:15 27:15</p>
--	---	---

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>ultimately (5) 22:3 23:6 26:6 28:15 47:8 un-welcome (1) 80:25 unconstitutional (1) 74:14 under- (1) 16:4 understand (19) 4:21 15:17 16:8 16:15 20:17,20 21:21 25:6 26:3 29:20 33:24 67:14 71:17,24 76:4 87:25 88:21 90:6,21 understanding (3) 62:2 75:15,21 understands (2) 33:21 45:15 Understood (2) 17:15 31:19 unhelpful (1) 46:16 uniforms (1) 65:11 unit (8) 38:15 43:14,16 49:6 70:15 70:16 73:6 89:8 update (1) 61:10 updated (1) 7:9 updating (1) 15:25 urge (1) 7:23 use (5) 34:7 65:13,14,22 78:14 usual (1) 10:8 usually (2) 59:2 74:22 utilized (1) 43:9 utilizing (1) 43:6</p> <hr/> <p align="center">V</p> <hr/> <p>V (1) 61:15 vacation (5) 52:19 53:7,22 55:15 62:21 value (1) 68:19 values (1) 64:14 Vanessa (1) 42:6 various (3) 23:22 41:2 85:5 veces (2) 78:10,11 verbatim (1) 84:3 version (1) 26:23 versus (3) 5:16 56:16 92:20 vetted (1) 19:10 vetting (1) 19:5 VICKY (2) 95:8,24 victim (14) 28:16 30:2,4 31:24 32:3 32:24 34:18,21 59:25 81:25 82:20 83:10 85:21 90:8 victims (1) 58:8 video (7) 47:22 48:9,10,15,23 50:4 50:5 videotape (1) 66:14 view (4) 20:8 30:16,20 47:24 views (1) 67:24 Villarman (6) 3:5 61:13,14 67:4 68:14 69:15 violations (1) 55:21 violent (2) 83:9 90:7</p>	<p>visit (1) 86:19 visually (1) 66:19 voted (1) 27:5 votes (2) 24:3 26:12 vulnerable (1) 57:11</p> <hr/> <p align="center">W</p> <hr/> <p>wait (1) 86:12 waiting (1) 27:10 Wall (1) 51:14 walls (1) 81:15 want (27) 4:20 5:20 8:15,20 10:25 13:2 21:10 24:17 25:25 28:19 32:15,19 34:7 35:19 39:22 43:5 43:11 44:9 51:24 53:15 61:16 65:23 69:20 71:17 76:16,17 80:4 wanted (8) 4:10 19:20 37:10 46:12 47:2 79:17 80:20,22 wants (5) 12:4 23:21 26:3 52:23 92:13 warrant (1) 92:4 wasn't (4) 31:24 48:22 74:9 84:23 waved (1) 46:21 way (28) 8:15 9:6 11:21 17:7 22:12 25:19 27:18 28:23,24 29:3 33:17 33:22 34:6,12 45:5 46:17 47:18 47:20 48:16 51:22 56:15,16 64:14 65:16,20 68:7 88:3 95:18 ways (1) 18:9 we'll (9) 4:17 30:25 31:3,8 34:9 35:21 41:4,19 44:6 we're (35) 4:18 5:19,19,23,24 8:9 10:5 19:15,22 20:3 21:3,10 29:10 31:6 36:16 41:17 42:5,20,22,24 44:2,3,13 45:12,17 52:22 59:4,8 65:16,19 68:5 69:11,13,14 86:5 we've (3) 36:14 57:20 58:9 weaknesses (1) 25:4 weapons (2) 65:11 70:19 website (9) 6:13,23 7:6,7 8:11 39:14,15 56:22 57:5 Wednesday (1) 1:6 week (3) 75:25 76:2 86:15 weekly (1) 7:9 weeks (3) 53:4 64:21 91:11 weigh (1) 34:19 weighing (1) 34:22 welcome (3) 4:6 8:6 57:19 went (2) 80:13,15 weren't (1) 49:20 WHEREOF (1) 95:20 whic (1) 19:17 Wikipedia (1) 60:9 wildly (1) 54:22</p>	<p>willing (1) 89:14 willy-nilly (1) 54:16 window (1) 86:8 winnowing (1) 49:8 wipe (1) 27:20 wish (2) 80:22 81:20 with-entitled (1) 95:13 witness (2) 23:25 95:20 witnessed (1) 46:20 witnesses (7) 5:6,24 29:12,15 48:17 51:8,11 wonder (2) 62:23 67:4 wonderful (1) 83:24 wondering (4) 52:22 53:5 57:8 84:5 Woodside (3) 69:23 70:14 72:6 word (1) 77:10 words (4) 10:6 11:24 12:23 32:14 work (20) 26:19 29:3 33:22 39:22 42:18,23 45:15 50:17,25 53:8 54:10 57:20 62:6 63:20 77:21 79:8,8 84:9,13 93:13 worked (2) 14:18 19:8 working (4) 29:11 32:2 42:24 89:6 works (4) 17:7 27:23 41:7,16 world (2) 34:12 65:3 worse (1) 53:6 worst (2) 34:11 53:17 worth (1) 93:17 wouldn't (5) 12:24 24:8 30:6 31:15 57:17 write (3) 33:4 57:15 89:18 writes (1) 26:5 writing (3) 78:6 79:2,2 wrong (2) 10:20 20:4 wrongful (1) 85:21</p> <hr/> <p align="center">X</p> <hr/> <p>X (1) 53:22</p> <hr/> <p align="center">Y</p> <hr/> <p>Y (2) 46:9 76:18 yeah (2) 60:7 81:13 year (4) 36:23 38:19 45:17 53:9 years (8) 69:22 74:25 80:11,19,25 81:4 83:5 85:6 Yoon (1) 2:6 York (17) 1:8 7:10 8:11 53:2 57:23 61:18,19 63:21 64:8,24 74:4 75:6 77:9,23 80:8 95:4,10 young (8) 58:8,24 59:10 60:12 62:4 70:15 74:8 80:5 younger (1) 58:3 Youngik (1) 2:6</p>
--	---	--

