

ADDENDUM
to the June 20, 2001 Agreement
between the Saint Paul Chapter of the NAACP
and the Saint Paul Police Department

In 2001, the Saint Paul Chapter of the NAACP ("NAACP") and the Saint Paul Police Department ("SPPD") signed a historic agreement to establish a strong and durable working relationship and to initiate reforms relating to issues of racial profiling, community oversight, and relations between the police and communities of color ("2001 Agreement"). The 2001 Agreement was made under the leadership of Nathaniel Khaliq and Chief William K. Finney and was mediated by the Community Relations Service of the U.S. Department of Justice.

Now in the 21st year of that agreement, the NAACP and SPPD wish to strengthen their relationship and expand on their commitments to one another through this Addendum. Since 2001, new policing and data-collection technologies have been developed, several important reforms to policies and practices have been implemented by SPPD, and aspects of the 2001 Agreement have become outdated.

This Addendum both updates the terms of the 2001 Agreement and covers additional topics. The parties agree that, in the event of a conflict between the Addendum and the 2001 Agreement, the terms of the Addendum will control. As in the 2001 Agreement, nothing in this Addendum should be taken as an admission of wrongdoing by either party. This Addendum is a result of direct negotiations between the parties which have occurred over the past several years, and is not the result of duress, coercion, or undue influence.

Terms of the Addendum

1. Quarterly Meetings and Reporting.

- a. SPPD and NAACP leadership shall meet at least quarterly. SPPD and NAACP shall submit to each other proposed agenda items at least 48 hours in advance of each meeting. To the extent possible, each quarterly meeting will include the SPPD Chief of Police, other members of the SPPD leadership team, the President of the NAACP, the chair of the NAACP Public Safety Committee, other members of the NAACP Executive Committee, and any guests invited to address specific topics.
- b. Subject to the restrictions of the Minnesota Government Data Practices Act, either party may request that certain topics of discussion be held confidential by the other party.
- c. SPPD shall report to NAACP the following data and information in these three ways:
 - i. Written Annual Report. At least one week in advance (to the extent possible) of the first meeting in any year, SPPD shall submit to NAACP an annual report including the below list on the following:
 - a) disciplinary actions (as described in Section 2.a.);
 - b) upward and downward departures from PCIARC disciplinary recommendations (as described in Section 2.c.);

- c) enforcement actions (as described in Section 4.c.);
- d) training (as described in Section 6.a.);
- e) acquisition and use of equipment previously owned by and acquired from the United States Military and a summary of SWAT deployments (as described in Section 7.c. and 7.d.);
- f) demographic information, disaggregated by race and gender, of SPPD officers and the incoming academy class and changes in each category from the last annual report;
- g) total number of sworn officers; and
- h) demographic information, disaggregated by race and gender, of SPPD non-sworn support staff and changes in each category from the last annual report.

ii. Quarterly Meeting Discussions:

- a) updates on disciplinary actions to the extent allowable by law;
- b) time sensitive matters not yet reported in the annual report; and
- c) information requested in the proposed agenda items to the extent the information is public and available.

iii. Notifications between Quarterly Meetings. Whenever one party becomes aware of an urgent matter that it believes would be important to the department and community, the party with the information shall notify the other party.

2. Provide More Transparency and Reporting in the Complaint Process (#7 of the 2001 Agreement).

- a. *Report on Disciplinary Actions* resulting from citizen or community-initiated complaints. As set forth in Section 1.c.i., and as permitted by law, SPPD shall provide NAACP as part of the annual report, actions taken against officers with specific information on the officer(s) name, the final outcome (disciplinary or otherwise) for the involved officer(s), the race of any citizens involved (if available), and geographic location of the incident(s).
- b. *Referral to the PCIARC*. In addition to and not in any way limiting the ability of residents to make complaints regarding police officers to the PCIARC, SPPD shall provide 1) the opportunity for a discussion with a supervising officer and 2) the process for filing a complaint with the PCIARC to any citizen who:
 - i. has submitted feedback through the online Community Feedback Survey that includes any criticism of an SPPD employee or officer; and
 - ii. has provided sufficient contact information.
- c. *Transparency on Upward and Downward Departures from the PCIARC Disciplinary Recommendations*. As set forth in Section 1.c., and as permitted by law, SPPD shall provide NAACP as part of the annual report the summary data for imposition of discipline that is more than or less than what was recommended by the PCIARC once final.

