

## Police Civilian Internal Affairs Review Commission Minutes for November 3, 2021

- Meeting No. **10 of 11** for calendar year 2021
- Convened at Wellstone Community Center (179 Robie St. E., St. Paul, MN 55107)
- Called to Order at **6:08 p.m.**
- Call to Adjourn at **9:16 p.m.**

<b>Present:</b>	<b>Record (Based on Individual Calendar Year):</b>	
1.	Chair Travis Grundy	(P <b>10</b> , A <b>0</b> )
2.	Commissioner Stefan Landreau Vellenga	(P <b>8</b> , A <b>2</b> )
3.	Commissioner Eric Forstrom	(P <b>10</b> , A <b>0</b> )
4.	Commissioner Alex Halverson	(P <b>8</b> , A <b>0</b> )
<b>Absent:</b>		
1.	Vice Chair Charles Deneen	(P <b>9</b> , A <b>1</b> )
<b>HREEO Department Staff:</b>		
1.	Sierra Cumberland, Acting PCIARC Coordinator	
2.	Andrea Cox, HREEO Executive Administrative Assistant	
<b>SPPD Staff:</b>		
1.	Senior Commander Nicole Spears	
2.	Sergeant Kathy O'Reilly	
3.	Sergeant William Mayavski	

- I. **Call to Order**
- II. Approve Agenda
  - a. Motion to approve agenda by Commissioner Forstrom
  - b. Seconded by Commissioner Landreau Vellenga
 Approved
- III. Approve October Meeting Minutes
  - a. Motion to approve October minutes by Commissioner Forstrom
  - b. Seconded by Commissioner Halverson
 Approved
- IV. Labor Relations Training from the Saint Paul City Attorney's Office and Human Resources Department
  - a. Presented by Assistant City Attorney Gail Langfield and Labor Relations Specialist Megan Spriggs
- V. Break

- VI. SPPD Update
  - a. 64 Recruits are currently engaged in the SPPD Academy and are expected to graduate in February. From there, they will begin field training.
- VII. HREEO Department Update
  - a. Welcome to four PCIARC Candidates. They are not yet appointed but have completed the Criminal Justice Information System Security & Awareness Training, and so are able to observe tonight's full meeting. HREEO is in touch with Mayor Carter's office and hopes that the appointments will move forward soon.
  - b. HREEO and SSPD are in discussion regarding the next Civilian Police Academy, which is a requirement for candidates to become voting PCIARC members. The next Civilian Police Academy will likely begin in January, due to the ongoing SPPD Academy.
  - c. HREEO, Senior Commander Spears, and Mr. Nix are collaborating to make a "rolling process" for the Civilian Police Academy to return to a more standardized timeline.
  - d. Chair Grundy has asked about the PCIARC budget. Director Butler is not currently able to provide information on the 2022 budget, as City Council has not yet approved the 2022 budget. Director Butler notes that HREEO receives a general budget and then splits it among the department divisions, commissions, and committees. There is a general figure for each program, but actual use may be a little bit above or below. Budget distribution must be reasonable and equitable in relation to all of HREEO's work.
  - e. Chair Grundy clarified that there may be flexibility for particular needs. Director Butler agreed, though there must be balance among HREEO programs.
  - f. HREEO is planning an Open House in February 2022. The Open House will feature work from the full HREEO department, including the five commissions and committees. Executive Administrative Assistant Cox is the head of the planning committee, which Coordinator Cumberland is also involved in. As planning solidifies, HREEO will keep the PCIARC updated. This will be a large event with media coverage. The PCIARC will be included and HREEO will be looking for the PCIARC Commissioners to participate.
  - g. HREEO has hired a new Human Rights Supervisor, who will begin next week. Her name is Deborah Autrey and HREEO is excited to have her join the team. Director Butler has brought on seven new employees to HREEO since becoming Interim Director in April 2021. HREEO continues to make progress.

