

Greetings Council Members:

I am writing to you regarding Mayor Coleman's proposal to change the make-up of the Police-Civilian Internal Affairs Review Commission. In May, 2014, I retired from the St. Paul Police Department after serving the community for over 30 years. The majority of that time I worked as a patrol officer and also as a patrol sergeant (supervisor). As a patrol sergeant my main responsibility was supervising approximately 35 patrol officers.

In addition, I was a Field Training Officer; having personally trained well over 25 recruits. I was also a member of the Canine unit, Vice unit, and Sex Crimes unit, where I served as a Sex Crimes Investigator. I was also a member of the Commendation Review Board and was appointed to two terms on the PCIARC from 2001 to 2007.

During my tenure with the Police-Civilian review board, I worked with the five civilian members that came to the board with their own personalities, experiences, and perspectives. The one thing that we all had in common was that we were committed to giving the community and the police department the most fair and impartial recommendations that we could.

At these meetings, the senior commander of the Internal Affairs Unit is present along with the sergeant investigators from the IAU. For each case, the respective investigator reads through his/her synopsis of their investigation and their finding. The seven commissioners led by the chairperson, would then discuss the case among ourselves. We could ask the investigator questions or clarification regarding the case, and could ask the senior commander direct policy or procedure questions. Whatever finding/punishment that we came to, that recommendation was then forwarded to the Chief of Police, who had the final say. Historically, the Chief gave out much stricter punishment than the review board had recommended.

As one of two sworn commissioners, I was often asked to explain how some sort of an event could happen to someone that had no real working experience with law enforcement. More times than not, I had personally done, seen, or witnessed the event or a similar event during my years as an officer. My job was to bring a patrol officer's perspective, and to help them understand our job a little better and simply to explain just how quickly things can evolve and deteriorate.

The present Commission is not broken. We are one of few boards in the nation that has a fair, working police oversight commission that is supported by both members of the community and of the police department. I believe if you would ask the civilian commissioners they would recommend that the commission stay as it is. They would routinely tell the sworn members how valuable their "street" perspective was to the deliberations in order to further their understanding of the dynamics of an encounter. Each member has one vote. The commissioners are all smart and dedicated citizens that bring their own judgement to bear.

I also am very much opposed to replacing one sworn member with a person holding the rank of commander. My 30 plus years of experience has shown me time and time again, that civilians often consider commanders as infallible leaders. The reality is those that hold the rank of commander or senior commander have strong allegiance with the chief of police, which may bias their vote.

As it stands, with the two sworn members on the board, along with the presence of the Internal Affairs senior commander, the necessary checks and balances are already in place.

In closing, day in and day out, police officers are faced with situations where they must use their training and best judgement to make split second decisions. Civilians who have never personally experienced these intense situations will never be able to fully understand the magnitude of this responsibility. It is critical that the sworn members, with solid field experience and reputation, remain on the Police-Civilian Internal Affairs Review Commission to provide that important insight.

Please, do not hesitate in contacting me with any questions regarding this issue.

Sincerely,

Retired Sergeant Cathy Pavlak

From: Paul Ford
Sent: Monday, December 05, 2016 9:53 PM
To: #CI-StPaul_Ward6
Subject: Reject the mayor's PCIARC proposal

I am writing to ask you to keep front line police officers on the PCIARC. I am a police officer and we have tough jobs and make tough life and death choices every day. We are well trained and well educated. We are also not above scrutiny or afraid of having our work product reviewed...by anyone. That being said you need to keep front line officers on the PCIARC. The average citizen, including civilian members needs them. Police officers provide perspective and answer questions why we do things the way we do. They also can more easily articulate why a police officer did something improperly or violated policy when others may not see it. They obviously can also explain when we are doing things properly even when it does not look that way. I know I always am asked by friends and family about things they see cops do on the news and they often do not understand what they see or read until I, a police officer, explains it.

Would you have a commission evaluating environmental issues without any environmentalists on it? How about a planning and economic development committee void of people with experience in that area? It would be foolish.

Every time law enforcement issues come up on the news and citizens are interviewed, they usually have completely unrealistic expectations of what cops can and cannot do. We do not need this on the PCIARC. Please reject the Mayor's proposal and keep front line cops on the PCIARC.

Thank You,

Paul Ford

From: Pat Larkey
Sent: Monday, December 05, 2016 10:11 PM
To: #CI-StPaul_Ward6
Subject: The police must be held accountable

Hi Dan,

It is easy for outsiders to evaluate the police. I know it is important to have police members on the the police review board.

