

1996 ANNUAL REPORT

*MINNEAPOLIS CIVILLIAN POLICE
REVIEW AUTHORITY*

*Minneapolis Civilian Police Review Authority
1111 Third Avenue South
Suite 452 Century Plaza
Minneapolis, Minnesota 55404-1008
(612)370-3800*

MISSION STATEMENT

Adopted May 4, 1994

The Minneapolis Civilian Police Review Authority was established by the City of Minneapolis to provide a fair and impartial process for review of citizen complaints of misconduct by Minneapolis Police Officers.

The Authority exists to promote the highest attainable standards of integrity and professionalism in our City's Police Department.

Public confidence is strengthened by assuring that citizen complaints about police conduct are taken seriously, are carefully investigated, and are reviewed by panels made up of citizens of our City.

The best interests of the people of the City of Minneapolis are promoted by the fair and thorough examination of the conduct of Minneapolis Police Officers.

The goal of civilian involvement in review and disposition of citizen complaints is the improvement of the quality of police service in Minneapolis.

This can only be achieved by treating all parties - complainants, witnesses, and charged officers - fairly and with respect.



Table of Contents

Mission Statement	Front Piece
Director's Forward	1
History	4
Numbers and Types of Complaints	6
Status of CRA's Caseload	7

Appendices

- Exhibit A -- Public Contact with CRA Regarding Potential Complaints
- Exhibit B -- The Complaint Process
- Exhibit C -- Victims by Race/Gender and Age/Disability/Affectional Preference
- Exhibit D -- Types of Complaints
- Exhibit E -- Complaints Against Officers by Age and Experience
- Exhibit F -- Complaints by Precinct
- Exhibit G -- Complaints Generated Through Off-Duty Employment
- Exhibit H -- Complaints Referred to Mediation
- Exhibit I -- Disciplinary Actions by the Chief

DIRECTOR'S FORWARD

The Minneapolis Civilian Police Review Authority was established by Ordinance of the City of Minneapolis January 26, 1990 to receive, consider, investigate and make determinations regarding complaints brought by the public against any Minneapolis Police Officer. The Authority includes a Board of seven members, an Executive Director, three Investigators, and three Administrative Staff.

The CRA was created by the City of Minneapolis as an independent city agency separate from the police department which provides a civilian police review process which is prompt, fair and impartial, with due regard for the constitutional and legal rights of all persons. The CRA was created as a result of the lack of public confidence in the ability of the police to fairly investigate and evaluate citizen complaints of police conduct.

I am pleased to submit the Minneapolis Civilian Police Review Authority's (hereinafter referred to as the "CRA") Annual Report for 1996. The CRA had another very busy and challenging year receiving, considering, investigating and making determinations regarding complaints. The CRA received 129 formal complaints and resolved another 100 complaints informally. In 1996, 192 officers were involved in formal complaints, compared to 258 officers involved in complaints in 1995.

The nature of complaints with the CRA has remained constant since its inception. Excessive force continued to be the largest complaint category with 44 percent of the complaints in 1996 alleging excessive force. However, over the last two years there has been a dramatic drop in excessive force complaints. In 1994 58 percent of the complaints alleged excessive force and in 1995 only 49 percent of the complaints alleged excessive force, a 14 percent decrease in the number of excessive force complaints.

Even though people of color make up just one-quarter of the city's population, 61 percent of the alleged victims of complaints filed with the CRA were people of color, a seven percent increase from 1995.

Since 1993, of all cases where probable cause was found and decisions rendered, more than 75% of the complaints have been sustained. If you take into account probable cause cases mediated, along with sustained cases, the success rate is 83%. However, the Authority is not only about sustaining cases. The Authority is a

resource available for citizens who would not ordinarily trust the police to provide them with information concerning misconduct allegations and proper police procedure. The Authority provides the citizens with information to help them understand the perspective of the police officer. Police officers also need to understand the perspective of the citizens. Part of the Authority's focus is to get citizens and the police in contact with one another. More complainants and police officers successfully mediated complaints in 1996 than in prior years.

For the first time in the history of the CRA a board meeting was held in the community. In November of 1996 the CRA's monthly board meeting was held at the Urban League, 2000 Plymouth Avenue North in Minneapolis. The intent of the Board is to become more visible and accessible to the various communities by holding meetings three or four times a year outside the CRA offices.

