

Civilian Complaint Review Board Meeting-Final
June 12, 2019

1

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

-----X

CIVILIAN COMPLAINT REVIEW BOARD

PUBLIC MEETING

June 12, 2019

4:04 p.m.

-----X

100 Church Street
New York, New York

TRANSCRIPT OF PROCEEDINGS:

BEFORE:

FREDERICK DAVIE, Chair

JONATHAN DARCHE, Esq., Executive Director

REPORTED BY:

Kristina Trnka

STENO-KATH REPORTING SERVICES, LTD.
139 MAMARONECK AVENUE
MAMARONECK, NEW YORK 10543
212.95.DEPOS (953.3767) * 914.381.2061
FACSIMILE: 914.722.0816
E-MAIL: Stenokath@verizon.net

Civilian Complaint Review Board Meeting-Final
June 12, 2019

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

PUBLIC MEETING AGENDA:

=====

1. Call to Order
2. Adoption of Minutes
3. Report from the Chair
4. Report from the Executive Director
5. New Business
6. Old Business
 - a) Charter Reform
 - i) Update and Presentation from Policy Unit
7. Public Comment
8. Adjourn to Executive Session

Civilian Complaint Review Board Meeting-Final
June 12, 2019

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:

=====

FREDERICK DAVIE, Chair

FRANK J. DWYER, Board Member

JOSEPH A. PUMA, Board Member

MICHAEL RIVADENEYRA, Board Member

ERICA BOND, Board Member

NATHAN JOSEPH, Board Member

SAL CARCATERRA, Board Member

JOHN SIEGAL, Board Member

LINDSAY EASON, Board Member

MARBRE STAHLY-BUTTS, Board Member

JOHN SIEGAL, Board Member

=====

JONATHAN DARCHE, ESQ., Executive Director

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

4

1 Proceedings

2 MR. DAVIE: Hi. We'd like to call
3 this June 2019 meeting of -- the board
4 meeting of the Civilian Complaint Review
5 Board to order.

6 Good evening and welcome to
7 everyone here.

8 Before we get started in full, I'd
9 like to invite my colleagues on the board
10 to introduce themselves. And I will start
11 with Mr. Joseph.

12 MR. JOSEPH: Good evening. My
13 name is Nathan Joseph. I am the city
14 council appointee from Staten Island.

15 MR. DWYER: My name is Frank
16 Dwyer. I am a police commissioner
17 appointee.

18 MR. CARCATERRA: Hi everybody.
19 I'm Sal Carcaterra. I'm a police
20 commissioner appointee.

21 MS. BOND: Good afternoon, all.
22 My name is Erica Bond. I'm a mayoral
23 appointee.

24 MR. DARCHE: Jonathan Darche,
25 executive director of the agency.

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

5

1 Proceedings

2 MR. SIEGAL: John Siegal,
3 designated and appointed by Mayor
4 de Blasio.

5 MR. EASON: Good evening,
6 everyone. I'm Lindsay Eason. I am
7 appointed by the police commissioner.

8 MR. RIVADENEYRA: Good afternoon,
9 everyone. I am Michael Rivadeneyra. I am
10 the Bronx City Council designee.

11 MR. DAVIE: Thank you all.

12 I'm Fred Davie, chair of the
13 board, mayoral designee and appointed by
14 the mayor.

15 We have a couple of other board
16 members who are going to join us tonight
17 before we conclude this public session.
18 We'll have them introduce themselves when
19 they come in as well.

20 As many of you know the CCRB's
21 prosecution of Officer Daniel Pantaleo --
22 a seven-day trial that, for reasons we're
23 not clear of, stretched over for weeks --
24 concluded on Thursday afternoon. I want
25 to make just two points before I turn

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

6

1 Proceedings

2 things over to CCRB's Executive Director
3 Jon Darche.

4 First, I want to commend the
5 Administrative Prosecution Unit for it's
6 months of dedication to this case. I
7 would be remiss --

8 (Applause.)

9 MR. DAVIE: -- if I did not
10 publically acknowledge and thank Jonathan
11 Fogel.

12 Now, I don't know Jonathan. I
13 talk to him on the phone. Is he here?

14 MS. O'HARE: No. He's working
15 hard at his desk.

16 MR. DAVIE: Understood.

17 And of course, you, Susan.

18 Suzanne O'Hare our Deputy Chief
19 Prosecutor. Thank you.

20 (Applause.)

21 MR. DAVIE: Thank you for all your
22 hard work. Appreciate it.

23 MR. JOSEPH: Can I make a comment?

24 MR. DAVIE: Yes.

25 MR. JOSEPH: I would just like to

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

7

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

say Council Member Debi Rose had attended those hearings and was very impressed by our prosecution unit. She thought they were fantastic and she has been spreading the word to her colleagues so well done.

MR. DAVIE: Great. Thank you.

Thank you, Mr. Joseph.

Thanks again.

As chair of the board, I want to thank everyone for their professionalism and dedication to this work. And I know you're continuing to work really hard on a post-trial brief so thank you.

As a New Yorker, I want to thank all of the staff. I want to thank everyone for using their considerable talents in this effort. I want to thank this board for its continued support of the work of this agency. But particularly the work that was done over the last months on this case to serve the people of the City of New York as we've been mandated by the charter to do.

The second point I want to

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

8

Proceedings

1
2 make is to zoom out a bit and highlight
3 the fact that this is a pivotal moment in
4 civilian oversight of the city's police
5 department. Commissioner O'Neill's final
6 decision in this case will influence
7 police-community relations in our city for
8 the foreseeable future.

9 The CCRB's prosecutors made the
10 case that, by placing Eric Garner in a
11 fatal chokehold, Officer Daniel Pantaleo
12 engaged in misconduct that warrants his
13 termination from the NYPD.

14 We have to wait a decision from
15 the judge and ultimately the commissioner,
16 but let's be clear: Officer Pantaleo used
17 excessive force and thereby is no longer
18 fit to the serve as a member of the NYPD,
19 and must be terminated immediately upon
20 recommendation by the judge or the police
21 commissioner must use his final authority
22 to terminate Mr. Pantaleo from the police
23 department.

24 After five long years, the Garner
25 family and the people of the City of New

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

11

1 Proceedings

2 June 30th.

3 Finally, we have two ground rules
4 for public comment. Comments on specific
5 incidents of police conduct -- whether
6 you'd like to report misconduct or follow
7 up on a complaint you've already filed --
8 should be directed to the investigators
9 present, Sara Griffin and Carter Salis.
10 They're in the back there. And to ensure
11 fairness and give everyone who wants the
12 opportunity to speak, please limit your
13 comments to two minutes. Thank you.

14 MR. DAVIE: Thank you.

15 We will now move to an adoption of
16 the minutes.

17 Is there a motion to adopt the
18 minutes from the last meeting?

19 MR. RIVADENEYRA: So motioned.

20 MR. DAVIE: Is there a second?

21 MR. EASON: Second.

22 MR. DAVIE: Any changes?

23 (No response.)

24 MR. DAVIE: All those in favor of
25 adopting the minutes please say aye.

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

12

1 Proceedings

2 (Chorus of ayes.)

3 MR. DAVIE: Opposed, no.

4 (No verbal response given.)

5 MR. DAVIE: The ayes have it,
6 minutes are adopted.

7 Is there new business to come
8 before the board?

9 (No verbal response given.)

10 MR. DAVIE: I see we have old
11 business and we're going to have a charter
12 reform and update and presentation from
13 the policy unit.

14 MS. NAPOLITANO: Good evening.

15 Can everyone hear me? All right
16 then.

17 My name is Nicole Napolitano. I'm
18 the director of policy and advocacy here
19 at the CCRB.

20 In our last board meeting that was
21 held here at the CCRB's offices I gave a
22 presentation on what we collectively refer
23 to in-house as a duty to cooperate. We
24 discuss this in two different ways here.
25 It's either the police agencies

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

14

Proceedings

were the number of uniformed members of service in the police department that the particular oversight agency that we are comparing the CCRB to oversees; whether any of them have elected boards; the types of misconduct in that agencies jurisdiction; if the police commissioner or the police chief in the jurisdiction must document the reasons for departure from board recommendations and whether that's the case for all or only some allegations of misconduct; and how the particular agency handles false statements. Adjacent to that were follow-up questions that were not quite related to those specific agencies but I was asked to provide updates on what Los Angeles and Newark have been up to lately with their police oversight; what the impact of having the police commissioner or chief be the sole arbiter of discipline is on outcomes, if that's known; and what local members of the public think of their oversight agency, public perception.

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

15

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 I realize this is pretty small font on a large screen now.

The agencies that I had initially reviewed and then presented some detailed information on a smaller handful of those ranged from Detroit to Cincinnati; Long Beach, California; Oakland, California; San Diego, California, Springfield, Massachusetts; Syracuse, New York; Pittsburgh, Pennsylvania; Providence, Rhode Island; Berkley, California; Chicago, Illinois.

And then since then I've been able to identify five additional agencies that are investigative oversight agencies that have boards that are sat by civilians that also have subpoena power.

Those are in San Francisco, California. They have their department of police accountability, which is supervised by the police commission. They have the office of police complaints in Washington, D.C.; the Atlanta citizen review board in Atlanta, Georgia; and the civilian police

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

16

1 Proceedings

2 oversight agency in Albuquerque, New
3 Mexico; as well as a civilian
4 investigative panel in Miami, Florida.

5 So briefly, of the five additional
6 agencies profiled five had stronger --
7 that's not right -- three had stronger
8 duty to cooperate powers than the CCRB.
9 That's a typo.

10 San Francisco's police
11 accountability is supervised by what's
12 called the police commission. They
13 investigate all civilian complaints of
14 police use of force, misconduct, or
15 allegations that a member of the police
16 department has not properly performed a
17 duty -- so very broad misconduct. Also
18 has authority to conduct performance
19 audits or reviews of whether the police
20 department personnel and management have
21 complied with federal and state laws, city
22 ordinances and polices, and police
23 department policies.

24 While the chief of police in San
25 Francisco has disciplinary power to issue

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

17

1 Proceedings

2 a ten-day suspension or less, the police
3 commission holds all greater disciplinary
4 power, including the power to hear appeals
5 from the chief's disciplinary decisions.

6 In both Albuquerque and Miami
7 they have boards that recommend discipline
8 but in both cities the police chief has a
9 set amount of time -- it's 30 and 45 days
10 respectively -- to document the reasons
11 for any disciplinary downgrades for the
12 board. In Miami the board also has the
13 authority to independently place an
14 officer who has been the subject of three
15 or more complaints within the past year on
16 a public monitoring list.

17 Then regarding the summary
18 findings from the follow up. So the
19 number of uniformed members of service
20 ranged from 182 in Berkley, California to
21 11,944 in Chicago. New York City has
22 36,000.

23 And while I was reviewing some of
24 the statutes and ordinances related to
25 these agencies I noted something kind of

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

18

1 Proceedings

2 interesting that I thought you all might
3 be interested in as well. In San
4 Francisco, their city ordinance requires
5 the city to budget for one investigator at
6 the department of police accountability
7 for every 150 sworn police officers. If
8 New York had that same ratio, that would
9 mean nearly tripling the number of
10 investigators that we have on staff here.

11 None of the boards that I reviewed
12 were elected. All were appointments by
13 local mayors, city councils, or a
14 combination of those. Most frequently it
15 was a combination. In Cincinnati those
16 nominations come from the city's 52
17 community councils, business, civic,
18 social service, and other agencies and
19 organizations, and individual city
20 residents -- anyone can submit a
21 nomination for the board.

22 Of the 16 agencies that I
23 reviewed, only one, Washington, D.C.,
24 allows a member of the police department
25 -- current member of the police department

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

19

1 Proceedings

2 to serve on the board. Only one, Miami,
3 allows the police chief to appoint a
4 member.

5 In Miami the civilian
6 investigatory panel selects and submits
7 the pool of nominations from which the
8 mayor and city council must choose board
9 members together. Atlanta, different bar
10 associations, the league of women voters,
11 the Atlanta business league each have an
12 individual appointment. So appointments
13 vary from city to city.

14 Of the agencies that were
15 reviewed, only four had limits on the
16 types of alleged police misconduct in
17 their jurisdictions. Most of them have
18 pretty board investigatory powers for
19 generally any type of misconduct or
20 violation of law.

21 In Springfield it's all civilian
22 complaints involving allegations of
23 harassment; use of unreasonable or
24 excessive force; use of language that is
25 insulting, demeaning, or humiliating;

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

20

Proceedings

1
2 discriminatory treatment based on a
3 person's race, religion, national origin,
4 sex, age, sexual orientation, or
5 disability; or retaliation against a
6 person for filing a citizen's complaint.

7 In Chicago they receive and
8 register all complaints that come in.
9 However, they only investigate biased
10 based verbal abuse; coercion; death or
11 serious bodily injury in custody; domestic
12 violence; excessive force; improper search
13 and seizure; firearm discharge; Taser
14 discharge that results in death or serious
15 bodily injury; pattern or practices of
16 misconduct; and, what they refer to as,
17 awful denial or access to counsel. No,
18 that's not right -- it's lawful.

19 Atlanta, complaints lodged by
20 members of the public regarding alleged
21 abuse with language; false arrest; false
22 imprisonment; harassment; use of excessive
23 force; serious bodily injury; death, which
24 is alleged to be the result of the actions
25 of a sworn employee of the police

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

21

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

department or corrections -- they have both police and corrections under the Atlanta commission.

In Washington, D.C. they only investigate complaints alleging harassment; inappropriate language or conduct; retaliation; unnecessary or excessive force; discrimination; and failure to identify -- meaning the police officer failing to identify themselves to the civilian.

Of the 16, 6 also had additional specified review duties apart from just the individual investigation of complaints. I'm not going to go through all of these in that amount of detail just for the sake of time. But San Diego, Pittsburgh, Berkley, San Francisco, Albuquerque, and Miami all have different requirements, generally policy review. But Miami is interesting in that they have the authority to investigate incidents of uses of force by officers of the city's police department resulting in death or

1 Proceedings

2 great bodily harm to a person. They are
3 mandated to automatically investigate
4 police shootings or other uses of force
5 resulting in death or serious injury.

6 While all of the investigative
7 agencies profiled have requirements in
8 their city ordinances and police
9 procedures to cooperate fully and honestly
10 with investigations of police misconduct
11 by that civilian oversight agency, none of
12 the them in their most recent annual
13 reports publically reported on the number
14 of false statements made to them or the
15 outcomes of any investigations into those
16 statements.

17 Updating on the individual
18 agencies -- the police oversight agencies
19 -- in Newark and in LA. Newark in March
20 2016 created the Newark CCRB, the civilian
21 complaint review board. That board would
22 have been an 11 member board that was
23 appointed by the mayor with the advice and
24 consent of the municipal council -- the
25 city council. There is a pretty broad

1 Proceedings

2 range here but what the issue with Newark
3 hinged on was the number of board numbers
4 who were to be appointed directly from --
5 nominated and then appointed directly from
6 specific organizations. That included the
7 New Jersey ACLU, the NAACP, the People's
8 Organization for Progress, La Casa De Don
9 Pedro, Ironbound Community Corporation,
10 and Newark Anti-Violence Coalition.

11 They had a pretty broad authority
12 to investigate any allegations of
13 misconduct involving inappropriate
14 behavior or actions. They also had
15 concurrent jurisdiction with the Newark
16 Police Department investigations. The
17 power to review NPD investigations of
18 misconduct, to consider and make
19 recommendations regarding policies and
20 procedures of NPD and it's disciplinary
21 process, as well as police-community
22 relations, and a requirement to used an
23 established disciplinary matrix, and had
24 subpoena power as well. The board's role
25 in discipline was to provide its findings

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

24

Proceedings

1
2 of fact to the city's public safety
3 director who was to accept their findings
4 of fact absent any clearer error and to
5 make disciplinary recommendations to the
6 public safety director and who was to make
7 all disciplinary decisions based on those
8 findings and consistent with the matrix.