Sincerely,
Pat Larkey

From: Joan Decker
Sent: Tuesday, December 06, 2016 6:59 AM
To: #CI-StPaul_Ward6
Subject: The police must be held accountable

Mr Bostrom. As a resident in your area of the East Side of St Paul, I ask that you vote to remove police officers from the Civilian Review Board. The city deserve a non biased committee to assure the rights of all citizens of our great city. I appreciate your action on this matter.

From: Kate Havelin
Sent: Tuesday, December 06, 2016 7:56 AM
To: #CI-StPaul_Ward1; #CI-StPaul_Ward2; #CI-StPaul_Ward3; ward5@ci.stpaulmn.us; #CI-StPaul_Ward6
Subject: Please support an independent civiliarn police review board

Dear Council Members,
I hope you will support a
n all-
civilian police
conduct
review board tomorrow night.

Saint Paul police already have their own review process. Our city needs a way for civilians to review police conduct. We need to do more to build trust and restore confidence between the public and those whose jobs are to protect and defend.

Thank you for your time and efforts to help move our city forward,

Kate Havelin
20xx Ashland Avenue

From: Mary Jean Mulherin
Sent: Monday, December 05, 2016 9:53 PM
To: Chris Tolbert; #CI-StPaul_Ward3
Subject: Police Review Board

As a homeowner in Ward 3 and someone who votes for you, I'd like to add my voice in opposition to police serving on the Police Review Board. I feel this intimidates the other people on the Board.

Thank you.

Mary Jean Mulherin
11xx Edgcumbe Rd
St Paul, MN 55105

From: Dixie Olmstead
Sent: Monday, December 05, 2016 8:22 PM
To: #CI-StPaul_Ward3
Subject: The police must be held accountable

Chris,

It seems very strange that police officers would be on a police review board. Let's change this system. Let's have a fair review system

Thanks,
Dixie Olmstead
11xx St. Clair Ave
St. Paul, Mn

From: Gloria Raheja
Sent: Monday, December 05, 2016 7:57 PM
To: #CI-StPaul_Ward3
Subject: The police must be held accountable

Dear Councilmember Tolbert:

As a resident of St. Paul's Ward 3 I am writing to urge you to vote on Wednesday to remove police officers from the Police Civilian Internal Affairs Review Commission. If there is to be stronger police accountability in our city, we must not have police officers on the review commission.

Thank you for considering this, and I am very much hoping that you will vote in favor of unbiased reviews and greater police accountability.

Gloria Goodwin Raheja

-----Original Message-----

From: Anne Delaney
Sent: Monday, December 05, 2016 7:56 PM
To: #CI-StPaul_Ward3
Subject: The police must be held accountable

No- or only 1- officer on the conduct commission!

From: Amy Engebretson
Sent: Monday, December 05, 2016 6:22 PM
To: #CI-StPaul_Ward3
Subject: Civilian commission

Dear Chris,

My name is Amy Engebretson, I live in Ward 3. I am writing to register my opinion on changes to the Civilian Commission that reviews complaints for St Paul police officers.

I believe there should not be police officers on this review board, and that the meetings should not take place at the police department. By having police officers on the commission, justice is not being served, as the police will have undue influence on the outcomes of these decisions. It invites coercion, corruption and injustice in what is an important process towards keeping law enforcement officials accountable to the law.

Thank you for listening to your constituents.

Amy J Engebretson, MD
17xx Sargent Ave
St Paul, MN 55105

Sent: Monday, December 05, 2016 8:20 PM
To: Stark, Russ (CI-StPaul); Brendmoen, Amy (CI-StPaul); Tolbert, Chris (CI-StPaul)
Subject: Connecting

Hi Russ, Amy and Chris,

Since Dan McGrath is urging action, I thought I'd reach out.

But I actually think the police should have 2 spots on the committee. Very little is truly black and white and, although law enforcement need to be accountable--especially when they have and use weapons--we are naive to think we know what they go through. I think that, in order to have a balanced perspective, we need to be willing to hear their perspective too.

Good luck!

From: katie habeck
Sent: Monday, December 05, 2016 11:48 PM
To: #CI-StPaul_Council
Subject: Police and Civilian Review Board

Mayor Coleman and Board,

I write to express my belief of the importance of keeping street cops on the commission for the Police and Civilian Review Board for the community to be equally represented.