In 1996 the issue of consolidating the CRA and the Department of Civil Rights was raised. As I raised my arguments as to why the departments should not be combined, I was more convinced than ever before that with the existence of the CRA the City of Minneapolis has a firm and fair structure in place which will ensure accountability of the police department well into the future.

There are two types of outcomes possible when a police officer has abused his or her authority. One outcome is to see the officer is disciplined and the other is to gain monetary damages from the City. Complaints made to the Civilian Review Authority can only lead to discipline, not money damages. On the other hand, a complaint made to the Civil Rights Department (assuming the prohibition of filing complaints against police officers is lifted) can result in money damages, but not in discipline of the officer.

At present the police are excluded from the Civil Rights Ordinance. Removal of the exclusion would not authorize inquiry into alleged police misconduct unless a discriminatory motive based on race, sexual preference, affectional preference, disability, etc. was also alleged. Allegations of police misconduct cover a much wider span than those which would be encompassed by claims of discriminatory conduct. Lifting of the exclusion is not sufficient to provide a forum for hearing the full range of possible allegations of misconduct.

The Civilian Review Authority is unique because it is an independent entity which protects the public and individual officers of the Minneapolis Police Department who become involved in complaints. The goal of civilian involvement in review and disposition of citizen complaints is the improvement of the quality of police service

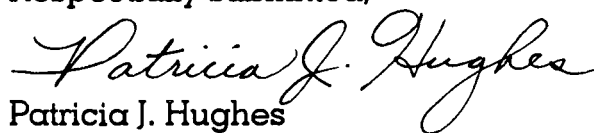
in Minneapolis. The fact that the Authority exists demonstrates that the City is not blatantly indifferent to police misconduct. It has been demonstrated through civilian oversight that the vast majority of police officers are responsible and professional, thereby saving enormous amounts of taxpayers' money that might otherwise be spent on lawsuits in police misconduct cases.

The goal of civilian involvement in review and disposition of citizen complaints is the improvement of the quality of police service in Minneapolis. This is achieved by treating all parties — complainants, witnesses and charged officers — fairly and with respect. The numbers and types of complaints received demonstrate that the Authority is sensitive to diversity, that citizen complaints are taken seriously and that the public is confident in the process. A citizen's voice through civilian oversight is a necessary part of the process of monitoring the department to make certain power is used the way citizens intend it to be used.

The Authority influences police management by providing the Department with information to help screen potential problem officers, as well as to identify deficiencies in practices, policies and procedures. The citizen is heard when the police department reviews the Authority's files when making decisions about discipline, promotions and when doing performance evaluations. Allowing a citizen to have input helps build trust and confidence in the police department.

The City of Minneapolis must continue to strive for police professionalism. Our city is entitled to a police force not only competent to enforce the law, but a force skilled to accommodate community needs, respect individual rights and work in partnership with other municipal agencies to ensure that law and order do not come at the expense of civil liberties or public trust.

Respectfully submitted,



Patricia J. Hughes
Executive Director

HISTORY

For nearly three decades before the Minneapolis Civilian Police Review Authority was created, community leaders had been calling for a greater civilian role in reviewing complaints of police misconduct. In early 1989, events occurred which sparked community organizing which ultimately led to creation of the Authority by the elected City officials.

Two elderly African American citizens were killed in a police raid. Shortly thereafter, some African American college students alleged that they were abused by police officers who arrested them at a party at a Minneapolis hotel for alleged disorderly conduct. None of the seven college students was convicted, except for one individual who was convicted of resisting arrest. African American community leaders led protests directed at City Hall. The City Council established a working group to determine what type of civilian oversight of the police was needed. At the very outset of its work, the working group recognized that it had not been created to determine whether or not civilian oversight was necessary, but rather that the City Council had determined that civilian oversight was necessary and that the working group should recommend the form such oversight should take.

The working group met for a period of months, and heard from people from around the country who were experienced with civilian oversight of police, and from citizens who had experienced police abuse. After careful study, the working group made recommendations to the City Council. Community leaders and local media kept the issue in the public eye, which generated discussion in all quarters of the City about improper police conduct.

After the working group made its recommendations to the City, the City Council then began its own process of reviewing the recommendations and ultimately adopting some of them and rejecting some of them.