**Civilian Complaint Review Board Public Meeting
December 10, 2014**

<p>youth (5) 56:16,18 57:5,9 65:9</p> <hr/> <p align="center">Z</p> <hr/> <p align="center">0</p> <hr/> <p align="center">1</p> <p>1 (3) 1:15 31:22 32:6 10 (1) 1:6 100 (2) 77:9 78:8 106 (2) 76:22,22 107 (1) 77:10 108 (8) 36:11,14 37:17 38:3,9,15 38:18 39:12 11 (2) 36:22 37:19 12 (1) 38:11 1200 (1) 64:2 13 (1) 38:19 1311 (2) 39:8,11 15 (2) 38:3 39:10 16 (3) 36:25 37:3 57:16 16-year (3) 59:16,22 60:2 16th (1) 95:21 17 (1) 57:16 18-year (1) 57:16 19 (5) 37:6,15,17 38:2 76:22 1953 (1) 76:21</p> <hr/> <p align="center">2</p> <p>2 (2) 1:16 36:7 2'ing (1) 19:13 20 (5) 38:4,8,9 69:22 77:3 2013 (2) 7:12,19 2014 (6) 1:6 4:4 7:19 36:19,25 95:21 212.95.DEPOS (1) 1:24 2145 (2) 39:5,8 21st (1) 60:21 22 (2) 77:5,6 25 (1) 38:14 26 (1) 36:11 28th (3) 86:21 87:2,7</p> <hr/> <p align="center">3</p> <p>3 (5) 1:17 15:17 16:5 37:16,21 30-some (1) 74:24 310 (1) 37:4 35,000 (1) 65:6 39th (1) 1:7</p> <hr/> <p align="center">4</p> <p>4 (1) 1:18 4,510 (2) 36:19,24 42nd (1) 48:25</p>	<p>43-31 (1) 1:7 45 (1) 37:25</p> <hr/> <p align="center">5</p> <p>5 (3) 1:19 37:20 39:11 5,004 (1) 36:23 501 (2) 78:2 79:12 53 (1) 57:7</p> <hr/> <p align="center">6</p> <p>6 (3) 1:20 26:2 48:24 6:45 (1) 1:6 60 (1) 37:5</p> <hr/> <p align="center">7</p> <p>7 (4) 1:21 37:18 38:5,6 725 (2) 36:25 37:13 7A (1) 15:17</p> <hr/> <p align="center">8</p> <p>8 (3) 1:22 28:13 34:2 8:26 (1) 94:6</p> <hr/> <p align="center">9</p> <p>90 (2) 14:20 18:4 914.381.2061 (1) 1:24 914.722.0816 (1) 1:24 953.3767 (1) 1:24</p>
---	---