Thank you,

Katie Habeck

From: Gary Olson and Kate O'Connell
Sent: Monday, December 05, 2016 8:43 PM
To: #CI-StPaul_Ward4
Subject: Please remove police officers from the Review Commission

I strongly support police officers, who have a tough job to perform, every day. Yet I just as strongly advocate having an *independent* entity hold accountable people acting on behalf of the public -- particularly those who are authorized to carry and use weapons. It is my understanding that the Police Civilian Internal Affairs Review Commission (PCIARC or Review Commission), the committee charged with reviewing complaints about police conduct with residents, is not sufficiently independent since there are police officers on the PCIARC.

While I understand that it is important to hear the perspectives of the police officers involved in matters coming to the PCIARC, along with the perspectives of the civilians who have a complaint and the objective facts in the complaints, that information should be provided in the complaint cases. Having police officers actually on the PCIARC unduly biases the Review Commission toward the perspectives of police.

I urge you to vote for stronger police accountability.

At the same time, **I urge you to consider ways that police and civilians can have an ongoing conversation**, so that both the police and the public can share our concerns, questions, and perspectives with each other. As a white person, I am deeply saddened by the marginalization of people of color and the isolation of police officers. Police officers are doing the job we hired them to do. However, given the extent of racial segregation in the City of St. Paul (which I love and have lived in all of my life), and the racism we continue to live with, the tension between police and communities of color is not a surprise. It is nonetheless tragic.

On the day that Philando Castile was killed, I asked a group of officers of various skin colors, who were fulfilling their responsibilities to police the Governor's Mansion, what they thought it would take to build a bridge between police officers and communities of color; they had no answers to offer.

Later, I also spoke with a young African-American Marine veteran, who was attending college at

Augsburg. He stated that the training he received in the Marines -- seeing the enemy not as a person but as an entity -- echoed loudly in what he learned about police training. This young man said that he understood how important it was to train soldiers to respond to enemies; however, that training doesn't "turn off" easily. He said that, even after two tours as a Marine, his greatest fear is when (not "if") he is pulled over by police.

Thank you,

Kate O'Connell
15xx Simpson Street
St. Paul, MN 55108

From: Marta Shore
Sent: Tuesday, December 06, 2016 10:56 AM
To: #CI-StPaul_Ward3
Subject: PCIARC changes

Dear Council Member Tolbert,
My family and I live in your ward, and I write to you now to ask you to support an independent all-civilian police conduct review commission that is under the purview of the Human Rights and Equal Economic Opportunity office.

The police conduct review commission should be entirely civilian. The police already have their own internal affairs process for investigating complaints, and the Chief of Police makes the final decision on discipline. Two independent audits recommend removing police from the PCIARC, like other city review boards, and like most other cities. Hundreds of citizens who weighed in echoed that recommendation, including many underrepresented and minority groups in St Paul, so an all-civilian commission is backed by both research and the public. Having an all-civilian commission will provide sorely needed and critically important balance and more accurately reflect the values of the people of St Paul. I also urge you to move the PCIARC to the city's office of Human Rights and Equal Economic Opportunity, following the recommendation of the U of M's study, to provide greater credibility. In addition, the office of Human Rights and Equal Economic Opportunity should make decisions about how to best train the commission to make sure the board is truly independent and aware of the rights of individuals in our community.

Thank you for your consideration, and for all your hard work on behalf of our city and its people.

Marta Shore
6xx Warwick St

From: Caitlin Magistad
Sent: Tuesday, December 06, 2016 9:59 AM
To: #CI-StPaul_Ward1
Subject: support an independent, all-civilian police conduct review commission

Council Member Thao,

I'm writing to ask that you support an independent and all civilian police conduct review commission. While I deeply appreciate the sacrifices made by members of our police force to protect and serve, they work for the people. They needn't be exempt from a balanced, unbiased review process that is guided by civilians from the communities police are supposed to protect and serve. Precisely because of their crucial role in our communities where transparency trust should be paramount, it is critical that the St. Paul City Council not add police officers to the civilian review commission.

Thank you for your time and service to Ward 1.

Caitlin Magistad
14xx Ashland Ave
St. Paul, MN 55104

From: James Taylor
Sent: Tuesday, December 06, 2016 12:00 PM
To: #CI-StPaul_Ward3
Subject: The police must be held accountable

Dear Councilmember Tolbert,
I urge you to vote to remove police officers from the Civilian Internal Affairs Review Commission. The Civilian Commission must be for Civilians.

Thank you,
James R. Taylor
17xx Juliet