The City Council by City Ordinance established the Minneapolis Civilian Review Authority. Key components of the Authority are civilian investigators, and civilian community members who review the evidence and make Findings of Fact on the complaint. Briefly, the Minneapolis process is as follows. An individual contacts the office of the Authority and is assigned an investigator. The investigator conducts a thorough investigation and makes a recommendation to the Executive Director of the Authority as to whether or not there is probable cause that misconduct occurred. The Executive Director then makes the probable cause

determination. If probable cause is found, then the matter is sent to the board for a hearing. The Minneapolis board currently consists of seven members. A typical hearing panel on a complaint consists of three members. After the matter is referred to the board for a hearing, a panel is assigned and one of the panel members is designated to be the chair of the panel. The chair holds a pre-hearing conference with the Executive Director, and the officer(s) attorney. After probable cause is found, the Executive Director of the Authority is the person who carries the complaint forward and argues on behalf of the complainant. At the pre-hearing the participants attempt to resolve matters about evidence and the scope of the hearing.

Then the evidentiary hearing is held. The Executive Director presents witnesses for the complainant and the officer has an attorney who represents the officer's defense on the complaint. After the hearing is held, then the panel deliberates privately. The panel makes findings on the fact (i.e. conclusions about what actually occurred) and makes a finding as to whether the complaint is sustained or not. The matter then is referred to the Chief of Police who makes the decision as to what disciplinary action should be taken, if any. When the Chief has made his decision, he must provide his reasons in writing to the Mayor and to the Authority.

The Minneapolis Police Civilian Review Authority was created in 1990, and began accepting complaints from citizens in 1991.

NUMBERS AND TYPES OF COMPLAINTS

During 1996 the Civilian Review Authority received 129 signed complaints. A citizen's allegations are counted as a "complaint" only after an investigator interviews the complainant in detail, drafts a formal complaint and submits it to the complainant, and then the complainant signs and returns the formal complaint to the CRA Offices. The CRA had 711 contacts with the public on possible complaints in 1996 (Exhibit A) and disposition occurred on 622 of those intake calls, plus 67 calls remaining from 1995.

People often call the CRA with questions about proper police procedure. An investigator will spend time clarifying issues and providing the caller with helpful information. The majority of cases never get to the formal complaint stage. Some cases are referred to other sources. About 100 cases a year are resolved informally through direct contact by the investigator with members of the police department. In other cases the complainant does not follow through with a formal complaint. Oftentimes, the complainant finds that there is actually no basis for a complaint after conferring with the investigator who advises them on proper police procedure.

Sixty-one percent of those who are the alleged victims of complaints filed with the CRA are people of color. Fifty-nine percent of the alleged victims are under age 35. See Exhibit C.

Forty-four percent of the complaints alleged the excessive use of force as their primary characteristic. The next three primary complaints, in their order of frequency, were inappropriate conduct, failure to provide adequate or timely police service, and inappropriate language. A graph showing the types of cases received by the Civilian Review Authority each year since 1993 is attached as Exhibit D.

Thirty-six percent of the officers with complaints whose ages are known are between 31 and 35 years of age. Seventy-four percent of the officers have been on the force for less than six years. See Exhibit E.

**STATUS OF CRA'S CASELOAD
AS OF 1/03/97
REPORTING FROM 03/20/91 TO 12/31/96**

SIGNED COMPLAINTS	885
COMPLETED CASES	
Successful Mediations	30
Dismissals	164
No Probable Cause	528
Probable Cause	93
Withdrawal	11
PENDING CASES	
On Hold	0
In Mediation	1
In Investigation	56
Completed Investigations Awaiting Review	0
NUMBER OF CASES EVER SENT TO MEDIATION	123
STATUS OF PROBABLE CAUSE DETERMINATION	
Hearings to be Scheduled	8
Hearings Scheduled	1
Hearings Held	84
STATUS OF CASES HEARD BY BOARD	
Decisions Pending	2
Not Sustained	5
Not Sustained, Insufficient Evidence	7
Not Sustained, Officer Exonerated	10
Dismissed	9
Mediated (after Probable Cause found)	3
Sustained (14 by Stipulation)	48

In 1996, probable cause was found in 16 cases.

Since 1993 83% of the cases closed where probable cause had been found were either sustained or mediated.