9 The fraternal order of police,
10 however, in this case filed an injunction
11 in March 2018 Judge Donald Kessler ruled
12 that the Newark CCRB violates state
13 attorney general guidelines because it
14 would infringe on the day-to-day duties of
15 the police chief. Stripped the agency of
16 its subpoena and investigatory power.
17 Appeals in this case are still pending and
18 the most recent hearing was held on May
19 13th.

20 Los Angeles, so under the city
21 charter the board of police commissioners
22 in Los Angeles sets overall policy. The
23 chief of police manages daily operations
24 of the department and implements the
25 board's policies or policy, directions,

1 Proceedings

2 and goals. And there are five civilian
3 commissioners appointed by the mayor and
4 confirmed by city council on that board.

5 However, the board does not have
6 the authority to impose discipline though
7 it can investigate particular cases and
8 may direct the city's inspector general
9 to take on special projects. It's not
10 quite what we do here at the CCRB.

11 The office of the inspector
12 general for the LAPD reviews the LAPD's
13 internal disciplinary process, receives
14 and reviews complaints of misconduct, and
15 functions mainly as a systemic audit model
16 of police oversight.

17 More recently the city of Los
18 Angeles finalized qualifications for
19 residents who are going to serve on the
20 boards that review officer misconduct. So
21 the change in LA is that it used to be
22 that -- it would be one civilian and two
23 LAPD command staff who would sit on the
24 panels that would review allegations of
25 misconduct, that would review these

1 Proceedings

2 complaints. The more recent change is
3 that the member of service can choose to
4 have a panel of three civilians instead.
5 So they were recently finalizing
6 qualifications and selecting civilian
7 board members to serve on those panels.
8 And again, that's a situation that's still
9 pending.

10 The broader questions that I was
11 asked were about public perception of
12 oversight agencies and the police
13 commissioner as final arbiter of
14 discipline. So there were not a lot of
15 studies -- I'm sorry to say -- on these
16 issues. However, these are related to key
17 concepts of procedural justice and police
18 legitimacy, as well as the effectiveness
19 of civilian oversight bodies.

20 So these two questions in the
21 literature are linked wherever they are
22 discussed. So procedural justice meaning
23 the individual feels like the process that
24 they went through was fair, was just.
25 They have trust, they have faith in the

1 Proceedings

2 system. And police legitimacy means that
3 they believe that the officers they
4 interacted with have lawful authority to
5 engage in the activity that they do. Key
6 issues that I found in that literature
7 involved issues of public knowledge and
8 complainant satisfaction.

9 Across the board complainant
10 satisfaction in places that have civilian
11 oversight agencies or internal PD agencies
12 that review complaints have pretty low
13 levels of satisfaction in the process
14 itself. The few studies that have
15 compared the two have found slightly
16 higher levels of satisfaction in places
17 where there are civilian boards. Where
18 there was a new civilian investigative
19 agency that was put in place, afterwards
20 civilians seemed to feel better about the
21 process. They had more satisfaction.

22 But long turnaround times for
23 investigations, a lack of transparency, a
24 lack of communication, and generally a
25 burdensome process are all things that

1 Proceedings

2 negatively impacted satisfaction.

3 Particularly among those people who
4 engaged in that complaint process. So if
5 they went through the complaint process,
6 those complainants were not very happy
7 with the process. And for those who went
8 in with a more punitive mindset, they were
9 much more likely to be dissatisfied if the
10 officers allegations were not
11 substantiated.

12 Things that improved satisfaction
13 included increased transparency and an
14 increase in communications with the
15 complainant to help them understand the
16 breath and the extent of the process. And
17 any complaint resolution that was actually
18 not a full investigation. So higher rates
19 of satisfaction were found when the agency
20 engaged in mediation or when the agency
21 was able to directly communicate with or
22 allow the civilian to directly communicate
23 with either the officer or the officer's
24 supervisor. There was an interesting
25 correlation there that multiple studies

1 Proceedings

2 found.

3 In the review of news articles
4 that I was able to put together in a
5 pretty limited amount of time, it did also
6 seem that public knowledge was an issue.
7 So people understanding whether or not
8 these agencies existed in the first place
9 and knew how to file complaints was a real
10 problem.

11 There was nothing specific on
12 whether a police commissioner has final
13 say on discipline that I was able to find.
14 But the key concept that was able to
15 identify here was whether people feel like
16 the civilian oversight body is a more
17 effective mode than an internal oversight
18 body. So whether an internal affairs
19 bureau is something that people prefer
20 comparative to a civilian board.

21 Generally, people seemed to feel
22 like they preferred the civilian approach
23 but lacked faith in that particular
24 process. They laced faith in the
25 disciplinary process overall. And a key

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

30

Proceedings

1
2 issue here seemed to be a lack of
3 transparency in the process. So what
4 mattered more to people was whether the
5 disciplinary process was understandable to
6 them; whether they felt like the
7 resolutions were derived from a fair and
8 just and independent process. And belief
9 in independence of civilian boards waxes
10 and wanes over time in different places
11 and is pretty varied by geography as well.

12 Collectively, I think there was
13 some very interesting issues that came up,
14 although nothing that was sort of directly
15 on the nose for the specific questions
16 that were asked.

17 An adjacent issue that across the
18 board numerous researchers reported on was
19 a lack of resources for civilian agencies.
20 While quality investigations uncover
21 misconduct, they are extremely resource
22 intensive. That would implicate for a lot
23 of different agencies an increase not just
24 in investigators but in some places an
25 increase in board members who review the

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

32

1 Proceedings

2 minute?

3 MS. NAPOLITANO: Of course.

4 That was part one.

5 Part two, I've also been asked to
6 present a little bit on the New York City
7 Council Charter revision process. Just to
8 briefly outline what has been recommended
9 by charter commissions staff regarding the
10 CCRB and what impact that might have on
11 the agency.

12 So there were six areas in which
13 there were staff recommendations. Those
14 included changing the structure of the
15 board. So giving city council CCRB
16 appointees rather than designees subject
17 to mayoral approval. Having the CCRB
18 chair jointly selected by the mayor and
19 city council and making public advocate
20 responsible for designating or appointing
21 one or more CCRB members. Requiring
22 explanations when the police commissioner
23 deviates from CCRB recommended discipline
24 cases, not just those closed by the CCRB's
25 administrative prosecution Unit, the APU.

1 Proceedings

2 Requiring the police commissioner to
3 establish a nonbinding disciplinary matrix
4 for all police disciplinary cases,
5 including suggestions to solicit public
6 comment, incorporate recommendations from
7 the public advocate and OIG NYPD, the
8 Office of the Inspector General for the
9 NYPD, or provide a rational for not
10 incorporating those. And also to
11 incorporate recommendations from the CCRB
12 or provide a rational for not
13 incorporating those recommendations
14 regarding any misconduct that falls within
15 the CCRB's jurisdiction. Allowing CCRB to
16 delegate its subpoena power to high
17 ranking staff. Giving CCRB explicit
18 jurisdiction over false statements. And
19 protecting the CCRB's budget either via an
20 independent or guaranteed budgeting
21 system.

22 So with regard to changing the
23 structure of the board. The way that the
24 board currently operates is that board
25 members meet in panels of three, one from

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

34

Proceedings

1
2 each type of designee -- so one mayoral
3 designee, one city council designee, and
4 one police commissioner designee -- to
5 review all of our complaints. So as those
6 panels meet, typically there are a few
7 panels a month that meet, they review a
8 case docket on average of about 50 cases
9 per individual meeting.

10 The city charter currently
11 requires that the panels not be made up of
12 any one type of designee and that is one
13 of the limitations places on the charter,
14 although it doesn't specify which designee
15 should sit on panels. The implication for
16 the agency if any of these -- and I'll
17 just go back since it's outline a little
18 bit here -- if any of these were
19 implemented, particularly to add another
20 type of category, would change up how the
21 board structures its panels. So panels of
22 three required to meet but being able to
23 slot in, for example, a single individual
24 appointed by the public advocate could
25 theocratically impact the composition 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

panels and the number of panels that we would be able to hold in a given month.

While there's no specific impact that would relate to having the CCRB chair jointly selected by the mayor and the council, perhaps for the chair. That is more common in other jurisdictions to have those types of positions jointly selected. And to have board members jointly selected as well.

Requiring the police commissioner to explain all deviations from the board's disciplinary recommendations was actually something that the CCRB had discussed previously under the mayoral charter revision commission process as well. So the current process that exists now is that only for APU cases is the police commissioner required by the MOU, memorandum of understanding, between the CCRB and the NYPD to report back on reasons for deviations.

However, for non-charges cases, for cases in which the board recommends

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

36

Proceedings

1
2 command discipline or training or
3 instructions that is not a requirement, it
4 is not something that currently occurs.
5 It is something that the CCRB had
6 advocated via one of the charter change --
7 charter changes. Those explanations could
8 be reported on our semiannual and annual
9 reports in a way that would be aggregated,
10 statistical, and we would be able to
11 compare over time and would increase
12 transparency with regard to the decision
13 making process of the police commissioner.

14 The third change requiring the
15 police commissioner to establish a
16 nonbinding disciplinary matrix. So the
17 CCRB, the board, has a disciplinary
18 framework that it has been using to help
19 guide decision making in the panels in
20 which they discuss the complaints. So
21 disciplinary framework identifies specific
22 allegations that more frequently warrant
23 charges under the board's review. It also
24 encourages the board to then take into
25 account an officer's complaint history --

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

their disciplinary history here at the CCRB -- little pop up window -- thanks. As well as take in the totality of the circumstances for the complaint so that their discussion is guided by those areas.

Currently this framework exists for the cases in which the board recommends charges and specifications but the board is reviewing expanding that to all complaints, all different types. The NYPD has a disciplinary matrix working group that the CCRB is part of. So we send staff members from the agency to meet with the department to help them to construct a disciplinary framework or matrix that connects with the jurisdiction that the agency has. This was also one of the recommendations of the Blue Ribbon Panel Report.

Allowing the CCRB to delegate its subpoena power to high ranking staff. Currently the city charter requires the board to vote on subpoenas but this can take a significant amount of time. In any

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

39

1 Proceedings

2 MS. NAPOLITANO: I mean I would
3 understand if you were.

4 So currently the CCRB handles
5 false official statements by referring the
6 evidence for that false official statement
7 to the NYPD, which has a patrol guide
8 provision that specifically prohibits
9 making false official statements to the
10 CCRB as an agency. We do get back the
11 outcome of those investigations. Very few
12 of those cases are substantiated.

13 So giving the CCRB explicit
14 jurisdiction over false statements would,
15 I suppose, change the acronym from FADO --
16 excessive force, abuse of authority,
17 discourtesy, and offensive language -- to
18 FADO, adding the additional F for false
19 statements. Although it's possible that
20 if the board discussed the issue and
21 wanted to include false official
22 statements in its jurisdiction that that
23 would be something that the policy unit
24 would also be able to review for you.
25 Making such a charter change would then

1 Proceedings

2 require the agency to investigate these
3 cases in house. And would also then
4 extend NYPD's duty to cooperate with those
5 individual investigations as well.

6 Protecting the CCRB's budget. The
7 staff of the charter revision commission
8 did not specifically pick a way to protect
9 the CCRB's budget. The noted that the
10 agency could be guaranteed an independent
11 budget or break apart the budgeting in a
12 way that would connect it either, for
13 example, to the budget of the New York
14 City Police Department. That was one of
15 the CCRB's recommendations, that the
16 agency receive one percent of whatever the
17 NYPD is allocated. So we can better keep
18 up with changes at the department.

19 But the staff report did not
20 specifically state that. It didn't
21 specifically state a number or it did not
22 specifically state how the budget should
23 be made independent, just advocating that
24 it should. Noting that there is an
25 inherent political process involved in

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

41

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

budgeting. So if a future administration, for example, wanted to weaken police oversight in New York, all it would really need to do would be to decrease the budget. Which would significantly hamper the agency's ability to be responsive to complainants in a timely fashion. Our resources would take a hit for that.

Increasing the CCRB's budget would help us with some really, I think, significant issues including expanding investigative staff, expanding into the various boroughs instead of just having one headquarters in Manhattan. That would allow us to do additional outreach and additional policy and data analytics work and would keep the budget independent and protected in a way that is pretty similar to how some other jurisdictions have done it.

Chicago, for example, COPA has their budget as 1 percent of the Chicago Police Department's budget. And there are several other cities that have budgets

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

43

1 Proceedings

2 MS. NAPOLITANO: So when an
3 officer makes a statement that is false
4 based on comparison with other evidence
5 so, for example, with body-worn camera
6 footage. The investigator will document
7 all of that and we send as much of that
8 evidence as possible over to the NYPD for
9 them to investigate.

10 And so that's -- it's an
11 allegation that is investigated separately
12 outside of the CCRB. Once they complete
13 their investigation they will let us know
14 what the outcome of that is, whether it
15 was substantiated or exonerated or
16 unfounded or unsubstantiated.

17 MR. JOSEPH: Really?

18 MS. NAPOLITANO: Yes.

19 MR. JOSEPH: Okay.

20 MR. DAVIE: Are there other
21 questions? Comments?

22 MR. CARCATERRA: Nicole, I don't
23 need it right now, just when you did the
24 comparison with the numbers and the
25 agencies -- the 16 agencies -- you went

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

44

1 Proceedings

2 from the low to the high. Do you have
3 each agency's numbers.

4 MS. NAPOLITANO: Yes, I do. I can
5 send that to you.

6 MR. CARCATERRA: Okay. Also, do
7 we have each agency's number of complaints
8 they get yearly compared to the NYPD?

9 MS. NAPOLITANO: I didn't record
10 it but I'll get that to you as well.

11 MR. CARCATERRA: Just so there is
12 a baseline and we are looking at apples to
13 apples here. So when we are talking about
14 what can be done and what other agencies
15 are doing -- what's just prohibitive just
16 based on size and scope of the work.

17 MS. NAPOLITANO: Will do.

18 MR. CARCATERRA: Thanks.

19 MR. DWYER: Also, did you come
20 across what standards of proof they use?

21 MS. NAPOLITANO: You know, it's
22 not something that I recorded although I
23 did -- it was sort of a mental note every
24 time I saw something that was
25 preponderance of the evidence. But I can

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

46

1 Proceedings

2 jurisdictions did speak to public
3 education. So I noted one of them, for
4 example, Miami I think it was, where they
5 were to publically document officers that
6 had more than three complaints in a
7 calendar year. So the public reporting
8 didn't seem to be as much of a --

9 MR. SIEGAL: Restriction.

10 MS. NAPOLITANO: -- of a
11 restriction for them, yeah. But I can get
12 those specific ordinances.

13 MR. SIEGAL: I think I know the
14 answer to this but I may have the history
15 wrong, don't all of these agencies
16 postdate the creation of CCRB?

17 MS. NAPOLITANO: That is a good
18 question. At least some do and, in fact,
19 some were created within the last five
20 years?

21 MR. SIEGAL: Right. Okay.

22 Thanks.

23 MR. DAVIE: Any other comments?
24 Questions?

25 Nicole, do you know the size of

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

47

1 Proceedings

2 the budget of the Chicago Police
3 Department?

4 MS. NAPOLITANO: You know, off the
5 top of my head I don't. But it was in the
6 documentation that we provided for the
7 mayor's charter revision commission
8 testimony and so I can get that to you.

9 MR. DAVIE: Great. Thank you.

10 Anyone -- Mr. Puma. You can
11 introduce yourself as well.

12 MR. PUMA: Sure.

13 Good afternoon, everyone. I'm
14 Joseph Puma. I am the Manhattan City
15 Council designee on the board. I'm sorry
16 for be tardy. I'm glad I was able to
17 catch the bulk of this very important
18 presentation.

