

POLICE CONDUCT OVERSIGHT COMMISSION
December 9, 2014
Policy and Procedure Committee
Chair Report

Chair Brown and Commissioners:

The Policy and Procedure Committee met on November 25th. All committee members (Commissioners Singleton and Buss) were present as well as OPCR's Director Browne. Complete agenda and meeting minutes are available on the committee website: <http://www.ci.minneapolis.mn.us/civilrights/conductcomm/WCMS1P-122238>

Agenda Items Discussed:

Ongoing Business

Research and Study Status Updates/ Pending Information Requests

- In the absence of Mr. Patrick, Dir. Browne provided a status update on the progress of ongoing programs of research and study.

- The final report of the Coaching study is expected by the end of the year. Specific persons have yet to be selected for report assembly, whether internal or external writer.
- Cultural Awareness study was presented to PCOC in November meeting and is awaiting determination of recommended implementation plan (See New business/P&P Committee recommendation).
- There are no pending information requests at this time.

ADA Report

- Commissioner Singleton provided an overview report on MPD 's American with Disabilities Act (ADA) policy. Detailed information will be available online with the P&P Committee meeting minutes. Information was primarily focused on MPD Policy *7-1000 Persons with Disabilities and/or Non-English Speaking Persons*.

Stop and Frisk Data Reporting

- Discussion was held on the recent referral of Stop and Frisk Reporting and Data Collection. Based on the previous month's presentation by Sgt. Bantle and Lt. Hoth, the committee is considering what specific information is desired or available, and whether there exists a need for a research and study at this time. We will continue to review current procedures and training.

Body Camera SOP

- This agenda item was postponed until after the scheduled presentation by DC Glampe, although it was reiterated that the PCOC should have a representative at the table for body camera policy development and review.

New Business

Discussion of Cases referred by Commission

- Cases referred to the committee from the November PCOC meeting included October 2014 cases # 1 and #10. These cases dealt with aggressive driving/vehicle use and inappropriate/disrespectful language and attitude. These cases have been added to the tracking tool for continued monitoring and discussion.

Code of Conduct Policy

- The Code of Conduct Policy (5-100) was referred to the P&P Committee for discussion and recommendations regarding policy language and the relationship to the discipline matrix. This is an area that has already been identified by the MPD and OPCR as an area of concern. In order to avoid duplication of effort, the committee will work with the OPCR to determine what work has already begun in this area. From there, recommendations will be made to clarify the policy and resolve inconsistencies.

Cultural Awareness Training Recommendations

- Based on discussions in the P&P Committee, the following recommendations are proposed:

As detailed in the Cultural Awareness Training Report which was presented at the November 2014 PCOC meeting, there are a number of potential methods to present cultural awareness training. The report outlines the general process as well as the strengths and concerns for each method. As previously discussed, all options in the report are of value and all should be viewed as a part of a long-term, tiered training approach. It is recommended that we begin with the most readily available materials as we delve deeper into a more comprehensive training program in the future.

The first level would be to implement pre-recorded training topics with associated workbooks or resource materials.

The second level would include POST certified topics, consisting of those that may be available currently, as well as those we may choose to develop internally and/or through contracted entities with the goal of POST certification.

The third level would be the development of in service, stand-alone training topics which could also include the use of the first level (pre-recorded) materials to allow the limited amount of time available for face-to-face training to focus on the topic while using the level one material to get individuals up to speed.

The fourth level would consist of targeted continuous training. This would allow for a grouping of required and recommended training based on longevity, position/rank, etc. This being the more complicated level would require more time to implement as well as the use of content developed in the earlier levels.

This, being a long-term continuous learning approach, will take an extended period to create as well as significant buy-in from all involved. Resources will also be considered, although

there are materials already developed by other agencies that may help to minimize these costs in both time and money.

If this approach is approved by the PCOC, I and/or the committee will meet with Mr. Patrick to begin drafting the actual implementation plan and determine an initial timeline for development of levels one and two. Specific points to consider in drafting the implementation plan would include acknowledgement of MPD 2.0 and Impartial Policing, to ensure training complements and enhances initiatives that are already in place. Additionally, the development would be specific to police, utilizing scenario-based training.

Motion: The PCOC accept the recommendations of the Policy and Procedure Committee in the development of the Cultural Awareness Training Implementation Plan, which once developed, would be returned to the full commission for approval.

Moving Forward

- Next scheduled meeting is December 16th (schedule change due to member scheduling conflicts)

- The agenda will include status updates of existing programs of research and study, ongoing information requests, and further discussion of previously referred cases;
- New business will be determined based on referrals from Commission meetings.

Respectfully submitted,

Andrew Buss
Chair, Policy and Procedure Committee
Minneapolis Police Conduct Oversight Commission