

Kasper, Irene M.

From: Carlos Rodrigo <zhin0001@umn.edu>
Sent: Wednesday, February 03, 2016 1:42 PM
To: Council Comment
Subject: I strongly oppose the reappointment of Police Chief Janee Harteau and the Civil Rights Dept Exec Director Velma Korbel.

To Whom It May Concern,

I am a USA citizen and a resident of Minneapolis for over 18 years. I strongly oppose the reappointment of Police Chief Janee Harteau and the Civil Rights Dept Exec Director Velma Korbel.

Here it is why:

The racism, discrimination, retaliation, nepotism, police abuse and all these wrongdoings that happened under both individuals watch , are enough to not appoint these citizens.

There are many community members that can be better leaders and are invested in our communities. YET, these two individuals don't have the trust and they are not invested in our communities.

Under the Civil Right Commissions, there are many discriminatory complaints that are tossed under the rug. There are many citizens affected by the racism and discrimination , retaliation of organizations such as the Minneapolis Parks and Recreation Board, but under the watch of the Civil Rights Department, nothing is being done to address these complaints and wrongdoings happening in this racist institution.

Please, do not reappointment them.

Carlos R Zhingre | Zhingre Engineering Services, LLC | C: 612 248 0392

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COLUMBIA HEIGHTS MN 55421

Donald Allen - 612.986.0010

The **Minneapolis Department of Civil Rights** needs a disciplined, data-driven approach for eliminating its defects. The internal and external organizational design lacks integrity and has moved far away from simple perfection.

I'm not here today to say **Ms. Korb** does not need to be re-appointed - but I am here to say a different approach to the process of civil rights needs to be downloaded.

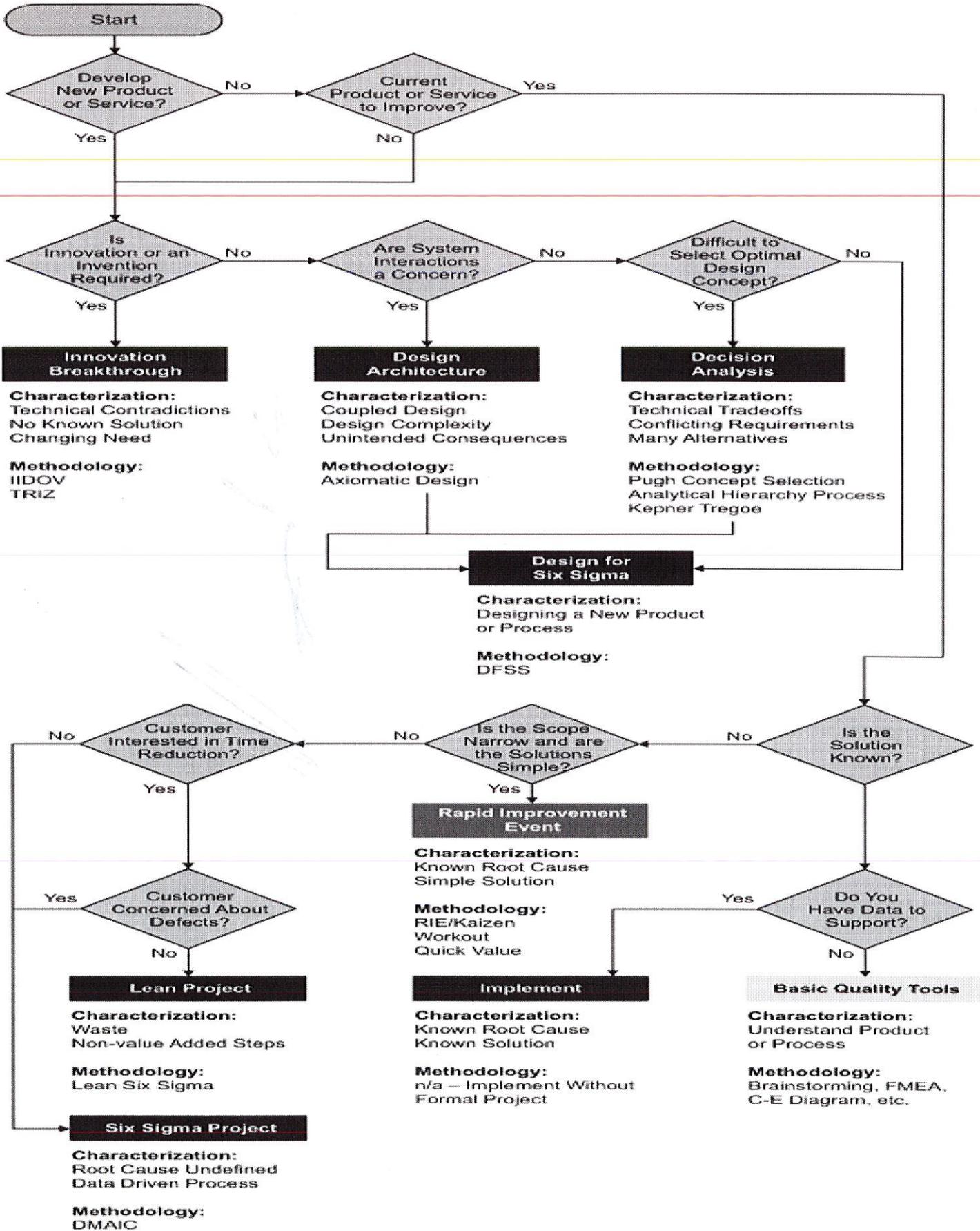
Using a time-management system pinned with a list of objectives should be designed, publicized and expanded upon. For the city's sake, the TMS must be put in place to demand the highest performance from this agency.