19 Thank you, Nicole.

20 I had a question about whether in
21 your research you encountered sort of the
22 ways that -- the different ways that some
23 of these entities issue policy or
24 statements? You know, whether it be
25 reports or resolutions or other sorts of,

1 Proceedings

2 of force issues. So one of the reports
3 that we are working on now is an update to
4 our 2016 Taser report. So issuing a
5 report that looks at the complaints that
6 we have gotten about NYPD Taser use and
7 doing, kind of, a deep dive into those
8 cases is something that is similar to how
9 some of these other agencies operate.
10 They will look at the complaints they got
11 but also then compare it to something
12 else, some other data point. So
13 connecting, for example, complaints to 311
14 calls here or 911 calls or comparing it
15 more broadly to various legal issues that
16 are part of that jurisdiction's, kind of,
17 overarching set of issues.

18 Those are things that I think are
19 really important in policy reviews, going
20 past the, sort of, descriptive nature of
21 the statistics, which is something -- we
22 report on our statistics on a monthly basis
23 and annual and semiannual. I think our
24 issue-based reports are really more
25 designed that had model that has a

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

51

1 Proceedings

2 connection, not just to policy
3 recommendations deriving solely from the
4 complaints that we get but also to
5 interviews and site visits and talking
6 with advocates and community service
7 providers. All of the reports that we're
8 currently working on use that model, which
9 I think is probably a good standard to use
10 from the one that I've seen that I've
11 really liked.

12 MR. PUMA: Thank you.

13 MS. BOND: Just one quick
14 question.

15 Thanks for this presentation,
16 which was very helpful.

17 You noted, I think, at least one
18 of the agencies had a disciplinary matrix.
19 I think it was Newark, which sounds like
20 it hasn't really gotten off the ground.
21 But I'm curious whether you came across
22 other agencies that had such matrices and
23 also whether they're public or not.
24 Because I think it would be an interesting
25 reference for us and also for the city of

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

52

1 Proceedings

2 New York to understand and the public more
3 broadly, kind of, how discipline is being
4 treated in other jurisdictions and
5 potentially provide some kind of
6 benchmarks for us as well.

7 MS. NAPOLITANO: I'll go back and
8 I'll note that.

9 MS. BOND: That'd be great. Thank
10 you.

11 MR. DAVIE: Anyone else?

12 MR. DWYER: Do all of these have
13 investigatory bodies attached to them?

14 MS. NAPOLITANO: Yeah. I limited
15 the review to solely the oversight models
16 that had an investigative function and
17 subpoena power.

18 MR. DWYER: So the LA thing where
19 -- so the investigatory body then reports
20 to two chiefs and one civilian unless the
21 officer chooses otherwise?

22 MS. NAPOLITANO: No. LA was just
23 a -- it was a question that came up. LA
24 was not one of the agencies reviewed that
25 was an investigatory body. It was a

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

53

1 Proceedings

2 separate question.

3 MR. DWYER: Thank you.

4 MR. DAVIE: Anybody else?

5 (No verbal response given.)

6 MR. DAVIE: All right. Thank you,
7 Nicole.

8 MS. NAPOLITANO: Thank you.

9 (Applause.)

10 MR. DAVIE: We're had -- we've
11 heard from Mr. Puma who has come in since
12 we got started. I think --
13 Ms. Stahly-Butts, do you want to introduce
14 yourself?

15 MS. STAHLY-BUTTS: Sure.

16 Hello everybody. My name is
17 Marbre Stahly-Butts. I am the Brooklyn
18 rep of the city council. Sorry to be
19 late. A pleasure to be here.

20 MR. DAVIE: Thank you.

21 We are going to open it up for
22 public comment. I'll see first if there's
23 anyone -- we'll go through the sign-up
24 sheet and then we'll open it up to the
25 floor.

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

54

1 Proceedings

2 I have Jordan Woke, Jose LaSalle
3 or LaSalle Jose -- I can't figure out --
4 and then I have a Y. Jennings.

5 MR. WOKE: Good afternoon. I'm
6 Jordan Woke.

7 Rather trivial compared to the
8 things that you talked about but I've been
9 going over the minutes and I gave
10 Mr. Darche a list of over twenty comments
11 on the minutes from the most recent
12 meeting up there.

13 And one annoyance in the minutes
14 was that at least two of the web --

15 MR. DAVIE: Go ahead. We're
16 listening. Go ahead.

17 MR. WOKE: -- that at least two of
18 the web addresses as printed in the
19 minutes, didn't work. It didn't work in
20 my browser.

21 There was a point at which a woman
22 who had a son -- a black son -- 18 years
23 old who presented as but, in fact, was
24 autistic. She was very afraid that this
25 son was going to get involved with the

1 Proceedings

2 attribution matters is I can imagine
3 somebody take an activity which says let's
4 look at the last interval of minutes --
5 let's look at attendance, let's see who
6 contributes and the manner in which they
7 do contribute. There is the concordance
8 at the back so it's very easy to see where
9 a person spoke and how often they spoke.
10 So I think that getting the attribution is
11 correct.

12 On a lighter note,

13 Ms. Stahly-Butts came in and -- I'm not a
14 stenographer, I'm a detail oriented person
15 -- but in the text it says -- her name was
16 actually misspelled. Once it's spelled
17 right and once it's spelled wrong, which
18 means when you get to the concordance you
19 only find one.

20 Then when she introduced herself
21 it was recorded as -- the name was
22 indiscernible and Ms. Stahly-Butts was
23 labeled as female one. This apparently
24 wasn't corrected in the final version.
25 The stenographer had difficulty

Civilian Complaint Review Board Meeting-Final
June 12, 2019

58

1 Proceedings

2 he is.

3 MR. LASALLE: Yeah, Jose LaSalle.

4 MR. DAVIE: All right.

5 I'm sorry?

6 UNKNOWN SPEAKER 1: You know who

7 he is.

8 MR. DAVIE: Actually, I don't but

9 I'm glad he's here.

10 MR. LASALLE: How you doing?

11 My name is Jose LaSalle I'm the --

12 hello. How you doing? Good afternoon.

13 My name is Jose LaSalle. I'm the

14 founder of Copwatch Patrol Unit, which is

15 a group of brothers and sister that we

16 patrol basically every precinct, we

17 document police and civilian activity on a

18 daily basis.

19 And like I always say when I come

20 to the board when we're out there and we

21 threaten police with CCRB, it doesn't

22 carry any weight. But since we're been

23 doing it -- doing copwatch out there and

24 documenting police, we have become a force

25 to be reckoned with. So when they see us

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

60

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 district attorney, and this is all on record. It's all in the CCRB report. And -- and all the evidence was there because I gave a tape -- an audio recording that, kind of, recorded for one hour where officers talked about planting guns. It was in the CCRB report. Where officers talked about when they falsely arrested me that I was not even 15 feet close to them, I was 15 feet away. And -- all this evidence that the CCRB had -- hello?
Hello?

All this evidence that the CCRB had, this is the only conclusion that it was able to come out with -- so they recommended A and B discipline to officers for abuse of authority -- three officers. They recommended Command Discipline A for discourtesy, discourtesy, discourtesy.

No, they substantiated this so -- so what I'm trying to say is out of all the evidence that was given to them and all the evidence they themselves collected -- like I said, two stack of files like

Civilian Complaint Review Board Meeting-Final
June 12, 2019

65

1 Proceedings

2 investigation did nothing to stop it.

3 They laugh at this.

4 And I'm just going to continue to
5 push the issue with the Department of
6 Justice and hopefully they'll -- they'll
7 take the case thanks to all of the
8 investigation that ya'll did with the
9 report that ya'll put out that I have
10 possession of now. Hopefully with that
11 I'm able to get these officers fired or
12 arrested for committing a crime.

13 But I just want people to
14 understand that this is what happens in
15 the CCRB, aight, they settle for close to
16 a million dollars. They was wrong. They
17 did not even -- I mean within two and a
18 half years they settled. This is unheard
19 of and there's a reason why they settled.
20 Because they didn't want those audios to
21 get there into the open, which they out
22 there in the open any way. Not all of it
23 but a lot of it.

24 MR. DAVIE: Thank you,
25 Mr. LaSalle.

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

66

1 Proceedings

2 MR. LASALLE: So I just want to
3 say that ya'll need to look into that and
4 hopefully these type of mistakes ya'll
5 don't continue to do because ya'll been
6 doing a lot of them.

7 MR. DAVIE: Thank you.

8 Questions or comments on this
9 speaker's comments?

10 (No verbal response given.)

11 MR. DAVIE: Thank you.

12 We'll now hear from -- it just
13 says Y. Jennings.

14 MS. JENNINGS: I can't think of
15 how to get this to work. Am I doing it
16 right?

17 MR. DAVIE: You're fine.

18 MS. JENNINGS: I was here February
19 and I was here May. You up there know
20 what's going on. I don't know what's
21 going -- I got off the train and whatever
22 been put on me like electricity. So you
23 see me sit over there like this. I need
24 to talk to somebody about this but ya'll
25 don't want to talk to me about any of this

Civilian Complaint Review Board Meeting-Final
June 12, 2019

67

1 Proceedings

2 and you know what's going on.

3 This scared the -- out of me
4 whatever it was. So I sat over there as
5 ya'll were doing whatever you're doing
6 because it's very scary.

7 Let's see, I'll make this quick.
8 Booth R331 I called Ed Torre (phonetic)
9 spoke to a lady and the lady said she
10 hadn't spoke to me recently I forgot what
11 I said to her. But I said to her -- let's
12 see, let me get this right.

13 I called 911 as I stood next to a
14 police officer asking him for some help
15 but not getting any. And I said to her
16 that was at Window 10. Just before that I
17 called the office of Phil Ang (phonetic)
18 spoke to Cara. Said to Ms. Cara, does he
19 get any of those messages? And I always
20 end whoever I speak to that I fear for my
21 life.

22 Now, you've already gotten
23 information about this but I'm looking at
24 the foxes in the hen house. I don't get
25 it. Mr. Darche knows one thing about me,

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

68

1 Proceedings

2 every day a letter goes somewhere -- I'm
3 not going to say where -- 1600 Penn, goes
4 in every camera.

5 I got in a little trouble in 2011
6 with the library. Not that I did
7 anything. I did just what you saw me
8 doing over there -- trying to do my
9 work -- as all of this was going on,
10 2011 --

11 MR. DAVIE: Ms. Jennings, what
12 would you have the board to do about --

13 MS. JENNINGS: This is an issue
14 that is One Police Plaza; this is Police
15 Commissioner O'Neill; this is the mayor's
16 issue of the stalking, (inaudible), and
17 harassment. This is (inaudible) Union 100
18 that was allowed to give me up to every
19 corner.

20 MR. DAVIE: Understood.

21 MS. JENNINGS: As police stand and
22 watch as people touch and grab at me and I
23 ask for help and nothing is done about it.
24 So I've not seen anything here and I'm
25 wondering what's going on.

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

69

1 Proceedings

2 MR. DAVIE: We'll have someone
3 talk to you.

4 MS. JENNINGS: We've done done
5 that. We do a lot of talking. When I get
6 outside people touch me and run at me and
7 grab at me, I'm a little lost.

8 MR. DAVIE: Okay. Thank you.

9 MS. JENNINGS: Have a good day.

10 MR. DAVIE: Thank you so much.

11 Any questions or comments? No?

12 (No verbal response given.)

13 MR. DAVIE: It looks like we one
14 other speaker.

15 Shannon Jones.

16 MS. JONES: Good afternoon.

17 For those who do not know me, my
18 name is Shannon Jones. I'm the cofounder
19 of Bronxites for NYPD Accountability. In
20 the streets we are known as Why
21 Accountability.

22 We were born after the chokehold
23 murder of Eric Garner captured on video by
24 Ramsey Auto on July 17, 2014. Since that
25 day we have made it our life's work in

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

70

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

order to foster the freedom of African people in the Unites States; as well as the abolition of police departments throughout the United States; as well as raise the consciousness and self-determination of Africans all over the United States, particularly New York City and within the five boroughs where we continue to be abused by the New York Police Department. Just so folks know who I am. Some folks on the board are familiar with me. I haven't been here in awhile but we're working against relentless oppression in the street.

So my first order of business is this: Why is the meeting at 4:00? Do you want people to come or you don't want them to come? Do you want it to be front loaded with politicians and interns and press that have all the time in the world? Every other month at 6:30 doesn't cut it.

These meetings should not be taking place at 4:00 p.m. If you believe a meeting needs to take place in the early

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

71

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.m., then you need to have two meetings a month instead of one. You must meet the needs of the community and not serve the needs of yourselves. That's the first order of business.

The second order of business, after listening to the comparison made by employees with regard to other police departments and all of the kicking the can down the road that I heard for about a half an hour, it's nonsense. You guys know full well that this board and the agency itself has absolutely no teeth -- none whatsoever.

This board -- the agency itself has no control over what the police commissioner does. So it's a waste of taxpayers money and it's a dog and pony show because through the Copwatch and the interaction in the community that Bronxites for NYPD Accountability has done, the CCRB fails to protect anyone that makes a report against a police officer to this agency, okay. The CCRB

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

72

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

fails to take any proaction in investigating any allegations or visuals of misconduct that are not directly reported to them, even though social media is hot with videos not only from Jose LaSalle's Copwatch patrol unit but random citizens on the street.

It has been requested now for five years that the CCRB take proaction in investigating misconduct that they see in the community and a large part of the problem with that is, you're not from the community. And also part of that comparison is this: If we want to use Newark -- I've been coming here so long that I remember when the gentleman from Newark came in order to craft the civilian review board over there.

What this board does not contain is -- this board contains no grass root organization representation like Newark does. There's People's Organization for Progress. You have nothing replicating that up there. It's a bunch of ex-cops,

Proceedings

1
2 a bunch of republicans, and mayoral
3 appointments and people that get favors.
4 This is just your chess piece move to a
5 better private employment or a better
6 political appointment. It has nothing to
7 do with relieving the abuse that people in
8 the City of New York -- East New York,
9 Brownsville, Morris, Mount Haven, South
10 Side Jamaica Queens, Lower East Side,
11 Harlem -- places that are gentrifying,
12 places where white people don't want to
13 live with black people, where police
14 presence is out of control.

15 In the 67, Flatbush area, where
16 you have the second highest number of stop
17 and frisk in the entire city taking place,
18 the CCRB is unwilling and unable to do
19 anything about that. My taxpayer dollars
20 are going to a dog and pony show using
21 sick dogs.

22 So what I will offer to this board
23 and to this body that some of you excuse
24 yourselves in favor of grass roots
25 organizations that all have a connection

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

74

Proceedings

1
2 with the community and actually do the
3 work that you should be doing. If it were
4 not for organizations such as myself,
5 Copwatch Patrol Unit, New York City Shut
6 It Down Crew, and others that are in the
7 community highlighting police misconduct
8 you guys would just be able to continue
9 your online shopping 9:00 to 5:00 that you
10 probably do at your desk time because
11 you're not doing the work of the people.

12 My third issue is the Eric Garner
13 case. I had the displeasure of presenting
14 with my own physical body for June 5th,
15 Eric Garner trial, APU trial, okay. It's
16 plan to see that the CCRB has no interest
17 in bringing this process to the public.
18 And I will explain how.

19 One, the biggest, most
20 international spotlight on police murder,
21 operational terrorism in the City of New
22 York since the murder of Sean Bell --
23 internationally televised that sparked
24 mass African movement in the United States
25 and around the world, gave about eight

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

75

Proceedings

1
2 seats to the public for the trial. What's
3 up with that? What's up with that? Why
4 was the room allowed to be front loaded
5 with PBA? Why was the room allowed to be
6 front loaded with press that didn't even
7 bother checking in? If you were already
8 on the criminal beat and saunter around
9 One PP any way, you were able to take a
10 seat. Meanwhile, scores of people were
11 left downstairs waiting outside wondering
12 what will happen.

