



SAINT PAUL
MINNESOTA

**2020 POLICE
CIVILIAN
INTERNAL
AFFAIRS
REVIEW
COMMISSION
ANNUAL
REPORT**



Police Civilian Internal Affairs Review Commission

Established in 1993, the Police Civilian Internal Affairs Review Commission (PCIARC) reviews and makes disciplinary and policy recommendations to the Saint Paul Chief of Police on all civilian initiated police conduct complaints. In 2001, the United States Department of Justice mediated an agreement between the Saint Paul Police Department and the Saint Paul Chapter of the NAACP to address concerns related to biased based policing, and improve relations between police and community. As result of the Agreement there were changes made to the complaint and intake process, in addition to mandating the commission hold community meetings. PCIARC is composed of nine Saint Paul residents from diverse backgrounds. The PCIARC is an essential element to enhance the trust between police and the communities they serve. The PCIARC does not replace civil or criminal court, but makes recommendations to the Chief of Police regarding investigation findings and potential discipline, subject to the Minnesota Peace Officer Discipline Procedures Act and related state labor laws. The Chief of Police has the final authority over any disciplinary action imposed against a police officer.

2020 Commission Members

The PCIARC is comprised of a diverse group of individuals representing a variety of Saint Paul neighborhoods, races, cultures, abilities, and incomes. After completing an application process, residents are recommended to serve on the PCIARC by the Director of the Department of Human Rights & Equal Economic Opportunity (HREEO), then appointed by the Mayor and lastly approved by City Council. Members of the Saint Paul Police Federation and their immediate family are not eligible to serve on the PCIARC.

Prior to serving as a voting member on the PCIARC, PCIARC Commissioners (Commissioners) must complete ride-alongs with patrol officers and complete training related to police work, investigation, relevant law, cultural competency, racial equity, implicit bias, sexual orientation, gender identity, physical disability, mental illness and the emotional impact of abuse.

The PCIARC included the following Commissioners in 2020:

Sierra Cumberland
Travis Grundy
Eric Forstrom
Sasha Cotton
Charles Deneen
Britt Kringle
Stefan Landreau-Vellenga
Alex Migambi
Jilla Nadimi

PCIARC Coordinator

The PCIARC has a dedicated civilian review coordinator to assist in receiving complaints from the public. The coordinator works to build trust in the complaint investigation process, increase transparency and public access to the process, lead outreach efforts and serve as a city liaison to the PCIARC. The PCIARC Coordinator serves at the pleasure of the Director of HREEO in consultation with the Chief of Police. Julian Roby serves as the Coordinator for the PCIARC.



Saint Paul Police Department – Internal Affairs Unit Staff

The Internal Affairs Unit is led by a Senior Commander who reports directly to the Chief of Police. The Internal Affairs Unit is comprised of both civilian support staff and sergeant investigators. The Internal Affairs Unit is the investigative arm of the police administration and the PCIARC. The function of the Internal Affairs Unit is to impartially collect evidence, interview witnesses, and provide a complete report to the PCIARC and the police administration for review and disposition. Senior Commander Nicole Spears currently leads the Internal Affairs Unit.

Community Intake Centers

As part of a 2001 United States Department of Justice mediated agreement between the Saint Paul Police Department and the Saint Paul Chapter of the NAACP, community complaint intake centers were created. Starting in 2017, the PCIARC began working to update and expand the list of complaint centers. A list of the complaint intake centers is available at the end of this report and on the PCIARC website (stpaul.gov/pciarc). If your organization is interested in learning more, please contact the PCIARC Coordinator (civilianreview@ci.stpaul.mn.us; 651-266-8970).

CASE REVIEW

PCIARC Process

The PCIARC follows a set process detailed in Ordinance 16-49.

3

Once signed, the Internal Affairs Unit will begin an investigation process which can take approximately 8 – 10 weeks to complete.

6

After review, the PCIARC will, by majority vote, recommend a final disposition and disciplinary action, when warranted, to the Chief of Police.