3. Clarify Public Comment and Communication Protocols on Major Incidents (#16 of the 2001 Agreement). Upon learning of any significant issue of public concern that involves SPPD personnel, including police use of force or a police-involved fatality, SPPD will notify the NAACP President or the President's delegate as soon as reasonably possible. Prior to making any public statement on the matter, SPPD leadership and the NAACP President or the President's delegate will make good faith efforts to consult and discuss the matter. The terms of this paragraph control over paragraph 16 of the 2001 Agreement.
4. Update on the Design and Function of the Early Intervention System and Clarify Reporting Generally on Racial Profiling (#1, #4, and #7 of the 2001 Agreement).
 - a. *Early Intervention System*. SPPD will consult with NAACP and provide NAACP an opportunity for input on the development of and any major changes made to an Early Intervention System ("EIS").
 - b. The department is committed to deploying healthy officers and will be committed to having officers participate in an annual wellness review. In addition, supervisors will continue to make Employee Assistance Program ("EAP") referrals as necessary.
 - c. *More Precise Racial Profiling Data and Reporting*. As set forth in Section 1.c.i., SPPD shall collect and submit to NAACP, as law, policy, and the collective bargaining agreement allows, as part of the annual report data sufficient to show all enforcement actions, including traffic stops, field/street stops (when available), arrests, citations, searches (to the extent available), and uses of force. SPPD shall also make the data easily accessible by the public and include the following information, at a minimum: demographic data on person(s) involved (if available), officer(s) involved, and geographic location of the encounter as law, policy and the collective bargaining agreement allows.
5. Strengthen Community Input on the Body Worn Camera ("BWC") Policy (issue that has emerged since the 2001 Agreement).
 - a. *Timely Release of BWC Footage in Police-Involved Fatalities and Other Major Incidents*. BWC footage that captures police use of force should be made available to NAACP upon written request as the law allows, including in situations where NAACP is serving as an advocate for any individual (or their family) who is the subject of the BWC footage. Nothing in this section should be read as an agreement to release BWC footage under Minn. Stat. § 13.82, Subd. 15.
 - b. *BWC Facial Recognition Databases*. Due to the lack of reliability with current facial recognition technology, SPPD agrees that it will not provide BWC footage to Axon or any other business or entity for any face-recognition purposes or to be part of any national database, or for Axon or Axon's agents to make use of any such database.
 - c. *Input on Policy Changes*. The SPPD will consider NAACP input when making material changes to the BWC policy.
 - d. *Request to Turn Off BWC*. Individuals can request to officers that they turn off their BWC

during non-investigative, private interactions (like a medical emergency), and officers may comply to the extent that SPPD policy allows.

6. Report and Collaborate on the Current Training Provided to Officers (#4 of the 2001 Agreement).

- a. *Report on Current Training.* As set forth in Section 1.c., SPPD shall provide to NAACP as part of the annual report a description of training provided to officers that is either related to 1) use-of-force or 2) marginalized communities and/or bias during the previous year, including number of attendees, and training materials, including post-training summaries of participant evaluations and assessments.
- b. *Collaboration on Training.* SPPD is committed to on-going conversations with the Saint Paul Chapter of the NAACP and the Saint Paul community at large, about training for the entire department, including the potential of NAACP participating or assisting in the training to the department or prospective officers. NAACP and SPPD shall discuss future training needs at SPPD-NAACP quarterly meetings as set forth in 1.a. SPPD shall provide a community-perspective training to the entire department as part of its annual training. SPPD shall consult with NAACP on the content and provider of the community-perspective training.

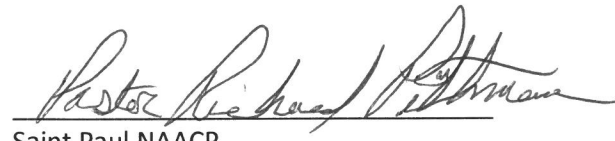
7. Acquisition and Use of Former Military Equipment (issue that has emerged since the 2001 Agreement).


- a. *Restriction on the Acquisition and Use of Equipment.* NAACP encourages SPPD to refrain from acquiring and/or using such equipment because it has no value-added peace-time benefit.
- b. *Proposed Acquisition of Equipment.* The SPPD will provide notice at each quarterly meeting of any acquisition of equipment previously owned by the United States Military.
- c. *Inventory of Equipment.* As set forth in Section 1.c., SPPD shall provide NAACP as part of the annual report an inventory of all former military equipment previously owned by and acquired from the United States Military, and the use of any such equipment, including geographic location of such use.
- d. *SWAT Deployments.* As set forth in Section 1.c., SPPD shall provide NAACP as part of the annual report a list of all deployments of tactical teams (e.g., SWAT), including geographic locations of any such deployments.