13 That trial belonged to the public
14 not the PBA, not police officers, and
15 really not even the press that are
16 controlled by the police department.
17 Because every news report that I read
18 regarding the Eric Garner trial days did
19 not effectively capture the goings on in
20 those room, nor did they contextualize
21 [sic] it appropriately for the freedom of
22 the people. And I offer that that is by
23 design not by coincidence.

24 There's a trial room right next
25 door not used, much bigger. What's up

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

76

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

with that? Did you want people in there or not? Did you want a frenzy outside or did you want people to educate themselves?

Issue 3a, the prosecution itself and the trial of Officer Daniel Pantaleo. The CCRB allowed that man to submit, for which I was present -- this is not something I read in the mass-mind controlled media -- I was present. He was allowed to submit a statement. And at this point since we already know that the CCRB does not control any discipline or punishment for any officer, legal strategy is out the window, it doesn't matter.

That man should have been made to take the stand and face the inquiry of the entire world. He should have been made to do that. And the reason for which he was not, I contend, is to continue to cloak and protect the police. CCRB, yes you did. Because who cares about a legal strategy that does not control his fate either way.

The people have already decided

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

77

1 Proceedings

2 that he is fired, not the CCRB and not
3 Jimmy O'Neill. We've already decided that
4 he is fired whether he's fired or not.

5 MR. DAVIE: Ms. Shannon --

6 MS. JONES: The CCRB -- please do
7 not interrupt the African woman while she
8 is speaking. Your board members can tell
9 you who I am. Don't do it. I will
10 continue to say what I have to say. You
11 allowed your policy person to speak ad
12 nauseam while you kicked the can down the
13 block asking dumb questions about Chicago,
14 the most corrupt police department running
15 neck with LA and NYPD.

16 Please do not interrupt me, sir.
17 You guys got all the time in the world.
18 This did not start at 6:30. It's not
19 nighttime and you're not missing the game.
20 That's not till tomorrow.

21 So then my next issue is this --

22 MR. DAVIE: Ms. Shannon, I would
23 ask that you would respect --

24 MS. JONES: Hopefully -- the
25 entire board is being treated with respect

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

78

1 Proceedings

2 because if they were treated with
3 disrespect this meeting would not be
4 taking place.

5 MR. DAVIE: I'm not worried about
6 the board. I'm worried about the other
7 people who are here.

8 MS. JONES: Other people that are
9 here, are you guys interested in what else
10 I have to say?

11 UNKNOWN SPEAKERS: Absolutely.
12 Absolutely.

13 MS. JONES: Are we interested in
14 what I have to say? Do we have the
15 patience and the willingness and ability
16 to listen to the rest of what I have to
17 say?

18 MR. DAVIE: Ms. Shannon --

19 MS. JONES: Do we have a second on
20 that from anyone in the room?

21 MR. DAVIE: Ms. Shannon --
22 Ms. Shannon, you have two minutes.

23 MS. JONES: No. I have as much
24 time as I need to address this board.

25 MR. DAVIE: You do not.

Civilian Complaint Review Board Meeting-Final
June 12, 2019

79

1 Proceedings

2 MS. JONES: No. I absolutely do.

3 Again, you don't know who I am.

4 Issue 4 --

5 MR. DAVIE: Two minutes.

6 MS. JONES: -- is the CCRB case
7 against Mr. Jose LaSalle. Why would I
8 bring that up? Why would Shannon Jones
9 form a completely separate, radical
10 African liberation organization bring up
11 another CCRB case about someone else
12 totally different? You know why? Because
13 this letter that was written by the
14 executive director cites one of the
15 allegations -- actually, two. Those
16 allegations and let me state for the
17 record -- this case number is 201606760 --

18 MR. DARCHE: Ms. Jones --
19 Ms. Jones -- Ms. Jones --

20 MS. JONES: -- those allegations
21 detail --

22 MR. DARCHE: Ms. Jones --

23 (Inaudible crosstalk.)

24 MR. DARCHE: Can I talk -- if I
25 can talk for one minute --

Civilian Complaint Review Board Meeting-Final
June 12, 2019

80

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

(Inaudible crosstalk.)

MR. DARCHE: I'm just reiterating the ground rules. I just want to make sure you understand --

MS. JONES: How many times have you seen me at a board meeting, sir?

(Inaudible crosstalk.)

MR. DAVIE: I would ask that the board take a break.

Motion to adjourn. Can I get a motion?

MR. DWYER: So moved.

MR. DAVIE: Is there a second?

Thank you.

(Time noted: 5:19 p.m.)

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

C E R T I F I C A T E

I, KRISTINA TRNKA, a shorthand reporter and
Notary Public within and for the State of New York,
do hereby certify:

That the within statement is a true and
accurate record of the stenographic notes taken by
me.

In witness whereof, I have hereunto set my
hand this 30th day of June, 2019.

Kristina Trnka

KRISTINA TRNKA

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

A		
A-L (1) 57:17	19:14 22:7,18,18 26:12 27:11,11	Appreciate (1) 6:22
a.m (1) 71:2	29:8 30:19,23 31:7 43:25,25	approach (1) 29:22
ability (3) 31:10 41:7 78:15	44:14 45:18 46:15 49:7,25 50:9	appropriately (1) 75:21
able (18) 15:14 28:21 29:4,13,14	51:18,22 52:24	approval (1) 32:17
34:22 35:3 36:10 38:9 39:24 42:9	agency (31) 4:25 7:20 9:22 10:6	APU (3) 32:25 35:19 74:15
47:16 60:16 62:13 63:24 65:11	13:3,13 14:4,14,25 16:2 22:11	arbiter (2) 14:22 26:13
74:8 75:9	24:15 27:19 28:19,20 31:5,9	area (3) 48:3,4 73:15
abolition (1) 70:4	32:11 34:16 37:14,18 38:11	areas (3) 10:21 32:12 37:6
absent (1) 24:4	39:10 40:2,10,16 48:5 49:22	arrest (1) 20:21
absolutely (4) 71:14 78:11,12 79:2	71:14,16,25	arrested (2) 60:9 65:12
abuse (5) 20:10,21 39:16 60:18	agency's (4) 13:6 41:7 44:3,7	articles (1) 29:3
73:7	AGENDA (1) 2:2	asked (4) 14:18 26:11 30:16 32:5
abused (1) 70:10	aggregated (1) 36:9	asking (3) 57:21 67:14 77:13
accept (1) 24:3	aggressive (1) 10:7	associations (1) 19:10
access (4) 9:25 10:4,7 20:17	ahead (2) 54:15,16	assumed (1) 57:9
account (1) 36:25	aight (2) 64:14 65:15	Atlanta (6) 15:24,25 19:9,11 20:19
accountability (7) 10:17 15:21	ain't (1) 64:17	21:4
16:11 18:6 69:19,21 71:22	akin (1) 45:19	attached (1) 52:13
accurate (1) 81:11	AL (1) 57:18	attendance (1) 56:5
acknowledge (1) 6:10	Albuquerque (3) 16:2 17:6 21:20	attended (1) 7:2
ACLU (1) 23:7	allegation (1) 43:11	attention (1) 9:13
acronym (1) 39:15	allegations (11) 14:13 16:15 19:22	attorney (2) 24:13 60:2
actions (2) 20:24 23:14	23:12 25:24 28:10 36:22 72:3	attributed (2) 55:10,23
activity (3) 27:5 56:3 58:17	79:15,16,20	attribution (2) 56:2,10
acts (1) 13:16	alleged (3) 19:16 20:20,24	audio (1) 60:5
ad (1) 77:11	alleging (1) 21:6	audios (1) 65:20
add (3) 10:9 34:19 38:7	allocated (2) 40:17 42:4	audit (1) 25:15
adding (1) 39:18	allow (2) 28:22 41:16	auditing (1) 48:9
additional (6) 15:15 16:5 21:13	allowed (6) 68:18 75:4,5 76:7,11	audits (1) 16:19
39:18 41:16,17	77:11	authority (11) 8:21 13:18 16:18
address (2) 9:12 78:24	Allowing (2) 33:15 37:21	17:13 21:23 23:11 25:6 27:4
addresses (1) 54:18	allows (2) 18:24 19:3	31:16 39:16 60:18
adjacent (2) 14:15 30:17	American (1) 57:11	autistic (1) 54:24
adjourn (2) 2:13 80:11	amount (6) 17:9 21:17 29:5 37:25	Auto (1) 69:24
administration (1) 41:2	38:7 42:4	automatically (1) 22:3
administrative (2) 6:5 32:25	analytics (1) 41:17	available (1) 13:4
adopt (2) 11:17 49:4	ands (1) 58:15	AVENUE (1) 1:22
adopted (1) 12:6	Ang (1) 67:17	average (1) 34:8
adopting (1) 11:25	Angeles (4) 14:19 24:20,22 25:18	aware (1) 10:18
adoption (2) 2:5 11:15	annoyance (1) 54:13	awful (1) 20:17
advice (1) 22:23	annual (4) 22:12 36:8 48:10 50:23	awhile (1) 70:14
advocacy (1) 12:18	answer (1) 46:14	aye (1) 11:25
advocate (3) 32:19 33:7 34:24	Anti-Violence (1) 23:10	eyes (2) 12:2,5
advocated (1) 36:6	Anybody (1) 53:4	
advocates (1) 51:6	apart (2) 21:14 40:11	B
advocating (1) 40:23	apparently (1) 56:23	B (1) 60:17
affairs (1) 29:18	appeals (2) 17:4 24:17	back (8) 11:10 34:17 35:22 39:10
affect (1) 10:19	Applause (3) 6:8,20 53:9	42:19 52:7 56:8 64:6
afraid (1) 54:24	apples (2) 44:12,13	bar (1) 19:9
African (4) 70:2 74:24 77:7 79:10	appoint (1) 19:3	based (5) 20:2,10 24:7 43:4 44:16
Africans (1) 70:7	appointed (8) 5:3,7,13 22:23 23:4	baseline (1) 44:12
afternoon (8) 4:21 5:8,24 47:13	23:5 25:3 34:24	basically (2) 58:16 63:25
54:5 57:7 58:12 69:16	appointee (4) 4:14,17,20,23	basis (2) 50:22 58:18
age (1) 20:4	appointees (1) 32:16	Beach (1) 15:8
agencies (33) 12:25 13:9 14:7,17	appointing (1) 32:20	beat (2) 61:12 75:8
15:4,15,16 16:6 17:25 18:18,22	appointment (2) 19:12 73:6	behavior (1) 23:14
	appointments (3) 18:12 19:12 73:3	belief (1) 30:8

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

believe (4) 27:3 62:21,23 70:24
Bell (1) 74:22
belonged (1) 75:13
benchmarks (1) 52:6
Berkley (3) 15:12 17:20 21:19
better (4) 27:20 40:17 73:5,5
beyond (1) 45:14
biased (1) 20:9
big (2) 62:17 63:17
bigger (1) 75:25
biggest (1) 74:19
bit (5) 8:2 13:7 32:6 34:18 49:9
black (2) 54:22 73:13
Blasio (1) 5:4
blinded (1) 62:19
block (1) 77:13
Blue (1) 37:19
board (79) 1:3 3:2,5,6,7,8,9,10,11
 3:12,13,14 4:3,5,9 5:13,15 7:10
 7:19 9:15 12:8,20 13:20 14:11
 15:24 17:12,12 18:21 19:2,8,18
 22:21,21,22 23:3 24:21 25:4,5
 26:7 27:9 29:20 30:18,25 31:4
 32:15 33:23,24,24 34:21 35:10
 35:25 36:17,24 37:8,10,24 38:3,6
 38:8 39:20 47:15 55:24 58:20
 59:7 63:5 68:12 70:12 71:13,16
 72:19,20,21 73:22 77:8,25 78:6
 78:24 80:7,10
board's (4) 23:24 24:25 35:13
 36:23
boards (7) 14:6 15:17 17:7 18:11
 25:20 27:17 30:9
bodies (2) 26:19 52:13
bodily (4) 20:11,15,23 22:2
body (7) 10:5 29:16,18 52:19,25
 73:23 74:14
body-worn (2) 10:2 43:5
Bond (5) 3:8 4:21,22 51:13 52:9
book (1) 59:18
Booth (1) 67:8
born (1) 69:22
boroughs (2) 41:14 70:9
bother (1) 75:7
break (2) 40:11 80:10
breath (1) 28:16
brief (1) 7:14
briefly (3) 9:12 16:5 32:8
briefs (1) 48:14
bring (2) 79:8,10
bringing (1) 74:17
broad (4) 16:17 22:25 23:11 31:20
broader (1) 26:10
broadly (2) 50:15 52:3
Bronx (3) 5:10 9:15 10:24
Bronxites (2) 69:19 71:22
Brooklyn (1) 53:17

brothers (1) 58:15
brought (1) 9:13
Brownsville (1) 73:9
browser (1) 54:20
budget (13) 18:5 33:19 40:6,9,11
 40:13,22 41:6,10,18,23,24 47:2
budgeting (3) 33:20 40:11 41:2
budgets (1) 41:25
bulk (1) 47:17
bunch (2) 72:25 73:2
burdensome (1) 27:25
bureau (1) 29:19
business (9) 2:8,9 12:7,11 18:17
 19:11 70:16 71:6,7

C

C (2) 81:5,5
calendar (1) 46:7
California (6) 15:8,8,9,12,20 17:20
call (2) 2:4 4:2
called (5) 16:12 61:6 67:8,13,17
calls (2) 50:14,14
camera (4) 10:2,5 43:5 68:4
capture (1) 75:19
captured (1) 69:23
Cara (2) 67:18,18
Carcatera (7) 3:10 4:18,19 43:22
 44:6,11,18
cares (1) 76:22
carry (1) 58:22
Carter (1) 11:9
Casa (1) 23:8
case (27) 6:6 7:22 8:6,10 9:2,12,16
 9:23 14:12 24:10,17 31:22 34:8
 38:19 49:22 59:14,14,17 61:9,11
 61:13 64:2 65:7 74:13 79:6,11,17
cases (14) 9:21 10:3 25:7 31:15
 32:24 33:4 34:8 35:19,24,25 37:8
 39:12 40:3 50:8
catch (1) 47:17
category (1) 34:20
cause (1) 45:9
CCRB (73) 9:3,19 10:23 12:19 13:8
 13:14 14:5 16:8 22:20 24:12
 25:10 32:10,15,17,21,23 33:11
 33:15,17 35:5,15,22 36:5,17 37:3
 37:13,21 38:13,14,16 39:4,10,13
 42:9,20 43:12 46:16 49:20 58:21
 59:11,14,23,25 60:3,8,12,14 61:3
 61:4,15,17,21,22,23 62:8,9,10,25
 63:4,18 65:15 71:23,25 72:10
 73:18 74:16 76:7,13,21 77:2,6
 79:6,11
CCRB's (11) 5:20 6:2 8:9 12:21
 32:24 33:15,19 40:6,9,15 41:10
certify (1) 81:9
chair (9) 1:14 2:6 3:4 5:12 7:10