As some of you already know, data tables about **unemployment** in regards to the population of Minneapolis show in some cases an excess of **40 percent** for certain zip codes. I maintain the **Minneapolis Department of Civil Rights** and its neglect to contract compliance are partly to blame for this unacceptable and seruptious promotion of structural violence.

For me, the solution or fundamental objective would be to remove the maleficence-of-process from the daily operations of the department and replace it with user friendly, results driven community and city engagement. This would build a framework for implementing and enforcing good-faith efforts in contract compliance, self-initiated civil rights investigations and for sure addressing the list of solutions from the **2010 City of Minneapolis Disparity Report. (Ad Lib)**

There are no self-updates or bug fixes; Ms. Korb must be re-appointed because she now needs to be a problem-solver that fixes **Minneapolis Department of Civil Rights.**

Thank you.



From: Quickeer@aol.com
To: [Council Comment](#)
Subject: RE: agenda item 2 (16-00167) reappointment of dircetor of civil rights
Date: Wednesday, February 03, 2016 1:19:14 PM
Attachments: [appealcivilrights%20001.jpg](#)
[appealcivilrights%20002.jpg](#)
[appealcivilrights.001.jpg](#)
[appealcivilrights.002.jpg](#)

I am the victim of false arrest and was urged to file a complaint with the City. A brochure stated that the investigation would be neutral and that it was my "civic responsibility" to file. A framed statement on the wall stated that everything possible would be done to ensure a fair outcome. I thought it was good to go with the City on this since they had all the evidence including a video of the incident recorded on Nicollet Mall. I trusted the fraudulent process.

My claim was denied.

I indicated that I would like to appeal (sent email). I was expecting to receive documents for the appeal process. I received an email stating that my appeal was accepted. I then indicated that I wished to pursue an oral appeal (that my email wasn't a formal request for appeal). I was told that I had already appealed, but in what appeared to be a huge favor to me, my request for oral appeal was accepted. Then my request for oral appeal was denied.

The initial decision from the director of the civil rights department, Velma J. Korbek, was comprised of all false statements. (attached)

I can't elaborate on my experience because of short notice of this hearing.

Velma J. Korbek is neither fit nor qualified to hold a position on a City board.

Thank You.

Sincerely,
Patricia Brock
attachment



From: [Glidden, Elizabeth A.](#)
To: [Council Comment](#)
Subject: FW: Comment on re-appointment of Velma Korbel as Civil Rights Department Director
Date: Monday, February 08, 2016 12:56:31 PM

From: Chuck Turchick [mailto:turc0045@umn.edu]
Sent: Monday, February 08, 2016 12:26 PM
To: Glidden, Elizabeth A.; Johnson, Barbara A. - City Council; Reich, Kevin A.; Gordon, Cam A.; Frey, Jacob; Yang, Blong; Warsame, Abdi; Goodman, Lisa R.; Cano, Alondra; Bender, Lisa; Quincy, John; Johnson, Andrew; Palmisano, Linea
Cc: Korbel, Velma J; Hodges, Betsy A.; Archbold, Nicole L.; Jaafar, Imani S.; Case, Jason; tracie@trustandjustice.org; Mark Kappelhoff
Subject: Comment on re-appointment of Velma Korbel as Civil Rights Department Director

Dear Committee of the Whole Members,

I neither support nor oppose the nomination of Velma Korbel as Director of the Department of Civil Rights, but I have a comment that I believe is relevant to her re-appointment. I have previously brought this to the attention of the Public Safety Committee, but no one on that committee ever publicly inquired about this issue.