This Caseload Report shows the total number of signed complaints received since April 15, 1991, when the CRA started to take complaints. It then breaks that number down into Completed Cases and Pending Cases.

The COMPLETED CASES fall into five categories: Successful Mediations, Dismissals, No Probable Cause, Probable Cause, or Withdrawal.

The **Successful Mediations** are cases where the complainant and officer(s) arrived at a mutually agreeable resolution of the complaint through a thorough and frank discussion of the alleged misconduct held before a neutral third party.

The **Dismissals** are cases that were dismissed for one of several reasons, including but not limited to that there was no dispute as to the material facts and no reasonable person could sustain a complaint based upon such facts; even if all of the complainant's alleged statements are true, no act of misconduct exists; the alleged facts are so unbelievable that no reasonable person could sustain the complaint based on such facts; and failure of the complainant to cooperate.

A complainant has the right to withdraw from the process at any time, before, during or after an investigation is conducted. The number of such cases are shown under **Withdrawal**.

Cases that aren't successfully mediated, dismissed or withdrawn are sent to an investigator who conducts a full investigation of the allegations.

No Probable Cause are cases where, after a full investigation, there was No Probable Cause to believe that a violation of city ordinance occurred and the complaint was dismissed as:

1. Officer exonerated, for one of two reasons:
 - a. The facts alleged in the complaint are true but do not constitute misconduct; or
 - b. The facts alleged in the complaint are not true; or
2. Insufficient evidence to sustain the complaint.

Probable Cause are cases where, after a full investigation, there was Probable Cause to believe that a violation of city ordinance had occurred and therefore the matter shall proceed to an evidentiary hearing. The results of those evidentiary hearings are shown in the latter half of the Caseload Report.

The PENDING CASES fall into four categories: On Hold, In Mediation, In Investigation, and Completed Investigation Awaiting Review.

A case is placed **On Hold** if there is a criminal investigation and/or charges or some other reason that the case cannot be investigated at the current time. This is a temporary status and the case will ultimately be taken off hold and investigated or withdrawn.

Cases **In Mediation** are those that are currently being mediated or where the complainant and officer(s) are considering whether or not they wish to participate in mediation. If the parties decide not to participate, or if mediation was tried but was not successful, the case returns to the investigator for full investigation. If the mediation is successful, the case is closed.

Cases **In Investigation** are those that are being actively investigated. The investigation must be completed within 120 days from the date the complaint is officially filed.

Completed Investigation Awaiting Review are those cases where the investigator has completed the investigation and written a report for consideration by the Executive Director, who makes the probable cause determinations.

The NUMBER OF CASES EVER SENT TO MEDIATION shows how many of the total signed complaints were sent to mediation. Mediation was not attempted on all of these cases since the officer(s) and complainant must agree to mediate. Mediation is not mandated; it is voluntary.

The STATUS OF PROBABLE CAUSE DETERMINATIONS identifies the status of cases identified as Probable Cause cases under Completed Cases earlier in the Caseload Report. Those cases are broken down into three categories: **Hearings to be Scheduled, Hearings Scheduled and Hearings Held.**

The STATUS OF CASES HEARD BY BOARD indicates how many of the cases where probable cause was found were **Sustained, Mediated, Stipulated To, Not Sustained, Dismissed**, or where the Decision is Pending. In a given case there might be more than one charge against an officer or one or more charges against several officers. In recording the findings, if any charge against any officer is sustained, that case is recorded as **Sustained**. If no charge against any officer is sustained, it is recorded as **Not Sustained**.

CONTACTS REGARDING POTENTIAL COMPLAINTS

<u>Month</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>
January	62	88	89	60
February	44	48	82	56
March	94	84	87	49
April	91	90	74	59
May	80	81	70	65
June	77	100	87	59
July	86	108	89	50
August	104	102	108	70
September	79	82	77	70
October	81	85	74	68
November	80	102	61	49
December	<u>80</u>	<u>90</u>	<u>58</u>	<u>47</u>
	958	1,062	956	711

Contacts with the CRA include telephone calls as well as in person contact made by the public requesting to file a complaint or inquiring as to whether there are grounds to file a complaint.