8. No-Knock Search Warrants (issue that has emerged since the 2001 Agreement).

SPPD will continue its policy of only considering service of a no-knock search warrant when there is a life-safety threat. SPPD will not routinely request a no-knock exception for a search warrant, and it will be reserved for extreme cases with supporting legal circumstances. SPPD will only apply for a no-knock search warrant on behalf of another law enforcement agency when SPPD policy would support service of a no-knock search warrant.

This Addendum to the 2001 Agreement between the Saint Paul Police Department and the Saint Paul Chapter of the NAACP is hereby agreed to as signed on this day, October 4, 2022.


Saint Paul NAACP
President Richard Pittman


Saint Paul Police Department
Chief Jeremy Ellison


City of Saint Paul
Mayor Melvin Carter



U.S. DEPARTMENT OF JUSTICE - CRS
Midwest Regional Office
55 West Monroe Street, Suite 420
Chicago, Illinois 60603
312-353-4391
Fax 312-353-4390



AGREEMENT

BETWEEN

ST. PAUL POLICE DEPARTMENT AND ST. PAUL CHAPTER OF THE NAACP

The St. Paul Chapter of the NAACP and the St. Paul Police Department met together on March 19, 2001, April 12, 2001, May 9, 2001 and June 19, 2001. The meetings were convened by the Community Relations Service of the United States Department of Justice to assist in efforts to address concerns impacting race relations and relations between citizens and the police in the City of St. Paul, Minnesota.

The representatives of the City of St. Paul Minnesota, the St. Paul Police Department and the St. Paul NAACP and other African American community organizations have proposed remedial measures in the following Mediation Agreement to address concerns related to biased based policing and to improve relations between the police and community in the City of St. Paul, Minnesota.

The remedial measures as part of this Mediation Agreement are contained in three categories:

Racial Profiling Police Civilian Internal Affairs Review Commission Police Relations in Communities of Color

Nothing in this agreement should be taken as an admission of wrongdoing by either party. This agreement is a result of voluntary mediation between the parties and is not the result of duress, coercion or undue influence.

THE AGREEMENT

RACIAL PROFILING

The Saint Paul Police Department has and will continue to maintain and publicize its policy that prohibits racial profiling. Our history and tradition encourages and requires officers to take law enforcement action based on behavior and not appearance.

1. The Saint Paul Police Department will enhance its early warning system to include identification of officers who are at risk of engaging in racial profiling.
2. The Saint Paul Police Department, in concert with the NAACP and other community organizations, will continue to recruit, hire and make all attempts to retain officers of color.
3. The Saint Paul Police Department will continue to work with, and elicit ongoing feedback from communities affected by special police enforcement initiatives, i.e. HEAT.
4. The Saint Paul Police Department agrees to continue dialogue with community organizations and citizens to improve policies and practices dealing with racial profiling including: expanded data collection and measurement, complaints and investigations, recruitment and training, and stops, searches and seizures, to which further amendments to this agreement may be forthcoming.

5. Use of Business Cards

The Saint Paul Police Department is committed to having all of its officers identify themselves by name to the people they serve. To provide this identification, the Saint Paul Police Department will facilitate the use of business cards by every officer. All officers must obtain and carry City approved and printed business cards. The primary response officer on scene, and any other officer as requested, will be required to provide their business card:

- When anyone asks for the officer's name, badge number or business card.
- At all traffic stops.
- To any identified victim or complainant at all calls for service.

It is the responsibility of all supervisory personnel to ensure that officers acquire, carry and employ the business cards while performing duties of police officer. The back of the business card should contain the following statement, "If you have a comment or concern about the service you have received, you may report it to the Saint Paul Police Department, the Police-Civilian Internal Affairs Review Commission or one of the organizations listed below. [List and phone numbers of organizations.]"

6. Consent Search Advisory

The Saint Paul Police Department will initiate a policy that requires officers to give individuals a consent search advisory before asking to conduct a search of their person or vehicle, when this search

is based solely on a request for consent. Obviously, searches pursuant to reasonable suspicion, probable cause or incident to arrest will not require this advisory. The advisory will make it clear to the individual that they have the right to refuse to give consent to the officer to search their person or vehicle. It will also inform the individual that when they give permission they can stop the search and withdraw their permission at any time. Finally, it will make it clear to the individual that should they grant permission for the search and the officer finds illegal items, the individual is likely to be arrested and prosecuted.

