

**POLICE CONDUCT OVERSIGHT COMMISSION
POLICY AND PROCEDURE COMMITTEE
Minutes
Regular Meeting November 25, 2014
Starting at 6:00 p.m.
350 Fifth Street, Room 241, Minneapolis, MN 55407**

Committee members Present: Andrew Buss (Chair), and Jennifer Singleton (quorum 2).

Committee Members Absent: None.

Staff Present: Michael K. Browne, Director – Office of Police Conduct Review (612) 673-5500.

Chair Buss called the meeting to order at 6:01 p.m. A quorum of the Commission was present.

Singleton moved to adopt meeting agenda with the following adjustment: add ADA report to Ongoing Business heading section four subcategory C item number IV.

No discussion. All-in-favor. None opposed.
The motion carried.

Singleton moved to approve the meeting minutes from October 28, 2014.
No discussion. All-in-favor. None opposed.
The motion carried.

Ongoing Business

Research and Study Status Updates and Pending Information Requests:

The following are the main points from Director Browne's update:

- Cultural Awareness completed.
- The office is currently focusing on the coaching research and study report and search and seizure data collection.
- There are no pending information requests at this time; the information that was anticipated has been received and is now looking at trends.

With the conclusion of the update from Director Browne, the Chair moved to the next item on the agenda.

Pending Approval

Discussion Items

Cases Previously Referred to the Committee by the Commission

With no new information available at this time, the Chair moved to the next item on the agenda.

Tracking and Review of Cases and Topic Areas

With no new information available at this time, the Chair moved to the next item on the agenda.

Body Camera SOP

The following are the main points from Chair Buss' update

- Deputy Chief Glampe will be providing an update on the status of the testing phase of the body camera program.
- The Committee and Commission are still pushing for a seat at the to participate in writing the procedures; anticipate contacting Chair Brown with regard to writing a letter to express sentiments of the Commission.

With the conclusion of the update, Chair Buss opened the floor for discussion. The following is a list of the main points of the discussion and an abstract of the individual comments:

Singleton – confirmed that the MPD is looking for a written report on their comments with regard to the SOP.

Buss – indicated that the MPD was looking for recommendations, which can be provided at the next Police Conduct Oversight Commission meeting.

With no further discussion, the Chair moved to the next item on the agenda.

ADA Report

Commissioner Singleton addressed the Committee; the following are the main points from the report:

- ADA requires government entities to provide reasonable accommodations for those with disabilities.
- The Department of Justice provides a handy FAQ that walks through how the ADA applies toward law enforcement agencies.
- The current MPD policy now has focused on the hard of hearing and deaf, in addition to a brief mention of mental illness and English proficiencies; St. Paul has a similar structure.
- For those who are hard of hearing or deaf an officer needs to communicate to

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the individual that they will get a sign language interpreter, which could provide an extra hurdle to the situation.

- In the cultural awareness report Mr. Patrick has compiled the San Francisco Police Department has a policy dealing with limited English proficiencies, which might be a good policy to look toward, but it is not really ADA related.
- For individuals in wheelchairs, if they do not need to medically be in their chairs, they may transfer and be transported in the squad car, however for those that are unable to transfer; there is a lift equipped vehicle for transport.
- With regard to mental impairments, the officers can transport, when handcuffing they are required to use double locking handcuffs.
- Overall there are three categories within this series of policies the MPD has in place; the Committee may be able to provide assistance with guiding officers on physical impairments and physical and visual could be given different considerations.
- Much of the current structure is guided by state law; there are references that tie in closely.

With the conclusion of the report, Chair Buss opened the floor for discussion. The following is a list of the main points of the discussion and an abstract of the individual comments:

Buss – the policy is minimal and the Committee should look at the baseline laws and what the requirements are meanwhile identifying where to focus the Committee's efforts, training or policy.

Singleton – did not identify a lot of differences within other jurisdictions; the Committee could do a lot without micromanaging. ADA specific issues seem to involve more training related issues.

With no further discussion on the matter, the Chair moved to the next item on the agenda.

New Business

New Cases Referred to the Committee by the Commission

The Committee members proceeded to discuss October Data Case Summary #1 referred to the Committee by the Commission. The following is a list of the comments discussed and an abstract of their individual comments:

Buss – this is another case of issues with vehicles and driving styles; will get in touch with Mr. Patrick and have it placed on the tracking list.

With no further discussion on Data Case Summary #1, the Chair moved to the next item on the agenda. The Committee members proceeded to discuss October Data Case Summary #10 referred to the Committee by the Commission. The following is a list of the comments discussed and an abstract of their individual comments:

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Buss – this case involves professionalism and inappropriate language, which ties in to item 5C on the agenda; will refer this case to be placed on the tracking list.

With no further discussion on the matter, the Chair moved to the next item on the agenda.

Cultural Awareness Training

The Committee members proceeded to discuss the development of a recommendation to the Commission. The following is a list of comments discussed:

- There are four methods of training available, they are prerecorded training with a workbook, post certified continuing education classes, in-service stand-alone classes, and targeted continuous training.
- With several potential training methods available, combining two or more formats may prove to be more comprehensive than using a single method format.
- There currently is no cultural awareness requirement for post-training, which seems most feasible; the MPD could choose to require it.
- Perhaps combining prerecorded within-service stand alone may provide a usable format which enables access to follow-up materials.
- The most difficult to implement involves targeted continuous training; could set as a long-term aspirational goal.
- Short-term recommendation could involve reviewing the existing policies or recommendations with regard to the amount of post certification credit required, coordinating with what the department already requires, and moving forward from that point.

With no further discussion on the matter, the Chair moved to the next item on the agenda.

Code of Conduct Policy

The Committee members proceeded to discuss the Code of Conduct Policy. The following is a list of the comments discussed and an abstract of their individual comments:

Buss – in just about every complaint in the 13 out of the last 14 months have involved language and behavior issues; in reviewing the code it seems that the Commission could work toward developing clearer language and expectations specifically involving coaching and level violations.

Singleton – expressed agreement and interest in seeing where the OPCR and the department are at in this process.

With no further discussion on the matter, Chair Buss moved to the next item on the agenda.

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Public Comment

Chair Buss opened the floor for public comment. The following is a list of the members of the public who addressed the Commission and the topics covered in their discussion:

Chuck Turchick:

- Suggested having the new members review the minutes and reports.
- Pre-requisites for new Commission members.
- SOP for body cameras and high profile operations.
- Overview of policies that involve offices inciting violence

With no further public comment on the matter, Chair Buss closed the floor for public comment.

Adjournment

With all of the Committee's business being concluded, the Chair entertained a motion:

Singleton moved to adjourn.

All in favor. None opposed.

The motion carried.

Chair Buss adjourned the meeting at 7:02 p.m.