

POLICE CONDUCT OVERSIGHT COMMISSION
Minutes
Regular Meeting February 10, 2015
Starting at 6:00 p.m.
350 Fifth Street, Room 241, Minneapolis, MN 55407

Committee Members Present: Andrea Brown (Chair), Andrew Buss, Adriana Cerrillo, Amran Farah, Jennifer Singleton and Laura Westphal.

Committee Members Absent: Naida Medicine-Crow.

Staff Present: Michael K. Browne, Director – Office of Police Conduct Review (612) 673-5500. Also present, Legal Analyst Ryan Patrick and Committee Clerk Leda Schuster.

Chair Brown called the meeting to order at 6:03 p.m.

Buss moved to adopt the meeting agenda.

Seconded.

No discussion. All-in favor. None opposed.

The motion carried

Buss moved to adopt the January 13, 2015 meeting minutes.

Seconded.

No discussion. All-in favor. None opposed.

The motion carried

NEW BUSINESS

Office of Justice Programs Steering Committee Update

Deputy Chief, Kris Arneson addressed the Commission and those in attendance. The following were the main points from her presentation:

- As part of Chief Janeé Harteau's commitment to public trust and transparency, the Chief requested an independent review of the Minneapolis Police Department's oversight and complaint process. In the fall of 2013, the Chief met with Department of Justice, Office of Justice Program officials and requested an in-depth and comprehensive diagnostic review.

- OJP provided recommendations for improvements. They were in town two weeks ago to present the report. Five recommendations were provided:
 - Develop a comprehensive communications strategy to increase understanding of the police conduct and oversight process; enhance the overall messaging and image of MPD in the community; and improve MPD's relationship with traditional media.
 - MPD should adopt model practices in police conduct and oversight to improve transparency and increase public knowledge and trust.
 - Build upon current efforts to improve community relations and police legitimacy to expand community engagement practices and integrate model practices in community policing.
 - Develop a new, prevention-oriented Early Intervention System (EIS) that incorporates broad stakeholder input, improves officer performance, manages risks, and is supported by an automated information system.
 - MPD should strengthen coaching of police officers and integrate it with the new EIS.
- Based on these five recommendations, the MPD created a Steering Committee to oversee five sub-committees, each one associated to one recommendation that OJP made. Each committee will provide recommendations to the Steering Committee with the final desired outcome of having the approval from the Chief.
 - Communications Committee: develop a comprehensive communication strategy to increase understanding of police complaint process among community members and police officers.
 - Conduct/Oversight Committee: develop documentation on the complaint process to minimize inconsistencies. Ensure information on the complaint process is open and accessible to the public. Ensure officers are well aware of the complaint process.
 - Community Relations Committee: Provide support to officers to engage the community through building relationships and trust. Place high priority on training in Diversity-Centered Leadership and Cultural Communication to strengthen officer cultural competency. Apply lessons learned and successful practices to police-community relationships city-and department-wide by expanding on the "Cedar Riverside Exploratory Study," which examined strategies to build police legitimacy and reduce violent crime in Minneapolis' Somali community (an indicator of success was the increased number of 911 calls). Finally, continue to strengthen relationships with diverse communities by creating additional police-community collaborations in areas with high concentrations of communities of color.
 - E.I.S. Committee: This committee will probably take longer than the other committees to complete its work. The goal is to have an improved officer performance, manage risks, and have an automated system that identifies criterion behaviors related to officer performance; this will include a flagging system that will identify when behaviors become problematic.
 - Coaching Committee: Develop documentation that includes goals, expectations of supervisors, coaching process and resources to employees.

Training to become “skilled Coaches”. The goal is also to expand resources to employees (training, education, oversight, feedback).

With the conclusion of the presentation from Deputy Chief Arneson, Chair Brown opened the floor for discussion. The following is a list of the discussion points from Commissioners’ comments and the speaker’s responses:

- One Commissioner asked if the Chief Advisory Council was part of the work around the OJP recommendations. Deputy Chief Arneson stated that some members are part of the different committees.
- Another Commissioner asked when the list of committees’ members was going to be finalized. Deputy Chief Arneson specified that the list is a work in progress and it is expected to be released publically when completed.
- Deputy Chief Arneson addressed a Commissioner’s question about automatic preference to officer statements in investigations indicating that complainant statements can be given equal weight.
- A Commissioner asked if the PCOC could be part of the Police Conduct Committee. Deputy Chief Arneson extended an invitation to the Commissioners to join this committee and asked Commissioners to contact Commander Granger (Chair) to be added.

MPD 2.0 Presentation

Commander Jason Case addressed the Commission and those in attendance. The following were the main points from his presentation:

- The Minneapolis Police Department is a values driven organization with its core values being Commitment, Integrity and Transparency. The department achieves results through Accountability.
- Accountability is defined as a personal choice to rise above one’s circumstances and demonstrate the ownership necessary for achieving desired results – “To See It, Own It, Solve It, and Do It.” This concept originates from the book, “The Oz Principle.”
- The department uses the Results Pyramid as a model to achieve results within the organization. Experiences drive the person’s beliefs; beliefs determine actions and actions drive results.
- To shape the vision, Chief Harteau brought an agency called “Partners in Leadership”; they introduced “The OZ Principle” to highlight the vital role of accountability in the achievement of organization’s results. It defines behaviors that are “above and below the line.”
- The accountability model provides the department with resources to start the conversation about performance, setting expectations, seeking feedback, setting a direction for the team and using the above/below the line identifiers as a tool to assess leadership styles.
- The department is currently working on training/workshop session facilitated by

Partners in Leadership for first line supervisors. The idea is to develop a group of accountability trainers that will ensure consistency of messaging as related to MPD 2.0.