The Consent Search Advisory reads as follows:

Consent Search Advisory

I would like to search you (or your vehicle).

You should know that you have the right to refuse to allow me to search you and your vehicle.

If you do grant me permission, you may stop the search at any time.

If I find anything illegal, you will likely be arrested and prosecuted.

Do you understand what I have just told you?

May I search you? May I search your vehicle?

POLICE CIVILIAN INTERNAL AFFAIRS REVIEW COMMISSION

7. Complaint Intakes and Processing

The Saint Paul Police Department has modified the Internal Affairs complaint intake process and complaint review process to include the following (see Appendix):

- Facilitate the creation of complaint centers in the community to include the NAACP, the Urban League, the Council on the Hearing Impaired, the Indian Affairs Council, the Chicano Latino Affairs Council and the Saint Paul Human Rights Department.
- All citizen-initiated complaints and investigations will be reviewed by the Police Civilian Internal Affairs Review Commission (PCIARC).
- The Saint Paul Police Department's Internal Affairs Unit and the PCIARC will take appropriate steps to reduce investigation time and be more responsive to complainants.
- The PCIARC and police department, in cooperation with the community, will adopt methods to better identify and review for race-based policing and racial profiling.
- The PCIARC will inform the complainant of the disposition and the explanation for the decision.

8. In cooperation with the NAACP and other community organizations, the Saint Paul Police

Department Police Community Internal Affairs Review Commission will hold three public meetings at locations across the city to be determined in consultation with community organizations. The first meeting will be held in September of 2001. In addition to these three community meetings, an annual summit meeting will be held with key stakeholders including members of the Saint Paul Police Department, Police Community Internal Affairs Review Commission and community organizations. The purpose of this summit will be to discuss mutual issues in the interest of forwarding community policing, improving community relations and to review this Agreement.

POLICE RELATIONS IN COMMUNITIES OF COLOR

9. The Saint Paul Police Department will maintain a file of strip search reports in the Inspection Unit, Office of the Chief. The NAACP will have access to public data contained therein. The Chief of Police or designee will review the file as part of the early warning system.
10. The Saint Paul Police Department will hold accountable officers who work off-duty, according to all departmental policies.
11. The Saint Paul Police Department will support efforts to develop opportunities to support community-based crime prevention programs in an effort to improve relations with African American youth.
12. The Saint Paul Police Department will review policies for the risk of disparate racial treatment.

COMMUNITY RELATIONS


13. The Saint Paul NAACP recommends that the Saint Paul African American Leadership Council provide candidates to the Mayor for the Saint Paul Police Department's Police Civilian Internal Affairs Review Commission. The Saint Paul Police Department agrees to support the Saint Paul African American Leadership Council's recommendation for mayoral appointments to the Police Civilian Internal Affairs Review Commission.
14. The NAACP will support the Saint Paul Police Department in its efforts to provide services to the people of Saint Paul in the pursuit of justice.
15. The NAACP, St. Paul Urban League and St. Paul Human Rights Department will be contact points to receive Internal Affairs complaints. Their role in this process will be to only record names, addresses and phone numbers of complainants and witnesses, a summary of the complaint, and names or identifiers of any officers involved if possible. The NAACP, Urban League and St. Paul Human Rights Department will expeditiously forward this information to the PCIARC, where the information will be treated as a complaint and processed in the usual manner.
16. The Saint Paul NAACP, Urban League and Saint Paul Human Rights Department agree that

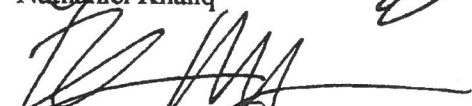
they will not comment on nor release any information of police misconduct until the allegation has been first reported to the police department and an investigation into the allegation has been resolved.


17. The NAACP agrees to participate in efforts to educate the community relative to police policies, procedures and other pertinent issues.
18. The Saint Paul NAACP agrees to develop and provide community/police relations training to the Saint Paul Police Department's Police Civilian Internal Affairs Review Commission members and to Saint Paul Police Department officers with a community-based perspective. The Saint Paul Police Department will assist with resources to deliver training.

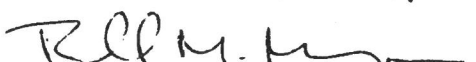
The above affirmations and commitments are hereby agreed to as signed and witnessed this day June 20, 2001.

