

POLICE CONDUCT OVERSIGHT COMMISSION

Minutes

Regular Meeting

February 11, 2014

Starting at 6:00 p.m.

350 S. Fifth St., Room 241, Minneapolis, MN 55415

Commission Members Present: Andrea Brown (Chair), Andrew Buss, Al Giraud-Isaacson, Sarah Rude, Jennifer Singleton (quorum 4).

Commission Members Absent: Andre Dukes (Vice Chair) and Michael Weinbeck

Staff Contact: Michael K. Browne, Director – Office of Police Conduct Review (612) 673-5500.

Chair Brown called the meeting to order at 6:07 p.m. with five commission members present.

Giraud-Isaacson moved to adopt the agenda.

Seconded. None opposed.

The motion carried.

Absent – Dukes, Weinbeck

Buss moved to adopt the minutes from January 14, 2014.

Seconded. None opposed.

The motion carried.

Absent – Dukes, Weinbeck

Public Invitation

Public Invitation is held. The following members of the public address the Commission: David Bicking.

Old Business

Committee Appointments

The Chair announced her nominations to the subcommittees created at the January 2014 meeting as follows: *Policy and Procedure Committee* – Buss- Chair, Weinbeck, Singleton; and *Outreach Committee* – Singleton- Chair, Rude, Giraud-Isaacson. The Chair did not make a recommendation regarding the Advisory Committee or Rules and Governance Committee. The Chair then opened the floor to entertain motions.

Giraud-Isaacson moved to approve the committees as nominated by the chair.

Seconded.

With there being no further discussion from the members present, the Chair closed with the discussion and called for a voice vote. All in favor. None opposed.

The motion carried.

Absent – Dukes, Weinbeck

Then, after a brief discussion, being duly acknowledged by the chair, the following motion was made:

Giraud-Isaacson moved to constitute the Rules committee with Commissioners Singleton, Rude, Giraud-Isaacson with Commissioner Giraud-Isaacson serving as the chair as nominated by the chair.

Seconded.

With there being no further discussion from the members present, the Chair closed with the discussion and called for a voice vote. All in favor. None opposed.

The motion carried.

Absent – Dukes, Weinbeck

New Business

Discussion of case summary data selected at the January 2014 meeting

The Commissioners proceeded to discuss Case Summary data case #7, a coaching case. In the discussion, the following issue was raised:

- Checks and balances; who approves coaching documents before returning them to OPCR

Then, being duly recognized by the chair, the following motion was made:

Singleton moved to conduct a comprehensive program of research and study of the OPCR and MPD coaching process, including a performance audit, with the goal of achieving racial and other equity outcomes, and of building and supporting an accountability culture within MPD.

Seconded.

The following is a list of the speakers during the discussion and an abstract of the points presented:

Singleton – explained the motion; *Rude* – expressed a desire for the study to be more specific; *Buss* – expressed interest in identifying the data points for the study; *Singleton* – conceded the motion was general but reasoned it was presented as such so the study could be fashioned to maximize information returned to the commission; *Giraud-Isaacson* – expressed assigning the motion to the policy committee to tailor the study; *Brown* – disagreed with tailoring the study due to potential to miss information if the study was overly crafted as commission needs to rely on professional judgment of the department staff; *Giraud-Isaacson* twice retorted *Brown's* comments with the disagreement with the Chair being the following – whether the motion should move forward for action by the department or be generally assigned to the new policy committee and have the committee bring forward the motion to the full commission to finalize; *Singleton* – stated, as the moving party, she wanted to the motion to move forward so department staff can start working on it, without sending it to the new policy and procedure committee.

With there being no further discussion from the members present, the Chair closed with the discussion and called for a voice vote. All in favor. None opposed.

The motion carried.

