

2017 Police Civilian Internal Affairs Review Commission (PCIARC) Annual Summit Feedback

Guided Questions:

1. After hearing this presentation, do you feel you understand the complaint process?

- Almost everyone understood the complaint process.
- Some confusion about where to file complaints.
- Partly, didn't have any prior knowledge about the process.

2. Were you left with any questions?

- How long is the process to hear back from Committee, it was not mentioned? What is the average length of an investigation?
- How is the burden of proof/evidence determined in a Complaint?
- What kinds of training do PCIARC commissioners get?
- When are the next PCIARC Summits happening, would like to get the word on that as a regular meeting?
- Are ex-offenders allowed on the PCIARC Commission? What is the threshold regarding criminal background?
- Is PCIARC staff involved in the decision making process of which complaints get reviewed or only the SPPD? Why aren't they?
- Who determines the department policy?
- Does PCIARC consider letting the public know about their decisions, etc. before the Annual Summit?
- What is the union involvement in the process for officers?
- Were there any policy changes as a result of the Frank Baker case?
- Which type of complaint is most prevalent?
- How old do you have to be to file a complaint?
- What data is private and what is public?
- Does the commission get external complaints about cops?
- Does the complaint have to involve a civilian?
- Does the commission act on every complaint?
- Can the police review keep certain cases away or stop them from being reviewed by PCIARC to avoid the public eye?
- Can the complainant have an advocate to support them?
- At which point can the Complainant get an attorney?
- Can the police have an attorney to represent themselves?
- Can PCIARC review body cam footage?
 - i. Can all body cam footage be reviewed for patterns or just when an officer is being reviewed?
- What is covered in the public portion of the meeting?
- Do you review internet content such as videos for police violations?
- Are survey results about police made available to PCIARC?

- Does data show how much an officer is showing up in complaints?
- Is there a Complainant testimony oath?
- Are union representatives allowed?
 - i. This would create a power imbalance; police could be coached by lawyers or union representatives.
- Does Internal Affairs have access to an officer's cell phone, email, and text records?
 - i. Do they have subpoena power?
- Could the Board choose to pursue a complaint in parallel to a criminal investigation?
 - i. Could testimony in the complaint process be used in a criminal trial?
- Can you file a complaint on something that happened a long time ago, say 10 years ago?
- If the Union challenges a decision, is that information publicly available?
- Can someone be prosecuted for providing false information on a complaint?
- How does a civilian know when an officer violates a policy?
- Are there translators available for the intake process?
- How do you reach out to minority communities and non-English speakers to let them know about the complaint process?
- PCIARC only sees cases given to them by Internal Affairs?
- What happens, or are there circumstances where other complaints (non-civilian) are referred to the board, especially if they're part of a pattern that is relevant to a civilian complaint?
- What is counted as evidence? What if there are no pictures, etc.?
 - i. Do witness statements count?
 - ii. What happens to the evidence you collect?
- If a complaint is filed, how do you know if it is being investigated?
- Does the public only see when a complaint is sustained or even when it is simply filed?
- What is the success of complaints?
 - i. What is the frequency of which you are supported by the Chief?

3. *Now that you've heard about the new complaint process, would you feel comfortable using it to file a complaint or recommending it to a friend or family member?*

- Some would be willing to try but others think the process puts people at risk when a complaint isn't sustained.
- How easy is it to file a complaint?
- The complaint process has significantly improved and I have more faith in it.
- Yes, without reservation.

4. *What are your immediate takeaways from the presentation tonight?*

- This is a good start.
- Need more public dialogue with everyone so questions and comments are heard by everybody.

- Dividing into wards was good but we should get back together as a group to share what the table discussed.
- 5. *What would you like added to the complaint intake process?***
- Provide more transparency for the public; it helps build trust with the community.
 - Interpreters for non-English speakers.
 - Make complaint forms available in different languages
 - You should put all cases on your website to be more transparent.
- 6. *What other feedback would give Commissioners to keep in mind as they do their work?***
- It would be great to include examples and definitions of the most common improper procedures and other categories.
 - Reach out to people to let know about the process through community organizations and not just government organizations.
 - How can all communities be represented through 9 board members who don't speak all languages?
 - Can you increase communications in the Hmong community?
 - You should get the youth more involved in these processes. In what ways do you currently try to engage the youth?
 - It would be nice if Commissioners attended some informal cultural events to help better communications in different communities.