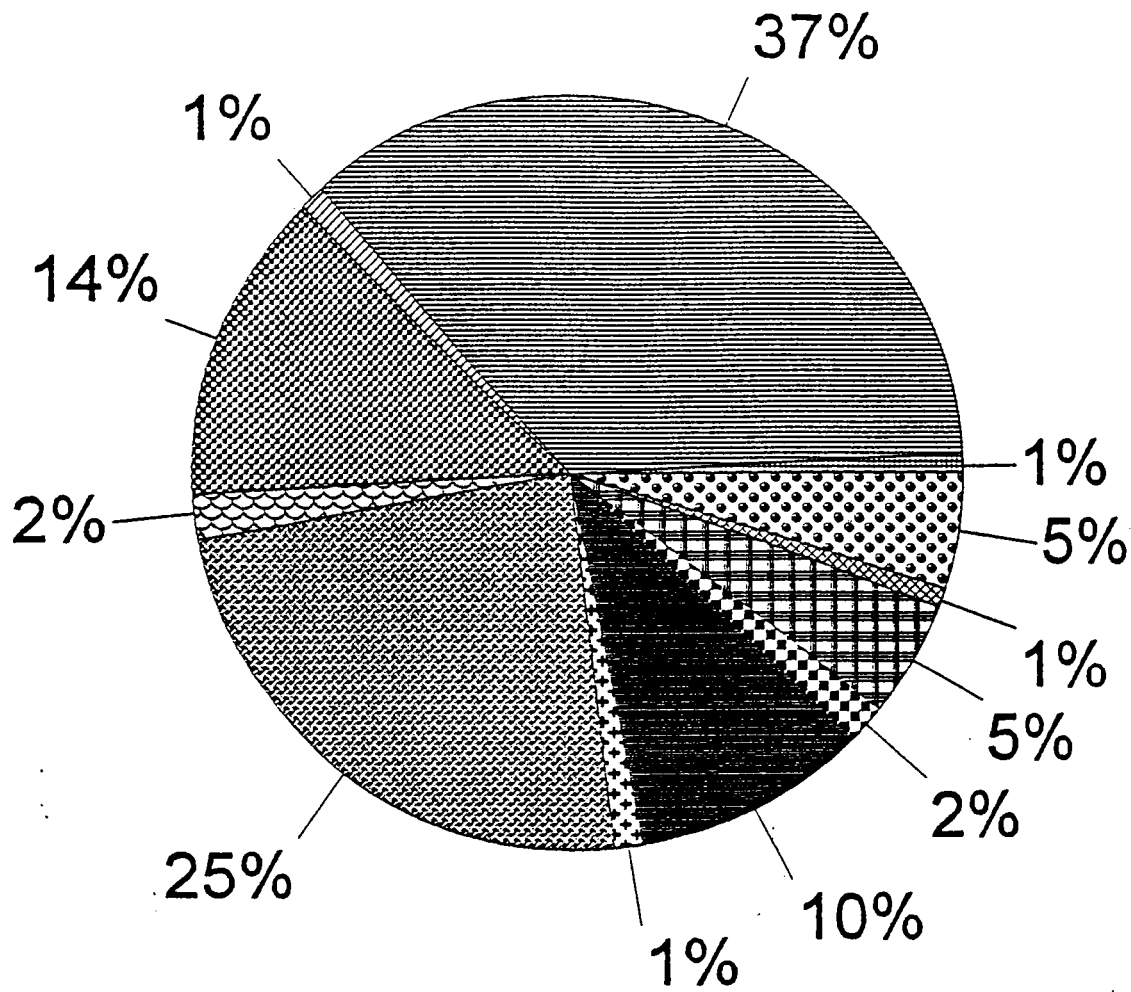
EXHIBIT A

THE COMPLAINT PROCESS













To file a complaint an individual contacts the office of the Authority and is assigned an investigator. Any person who has personal knowledge of alleged misconduct on the part of an officer may file a complaint with the Authority. No complaint will be deemed filed with the Authority until it has been reduced to writing and signed by the complainant. Within thirty days of the date the signed complaint is filed, the Executive Director makes one of three decisions: 1) recommend the case for mediation; 2) dismiss; or 3) forward the case to investigation. If the case reaches the third stage, the investigator conducts a thorough investigation and makes a recommendation to the Executive Director of the Authority as to whether or not there is probable cause that misconduct occurred. The investigator is allowed 120 days from the date a complaint is signed to complete the investigation. The Executive Director then makes a determination on whether or not there is probable cause.