## VIII. Chairs Report

- a. A reminder to all PCIARC commissioners to complete the annual ride along requirement by the end of the year. Due to the ongoing SPPD Academy, Chair Grundy asks that commissioners hold off on ride-alongs between January and March or April, to give new officers time to adjust and settle in. If Commissioner have reason to do ride-alongs during that time, Chair Grundy asks that they check in with him or with Coordinator Cumberland.
- b. Chair Grundy will be leaving the Commission in February, after PCIARC Chair and Vice Chair elections are held. If you are interested in a PCIARC leadership position, please talk to Chair Grundy for planning purposes.
- c. Chair Grundy hosted a long planning session at last month's meeting.
  - i. Chair Grundy did not receive any feedback, though a number of individuals indicated that they intended to provide feedback. As such, Chair Grundy recommends that the PCIARC vote on key areas where possible. For an event in the year ahead, he would rather plan details for the event by the end of February, rather than vote now on an event to take place in September.
  - ii. Commissioner Forstrom looked into advertising with the Minneapolis-Saint Paul MSA. He does not have an exact number, due to advertising options, but it would cost about \$2-\$4 million.
  - iii. Commissioner Forstrom passed Chair Grundy's draft event proposal to a colleague for feedback and hopes to have a response by the end of the week.
  - iv. Chair Grundy requested Director Butler's feedback on the budget outlined in the event proposal. Chair Grundy would like to have an event budget that the PCIARC can work with, with Director Butler's input. Chair Grundy and Director Butler agree that \$2-\$4 million is not reasonable. Chair Grundy's reference number is \$15,000-\$16,000.
    1. Director Butler works closely with the Mayor's Office. He has spoken with representative from the Mayor's Office regarding Chair Grundy's proposal and is awaiting feedback.
    2. Chair Grundy asked if having the PCIARC finalize the event details would make approval more likely. Chair Grundy wants to avoid planning and event and then having it fall through.
    3. Having the Commission vote to hold an event does not automatically encumber funds.
  - v. Chair Grundy recommends that the PCIARC vote to continue building event details between now and February, with the general reference number of \$15,000-\$16,000. Commissioner Halverson agrees with building event structure, rather than arranging details until the budget is known.

- d. Chair Grundy held a voice vote to continue developing the process and the project between now and February, so there is an infrastructure in place.
    - i. All in favor, none opposed.
  - e. Chair Grundy requested that Senior Commander Spears compile a schedule of trainings to be given to the PCIARC from SPPD. Senior Commander Spears will share the list she put together with Chair Grundy during the next break in the meeting.
  - f. Commissioner Halverson raised the fact that “commended” has been added to the list of dispositions available to the PCIARC. Per the ordinance, this is not a valid disposition that the PCIARC can choose. Commissioner Halverson voiced his opposition to this addition, as adding this disposition would require a change in the ordinance.
    - i. Chair Grundy recommends that, if the PCIARC would like to pursue the disposition of “commended,” it should be a unanimous decision. It is Chair Grundy’s belief that there may be cases brought before the commission with the intended outcome of “commended.”
    - ii. Senior Commander Spears agrees that the PCIARC must follow the ordinance. The addition of “commended” to the list of available dispositions was an overall policy change for SPPD. If there are future changes to the ordinance, the disposition of “commended” could be added. As has been done in the past, PCIARC commissioners can still write letters of feedback to provide compliments.
      - 1. This policy change arose out of recommendations from the PCIARC.
  - g. In answer to a question from an audience member, Chair Grundy outlined the PCIARC recommendations process and how the Chief of Police has final decision-making authority.
    - i. Commissioner Forstrom referenced the PCIARC Annual Report to find specific statistics on PCIRAC recommendations and the number of times the Chief of Police disagrees in any year.
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**IX. Adjourn to Closed Door Session**

- X. Break
- XI. Chair’s Report (Private)
- XII. HREEO Department Update (Private)
- XIII. SPPD Update (Private)
- XIV. Case Review without Testimony
- XV. **Adjourn**