Other Questions:

- Why do some schools have more police officers than others?
- When an officer commits a crime, are they still allowed to be police officers?
 - What about domestic violence?
 - Who decides whether the officer gets to keep being an officer?
- Are police officers who work in schools, officers who were fired?
- How many people of color made complaints?
- What are Commissioner's real jobs?
- How many officers are people of color?
- When I had an incident with the police, I just reported it at the district. Can I still do that?
- Is there a youth civilian review board?
- Do prior convictions disqualify you from becoming commissioner?
 - What kind of credibility do you need to become commissioner?
 - Who appoints commissioners?
 - How do I get involved to become a commissioner?
- A dog was let loose on an innocent individual on 7th Street last year by an officer who the Chief suggested be fired. He was undermined by the Police Union. How does that happen?
 - When the Chief doesn't agree with PCIARC findings, what happens?

Comments:

- Complainant should be kept in the loop during the review process, every step of the way.
- Public should trust in the process.
- Need to publicize process more = more community engagement.
- Have a commission which is reflective of the City, what is the selection process for Commissioners?
- PCIARC Commissioners should have experience in criminal justice system.
- PCIARC should have a bigger role, and facilitate dialogue between Police and Public.
- PCIARC Commission must not be “just for show,” and truly independent from the Police.
- We live in diverse communities – need 2nd language communication, in reaching out to immigrant communities.
- Utilize new Police “Community Liaisons” into the Commission’s work, and help with Outreach.
- Engage young people as Commissioners.
- Great outreach and communication to the public, and also within the police department.
- Good energy in the meeting.
- Layout of complaint process was well understood.
- Different complaint reporting mechanisms are good.
- Change like this new process is good, from a historical perspective.
- This a very bold move by the City to have an all civilian review Commission.
- PCIARC Commission is facing a difficult job/task, police force is a powerful institution.
- There is still mistrust from Police/Civilians and vice versa.
- Generational changes in police force is a good thing, and will change the outlook of the force.
- PCIARC staff should be included in deciding which complaints get reviewed.
- Does the commission feel like the Chief listens?
- The police federation loses credibility in the community while Dave Titus serves as their president.
 - Is he truly the voice for the St. Paul Police?
- Annual Report for 2016: I am much less concerned with what they did wrong in the past. But I am concerned about what the group is going to do right in the future.
- Officers have been failing to report bias crime.
- This Summit was interesting. Are you planning on any other periodic Summit?
- There are too many acronyms.
- Thank you for all the work you’ve done and the changes you’ve made. Keep it up; we’re behind you as a community.
- Police are aggressive and disrespectful to minorities during traffic stops and citations for parking.

- The culture of the police in Saint Paul shows that the system is broken and there is an urgent need to fix the broken system by regularly meeting with the Chief and all stakeholders.
- Saint Paul police are issuing tickets just to generate money for the city.
- Concerns about the power given to the Police Federation. They have uncontrollable power, can't control the police.
- The police are not taking into consideration that they are paid for their professional service by taxpayers.
- Police accountability is low.
- We should be reassured about our rights and police accountability.
- Looking for more resources to actively participate and contribute to PCIARC in a positive way.
- Testimonies are basic to initiate investigations and review and people should come forward to testify against police brutality.
- For the PCIARC to be effective, institutional and systemic barriers should be taken care of first and for most.
- Communication between the stakeholders is crucial and people need change.
- We should actively participate in the process of PCIARC.
- Police recruitment should be within St. Paul and residents of other places should be restricted.
- Want to see the results, skeptical of the system.
- Critical of the arbitration process to handle police brutality issues.
- Police officers are intimidating and very powerful, it doesn't reflect the people.
- There are police officers that are harassing people and there is no way to report them due to the power and authority they have.
- The community must be informed and educated about the need for PCIARC in order to build trust.
- More outreach and education is needed so that people can protect themselves.
- Churches and other community organizations should actively be involved in the enforcement of PCIARC objectives and bring in people who are not connected to the system.
- The Chief's survey on SPPD can be mistaken as a complaint form and not just a survey.
 - Is there a way to provide clarification that it's just a survey, maybe put out a statement?
- It would be better to have direct information such as phone numbers or web links for people to access to ask if their police interaction was a problem.
 - Need concrete examples of "improper procedure".