9:11 32:18 35:5,7
chairs (1) 10:10
chance (1) 64:15
change (8) 25:21 26:2 31:13 34:20
 36:6,14 39:15,25
changed (1) 63:19
changes (4) 11:22 31:20 36:7
 40:18
changing (3) 32:14 33:22 63:19
charge (1) 64:24
charged (2) 61:6,6
charges (2) 36:23 37:9
charging (1) 64:23
charter (17) 2:10 7:24 10:13 12:11
 24:21 31:17 32:7,9 34:10,13
 35:16 36:6,7 37:23 39:25 40:7
 47:7
checking (1) 75:7
chess (1) 73:4
Chicago (7) 15:13 17:21 20:7
 41:22,23 47:2 77:13
chief (9) 6:18 13:11 14:9,22 16:24
 17:8 19:3 24:15,23
chief's (1) 17:5
chiefs (1) 52:20
chokehold (2) 8:11 69:22
choose (2) 19:8 26:3
chooses (1) 52:21
Chorus (1) 12:2
Church (1) 1:8
Cincinnati (1) 15:7 18:15
circumstances (1) 37:5
cites (1) 79:14
cities (2) 17:8 41:25
citizen (1) 15:24
citizen's (1) 20:6
citizens (1) 72:8
city (36) 4:13 5:10 7:23 8:7,25
 10:14 16:21 17:21 18:4,5,13,19
 19:8,13,13 22:8,25 24:20 25:4,17
 32:6,15,19 34:3,10 37:23 40:14
 47:14 51:25 53:18 62:4 70:9 73:8
 73:17 74:5,21
city's (5) 8:4 18:16 21:24 24:2 25:8
civic (1) 18:17
civil (1) 45:10
civilian (32) 1:3 4:4 8:4 10:21
 15:25 16:3,13 19:5,21 21:12
 22:11,20 25:2,22 26:6,19 27:10
 27:17,18 28:22 29:16,20,22 30:9
 30:19 52:20 58:17 63:5,10,11,14
 72:18
civilians (5) 15:17 26:4 27:20 63:6
 64:13
clear (8) 5:23 8:16 42:21,24 45:12
 59:9 62:22 63:2
clearer (1) 24:4

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

<p>cloak (1) 76:20 close (5) 60:10 61:9,10 62:4 65:15 closed (1) 32:24 closing (1) 9:24 closure (1) 9:2 Coalition (1) 23:10 coercion (1) 20:10 cofounder (1) 69:18 cognate (1) 57:12 coincidence (1) 75:23 colleagues (2) 4:9 7:6 collected (1) 60:24 collectively (2) 12:22 30:12 Colorado (1) 57:6 combination (2) 18:14,15 come (12) 5:19 9:21 12:7 18:16 20:8 44:19 53:11 58:19 59:22 60:16 70:18,19 comes (2) 31:13 59:7 comfortable (1) 49:21 coming (2) 57:3 72:16 command (3) 25:23 36:2 60:19 commend (1) 6:4 comment (6) 2:12 6:23 9:14 11:4 33:6 53:22 comments (8) 11:4,13 43:21 46:23 54:10 66:8,9 69:11 commission (9) 10:13,15 15:22 16:12 17:3 21:4 35:17 40:7 47:7 commission's (1) 10:19 commissioner (22) 4:16,20 5:7 8:5 8:15,21 9:4 13:11,17 14:8,21 26:13 29:12 32:22 33:2 34:4 35:12,20 36:13,15 68:15 71:18 commissioners (2) 24:21 25:3 commissions (1) 32:9 committing (1) 65:12 common (2) 35:8 48:14 communicate (3) 28:21,22 55:2 communication (1) 27:24 communications (1) 28:14 community (14) 18:17 23:9 51:6 59:7,8,10 62:15,18 71:4,21 72:12 72:14 74:2,7 comparative (1) 29:20 compare (2) 36:11 50:11 compared (4) 13:8 27:15 44:8 54:7 comparing (2) 14:5 50:14 comparison (4) 43:4,24 71:8 72:15 complainant (3) 27:8,9 28:15 complainants (2) 28:6 41:8 complaining (1) 49:21 complains (1) 49:19 complaint (15) 1:3 4:4 9:20 11:7 20:6 22:21 28:4,5,17 36:25 37:5 59:12 61:21,24 63:5 complaints (28) 9:21 15:23 16:13</p>	<p>17:15 19:22 20:8,19 21:6,16 25:14 26:2 27:12 29:9 31:2,5 34:5 36:20 37:11 44:7 46:6 48:16 48:18 49:15,16 50:5,10,13 51:4 complete (1) 43:12 completely (2) 57:19 79:9 complied (1) 16:21 comply (1) 13:11 composition (1) 34:25 concept (1) 29:14 concepts (1) 26:17 conclude (1) 5:17 concluded (1) 5:24 conclusion (1) 60:15 concordance (2) 56:7,18 concurrent (2) 23:15 48:9 conduct (3) 11:5 16:18 21:8 confidentiality (1) 45:19 confirmed (1) 25:4 connect (1) 40:12 connecting (1) 50:13 connection (3) 38:16 51:2 73:25 connects (1) 37:17 consciousness (1) 70:6 consent (1) 22:24 consider (1) 23:18 considerable (1) 7:17 consistent (1) 24:8 construct (1) 37:16 contain (1) 72:20 contains (1) 72:21 contend (1) 76:20 contextualize (1) 75:20 continue (9) 63:21,22,23 65:4 66:5 70:10 74:8 76:20 77:10 continued (1) 7:19 continuing (1) 7:13 contribute (1) 56:7 contributes (1) 56:6 control (4) 71:17 73:14 76:13,23 controlled (2) 75:16 76:10 convincing (1) 45:13 cooperate (4) 12:23 16:8 22:9 40:4 COPA (1) 41:22 copwatch (6) 58:14,23 63:21 71:20 72:7 74:5 copwatcher (1) 61:12 corner (1) 68:19 Corporation (1) 23:9 correct (1) 56:11 corrected (1) 56:24 corrections (2) 21:2,3 correlation (1) 28:25 corrupt (1) 77:14 cost (1) 62:4 council (14) 4:14 5:10 7:2 19:8 22:24,25 25:4 32:7,15,19 34:3</p>	<p>35:7 47:15 53:18 councils (2) 18:13,17 counsel (1) 20:17 couple (1) 5:15 course (2) 6:17 32:3 craft (1) 72:18 created (2) 22:20 46:19 creation (1) 46:16 Crew (1) 74:6 crime (1) 65:12 criminal (1) 75:8 crosstalk (3) 79:23 80:2,8 curious (1) 51:21 current (2) 18:25 35:18 currently (7) 33:24 34:10 36:4 37:7 37:23 39:4 51:8 custody (1) 20:11 cut (2) 38:11 70:22</p> <hr/> <p style="text-align: center;">D</p> <hr/> <p>D.C (4) 15:24 18:23 21:5 48:15 daily (2) 24:23 58:18 Daniel (3) 5:21 8:11 76:6 Darce (16) 1:15 3:16 4:24,24 6:3 9:9,11 31:23 38:24 54:10 55:10 67:25 79:18,22,24 80:3 data (2) 41:17 50:12 Davie (49) 1:14 3:4 4:2 5:11,12 6:9 6:16,21,24 7:7 11:14,20,22,24 12:3,5,10 42:15 43:20 46:23 47:9 52:11 53:4,6,10,20 54:15 57:23 58:4,8 65:24 66:7,11,17 68:11,20 69:2,8,10,13 77:5,22 78:5,18,21 78:25 79:5 80:9,14 day (6) 59:9 64:22 68:2 69:9,25 81:14 day-to-day (2) 10:20 24:14 days (2) 17:9 75:18 de (2) 5:4 23:8 deal (1) 9:5 death (5) 20:10,14,23 21:25 22:5 Debi (1) 7:2 decided (2) 76:25 77:3 decision (4) 8:6,14 36:12,19 decisions (3) 10:19 17:5 24:7 decrease (1) 41:5 dedication (2) 6:6 7:12 deep (1) 50:7 deficiencies (1) 31:9 definitely (1) 48:4 delay (1) 38:5 delayed (2) 10:4 57:2 delegate (2) 33:16 37:21 deliver (1) 13:22 demands (1) 9:6 demeaning (1) 19:25 denial (1) 20:17</p>
--	--	--

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

department (24) 8:5,23 10:8 14:3
15:20 16:16,20,23 18:6,24,25
21:2,25 23:16 24:24 37:15 40:14
40:18 42:3 47:3 65:5 70:11 75:16
77:14
Department's (1) 41:24
departments (2) 70:4 71:10
departure (1) 14:10
depth (1) 13:8
deputy (2) 6:18 55:12
derived (1) 30:7
deriving (1) 51:3
descriptive (1) 50:20
deserve (1) 9:2
design (1) 75:23
designate (1) 38:9
designated (1) 5:3
designating (1) 32:20
designed (1) 50:25
designee (9) 5:10,13 34:2,3,3,4,12
34:14 47:15
designees (1) 32:16
desk (2) 6:15 74:10
detail (3) 21:17 56:14 79:21
detailed (1) 15:5
detailing (1) 48:20
details (1) 9:23
Detroit (1) 15:7
deviates (1) 32:23
deviations (2) 35:13,23
Diego (2) 15:9 21:18
different (9) 12:24 19:9 21:20
30:10,23 37:11 47:22 55:23
79:12
difficulty (2) 9:24 56:25
direct (2) 10:4,6
directed (1) 11:8
directions (1) 24:25
directly (6) 23:4,5 28:21,22 30:14
72:4
director (10) 1:15 2:7 3:16 4:25 6:2
12:18 24:3,6 25:8 79:14
disability (3) 20:5 55:6,7
discharge (2) 20:13,14
disciplinary (23) 13:12,18 16:25
17:3,5,11 23:20,23 24:5,7 25:13
29:25 30:5 33:3,4 35:14 36:16,17
36:21 37:2,12,16 51:18
discipline (13) 13:15 14:22 17:7
23:25 25:6 26:14 29:13 32:23
36:2 52:3 60:17,19 76:13
discourtesy (4) 39:17 60:20,20,20
discrimination (1) 21:9
discriminatory (1) 20:2
discuss (2) 12:24 36:20
discussed (4) 13:7 26:22 35:15
39:20

discussing (1) 10:16
discussion (2) 37:6 55:14
displeasure (1) 74:13
disrespect (1) 78:3
dissatisfied (1) 28:9
district (1) 60:2
dive (1) 50:7
docket (1) 34:8
document (7) 14:10 17:10 43:6
45:2 46:5 48:20 58:17
documentation (1) 47:6
documenting (1) 58:24
documents (2) 13:3 38:4
dog (2) 71:19 73:20
dogs (1) 73:21
doing (17) 44:15 50:7 58:10,12,23
58:23 62:16,19,21,23 66:6,15
67:5,5 68:8 74:3,11
dollars (6) 61:10,11,14 62:5 65:16
73:19
domestic (1) 20:11
Don (1) 23:8
Donald (1) 24:11
door (1) 75:25
doubt (1) 45:14
downgrades (1) 17:11
downstairs (1) 75:11
due (1) 9:25
dumb (1) 77:13
duties (2) 21:14 24:14
duty (4) 12:23 16:8,17 40:4
Dwyer (11) 3:5 4:15,16 44:19 45:4
45:8,12 52:12,18 53:3 80:13

E

E (2) 81:5,5
E-L (1) 57:17
E-MAIL (1) 1:24
early (1) 70:25
Eason (4) 3:12 5:5,6 11:21
East (2) 73:8,10
easy (2) 45:5 56:8
Ed (1) 67:8
educate (1) 76:4
education (1) 46:3
effective (1) 29:17
effectively (1) 75:19
effectiveness (1) 26:18
effort (1) 7:18
eight (1) 74:25
either (7) 12:25 28:23 33:19 40:12
42:2 48:7 76:24
elected (2) 14:6 18:12
electricity (1) 66:22
employee (1) 20:25
employees (1) 71:9
employment (1) 73:5

encountered (1) 47:21
encourages (1) 36:24
engage (3) 27:5 31:10,17
engaged (3) 8:12 28:4,20
ensure (1) 11:10
entire (4) 38:6 73:17 76:18 77:25
entities (2) 47:23 49:2
Eric (5) 8:10 69:23 74:12,15 75:18
Erica (2) 3:8 4:22
error (1) 24:4
especially (2) 10:20 49:10
Esq (2) 1:15 3:16
establish (2) 33:3 36:15
established (1) 23:23
evening (5) 4:6,12 5:5 12:14 13:22
events (1) 10:23
everybody (3) 4:18 49:18 53:16
evidence (21) 9:6 13:3 38:18 39:6
43:4,8 44:25 45:13 59:17,22,24
60:4,12,14,23,24 61:16 64:4,5,15
64:16
ex-cops (1) 72:25
example (10) 31:21 34:23 38:5
40:13 41:3,22 43:5 46:4 48:11
50:13
excessive (6) 8:17 19:24 20:12,22
21:9 39:16
excuse (1) 73:23
executive (8) 1:15 2:7,13 3:16 4:25
6:2 38:10 79:14
existed (1) 29:8
exists (3) 35:18 37:7 49:20
exonerated (1) 43:15
expanding (3) 37:10 41:12,13
expansive (1) 45:22
explain (2) 35:13 74:18
explanations (2) 32:22 36:7
explicit (3) 33:17 38:14 39:13
expose (1) 63:22
extend (1) 40:4
extensive (1) 48:8
extent (1) 28:16
extraordinary (1) 55:21
extremely (1) 30:21

F

F (2) 39:18 81:5
face (1) 76:17
faced (1) 9:24
FACSIMILE (1) 1:24
fact (6) 8:3 24:2,4 46:18 54:23
62:18
FADO (2) 39:15,18
failing (1) 21:11
fails (2) 71:23 72:2
failure (1) 21:10
fair (2) 26:24 30:7

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

fairness (1) 11:11
faith (3) 26:25 29:23,24
falls (1) 33:14
false (19) 14:14 20:21,21 22:14
 33:18 38:15,17 39:5,6,9,14,18,21
 42:20,22,23 43:3 57:11 63:14
falsely (3) 60:9 64:23,24
familiar (1) 70:13
family (1) 8:25
fantastic (1) 7:5
fashion (1) 41:8
fatal (1) 8:11
fate (1) 76:23
favor (2) 11:24 73:24
favors (1) 73:3
fear (1) 67:20
February (1) 66:18
federal (1) 16:21
feel (5) 27:20 29:15,21 49:20 61:15
feels (1) 26:23
feet (2) 60:10,11
felony (1) 62:2
felt (1) 30:6
female (1) 56:23
fighting (1) 57:6
figure (1) 54:3
file (2) 29:9 61:21
filed (2) 11:7 24:10
files (2) 60:25 62:22
filing (1) 20:6
final (6) 8:5,21 13:18 26:13 29:12
 56:24
finalized (1) 25:18
finalizing (1) 26:5
Finally (1) 11:3
find (3) 29:13 38:19 56:19
findings (5) 13:12 17:18 23:25
 24:3,8
fine (1) 66:17
firearm (1) 20:13
fired (4) 65:11 77:2,4,4
first (6) 6:4 29:8 53:22 61:11 70:16
 71:5
fit (1) 8:18
five (9) 8:24 15:15 16:5,6 25:2
 42:19 46:19 70:9 72:9
Flatbush (1) 73:15
floor (1) 53:25
Florida (1) 16:4
Fogel (2) 6:11 10:10
folks (2) 70:11,12
follow (2) 11:6 17:18
follow-up (1) 14:16
following (2) 59:2,3
font (1) 15:3
footage (4) 10:2,5 38:4 43:6
force (11) 8:17 16:14 19:24 20:12

20:23 21:9,24 22:4 39:16 50:2
 58:24
foreseeable (1) 8:8
forgot (1) 67:10
form (3) 48:25 49:11 79:9
format (1) 48:13
formats (1) 48:7
foster (1) 70:2
found (5) 27:6,15 28:19 29:2 31:2
founder (1) 58:14
four (1) 19:15
foxes (1) 67:24
framework (4) 36:18,21 37:7,16
Francisco (4) 15:19 16:25 18:4
 21:19
Francisco's (1) 16:10
Frank (2) 3:5 4:15
fraternal (1) 24:9
Fred (1) 5:12
FREDERICK (2) 1:14 3:4
freedom (2) 70:2 75:21
frenzy (1) 76:3
frequently (2) 18:14 36:22
frisk (1) 73:17
front (3) 70:19 75:4,6
full (3) 4:8 28:18 71:13
fully (1) 22:9
function (2) 48:10 52:16
functions (1) 25:15
future (2) 8:8 41:2