If probable cause is found, the Executive Director informs the Chairperson who appoints a Hearing Panel which usually consists of three Board members, with one member designated as chair of the panel. The panel chair holds a pre-hearing conference with the Executive Director, the officer, and the officer's attorney. At the pre-hearing the participants attempt to resolve matters about evidence and the scope of the hearing. The matter is then scheduled for an Evidentiary Hearing. The Executive Director of the Authority is the person who carries the complaint forward and argues on behalf of the complainant.

At the evidentiary hearing the Executive Director presents witnesses for the complainant and the officer has an attorney who represents the officer's defense on the complaint. After the hearing is concluded the panel deliberates privately. The panel makes findings on the facts (conclusions about what actually occurred) and makes a finding as to whether the complaint is sustained or not. The matter is referred to the Chief of Police who makes the decision as to what disciplinary action will be taken, if any. When the Chief has made his decision, he must provide his reasons in writing to the Mayor and to the Authority.



Alleged Victim by Race/Gender - 1996

	Indian Female - 1%		Black Male - 37%
	Asian Male - 1%		Black Female - 14%
	Hispanic Male - 2%		White Male - 25%
	Asian Female - 1%		White Female - 10%
	Indian Male - 2%		Other Male - 5%
	Unknown Female - 1%		Unknown Male - 5%
	Total Males - 74%		Total Females - 26%

**ALLEGED VICTIMS BY AGE/DISABILITY/
AFFECTIONAL PREFERENCE**

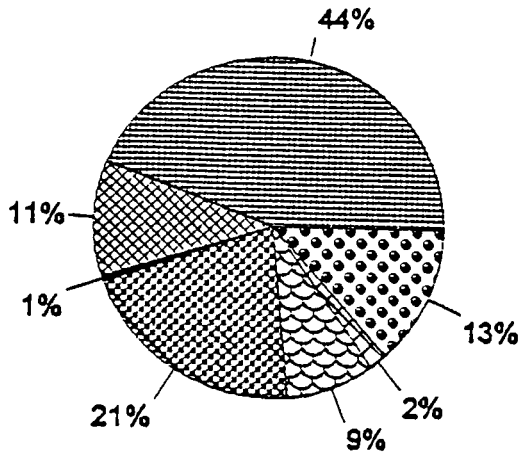
<u>AGE</u>	<u>1996</u>	<u>1995</u>	<u>1994</u>	<u>1993</u>
16 or Under	14	15	12	20
17 to 20	15	22	15	13
21 to 25	21	25	25	23
26 to 34	36	57	51	57
35 to 45	42	29	41	44
46 and Over	14	19	15	21
Unknown	<u>5</u> 147	<u>6</u> 173	<u>5</u> 164	<u>2</u> 180

In 1994 there was one case where a person's disability was an issue. In one case a person's affectional preference was an issue.

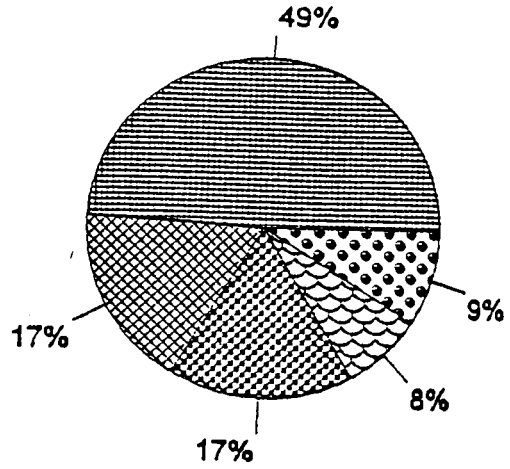
In 1995 there was one case where a person's disability was an issue. In five cases a person's affectional preference was an issue.

In 1996 there were four cases where a person's disability was an issue. In six cases a person's affectional preference was an issue.