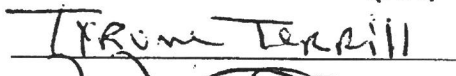
SAINT PAUL NAACP

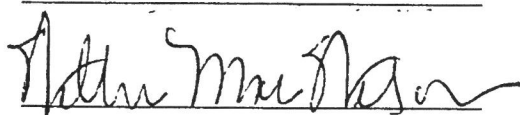

Nathaniel Khaliq


ROBIN K. MAGEE



KATIE MCWATT



RICHARD M. MANGRAM

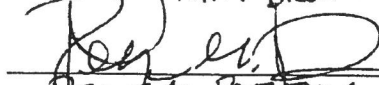

TERRELL TERRELL

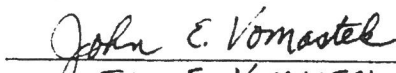


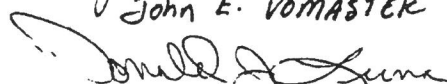
SAINT PAUL POLICE DEPARTMENT

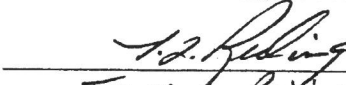

Chief William Finney

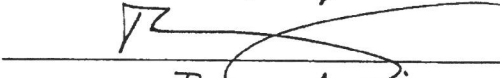

AMY BROWN

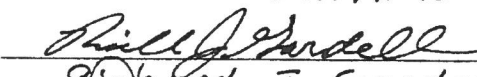

RAYMOND M. ROBERTS for SPID-ASSIST. CITY AND


JOHN E. VOMASTEK


DONALD J. LURA



THOMAS A. REDING


THOMAS A. MINTER


RICHARD J. GANDELL


DENNIS JENSEN

Witnessed by


Kenneth Bergeron, Mediator
Community Relations Service, United States Department of Justice

APPENDIX

Internal Affairs Civilian Review Commission Update

The following proposal addresses the issues of timeliness, follow-up, and accessibility when it comes to Internal Affairs and the Civilian Review Commission process. It identifies three major goals that the Department is moving towards in these areas, along with departmental policy changes to reflect this new direction. The first goal is the ability to provide an immediate response to a complainant with the assignment of a citizen intake number. Second, this plan provides for a more timely response to complainants with more follow-up and human contact (it also provides for additional entry points that citizens can use to bring forth a problem). Finally, this enhanced process also provides for a larger role of the Police Civilian Review Commission, giving them a broader look at those cases brought forth by citizens.

Intake Form

1. New form entitled "Citizen Intake Form" with an individual number printed on each one that will be given to the complainant when he or she calls. It will be a one-page form with four colored copies. Copies would go to the Chief of Police, IA, CRC coordinator and CRC chair. This form can be produced electronically in the new I.A. system as well.
2. Complaint intake for the Department would be at four separate points of entry. They would be Internal Affairs, ECC supervisor, Duty Officer, and the Civilian Review Coordinator. Although external groups such as the NAACP, Urban League etc. could bring a complaint forward, they would have to access the system through the four previously identified entry points. Official complaint packets would then be sent out by Internal Affairs the same day the intake form was received by IA.

Timely response with more human contact

3. After the complaint packet has been sent out, the case would be assigned a case "activity tracking form" and be entered into the computer system at CRC. It would also be tracked in Internal Affairs. Once the complaint packet has been returned, the case would also be assigned an Internal Affairs number. While in the Civilian Review Commission system, the coordinator would continue to track the case via computer and the attached activity tracking form. The coordinator would make the necessary human contact and follow-up as to returning complaints, case status, timeliness of investigations, and investigative response. The coordinator should have access to the internal affairs computer system, however, only if the computer that he is using is in a secure location.
4. In addition, if the coordinator was unavailable to take phone calls, a phone system will be set-up with a menu of options for the caller to choose from. That would include leaving a

message, which would alert the CRC coordinator via pager, or if the caller wants to talk with a live person the call would be routed to the Internal Affairs Unit secretary.

5. For investigations at the district level the immediate supervisor would do the investigation. It gives that supervisor an immediate insight into potential problems of someone he/she oversees, and brings some of those problems down to a level where they can best be handled.
6. Internal Affairs would provide additional training to district investigators to provide for a template investigative package for the Civilian Review Commission.

Larger role for the Civilian Review Commission

7. The Civilian Review Commission would look at all complaints brought forth by citizens. This change puts CRC in the loop of looking at those investigations done at the district level, which was not done in the past.

Departmental policy changes have been made to reflect changes in the Saint Paul Police Department.