9

The Coordinator notifies the PCIARC Chair who shall have 5 business days to discuss any concerns he or she might have with the Chief before any action is finalized.

1

An initial allegation of police misconduct is received by HREEO, SPPD Internal Affairs Unit, or a complaint intake center.

4

When the investigation is complete, the Internal Affairs Unit provides the PCIARC Coordinator with the case materials to be given to the commissioners for deliberation.

7

Upon receiving the recommendations from the PCIARC, the Chief of Police will make a final decision on the case.

10

If discipline is imposed, the officer(s) has the option to appeal.

2

The complaint is made official only when signed by a complainant.

5

The PCIARC meets to review the case. Complainants can make a statement at the PCIARC meeting. If a complainant(s) elects to make a statement, the corresponding officer(s) listed in the complaint will also be given the opportunity to make a statement.

8

If the Chief disagrees with the recommended action of the PCIARC, he or she must notify the PCIARC Coordinator in writing of the actions he or she intends to take regarding the case.

11

Once a case has reached final disposition, the complainant is notified by the Internal Affairs Unit as to the result of their complaint.

The PCIARC reviews reports regarding alleged acts of:

- Excessive force
- Improper conduct
- Improper procedure
- Inappropriate use of firearms
- Discrimination (as defined by Saint Paul Legislative Code 183.02)
- Racial profiling
- Poor public relations
- Complaints referred by the Mayor, Chief of Police and/or the Director of HREEO

PCIARC Commissioners will recommend a final disposition on investigations they review and further recommend disciplinary action when warranted. In all cases, the Chief of Police will be the final authority on case dispositions and discipline.

Possible Dispositions for Allegations

1. **Unfounded:** Allegation is false or not factual.
2. **Exonerated:** Incident complained of occurred, but was lawful and proper.
3. **Not Sustained:** Insufficient evidence either to prove or disprove the allegation.
4. **Sustained:** The allegation is supported by sufficient evidence.
5. **Policy Failure:** The allegation is factual. The officer followed proper departmental procedures, which have been proven to be faulty.

Possible Disciplinary/Corrective Actions

1. **Oral Reprimand:** An oral reprimand is a verbal order to correct a member for a violation of a department rule, regulation or procedure, which is then reduced to writing.
2. **Written Reprimand:** The written reprimand is the sustained findings of a complaint against an officer where more than an oral reprimand, but less than a suspension, is judged the adequate punishment.
3. **Retraining:** A recommendation that the member be retrained in an area that precipitated or contributed to the cause for complaint against the member. A recommendation for retraining will supplement the other actions available to the PCIARC and cannot be a singular disposition.
4. **Suspension:** Unpaid; not to exceed thirty (30) days.
5. **Demotion:** A reduction in rank.
6. **Termination:** A recommendation that the employee be dismissed from employment.

PCIARC Meeting Policies

PCIARC meetings are held on the first Wednesday of each month, at various venues throughout Saint Paul. Nine commission members, the PCIARC Coordinator, the Deputy Director of HREEO, and Internal Affairs personnel attend the meetings. Each meeting is recorded.

There are two portions of each PCIARC Meeting, an open portion, and a closed portion. The open portion of a commission meeting includes administrative business, updates from the SPPD and community organizations, and training.

The closed portion consists of case review of alleged misconduct by individual Saint Paul Police Department employees, which is regulated by state data privacy laws. The closed portion of the meeting is not open to the public.

The PCIARC may:

- Request individuals to appear before it to state facts to supplement files.
- Request Internal Affairs to gather additional information as may be needed for a determination by the Commission.

- As provided by a city contract, hire a private investigator as approved by the Mayor or Director of HREEO.

The PCIARC Chair will preside over all meetings and conduct meetings:

- Consistent with and subject to all city ordinances and published policy directives.
- Subject to statutes regarding government data practices, Peace Officer Discipline Procedures Act, and related law.