G

game (1) 77:19
Garner (6) 8:10,24 69:23 74:12,15
 75:18
general (4) 24:13 25:8,12 33:8
generally (5) 19:19 21:21 27:24
 29:21 48:7
gentleman (1) 72:17
gentrifying (1) 73:11
geography (1) 30:11
Georgia (1) 15:25
getting (3) 31:6 56:10 67:15
give (2) 11:11 68:18
given (9) 12:4,9 35:3 38:2,19 53:5
 60:23 66:10 69:12
giving (5) 32:15 33:17 38:14 39:13
 42:20
glad (2) 47:16 58:9
Global (1) 10:24
go (11) 21:16 34:17 42:19 52:7
 53:23 54:15,16 59:11 64:3,4,6
goals (1) 25:2
goes (3) 59:9 68:2,3
going (25) 5:16 12:11 13:22 21:16
 25:19 50:19 53:21 54:9,25 55:18
 55:19 59:13 62:12 63:20,22,24

64:17 65:4 66:20,21 67:2 68:3,9
 68:25 73:20
goings (1) 75:19
good (14) 4:6,12,21 5:5,8 12:14
 46:17 47:13 51:9 54:5 55:8 58:12
 69:9,16
gotten (3) 50:6 51:20 67:22
government (1) 49:22
grab (2) 68:22 69:7
grandson (1) 55:17
grass (2) 72:21 73:24
great (5) 7:7 9:5 22:2 47:9 52:9
greater (1) 17:3
Griffin (1) 11:9
ground (3) 11:3 51:20 80:4
group (2) 37:13 58:15
guaranteed (2) 33:20 40:10
guess (3) 48:3,23,25
guide (2) 36:19 39:7
guided (1) 37:6
guidelines (2) 24:13 59:3
gun (1) 62:3
guns (1) 60:7
guys (5) 10:12 71:12 74:8 77:17
 78:9

H

half (2) 65:18 71:12
Hall (1) 10:14
hamper (1) 41:6
hand (1) 81:14
handful (1) 15:6
handles (2) 14:14 39:4
happen (1) 75:12
happened (1) 38:22
happening (3) 49:18 62:11,12
happens (3) 42:21,25 65:14
happy (1) 28:6
harassment (4) 19:23 20:22 21:7
 68:17
hard (3) 6:15,22 7:13
Harlem (1) 73:11
harm (1) 22:2
Haven (1) 73:9
head (1) 47:5
headquarters (1) 41:15
hear (5) 12:15 17:4 42:17 62:8
 66:12
heard (3) 9:18 53:11 71:11
hearing (2) 24:18 55:7
hearings (1) 7:3
held (2) 12:21 24:18
hello (4) 53:16 58:12 60:12,13
help (6) 28:15 36:18 37:15 41:11
 67:14 68:23
helpful (3) 45:5 49:12 51:16
hen (1) 67:24

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

hereunto (1) 81:13
Hi (2) 4:2,18
high (4) 33:16 37:22 38:9 44:2
higher (2) 27:16 28:18
highest (1) 73:16
highlight (1) 8:2
highlighting (1) 74:7
hinged (1) 23:3
history (3) 36:25 37:2 46:14
hit (1) 41:9
hold (1) 35:3
holds (1) 17:3
honestly (1) 22:9
hopefully (4) 65:6,10 66:4 77:24
hot (1) 72:6
hour (2) 60:6 71:12
house (2) 40:3 67:24
humiliating (1) 19:25
hundreds (1) 10:3
hurts (1) 63:25

I

i)Update (1) 2:11
idea (1) 62:20
identifies (1) 36:21
identify (4) 15:15 21:10,11 29:15
Illinois (1) 15:13
imagine (1) 56:2
immediately (1) 8:19
impact (6) 14:21 31:21 32:10
 34:25 35:4 42:7
impacted (1) 28:2
implemented (1) 34:19
implements (1) 24:24
implicate (1) 30:22
implication (1) 34:15
important (3) 10:18 47:17 50:19
impose (1) 25:6
impressed (1) 7:3
imprisonment (1) 20:22
improper (1) 20:12
improved (1) 28:12
in-house (1) 12:23
inappropriate (2) 21:7 23:13
inaudible (6) 59:19 68:16,17 79:23
 80:2,8
incidents (3) 11:5 21:23 49:17
include (1) 39:21
included (4) 10:17 23:6 28:13
 32:14
including (3) 17:4 33:5 41:12
incorporate (2) 33:6,11
incorporating (2) 33:10,13
increase (4) 28:14 30:23,25 36:11
increased (1) 28:13
Increasing (1) 41:10
independence (1) 30:9

independent (5) 30:8 33:20 40:10
 40:23 41:18
independently (1) 17:13
indicating (2) 59:19 61:2
indicative (1) 49:17
indiscernible (1) 56:22
individual (10) 13:16 18:19 19:12
 21:15 22:17 26:23 31:15 34:9,23
 40:5
individuals (1) 31:22
influence (1) 8:6
information (6) 15:6 59:21 62:6,7
 62:10 67:23
infringe (1) 24:14
inherent (1) 40:25
initially (1) 15:4
injunction (1) 24:10
injury (4) 20:11,15,23 22:5
inquiry (1) 76:17
inspector (3) 25:8,11 33:8
inspectors (1) 55:13
instructions (1) 36:3
insulting (1) 19:25
intensive (1) 30:22
interacted (1) 27:4
interaction (1) 71:21
interest (1) 74:16
interested (5) 18:3 45:3 49:25 78:9
 78:13
interesting (6) 18:2 21:22 28:24
 30:13 49:3 51:24
internal (4) 25:13 27:11 29:17,18
international (1) 74:20
internationally (1) 74:23
interns (1) 70:20
interrupt (3) 31:25 77:7,16
interval (1) 56:4
interviews (1) 51:5
introduce (4) 4:10 5:18 47:11
 53:13
introduced (1) 56:20
investigate (9) 16:13 20:9 21:6,23
 22:3 23:12 25:7 40:2 43:9
investigated (4) 9:17 43:11 59:15
 61:2
investigating (2) 72:3,11
investigation (7) 21:15 28:18 38:8
 43:13 64:9 65:2,8
investigations (8) 22:10,15 23:16
 23:17 27:23 30:20 39:11 40:5
investigative (8) 15:16 16:4 22:6
 27:18 41:13 49:7 52:16 59:20
investigator (2) 18:5 43:6
investigators (6) 9:19 11:8 18:10
 30:24 38:18 61:4
investigatory (6) 19:6,18 24:16
 52:13,19,25

invite (1) 4:9
involved (4) 27:7 40:25 54:25
 55:13
involving (2) 19:22 23:13
Ironbound (1) 23:9
Island (2) 4:14 15:12
issue (18) 16:25 23:2 29:6 30:2,17
 38:3 39:20 47:23 48:10,17,19
 65:5 68:13,16 74:12 76:5 77:21
 79:4
issue-based (1) 50:24
issues (10) 26:16 27:6,7 30:13
 41:12 48:12 49:24 50:2,15,17
issuing (1) 50:4
items (1) 13:25

J

J (1) 3:5
Jamaica (1) 73:10
Jennings (9) 54:4 66:13,14,18
 68:11,13,21 69:4,9
Jersey (1) 23:7
Jimmy (1) 77:3
job (3) 9:3 61:16 64:11
John (4) 3:11,14 5:2 10:9
join (1) 5:16
jointly (4) 32:18 35:6,9,10
Jon (1) 6:3
Jonathan (5) 1:15 3:16 4:24 6:10
 6:12
Jones (18) 69:15,16,18 77:6,24
 78:8,13,19,23 79:2,6,8,18,19,19
 79:20,22 80:6
Jordan (2) 54:2,6
Jose (8) 54:2,3 57:24 58:3,11,13
 72:6 79:7
Joseph (15) 3:6,9 4:11,12,13 6:23
 6:25 7:8 42:13,15,17 43:17,19
 47:14 55:16
judge (3) 8:15,20 24:11
July (1) 69:24
June (6) 1:5 4:3 10:25 11:2 74:14
 81:14
jurisdiction (11) 14:8,9 23:15
 33:15,18 37:17 38:15 39:14,22
 42:3,20
jurisdiction's (1) 50:16
jurisdictions (6) 19:17 35:8 41:20
 46:2 49:23 52:4
justice (3) 26:17,22 65:6
justify (1) 62:14

K

keep (2) 40:17 41:18
Kessler (1) 24:11
key (4) 26:16 27:5 29:14,25
kicked (1) 77:12

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

kicking (1) 71:10
kill (1) 55:12
kind (8) 17:25 31:18 48:2 50:7,16
52:3,5 60:6
knew (1) 29:9
know (32) 5:20 6:12 7:12 9:8 38:22
43:13 44:21 45:16,17 46:13,25
47:4,24 57:8,25 58:6 62:11,12,20
63:9,14,18,25 66:19,20 67:2
69:17 70:11 71:13 76:12 79:3,12
knowledge (2) 27:7 29:6
known (2) 14:23 69:20
knows (3) 49:19 62:24 67:25
Kristina (3) 1:18 81:7,18

L

La (7) 22:19 23:8 25:21 52:18,22
52:23 77:15
labeled (1) 56:23
laced (1) 29:24
lack (7) 9:25 10:4 27:23,24 30:2,19
31:10
lacked (1) 29:23
lady (2) 67:9,9
language (4) 19:24 20:21 21:7
39:17
LAPD (2) 25:12,23
LAPD's (1) 25:12
large (3) 9:25 15:3 72:12
LaSalle (1) 54:2,3 57:24 58:3,3
58:10,11,13 65:25 66:2 79:7
LaSalle's (1) 72:7
late (1) 53:19
lately (1) 14:19
laugh (1) 65:3
law (1) 19:20
lawful (2) 20:18 27:4
laws (1) 16:21
lawsuits (1) 61:24
league (2) 19:10,11
lean (1) 63:10
left (1) 75:11
legal (3) 50:15 76:14,22
legitimacy (2) 26:18 27:2
lend (1) 49:8
let's (7) 8:16 48:18 56:3,5,5 67:7
67:11
letter (2) 68:2 79:13
levels (2) 27:13,16
liberation (1) 79:10
library (1) 68:6
lied (2) 59:25,25
life (1) 67:21
life's (1) 69:25
lighter (1) 56:12
liked (1) 51:11
limit (1) 11:12

limitations (1) 34:13
limited (5) 29:5 31:3 49:6,13 52:14
limits (2) 19:15 45:24
Lindsay (2) 3:12 5:6
linked (1) 26:21
list (2) 17:16 54:10
listen (2) 57:12 78:16
listening (2) 54:16 71:8
literature (2) 26:21 27:6
little (8) 13:7 32:6 34:17 37:3 49:9
49:13 68:5 69:7
live (1) 73:13
lives (2) 10:20 59:8
loaded (3) 70:20 75:4,6
local (2) 14:24 18:13
lodged (1) 20:19
long (6) 8:24 9:17 15:7 27:22 55:13
72:16
longer (1) 8:17
look (5) 50:10 56:4,5 64:6 66:3
looked (2) 59:14 64:3
looking (3) 44:12 49:11 67:23
looks (2) 50:5 69:13
Los (4) 14:18 24:20,22 25:17
lost (1) 69:7
lot (10) 26:14 30:22 31:21 45:4
49:23,25 61:18 65:23 66:6 69:5
low (2) 27:12 44:2
Lower (1) 73:10

M

maim (1) 55:12
majority (2) 45:24,25
making (5) 32:19 36:13,19 39:9,25
MAMARONECK (2) 1:22,23
man (2) 76:7,16
management (1) 16:20
manages (1) 24:23
mandated (2) 7:24 22:3
Manhattan (2) 41:15 47:14
manner (1) 56:6
Marbre (2) 3:13 53:17
March (2) 22:19 24:11
mass (1) 74:24
mass-mind (1) 76:9
Massachusetts (1) 15:10
matrices (1) 51:22
matrix (7) 23:23 24:8 33:3 36:16
37:12,17 51:18
matter (2) 62:24 76:15
mattered (1) 30:4
matters (2) 38:16 56:2
mayor (7) 5:3,14 19:8 22:23 25:3
32:18 35:6
mayor's (2) 47:7 68:15
mayoral (6) 4:22 5:13 32:17 34:2
35:16 73:2

mayors (1) 18:13
mean (8) 18:9 39:2 49:6 59:18,22
59:23 61:25 65:17
meaning (2) 21:10 26:22
means (3) 27:2 38:17 56:18
media (2) 72:5 76:10
mediation (1) 28:20
meet (7) 33:25 34:6,7,22 37:14
62:10 71:3
meeting (17) 1:4 2:2 4:3,4 9:9,15
10:14 11:18 12:20 13:21 34:9
54:12 55:5 70:17,25 78:3 80:7
meetings (2) 70:23 71:2
member (21) 3:5,6,7,8,9,10,11,12
3:13,14 7:2 8:18 16:15 18:24,25
19:4 22:22 26:3 38:10 55:14,23
members (16) 3:2 5:16 13:20 14:2
14:24 17:19 19:9 20:20 26:7
30:25 31:4 32:21 33:25 35:10
37:14 77:8
memorandum (1) 35:21
mental (1) 44:23
mentioned (1) 55:5
messages (1) 67:19
Mexico (1) 16:3
Miami (8) 16:4 17:6,12 19:2,5
21:20,22 46:4
Michael (2) 3:7 5:9
microphone (2) 42:16 55:16
million (5) 61:10,10,14 62:5 65:16
mind (2) 31:25 55:22
mindset (1) 28:8
minimum (1) 42:4
minute (2) 32:2 79:25
minutes (17) 2:5 11:13,16,18,25
12:6 54:9,11,13,19 55:9 56:4
57:4,14,20 78:22 79:5
misconduct (23) 8:12 11:6 13:17
14:7,13 16:14,17 19:16,19 20:16
22:10 23:13,18 25:14,20,25
30:21 31:15 33:14 38:21 72:4,11
74:7
missing (1) 77:19
misspelled (1) 56:16
mistakes (1) 66:4
mode (1) 29:17
model (4) 25:15 49:10 50:25 51:8
models (2) 49:8 52:15
moment (1) 8:3
money (2) 42:4 71:19
monitoring (1) 17:16
month (6) 10:24 34:7 35:3 38:2
70:22 71:3
month's (1) 9:14
monthly (1) 50:22
months (2) 6:6 7:22
Morris (1) 73:9