On November 28, 2011, a complaint was filed with the Civilian Review Authority, alleging that Police Chief Tim Dolan was not complying with the CRA ordinance. In addition to the alleged violation, the relevant section of the ordinance also contained the following wording:

The civilian police review authority chairperson shall notify the executive committee of the chief's failure to comply with the requirements of this section, and such failure may subject the chief to disciplinary action.

Former CRA ordinance, 172.130(d)

Because the ordinance said that failure to comply with this portion of the ordinance could result in discipline, the natural conclusion was that this failure would constitute misconduct and a complaint would be proper.

That same [CRA ordinance, in section 172.170\(d\)](#) said:

The [Civil Rights Department] director...shall not participate in the decision-making process regarding individual complaint files.

But an email from Director Korbel to the complainant in the above-referenced case contained the following statement:

...[W]hen Mr. Reid [the then-CRA Director] sought my advice on handling you [*sic*] complaint against the Minneapolis police chief, my decision was -- and still is -- that

you be informed that your options in this matter were either the mayor's office or the Minneapolis city council.

The case was dismissed but curiously, along with similar complaints filed by about ten other complainants, never appeared in the CRA statistics of dismissed cases. Director Korbelt couldn't have been more clear in her email. This was her decision. That clearly violated the then-existing ordinance.

When people in positions of power feel free to act counter to clear legal prohibitions, and elected officials remain silent, the public's faith in their government can only be diminished. And in this particular area of government -- the civilian oversight of allegations of police misconduct -- such faith in the process is absolutely essential.

Though I do not feel this should result in your rejecting Director Korbelt's re-appointment, I do request that you inquire about this case.

Thank you to the Public Safety Committee for continuing the re-appointments hearing to the Committee of the Whole, and for allowing for additional comments.

Sincerely yours,

Chuck Turchick
2112 Portland Ave.
Minneapolis, MN

February 4, 2016

To the Public Safety Committee of the Minneapolis City Council:

Regarding the re-appointment of Velma Korbel:

When Velma Korbel was previously re-appointed on March 28, 2014, Councilmember Gordon proposed, and the Council passed, a directive to the City Coordinator:

- a) Consult with AFSCME representatives to consider the reinstatement or creation of a new Civil Rights Department labor management committee.
- b) To work with the Mayor's Office, the Civil Rights Director, and, if deemed appropriate, outside management consulting services to evaluate and, as warranted, improve management practices in the Civil Rights Department related to employee satisfaction and maintaining a healthy workplace environment.
- c) Report back to the Executive Committee on the status of these efforts by July 1, 2014.

At yesterday's committee meeting, after the public hearing on Korbel's re-appointment, Councilmember Gordon commented on these conditions, and said, "I'll have to look back and see if the Executive Committee actually got a report..." I have done that for him – and all of you. And the answer – no surprise to me – is "no".

Looking through Executive Committee agendas from March through June 2014, I see that the issue was discussed on June 18, 2014. That agenda shows a "status update" on the staff directive. No action was taken, and there is no link to any staff report. So I watched that meeting online. It consisted of a one-minute-20-second update from the acting City Coordinator followed by about 7 minutes of questions and discussion – which yielded virtually no additional information.

The Committee was told that the city had retained a management consultant, Barbara Brunzell, of Brunzell Consulting, to evaluate the culture of the Department. She had started work near the beginning of June, and anticipated a report being available by the end of the month, with findings and recommendations. The City Coordinator said that, after receiving the report, he planned to have a "conversation" with Velma Korbel, the HR Director, and the mayor to plan next steps. He had also talked to the AFSCME union president, Sarah Maxwell, who was comfortable waiting until after the results were available to determine if a labor / management committee was needed.