Data Privacy

The investigatory materials prepared by the Internal Affairs Unit of the police department or independent investigators under contract to the city are considered data collected in furtherance of an active investigation and will be reviewed by the PCIARC. The meetings of the PCIARC on such matters will be closed pursuant to Minnesota Statute 13D.05.

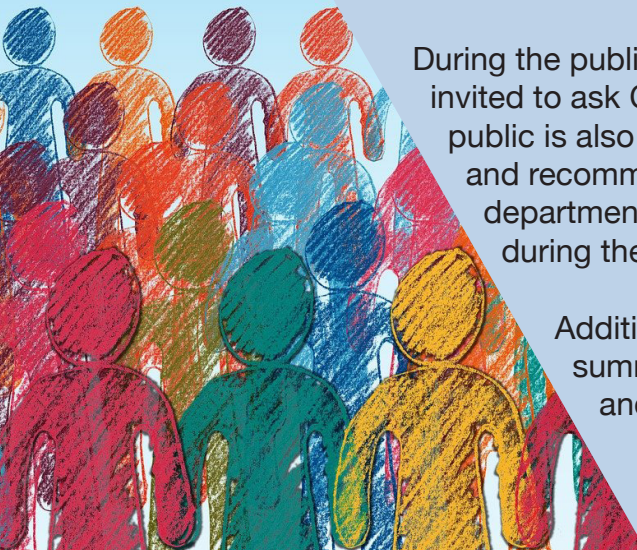
Minnesota Statute 13D.05: Meetings Having Data Classified as Not Public.

Subdivision 2. When meeting must be closed.

(a) Any portion of a meeting must be closed if expressly required by other law or if the following types of data are discussed:

(2) active investigative data as defined in section 13.82, subdivision 7, or internal affairs data relating to allegations of law enforcement personnel misconduct collected or created...

Community Meetings



During the public portion of the monthly meetings members of the public are invited to ask Commissioners about the PCIARC process, and procedures. The public is also invited to relay any concerns that they have about the PCIARC and recommend improvements and changes to the PCIARC or the police department. Many different trainings that the PCIARC receives are held during the public portion of their monthly meetings.

Additionally, the PCIARC is mandated by ordinance to hold an annual summit to review the PCIARC Annual Report, release summary data and evaluate the effectiveness of the PCIARC.

Annual Summit

The PCIARC held their Annual Summit virtually on Wednesday, September 30, 2020 on Microsoft Teams. The summit provided an opportunity for community members to learn more about the updated PCIARC process and ask the PCIARC members questions. The summit also allowed community members to receive the summary data from the 2019 annual report, and a presentation from the City of Saint Paul's Accessibility Coordinator on an assessment of the Saint Paul Police Departments new communication "sticker" program. Additionally, Mayor Carter provided some remarks to the community members in attendance, and answered questions regarding public safety in Saint Paul. Furthermore, the summit allowed the PCIARC to receive feedback from community members. A video recording of the summit was also made available online so those who could not attend are able to view the presentation.

2020 SUMMARY

In January 2017, the PCIARC made the transition to HREEO from the Saint Paul Police Department as the 2016 ordinance amendments went into effect. In the three years since the PCIARC has made enormous gains including training and onboarding various new Commissioners to serve on the PCIARC, participating in numerous local festivals, and community events throughout the year to inform the public of their work, and continually being trained in the best practices of civilian oversight.

Over the course of 2020, the PCIARC held 9 meetings, four new Commissioners were appointed to serve on the PCIARC. Additionally, the PCIARC held their fourth annual summit hosted online due to the COVID-19 pandemic. At the Summit, Mayor Carter provided remarks on public safety and commended the work of the PCIARC, and Accessibility Coordinator Tjay Middlebrook presented on accessibility communications strategies by law enforcement. The PCIARC also provided recommendations to the SPPD Policy 409.01 "Effective Communication with Persons Who are Deaf, Hard of Hearing, Deaf/Blind, Have Hearing Loss and/ or for Whom English is a Second Language." Additionally, three Commissioners, the Coordinator participated in the Virtual 2020 NACOLE Annual Conference. The NACOLE training encompassed national best practices of civilian oversight techniques, and strategies, while also networking with other oversight agencies across the country. Finally, the PCIARC was awarded a Community Capacity Grant from the Saint Paul and Minnesota Foundation to help fund Community Engagement efforts.