Absent – Dukes, Weinbeck

The Commissioners proceeded to discuss Case Summary data case #2, a coaching case. In the discussion, the following issues were raised:

- Unwritten policy for usage of inappropriate language
- Interviewing two officers simultaneously
- Unprofessional comments in coaching documents
- Progressive discipline, discipline based on past issues

Commissioners discussed Case Summary data case #10, a coaching case. In the discussion, the following issues were raised:

- Reaching out to complainants after completion of coaching investigation
- Supervisor using “sustained/not sustained” language
- Actions not documented in officer’s CAPRS/Visinet report
- Success rate of coaching in reducing further incidents

New case selection

The Chair called for the commissioners to identify their top three case synopsis choices for February 2014. Case #2 had five votes. Cases #4, 8, and 9 each had 3 votes. The Chair then opened the discussion for selection of the cases with the three-way tie. The Chair indicated interest in case #4 because of the additional information the commission will receive from a case submitted to the chief. Commissioner Singleton indicated case #8 could be tied to Commissioner Rude's request for a research and study for cultural training because there may have been cultural misunderstandings in the case. Commissioner Buss agreed with case #8 for a different reason. He pointed out that in child protection cases, individual tend to be zealous, and wanted to examine how the case was coached to look at better ways to deal with issue.

Based on the discussion, Commissioner Rude changed her vote from case#9 to case #8, which changed the selection order to **cases #2, 8, 4** as the top picks, which were then selected by **unanimous consent of the commissioners**. Those cases will be converted to full case summaries and available on the Commission website a week before the next regular meeting, March 11, 2014.

Training & Policy Update - A presentation by MPD

The MPD representative was expected to arrive around 8:00 pm:

Giraud-Isaacson moved to recess for 10 minutes.

Seconded.

No discussion. All in favor. None opposed.

The motion carried.

Absent – Dukes, Weinbeck

The commission recessed for 10 minutes at 7:09 pm.

At 7:23 pm, the Chair reconvened the commission, and again recognized Commissioner Giraud-Isaacson:

Giraud-Isaacson moved to recess the regular meeting of the Police Conduct Oversight Commission until calling of the Chair upon the arrival of the MPD representative.

Seconded.

No discussion. All in favor. None opposed.

The motion carried.

Absent – Dukes, Weinbeck

The commission recessed again at 7:24 pm.

At 7:30 pm, the Chair reconvened the commission, and recognized Minneapolis Police Chief Janeé Harteau, who addressed the commission. During her presentation, the commissioners were able to ask the chief follow up questions. The following are the main points for the conversation:

Coaching –

- Chief made sweeping leadership changes and many are new to coaching and OPCR
- MPD will review each coaching document to be sure they are acceptable, and will return it to the inspector if it does not meet the MPD standard
- Chief acknowledged that some of the coaching documents returned to the OPCR were deficient
- Chief is developing leadership at all levels and there needed to be adequate training
- Hurdles with the coaching documents are getting them back from the supervisors and timeliness
- Deputy chiefs will follow up with the inspectors as there can be discipline at all levels
- Supervisors reaching out to the community members during the coaching process needs to be part of the conversation and equation in training

Fair and Impartial Training –

- Work with the COPS office and Police Executive Research Forum (refer to the flyer for details of the program)
- It reflects the new way of training, which is more scientific as bias is more likely to expressed as implicit as opposed to explicit
- The Chief extended an invitation to a member of the Police Conduct Oversight Commission to attend the training to experience it first hand

Office of Justice Programs –

- This is an outside study to look into general perception of police conduct and community concerns
- The program will conduct a gap analysis to see if there are blind spots, will compare to best practices, and when appropriate, will validate proper operations/procedures
- The process will take 18 months and will include input from the police department, civil rights department, and community members

Adjournment

Prior to adjourning, the Chair reminded the commissioners to abide by the open meeting laws when scheduling and meeting as subcommittees, and to work with the civil rights department on times, meeting spaces and the public notice. Thereafter, a discussion then took place about to designate a commissioner to accept the invitation from the chief to attend the Fair and Impartial training. The Chair then entertained a motion:

Giraud-Isaacson – moved Commissioner Rude attend the training on behalf of the Police Conduct Oversight Commission.

Seconded.

The following is a list of the speakers during the discussion and an abstract of the points presented:

Singleton and *Buss* – respectively supported the motion

With there being no further discussion from the members present, the Chair closed the discussion and called for a voice vote. All in favor. None opposed.

The motion carried.

Absent – Dukes, Weinbeck

With all of the commission's business being concluded, the chair entertained a motion:

Giraud-Isaacson moved to adjourn.

Seconded.

No discussion. All in favor. None opposed.

The motion carried.

Absent – Dukes, Weinbeck

Chair Brown adjourned the meeting at 7:58 p.m.