TYPES OF COMPLAINTS







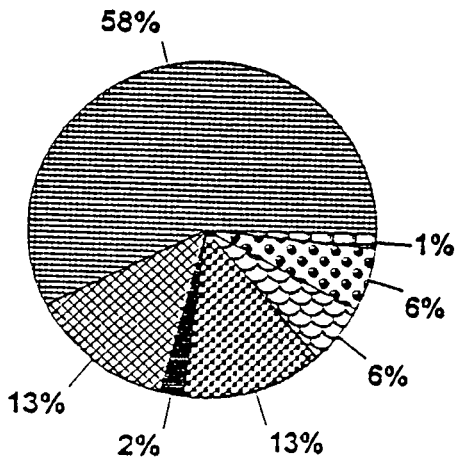
1996



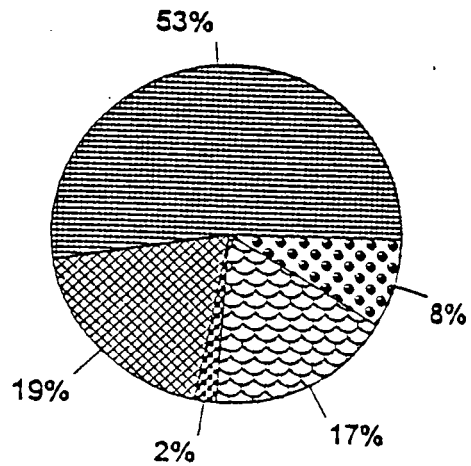
1995

-  Excessive Force
-  Theft
-  Harassment
-  Failure to Provide Service

-  Inappropriate Language
-  Inappropriate Conduct
-  Discrimination
-  Inappropriate Use of Force



1994



1993

COMPLAINTS AGAINST OFFICERS BY AGE AND EXPERIENCE

Age of Officer at the Time of the Incident

	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>
21 and Younger	0	0	0	0
22-25 Years Old	8	17	2	6
26-30 Years Old	92	94	50	27
31-35 Years Old	66	60	63	46
36-45 Years Old	25	33	48	31
46+ Years Old	<u>11</u>	<u>10</u>	10	17
Unknown			<u>85</u>	<u>65</u>
	202	214	258	192

Officers' Years on Minneapolis Police Department at Time of Incident*

	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>
Less Than 2 Years	18	45	18	22
2-5 Years	127	106	104	79
6-10 Years	40	43	61	44
11+ Years	<u>17</u>	<u>20</u>	20	16
Unknown			<u>55</u>	<u>31</u>
	202	214	258	192

* Some officers have served on other police departments prior to coming to Minneapolis.

EXHIBIT E

COMPLAINTS BY PRECINCT - 1993-1995

<u>Precinct</u>	1993 <u>Complaints</u>	1994 <u>Complaints</u>	1995 <u>Complaints</u>
2	13	15	15
3	46	52	45
4	55	56	64
5	39	24	21
Unknown	<u>1</u>	<u>3</u>	<u>1</u>
	154	150	146

PRIMARY ALLEGATIONS BY PRECINCT* - 1996

<u>Primary Allegation</u>	<u>DTC</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>OC**</u>	<u>Total</u>
Excessive Force	11	1	20	14	11	0	57
Language	2	2	3	3	3	1	14
Harassment	2	0	3	1	5	0	11
Theft	0	0	1	0	0	0	1
Discrimination	2	0	0	0	0	0	2
Lack of Service	1	3	6	3	4	0	17
Inappropriate Conduct	<u>8</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>1</u>	<u>27</u>
	26	9	37	26	29	2	129

* Location of Incident

** Outside City

The precincts vary by size and number of officers assigned. Following is information on each precinct:

	<u>DTC</u>	<u>Second</u>	<u>Third</u>	<u>Fourth</u>	<u>Fifth</u>
Population Served	21,158	62,560	117,760	63,482	103,040
No. of Officers Assigned	110	92	144	130	122

EXHIBIT F

COMPLAINTS GENERATED THROUGH OFF-DUTY EMPLOYMENT

From April of 1993 through the end of 1994, 290 cases were filed with the CRA, 27 (9 percent) of which involved officers working in off-duty capacities. Approximately two-thirds of those complaints alleged use of excessive force. Others involved language, harassment, failure to provide service or inappropriate conduct.

In 1995, of 146 complaints, 7 (5 percent) involved officers working in off-duty capacities at 7 different locations. Six of those complaints (86 percent) alleged use of excessive force; one alleged inappropriate conduct.

Of 129 complaints filed in 1996, 11 (9 percent) involved officers working in off-duty capacities at 11 different locations. Six of those complaints (55 percent) alleged use of excessive force, four inappropriate conduct, and one inappropriate language.