So why was this update – with virtually no information – provided just two weeks before the due date? I am quite certain that it was due to a Star Tribune headline just two days earlier, with information the city must have known was about to come out. On May 23, the city approved a \$38,000 settlement to Seema Desai, a former Civil Rights Department employee, in a much-publicized lawsuit against the Department. After the lawsuit was settled, Ms Desai released the text of a speech given to employees by Velma Korbel. That speech and the commentary on it and the lawsuit was the subject of the Star Tribune article, "Korbel speech 'magnified' concerns about management style":

<http://www.startribune.com/korbel-speech-magnified-concerns-about-management-style/263330251/>

The speech: <http://www.scribd.com/doc/229939010/Korbel-Speech>

I strongly recommend you read the article and the speech in their entirety before voting on Velma Korbel's re-appointment. This is information that you did not have when you voted two years ago.

An excerpt, just in case you don't click on those links:

"Let me tell you this: Michael Browne, Toni Newborn, Mike McHugh and Karen Francois know a lot of people in the Metro. How hard do you think it's going to be if you try to advance your career, and you don't have these folk in your corner because of some boneheaded thing you did at the Minneapolis Civil Rights Department. Michael, Mike, Toni and Karen know a lot of people."

"The ones they don't know, I KNOW! We don't have to say anything bad about you. Badmouthing you makes us look bad. It's worse if someone asks about you AND WE DON'T SAY ANYTHING!!! A career is about integrity and relationships. You may be sitting there thinking, "I don't need you". Maybe you don't. Maybe you're secretly independently wealthy, or have wealthy parents or wealthy friends, and this job is just a hobby."

My take on this is that this speech, even if it were not accompanied by all the other evidence, is proof of a personality and disposition which is entirely unsuited to supervision or management of employees or a Department. Just as coaching police officers (so highly touted by the OPCR) works only for officers who sincerely want to do better, coaching a person like Velma Korbelt will not change her authoritarian and vindictive character. At best, it will only teach her how to keep from revealing her character in such a stark fashion.

So, after the settlement and the June 18 meeting, the city apparently hopes the whole thing will blow over. And it did. I recall asking one of you about the follow-up, several months after it was due, and being told that the city had once again dropped the ball. Whoever it was (I don't remember) seemed more resigned than concerned.

I have looked at all Executive Committee agendas for the rest of 2014. There was never again a mention of Velma Korbelt or your directive. An MPR story on July 24 confirms that the report was not done at that time:

<http://www.mprnews.org/story/2014/07/24/survey-morale-low-among-mpls-police-civil-rights-911-workers>

An excerpt: "After MPR News reported on the speech, Council President Barbara Johnson hinted Korbelt could face discipline, pending the results of the employee engagement survey and a review of the department by a management consultant. The report from Brunzell Consulting was originally due at the end of June, but city officials say they have not received it yet."

Questions:

Before the next hearing at the Committee of the Whole, the public – AND YOU – need to know the answers to these questions. They should be quick and easy to obtain, if city leaders are cooperative. If you can't receive these answers by next Monday, February 8, you should further delay the public hearing and the vote on her re-appointment. After all, these should have all been answered a year and a half ago!

- 1) Was the report by Brunzell Consulting ever completed and delivered to the city?

- 2) Is the report available to the public? Where might we find it, online or otherwise? If the report itself is not public, what were its findings and recommendations?
- 3) Did any of you ever receive a copy of the report?
- 4) Did the “conversations” with Korbel, the City Coordinator, the HR Director, and the mayor ever take place? If so, what were the outcome and plans for any further action?
- 5) Have I overlooked any information received by the Executive Committee, or any action taken by the Executive Committee? If not, why did you not follow up and request a report?
- 6) What was the cost of the report?
- 7) Did Velma Korbel receive outside management coaching on an ongoing basis, as I believe I have heard she did? If so, how long did that continue? What did it cost?
- 8) Was there any final resolution to the problem, such as a determination that the problem was solved, or that Korbel had improved? Was there any indicator to confirm that progress had occurred?

Please don't make me submit a Data Practice Act request for this! The results would not be timely given the accelerated hearing schedule. And it would just make the Council appear even more unresponsive and unconcerned than it already does. After all, all of you should be more interested in this than I am. I don't get to vote on the re-appointment; you do!

Sincerely,

Dave Bicking
Ward 8
4200 Cedar Ave S #1
Minneapolis, MN 55407

Cc: the remaining City Council members, Mayor Hodges