With the conclusion of the presentation from Commander Case, Chair Brown opened the floor for discussion. The following is a list of the discussion points from Commissioners' comments and the speaker's responses:

- One Commissioner asked if everyone in MPD is assigned to read The OZ Principle. Commander case stated that not everyone is required to read it but it is part of the promotional process. The Commissioner also asked about chapter one which talks about the "victims' cycle" and how that related to police work. Cmdr. Case commented that victimization is what keeps individuals functioning below the line. He emphasized that the model could help improve the organizational culture around accountability so victimization behavior decreases.
- Commissioners inquired about the supervisor's regular check-ins and Commander Case highlighted that both check-ins and coaching are set for performance management purposes.

With no further discussion on the matter, Chair Brown moved to the next item on the agenda.

Committee Assignments:

Chair Brown appointed Commissioner Westphal to the Outreach and Policy and Procedure Committee, and appointed Commissioner Cerrillo to the Outreach Committee.

With no further discussion on the matter, Chair Brown moved to the next item on the agenda.

A. Policy and Procedure Committee

Commissioner Buss, the Committee Chair, addressed the Commission. The following are the main points from the Chair's report:

- The agenda and minutes for the January 22, 2015 meeting are available online.
- Chair Buss and Mr. Patrick have met to discuss the next steps on the Cultural Awareness report to plan a timeline to present to the full Commission. Defining next steps and putting all pieces together.
- The Committee decided to assign each committee member a project to work with the OPCR. Chair Buss will take the lead on the Cultural Awareness study and Coaching study. Commissioner Singleton will take the lead on the Stop and Frisk project in working with the City Council. Commissioner Westphal will be

assigned a project once she gets familiar with the committee work.

In regards to the Stop and Frisk (also called Investigative Detentions) project, Singleton moved to direct the Policy and Procedure Committee to make recommendations concerning the methodology and procedure for a study on MPD practices in recording and reporting Terry stops, frequently referred to as “stop and frisk” activities, including the grounds for such stops, demographic information of those stopped, and the location of stops.

Seconded.

The Chair opened the floor for discussion:

Westphal – asked about the nature of stop and frisks that involve juveniles carrying guns. Her question was addressed indicating that the study will review the documentation of suspicious person/vehicle stops and the geographic location.

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.

B. Outreach Committee

The Committee is scheduled to have its next meeting on Thursday, February 26, 2015 with the addition of the two new members: Commissioners Cerrillo and Westphal.

UNFINISHED BUSINESS

Discussion of January 2015, Selected Case Summary Data

- Case Summary #2

No discussion

- Case Summary #3

- This was a case is about a Failed OPCR mediation. A commissioner asked if the policy violation was determined by the MPD supervisor during the coaching process. This was confirmed by the OPCR staff.
- One commissioner asked if the case is considered closed if the Officer does not attend the mediation. The question was addressed by staff, indicating that the original case would not be closed. The joint supervisors will review the case again and determine next actions.

- Westphal asked about the various aspects of all complaints received by the OPCR. Patrick clarified that data about all complaints is outside of the scope of the case summary being discussed.

Buss moved to refer Summary Data Case #3 to the Policy and Procedure Committee for discussion and under the tracking for coaching procedure.

Seconded.

No discussion. All in favor. None opposed.

Motion passed

- Case Summary #9

Singleton moved to refer Summary Data Case #9 to the Policy and Procedure Committee for discussion and under the tracking.

Seconded.

No discussion. All in favor. None opposed.

Motion passed

Chair Brown moved to the next item on the agenda.

New Case Selection

The Chair called for the Commissioners to identify their top three case synopsis choices for February 2015 and asked the Committee Clerk to call the roll. The following are the votes by Commissioners:

Brown	7	8	10
Buss	3	4	7
Cerrillo	3	4	8
Farah	2	4	7
Singleton	5	7	8
Westphal	1	7	10

Chair Brown indicated the new case selections for discussion at the March 2015 meeting are **cases # 4, 7, and 8** as the top picks, which were then **selected by unanimous consent of the commissioners.**

With no further discussion on the matter, Chair Brown moved to the next item on the agenda

PUBLIC COMMENT

Chair Brown opened the floor for public comment. The following is a list of the members of the public who addressed the Commission and the topics covered

in their discussion:

Chuck Turchick:

- Requested commissioners to add information about why they picked certain case summaries over others.
- Suggested to add specific definitions about certain technical terminology to the summaries.
- B Level violations referred to Coaching.
- MPD discipline and coaching recommendations
- The police officers' contract
- Role of the Police Conduct Review Panel on improving the review process

Dave Bicking:

- PCOC role and the OPCR
- Clarification about OJP committees, membership and specific actions. This information should be public.
- Data request to examine the way the OJP report was handled.
- Auditing the OPCR complaint process
- PCOC recommendations to the MPD
- Grievance cases notification

With no further public comment, Chair Brown closed the floor for public comment.

ADJOURNMENT

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

Westphal moved to adjourn.

Seconded. All in favor. None opposed.

The motion carried.

Chair Brown adjourned the meeting at 7:19 p.m.