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

<p>motion (3) 11:17 80:11,12 motioned (1) 11:19 MOU (1) 35:20 Mount (1) 73:9 move (2) 11:15 73:4 moved (1) 80:13 movement (1) 74:24 multiple (1) 28:25 municipal (1) 22:24 murder (3) 69:23 74:20,22</p>	<p>Noting (1) 40:24 NPD (2) 23:17,20 number (12) 14:2 17:19 18:9 22:13 23:3 31:3,5 35:2 40:21 44:7 73:16 79:17 numbers (3) 23:3 43:24 44:3 numerous (1) 30:18 NYC (1) 10:25 NYPD (20) 8:13,18 10:5 33:7,9 35:22 37:12 39:7 40:17 43:8 44:8 50:6 59:2,10 62:11 63:12,15 69:19 71:22 77:15 NYPD's (1) 40:4</p>	<p>79:10 organizations (4) 18:19 23:6 73:25 74:4 orientation (1) 20:4 oriented (1) 56:14 origin (1) 20:3 outcome (3) 39:11 43:14 55:3 outcomes (2) 14:23 22:15 outline (2) 32:8 34:17 outreach (1) 41:16 outside (4) 43:12 69:6 75:11 76:3 overall (2) 24:22 29:25 overarching (1) 50:17 oversees (1) 14:5 oversight (22) 8:4 10:21 13:2,6,13 14:4,20,25 15:16 16:2 22:11,18 25:16 26:12,19 27:11 29:16,17 41:4 42:5 49:8 52:15</p>
N		
<p>NAACP (1) 23:7 name (12) 4:13,15,22 12:17 53:16 56:15,21 57:17,21 58:11,13 69:18 Napolitano (24) 12:14,17 32:3 39:2 42:14 43:2,18 44:4,9,17,21 45:6 45:11,15,21 46:10,17 47:4 48:6 49:5 52:7,14,22 53:8 Nathan (2) 3:9 4:13 national (1) 20:3 Native (1) 57:11 nature (2) 50:20 61:7 nauseam (1) 77:12 nearly (2) 18:9 38:2 necessarily (1) 49:17 neck (1) 77:15 need (7) 41:5 43:23 64:6 66:3,23 71:2 78:24 needs (5) 10:6 38:3 70:25 71:4,5 negatively (1) 28:2 never (2) 62:9,12 new (28) 1:8,8,23 2:8 7:15,23 8:25 10:20 12:7 13:14 15:10 16:2 17:21 18:8 23:7 27:18 32:6 40:13 41:4 52:2 57:10 70:8,10 73:8,8 74:5,21 81:8 Newark (12) 14:19 22:19,19,20 23:2,10,15 24:12 51:19 72:16,18 72:22 news (2) 29:3 75:17 Nicole (6) 12:17 31:23 43:22 46:25 47:19 53:7 nighttime (1) 77:19 nominated (1) 23:5 nomination (1) 18:21 nominations (2) 18:16 19:7 non-charges (1) 35:24 nonbinding (2) 33:3 36:16 nonsense (1) 71:12 nose (1) 30:15 Notary (1) 81:8 note (4) 44:23 45:23 52:8 56:12 noted (7) 17:25 31:13 40:9 45:22 46:3 51:17 80:16 notes (1) 81:11</p>	<p>O</p> <p>O'Hare (3) 6:14,18 10:10 O'Neill (2) 68:15 77:3 O'Neill's (1) 8:5 Oakland (1) 15:8 obtain (1) 38:4 occurs (1) 36:4 offensive (1) 39:17 offer (2) 73:22 75:22 office (5) 9:7 15:23 25:11 33:8 67:17 officer (17) 5:21 8:11,16 17:14 21:11 25:20 28:23 38:19 42:22 43:3 52:21 59:24,25 67:14 71:25 76:6,14 officers (2) 28:23 36:25 officers (21) 13:5 18:7 21:24 27:3 28:10 38:16 46:5 60:7,8,17,18 61:5,20,20,23,24,25 62:5 64:20 65:11 75:14 offices (1) 12:21 official (5) 39:5,6,9,21 48:2 OIG (1) 33:7 okay (6) 43:19 44:6 46:21 69:8 71:25 74:15 old (3) 2:9 12:10 54:23 once (3) 43:12 56:16,17 one's (2) 31:16,17 online (1) 74:9 open (5) 53:21,24 63:2 65:21,22 operate (1) 50:9 operates (1) 33:24 operational (1) 74:21 operations (1) 24:23 opportunity (1) 11:12 Opposed (1) 12:3 oppression (1) 70:15 order (8) 2:4 4:5 24:9 70:2,16 71:6 71:7 72:18 ordinance (2) 18:4 31:17 ordinances (5) 16:22 17:24 22:8 45:25 46:12 organization (4) 23:8 72:22,23</p>	<p>P</p> <p>p.m (4) 1:6 10:14 70:24 80:16 page (1) 48:20 panel (4) 16:4 19:6 26:4 37:20 panels (12) 25:24 26:7 33:25 34:6 34:7,11,15,21,21 35:2,2 36:19 Pantaleo (7) 5:21 8:11,16,22 9:7 10:11 76:6 part (9) 9:25 13:21 32:4,5 37:13 50:16 63:20 72:12,14 participating (1) 10:23 particular (7) 14:4,14 25:7 29:23 48:17 49:24 55:7 particularly (5) 7:20 28:3 34:19 49:21 70:8 patience (1) 78:15 patrol (6) 39:7 58:14,16 59:2 72:7 74:5 pattern (1) 20:15 patterns (1) 31:14 PBA (2) 75:5,14 PD (1) 27:11 Pedro (1) 23:9 pending (2) 24:17 26:9 Penn (1) 68:3 Pennsylvania (1) 15:11 people (30) 7:22 8:25 28:3 29:7,15 29:19,21 30:4 31:24 49:20 55:7 63:3 64:23 65:13 68:22 69:6 70:3 70:18 73:3,7,12,13 74:11 75:10 75:22 76:2,4,25 78:7,8 people's (3) 23:7 64:21 72:23 percent (3) 40:16 41:23 63:11 perception (2) 14:25 26:11 Perfect (1) 42:13 performance (1) 16:18 performed (1) 16:16 person (7) 9:16 20:6 22:2 31:12</p>

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

<p>56:9,14 77:11 person's (1) 20:3 personnel (1) 16:20 perspective (1) 49:12 Phil (1) 67:17 phone (1) 6:13 phonetic (4) 57:10 64:9 67:8,17 physical (1) 74:14 pick (1) 40:8 picture (2) 59:9 62:22 piece (2) 13:9 73:4 Pittsburgh (2) 15:11 21:19 pivotal (1) 8:3 place (8) 17:13 27:19 29:8 61:8 70:24,25 73:17 78:4 places (9) 27:10,16 30:10,24 31:3 34:13 48:14 73:11,12 placing (1) 8:10 plan (1) 74:16 plant (1) 62:2 planting (2) 60:7 62:3 Plaza (1) 68:14 please (4) 11:12,25 77:6,16 pleasure (1) 53:19 point (6) 7:25 50:12 54:21 55:8 57:4 76:12 points (1) 5:25 police (95) 4:16,19 5:7 8:4,20,22 9:4 10:17 11:5 12:25 13:10,11,17 14:3,8,9,20,21 15:21,22,23,25 16:10,12,14,15,19,22,24 17:2,8 18:6,7,24,25 19:3,16 20:25 21:3 21:10,25 22:4,8,10,18 23:16 24:9 24:15,21,23 25:16 26:12,17 27:2 29:12 31:20 32:22 33:2,4 34:4 35:12,19 36:13,15 40:14 41:3,24 42:2,5 47:2 48:15 55:2,12 58:17 58:21,24 59:24,25 63:22 67:14 68:14,14,21 70:4,11 71:9,17,24 73:13 74:7,20 75:14,16 76:21 77:14 police-community (2) 8:7 23:21 polices (1) 16:22 policies (3) 16:23 23:19 24:25 policy (22) 2:11 12:13,18 21:21 24:22,25 31:11,12,18 39:23 41:17 47:23 48:3,8,13,16,21,25 49:14 50:19 51:2 77:11 political (2) 40:25 73:6 politicians (1) 70:20 pony (2) 71:19 73:20 pool (1) 19:7 pop (1) 37:3 portion (1) 9:14 positions (1) 35:9 positive (1) 42:8 possession (1) 65:10</p>	<p>possible (2) 39:19 43:8 post-trial (1) 7:14 postdate (1) 46:16 potentially (1) 52:5 power (12) 13:6 15:18 16:25 17:4 17:4 23:17,24 24:16 33:16 37:22 38:9 52:17 powers (2) 16:8 19:18 PP (1) 75:9 practices (1) 20:15 precinct (1) 58:16 prefer (1) 29:19 preferred (1) 29:22 preponderance (2) 44:25 45:9 presence (1) 73:14 present (5) 3:2 11:9 32:6 76:8,10 presentation (6) 2:11 12:12,22 13:21 47:18 51:15 presented (2) 15:5 54:23 presenting (1) 74:13 press (3) 70:21 75:6,15 pressure (1) 63:23 pretty (9) 15:2 19:18 22:25 23:11 27:12 29:5 30:11 41:19 48:19 previously (1) 35:16 pride (3) 10:22,24,25 printed (1) 54:18 private (1) 73:5 proaction (2) 72:2,10 probably (4) 51:9 64:12,22 74:10 problem (5) 29:10 55:9 62:17 63:17 72:13 problematic (1) 31:4 procedural (2) 26:17,22 procedures (3) 22:9 23:20 59:4 proceed (1) 9:10 Proceedings (78) 1:12 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 process (21) 23:21 25:13 26:23 27:13,21,25 28:4,5,7,16 29:24,25 30:3,5,8 32:7 35:17,18 36:13 40:25 74:17 professionalism (1) 7:11 profiled (2) 16:6 22:7 Progress (2) 23:8 72:24</p>	<p>prohibitive (1) 44:15 prohibits (1) 39:8 project (1) 57:2 projects (1) 25:9 proof (1) 44:20 proper (1) 59:3 properly (1) 16:16 proposals (1) 10:16 prosecution (5) 5:21 6:5 7:4 32:25 76:5 Prosecutor (1) 6:19 prosecutors (2) 8:9 9:3 protect (3) 40:8 71:23 76:21 protected (1) 41:19 protecting (2) 33:19 40:6 protocol (1) 59:4 prove (3) 42:23 63:12,15 provide (6) 13:2 14:18 23:25 33:9 33:12 52:5 provided (1) 47:6 Providence (1) 15:11 providers (1) 51:7 provision (1) 39:8 public (32) 1:4 2:2,12 5:17 9:14 11:4 14:24,25 17:16 20:20 24:2,6 26:11 27:7 29:6 32:19 33:5,7 34:24 46:2,7 51:23 52:2 53:22 55:15 61:19 62:9,15 74:17 75:2 75:13 81:8 publically (3) 6:10 22:13 46:5 Puma (7) 3:6 47:10,12,14 48:22 51:12 53:11 punishment (1) 76:14 punitive (1) 28:8 push (1) 65:5 pushing (1) 10:8 put (7) 27:19 29:4 63:4,23,24 65:9 66:22</p> <hr/> <p align="center">Q</p> <hr/> <p>qualifications (2) 25:18 26:6 quality (1) 30:20 Queens (1) 73:10 question (7) 38:21 42:11 46:18 47:20 51:14 52:23 53:2 questions (12) 13:19,23,24 14:16 26:10,20 30:15 43:21 46:24 66:8 69:11 77:13 quick (2) 51:13 67:7 quite (2) 14:16 25:10</p> <hr/> <p align="center">R</p> <hr/> <p>R (1) 81:5 R331 (1) 67:8 race (1) 20:3 radical (1) 79:9 raise (1) 70:6</p>
---	--	--

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

Ramsey (1) 69:24
random (1) 72:7
range (2) 23:2 49:24
ranged (2) 15:7 17:20
ranking (3) 33:17 37:22 38:10
rates (1) 28:18
ratio (1) 18:8
rational (2) 33:9,12
reach (1) 42:11
read (3) 64:10 75:17 76:9
ready (1) 42:12
real (2) 29:9 31:13
reality (1) 63:7
realize (1) 15:2
really (10) 7:13 41:4,11 42:24
 43:17 50:19,24 51:11,20 75:15
reason (4) 55:25 59:5 65:19 76:19
reasonable (1) 45:14
reasons (4) 5:22 14:10 17:10
 35:23
receive (2) 20:7 40:16
receives (1) 25:13
reckoned (1) 58:25
recommend (1) 17:7
recommendation (1) 8:20
recommendations (16) 13:13,15
 14:11 23:19 24:5 32:13 33:6,11
 33:13 35:14 37:19 38:13 40:15
 48:2,16 51:3
recommended (5) 32:8,23 60:17
 60:19 61:4
recommending (1) 48:21
recommends (2) 35:25 37:9
record (5) 44:9 57:4 60:3 79:17
 81:11
recorded (3) 44:22 56:21 60:6
recording (2) 60:5 64:21
refer (2) 12:22 20:16
reference (1) 51:25
references (1) 31:3
referring (1) 39:5
reform (2) 2:10 12:12
regard (4) 33:22 36:12 57:15 71:9
regarding (6) 17:17 20:20 23:19
 32:9 33:14 75:18
register (1) 20:8
reiterating (1) 80:3
relate (1) 35:5
related (6) 13:5 14:17 17:24 26:16
 31:9 38:20
relations (2) 8:7 23:22
relentless (1) 70:15
relieving (1) 73:7
religion (1) 20:3
remember (1) 72:17
reminder (1) 10:6
remiss (1) 6:7

rep (1) 53:18
replicating (1) 72:24
report (17) 2:6,7 11:6 35:22 37:20
 40:19 50:4,5,22 59:23 60:3,8
 61:22 64:8 65:9 71:24 75:17
reported (6) 1:17 22:13 30:18 31:8
 36:8 72:5
reporter (1) 81:7
reporting (2) 1:22 46:7
reports (11) 22:13 36:9 47:25 48:8
 48:11,11 50:2,24 51:7 52:19 64:7
representation (1) 72:22
republicans (1) 73:2
requested (2) 13:25 72:9
require (1) 40:2
required (2) 34:22 35:20
requirement (4) 13:10 23:22 36:3
 42:6
requirements (2) 21:21 22:7
requires (3) 18:4 34:11 37:23
requiring (4) 32:21 33:2 35:12
 36:14
research (1) 47:21
researchers (2) 30:18 31:8
residents (2) 18:20 25:19
resolution (1) 28:17
resolutions (2) 30:7 47:25
resource (1) 30:21
resources (2) 30:19 41:9
respect (3) 9:5 77:23,25
respectively (1) 17:10
responded (1) 55:4
response (6) 11:23 12:4,9 53:5
 66:10 69:12
responsibility (1) 13:2
responsible (1) 32:20
responsive (1) 41:7
rest (1) 78:16
restriction (2) 46:9,11
result (2) 20:24 31:19
resulting (2) 21:25 22:5
results (1) 20:14
retaliation (2) 20:5 21:8
review (23) 1:3 4:4 15:24 21:14,21
 22:21 23:17 25:20,24,25 27:12
 29:3 30:25 31:11,18 34:5,7 36:23
 39:24 49:10 52:15 63:5 72:19
reviewed (6) 15:5 18:11,23 19:15
 45:17 52:24
reviewing (3) 17:23 31:14 37:10
reviews (5) 16:19 25:12,14 49:14
 50:19
revision (5) 10:13 32:7 35:17 40:7
 47:7
Rhode (1) 15:12
Ribbon (1) 37:19
Riggy (1) 64:8

right (15) 12:15 16:7 20:18 42:10
 42:18 43:23 45:11 46:21 53:6
 56:17 58:4 64:19 66:16 67:12
 75:24
rights (1) 64:22
Rivadeneyra (4) 3:7 5:8,9 11:19
road (1) 71:11
role (1) 23:24
room (5) 75:4,5,20,24 78:20
root (1) 72:21
roots (1) 73:24
Rose (1) 7:2
ruled (1) 24:11
rules (2) 11:3 80:4
run (1) 69:6
running (1) 77:14

S

Sachem (1) 57:10
sad (3) 62:25 64:11,19
safety (2) 24:2,6
sake (1) 21:18
Sal (2) 3:10 4:19
Salis (1) 11:9
San (7) 15:9,19 16:10,24 18:3
 21:18,19
Sara (1) 11:9
sat (2) 15:17 67:4
satisfaction (8) 27:8,10,13,16,21
 28:2,12,19
saunter (1) 75:8
save (1) 45:7
saw (2) 44:24 68:7
saying (5) 31:11 57:5 59:5 63:9,15
says (3) 56:3,15 66:13
scale (1) 31:20
scared (1) 67:3
scary (1) 67:6
scheme (1) 45:19
scope (1) 44:16
scores (1) 75:10
screen (1) 15:3
Sean (1) 74:22
search (1) 20:12
seat (1) 75:10
seats (1) 75:2
second (8) 7:25 11:20,21 13:9 71:7
 73:16 78:19 80:14
see (14) 12:10 48:19 53:22 56:5,8
 58:25 63:18 64:7,17 66:23 67:7
 67:12 72:11 74:16
seen (3) 51:10 68:24 80:7
seizure (1) 20:13
selected (4) 32:18 35:6,9,10
selecting (1) 26:6
selects (1) 19:6
self-determination (1) 70:7