Furthermore, in 2019 PCIARC members reflected on their experience serving on the board and set goals for 2020. The feedback helped foster the development of the plan, and influenced the creation of the working committees and areas of focus for the next phase of the PCIARC. The three committees include:

- **Executive Committee**
- **Community Outreach and Engagement Committee**
- **Policy Research and Recommendations Committee**



Complaint Data

Finally, in 2020, the PCIARC saw a decrease in the number of complaints that came through HREEO, and as a result the number of cases the commission reviewed decreased.



Overall the PCIARC reviewed 39 cases involving 90 allegations, which included 81 SPPD officers.

The complaint classification "Improper Procedure" was the most common type of complaint received.

Moreover, of the reviewed cases, the PCIARC determined most allegations to be "Exonerated".

Summary data below reflects cases that were reviewed by the PCIARC, as well as disposition and disciplinary decisions that were recommended on behalf of the PCIARC.

Cases

Each case reviewed by the PCIARC can have multiple allegations (ex: improper conduct, improper procedure, and public relations). It can also have multiple officers listed in the case. Each officer listed could be considered for one allegation listed in the complaint, or multiple. The data below is identified by the number of allegations listed in complaints in 2020 (Allegations) and the number of allegations assigned to officers (Total Allegations). Firearms cases are included in allegations however, have a separate set of dispositions and are therefore separated from that data.

Cases Reviewed	Officers	Allegations	Total Allegations	Firearms Cases
39	81	47	90	1

Allegation Type	Excessive Force	Discrimination	Improper Procedure	Improper Conduct	Poor Public Relations
Total	1	1	31	5	10
Total # of Officers Subject to Each Allegation	3	1	62	9	14

Recommended Disposition	Sustained	Not Sustained	Exonerated	Unfounded	Policy Failure	Tie Vote (No Actions)
Total	19	9	37	22	2	2

Discipline

This is the recommended discipline the Commission voted for in 2020. Retraining and supervisory counsel are not defined discipline in the SPPD labor contract. Retraining must be paired with other discipline.



Recommended Discipline

- Supervisory Counsel - 3
- Retraining - 13
- Oral Reprimand - 5
- Written Reprimand - 7
- Suspension - 5
- Termination - 0

In 2020 the Chief modified the Commission's discipline recommendation **ten times**.

Firearm Case Data

Firearm Disposition	Justified	Not Justified
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Total	0	1
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Firearm Type	Human	Animal	Accidental
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Total Cases	1	0	1
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HREEO Complaint Intake

In 2020, HREEO received **20 complaints**. These complaints came in online, in person at the HREEO Office, at Community Intake Centers, and via the mail.

Demographic Information

On the complaint intake form complainants have the option of providing demographic information. This information helps the HREEO Department and the SPPD identify trends and patterns that help improve services being provided, both in terms of policing and in terms of complaint intake.

Gender	No answer	Male	Female	Other	Transgender
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Total	4	7	9	0	0
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Race	No answer	Black or African American	White (Caucasian)	Hispanic or Latino	Asian	Two or more races	Other	American Indian
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Total	2	7	4	1	2	2	2	0
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Income Level	No answer	Less than \$20,000	\$20,000 to \$34,999	\$35,000 to \$49,000	\$50,000 to \$74,999	\$75,000 to \$99,999	Over \$100,000
Total	12	2	2	0	2	2	0

Age	No answer	0-18	19-25	26-34	35-54	55-64	65+
Total	4	0	0	5	9	1	0

Disability Status	No answer	Blind / Low Vision	Deaf / Hearing Impaired	Other (Non-Disclosure)
Total	13	1	1	5



SAINT PAUL **MINNESOTA**

Human Rights & Equal Economic Opportunity

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