EXHIBIT G

COMPLAINTS REFERRED TO MEDIATION

	Sent to <u>Mediation</u>	Successful <u>Mediation</u>	Unsuccessful <u>Mediation</u>	Mediation Refused by			Determinations/ Cases Returned		
				<u>Comp. Officer</u>	<u>Both</u>	<u>Unk Total</u>			
1991	14	1	1	2	8	2	12	1 PC (Not Sustained) 3 Dismissal 6 NPC 2 Withdrawal	
1992	27	6	1	5	10	5	20	2 PC (1 Sustained; 1 Not Sustained) 5 Dismissals 13 NPC	
1993	11	2	0	5	3	1	9	1 Dismissal 8 NPC	
1994	17	8	1	5	3		8	2 PC (Sustained) 5 NPC	
1995	14	4	1	4	3	1	9	1 Dismissal 7 NPC	
1996	40	10	6	17	5	1	24	1 Dismissal 1 PC 15 NPC 6 PC (4 Sustained; 1 Not Sustained; 1 Dismissal)	
Totals	123	31	10*	38	32	10	2	82	2 Dismissals 1 Open

* In these 10 cases the ultimate determination was 6 No Probable Causes, 3 Probable Causes, and 1 pending.

**DISCIPLINARY ACTIONS
RESULTING FROM CRA SUSTAINED COMPLAINTS
as of February 6, 1997**

Of 28 sustained cases sent to the Chief of Police John Laux or Acting Chief Richard Schultz from January of 1992 through March 16, 1995, the Chief made disciplinary decisions as follows:

On ten cases that involved a sustained charge of **excessive force**, the discipline on four cases was letters of reprimand, on one case a 10-day suspension without pay, and on another case a one-day suspension without pay. No discipline was imposed in four cases.

On one case that involved sustained charges of **excessive force and harassment**, the discipline was Use of Force Training.

On three cases that involved sustained charges of **excessive force and language**, a letter of reprimand was imposed in one case, no discipline was imposed on another, and an 18-day suspension without pay (5 hard; 15 soft) was imposed on the third.

On eight cases that involved a sustained charge of **language**, the discipline in six cases was a letter of reprimand, in another case a three-day suspension without pay and additional training, in another a one-day suspension without pay, and in the remaining case no discipline was imposed.

On one case that involved sustained charges of **language and harassment**, the discipline on the language charge was a letter of reprimand. No discipline was given on the harassment charge.

On four cases that involved a sustained charge of **harassment**, the discipline in one case was a letter of reprimand and in the other three no discipline was imposed.

On one case that involved a sustained charge of **inappropriate conduct**, the discipline was an 18-day suspension without pay (3 hard; 15 soft).

Since becoming Chief of Police on March 17, 1995, Chief Robert Olson has made the following disciplinary decisions on 18 sustained cases:

On one case that involved excessive force, the discipline was a one-day suspension without pay.

On one case that involved excessive force, language and harassment, the discipline was a five-day suspension without pay.

On two cases that involved failure to provide adequate or timely police protection the discipline was one verbal warning and one counseling/training.

On five cases that involved language charges, the discipline was two verbal warnings, one one-day suspension without pay and three letters of reprimand. A total of six officers were involved in these cases.

On nine cases that involved inappropriate conduct, the discipline was one verbal reprimand, three letters of reprimand and five one-day suspensions without pay.

Two cases are pending at the time of this report.

EXHIBIT I

**BOARD MEMBERS
SERVING DURING 1996**

Lucille Anderson	4/94 to Present
Kenneth Beck	9/94 to Present
Robert Boughton, Vice Chair	6/90 to Present
Brian Gorecki	5/94 to Present
Helen Marie Lewis	10/91 to Present
Daryl E. Lynn, Chair	3/95 to Present
Amy YellowThunder	3/96 to Present

STAFF

Patricia J. Hughes	Executive Director
Robin Lolar	Investigator
Roger Danielski	Investigator
Gerald Dexter	Investigator
Jackie Hillestad	Program Assistant
Sharon Pelka	Clerk Typist II
Marsha Rode	Clerk Typist II

Prepared by the Civilian Police Review Authority, March 1997

Patricia Hughes
Jackie Hillestad
Sharon Pelka