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

semiannual (2) 36:8 50:23
send (3) 37:14 43:7 44:5
separate (2) 53:2 79:9
separately (1) 43:11
serious (4) 20:11,14,23 22:5
seriously (1) 9:22
serve (7) 7:22 8:18 19:2 25:19 26:7
63:3 71:4
service (5) 14:3 17:19 18:18 26:3
51:6
SERVICES (1) 1:22
session (2) 2:13 5:17
set (4) 17:9 50:17 61:25 81:13
sets (1) 24:22
settle (1) 65:15
settled (5) 61:9,11,13 65:18,19
seven-day (1) 5:22
sex (1) 20:4
sexual (1) 20:4
Shannon (8) 69:15,18 77:5,22
78:18,21,22 79:8
sharing (1) 61:19
she'd (1) 57:14
sheet (1) 53:24
shell (2) 57:6,8
sheriff (1) 57:13
shootings (1) 22:4
shopping (1) 74:9
short (1) 48:20
shorthand (1) 81:7
show (4) 62:14,15 71:20 73:20
shows (1) 61:17
shut (2) 38:25 74:5
sic (1) 75:21
sick (1) 73:21
side (3) 63:8 73:10,10
Siegal (12) 3:11,14 5:2,2 45:16
46:9,13,21 55:4 57:16,18,21
sign-up (1) 53:23
significant (4) 37:25 38:7,18 41:12
significantly (3) 38:11 41:6 42:7
similar (2) 41:19 50:8
simple (1) 62:18
single (2) 34:23 64:22
sir (2) 77:16 80:7
sister (1) 58:15
sit (4) 25:23 31:24 34:15 66:23
site (1) 51:5
situation (1) 26:8
six (1) 32:12
size (2) 44:16 46:25
slide (1) 42:11
slightly (1) 27:15
slot (1) 34:23
small (1) 15:2
smaller (1) 15:6
social (2) 18:18 72:5

sole (1) 14:22
solely (2) 51:3 52:15
solicit (1) 33:5
somebody (2) 56:3 66:24
son (4) 54:22,22,25 55:17
sorry (4) 26:15 47:15 53:18 58:5
sort (7) 30:14 31:19 44:23 47:21
48:9,24 50:20
sorts (1) 47:25
sounds (1) 51:19
South (1) 73:9
sparked (1) 74:23
speak (5) 11:12 46:2 55:15 67:20
77:11
speaker (3) 57:25 58:6 69:14
speaker's (1) 66:9
SPEAKERS (1) 78:11
speaking (2) 48:23 77:8
special (1) 25:9
specific (12) 11:4 14:17 23:6 29:11
30:15 35:4 36:21 42:4 46:12
48:12,17,21
specifically (5) 39:8 40:8,20,21,22
specifications (1) 37:9
specified (1) 21:14
specify (1) 34:14
spelled (2) 56:16,17
spoke (7) 9:16 55:11 56:9,9 67:9
67:10,18
spotlight (1) 74:20
spreading (1) 7:5
Springfield (2) 15:9 19:21
stack (1) 60:25
stacks (1) 59:18
staff (12) 7:16 18:10 25:23 32:9,13
33:17 37:14,22 38:10 40:7,19
41:13
Stahly-Butts (8) 3:13 53:13,15,17
56:13,22 57:3,5
stalking (1) 68:16
stand (2) 68:21 76:17
standard (1) 51:9
standards (1) 44:20
start (5) 4:10 49:15 59:2,3 77:18
started (2) 4:8 53:12
starting (1) 62:8
state (7) 16:21 24:12 40:20,21,22
79:16 81:8
statement (10) 38:17,20 39:6
42:19,22 43:3 48:25 55:22 76:11
81:10
statements (12) 14:15 22:14,16
33:18 38:15 39:5,9,14,19,22
42:21 47:24
Staten (1) 4:14
states (5) 59:23 70:3,5,8 74:24
statistical (1) 36:10

statistics (2) 50:21,22
statutes (1) 17:24
statutory (2) 13:10 42:5
STENO-KATH (1) 1:22
stenographer (2) 56:14,25
stenographic (1) 81:11
Stenokath@verizon.net (1) 1:24
stood (1) 67:13
stop (3) 64:25 65:2 73:16
strategy (2) 76:14,23
street (3) 1:8 70:15 72:8
streets (1) 69:20
stretched (1) 5:23
Stripped (1) 24:15
stronger (2) 16:6,7
structure (2) 32:14 33:23
structures (1) 34:21
studies (3) 26:15 27:14 28:25
subject (3) 13:4 17:14 32:16
submit (3) 18:20 76:7,11
submits (1) 19:6
subpoena (8) 13:6 15:18 23:24
24:16 33:16 37:22 38:7 52:17
subpoenas (2) 37:24 38:3
substance (1) 48:24
substantiated (5) 13:16 28:11
39:12 43:15 60:21
suggestions (1) 33:5
summary (1) 17:17
supervised (2) 15:21 16:11
supervisor (1) 28:24
support (1) 7:19
suppose (1) 39:15
supposed (5) 63:3,6,7,8,10
sure (5) 47:12 49:5 53:15 57:16
80:5
Susan (1) 6:17
suspension (1) 17:2
Suzanne (2) 6:18 10:10
swear (1) 31:11
sworn (2) 18:7 20:25
Syracuse (1) 15:10
system (2) 27:2 33:21
systemic (2) 25:15 49:10

T

T (2) 81:5,5
take (16) 25:9 36:24 37:4,25 41:9
56:3 59:13 61:8 63:10 65:7 70:25
72:2,10 75:9 76:17 80:10
taken (2) 9:17 81:11
talents (1) 7:18
talk (8) 6:13 55:19 62:2 66:24,25
69:3 79:24,25
talked (4) 54:8 55:6 60:7,9
talking (4) 44:13 51:5 57:14 69:5
tape (2) 57:13 60:5

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

tardy (1) 47:16
Taser (3) 20:13 50:4,6
taxpayer (1) 73:19
taxpayers (1) 71:19
team (3) 59:20 63:21 64:9
teeth (1) 71:14
televised (1) 74:23
tell (2) 55:20 77:8
ten-day (1) 17:2
tend (2) 49:8,13
terminate (2) 8:22 9:7
terminated (1) 8:19
termination (1) 8:13
terrorism (1) 74:21
testimony (2) 10:15 47:8
text (1) 56:15
thank (30) 5:11 6:10,19,21 7:7,8,11
 7:14,15,16,18 9:8,11 11:13,14
 47:9,19 51:12 52:9 53:3,6,8,20
 57:23 65:24 66:7,11 69:8,10
 80:15
thanks (7) 7:9 10:9 37:3 44:18
 46:22 51:15 65:7
That'd (1) 52:9
theocratically (1) 34:25
thing (4) 45:10 52:18 64:12 67:25
things (8) 6:2 27:25 28:12 38:4
 49:11 50:18 54:8 55:20
think (22) 10:18 14:24 30:12 41:11
 42:7 45:8,9 46:4,13 49:6,12,23
 50:18,23 51:9,17,19,24 53:12
 55:25 56:10 66:14
third (2) 36:14 74:12
thought (2) 7:4 18:2
thousands (2) 64:13,13
threaten (1) 58:21
three (9) 16:7 17:14 26:4 33:25
 34:22 46:6 48:20 59:16 60:18
Thursday (1) 5:24
tied (1) 42:2
till (1) 77:20
time (17) 9:17 17:9 21:18 29:5
 30:10 36:11 37:25 38:8,12 44:24
 61:12 62:24 70:21 74:10 77:17
 78:24 80:16
timely (1) 41:8
times (2) 27:22 80:6
timing (1) 42:13
today (1) 10:14
tomorrow (1) 77:20
tonight (1) 5:16
tons (1) 64:5
top (1) 47:5
Torre (1) 67:8
totality (1) 37:4
totally (1) 79:12
touch (2) 68:22 69:6

train (1) 66:21
training (2) 31:20 36:2
TRANSCRIPTS (1) 1:12
transparency (4) 27:23 28:13 30:3
 36:12
treated (3) 52:4 77:25 78:2
treatment (1) 20:2
trend (1) 48:18
trends (1) 31:14
trial (9) 5:22 10:11 74:15,15 75:2
 75:13,18,24 76:6
tripling (1) 18:9
trivial (1) 54:7
Trnka (3) 1:18 81:7,18
trouble (1) 68:5
troubling (1) 55:3
true (3) 63:11,16 81:10
trust (1) 26:25
try (2) 61:25 62:2
trying (4) 38:24 60:22 64:24 68:8
turn (2) 5:25 9:8
turnaround (1) 27:22
turned (1) 55:16
turns (1) 57:12
twenty (1) 54:10
two (24) 5:25 10:22 11:3,13 12:24
 25:22 26:20 27:15 32:5 48:7,20
 52:20 54:14,17 59:16,18 60:25
 61:3 62:21 65:17 71:2 78:22 79:5
 79:15
type (5) 19:19 34:2,12,20 66:4
types (4) 14:6 19:16 35:9 37:11
typically (1) 34:6
typo (1) 16:9
typos (1) 57:22

U

ultimately (1) 8:15
unable (1) 73:18
uncover (1) 30:20
understand (6) 28:15 39:3 52:2
 64:2 65:14 80:5
understandable (1) 30:5
understanding (3) 29:7 35:21 57:2
Understood (2) 6:16 68:20
Unfortunately (1) 55:22
unfounded (1) 43:16
unheard (1) 65:18
uniformed (2) 14:2 17:19
Union (1) 68:17
unit (9) 2:11 6:5 7:4 12:13 32:25
 39:23 58:14 72:7 74:5
United (3) 70:5,8 74:24
Unites (1) 70:3
UNKNOWN (3) 57:25 58:6 78:11
unnecessary (1) 21:8
unreasonable (1) 19:23

unsubstantiated (1) 43:16
untrue (1) 38:20
unwilling (1) 73:18
update (2) 12:12 50:3
updates (2) 13:22 14:18
Updating (1) 22:17
use (13) 8:21 16:14 19:23,24 20:22
 42:16 44:20 49:25 50:6 51:8,9
 62:13 72:15
uses (2) 21:24 22:4

V

varied (2) 13:24 30:11
various (2) 41:14 50:15
vary (1) 19:13
vast (2) 45:24,25
verbal (6) 12:4,9 20:10 53:5 66:10
 69:12
version (1) 56:24
video (1) 69:23
videos (2) 59:11 72:6
violates (1) 24:12
violating (1) 64:21
violation (1) 19:20
violence (1) 20:12
visits (1) 51:5
visuals (1) 72:3
vote (2) 37:24 38:6
voters (1) 19:10

W

wait (1) 8:14
waiting (2) 31:24 75:11
wanes (1) 30:10
want (24) 5:24 6:4 7:10,15,16,18
 7:25 9:12 10:9 42:16 53:13 65:13
 65:20 66:2,25 70:18,18,19 72:15
 73:12 76:2,3,4 80:4
wanted (2) 39:21 41:3
wants (1) 11:11
warrant (1) 36:22
warrants (1) 8:12
Washington (3) 15:23 18:23 21:5
wasn't (1) 56:24
waste (1) 71:18
watch (1) 68:22
waxes (1) 30:9
way (10) 33:23 36:9 40:8,12 41:19
 42:8,8 65:22 75:9 76:24
ways (3) 12:24 47:22,22
we'll (5) 5:18 53:23,24 66:12 69:2
we're (14) 5:22 10:7,18 12:11
 38:24 42:12 51:7 53:10 54:15
 58:20,22 62:12 63:20 70:14
we've (5) 7:23 53:10 55:21 69:4
 77:3
weaken (1) 41:3

**Civilian Complaint Review Board Meeting-Final
June 12, 2019**

<p>web (2) 54:14,18 weeks (1) 5:23 weight (1) 58:22 welcome (1) 4:6 went (4) 26:24 28:5,7 43:25 whatsoever (1) 71:15 whereof (1) 81:13 white (1) 73:12 widespread (2) 31:10,18 willingness (1) 78:15 window (3) 37:3 67:16 76:15 witness (1) 81:13 witnesses (1) 13:4 Woke (6) 54:2,5,6,17 57:19,23 woman (2) 54:21 77:7 women (1) 19:10 wonder (1) 61:7 wondering (2) 68:25 75:11 word (1) 7:6 work (17) 6:22 7:12,13,20,21 10:11 41:17 42:9 44:16 45:4 54:19,19 66:15 68:9 69:25 74:3,11 working (7) 6:14 9:20 37:12 50:3 51:8 64:20 70:14 world (7) 10:25 61:17 62:24 70:21 74:25 76:18 77:17 worried (2) 78:5,6 written (2) 64:8 79:13 wrong (5) 46:15 56:17 57:15,19 65:16</p> <hr/> <p align="center">X</p> <hr/> <p>X (2) 1:2,7</p> <hr/> <p align="center">Y</p> <hr/> <p>Y (2) 54:4 66:13 ya'll (17) 59:10 62:19,23 63:23 64:2,5,6,7,10,24 65:8,9 66:3,4,5 66:24 67:5 yeah (4) 45:15 46:11 52:14 58:3 year (2) 17:15 46:7 yearly (1) 44:8 years (8) 8:24 46:20 54:22 59:16 59:16 61:3 65:18 72:10 York (21) 1:8,8,23 7:23 9:2 13:14 15:10 17:21 18:8 32:6 40:13 41:4 52:2 57:10 70:8,10 73:8,8 74:5 74:22 81:8 Yorker (1) 7:15 Yorkers' (1) 10:20</p> <hr/> <p align="center">Z</p> <hr/> <p>zoom (1) 8:2</p> <hr/> <p align="center">0</p> <hr/> <p align="center">1</p> <hr/>	<p>1 (4) 2:4 41:23 57:25 58:6 10 (1) 67:16 100 (3) 1:8 63:11 68:17 10543 (1) 1:23 11 (1) 22:22 11,944 (1) 17:21 12 (1) 1:5 139 (1) 1:22 13th (1) 24:19 15 (2) 60:10,11 150 (1) 18:7 16 (3) 18:22 21:13 43:25 1600 (1) 68:3 17 (1) 69:24 18 (1) 54:22 182 (1) 17:20</p> <hr/> <p align="center">2</p> <hr/> <p>2 (1) 2:5 200 (1) 38:2 2011 (2) 68:5,10 2014 (1) 69:24 2016 (2) 22:20 50:4 201606760 (1) 79:17 2018 (1) 24:11 2019 (3) 1:5 4:3 81:14 212.95.DEPOS (1) 1:23 23rd (1) 10:25</p> <hr/> <p align="center">3</p> <hr/> <p>3 (1) 2:6 30 (1) 17:9 30,000-foot (1) 49:11 30th (2) 11:2 81:14 311 (1) 50:13 36,000 (1) 17:22 3a (1) 76:5</p> <hr/> <p align="center">4</p> <hr/> <p>4 (2) 2:7 79:4 4:00 (2) 70:17,24 4:04 (1) 1:6 45 (1) 17:9</p> <hr/> <p align="center">5</p> <hr/> <p>5 (1) 2:8 5:00 (1) 74:9 5:19 (1) 80:16 50 (1) 34:8 50/50 (1) 63:8 50A (2) 45:20,22 50h (2) 61:18 62:13 52 (1) 18:16 5th (1) 74:14</p> <hr/> <p align="center">6</p> <hr/> <p>6 (2) 2:9 21:13</p>	<p>6:00 (1) 10:14 6:30 (2) 70:22 77:18 67 (1) 73:15</p> <hr/> <p align="center">7</p> <hr/> <p>7 (1) 2:12</p> <hr/> <p align="center">8</p> <hr/> <p>8 (1) 2:13</p> <hr/> <p align="center">9</p> <hr/> <p>9:00 (1) 74:9 911 (2) 50:14 67:13 914.381.2061 (1) 1:23 914.722.0816 (1) 1:24 953.3767 (1) 1:23</p>
--	---	---