

Berit Talan (constituent of Ward 4) would like the Council to reconsider and vote to have no police officers on the PCIARC.

Lisa Petigrew from 1137 Blair Ave (Ward 4) would like the council to vote for no officers on the PCIARC. Patricia Ross, St. Paul resident, would like the Council to reject Mayor Coleman's proposal, and keep police officers on the PCIARC.

Please reject Mayor Coleman's proposal and keep Police Officers on the Review Commission. This is the only way to get a perspective and explanation of action based on "real" experience and training that cannot be replaced or imitated.

Thank you for your consideration,  
J. Thissen  
SPPD

St. Paul resident called and left a message that not having cops on the panel is absolutely ridiculous.

A City employee called and left a message stating that he would like police to be on the PCIARC.

A St. Paul resident called and left a message stating that he would like police to be on the PCIARC.

John left a voice mail on 651-266-8560 with the following: there should be police on the Civilian Review Board. It would be a tragedy if they are not represented. This will keep things fair.

Lori Zaepfel called regarding Civilian Review Board urging you to support no police on the board as voting members.

Good Morning.

This email brings about my feelings and response to keeping officers on the Police-Civilian Internal Affairs Review Commission. I am personally asking for you to reject Mayor Coleman's proposal to keep officers off the commission. How can he even propose this? With all of the negativity, crime and hate in our state, how will this proposal create an educational retrospect for all involved? The mere thought of having it all being civilian is like have a jury for a murder trial with all felons. No one knows the stress, pressure, anxiety an officer feels each and every minute they step out of their home to go and serve their community. Only do THEY have the perspective to share and educate the people to bridge the gap of people vs law enforcement. They deserve to be heard as well.

Our state is getting scary, our officers are not appreciated or respected. I was taught that the police are our friends and there to help us. That I was to respect their authority and they would in turn respect me. Have I gotten a ticket or two in my 43 years. Sure have. BUT I deserved it for not abiding by the law and I sure as heck responded to them with a respectful, "yes, sir, no, sir"

Mayor Coleman's proposal will continue to push good officers away from their respectable profession. Continue to make them alienated and feel unsupported. Then what? Who is going to be there to protect and serve the community?

Please, please do not make this an even scarier world for me to raise my three sons. Officers need to be supported by their coworkers, their families, their community AND their LEADERSHIP to do their job effectively. Please make the right decision for those risking their lives daily.

Kelly Sabo

To Whom it May Concern,

As a resident of this state and Oakdale I strongly encourage you to reject Major Chris Coleman's proposal to keep police officers off the commission. I believe you must look at each situation from "all sides" and that includes the experience and information a police officer can provide. We should not begin to imagine what they experience. No civilian is equip to be able to provide that insight. If you want to keep it fair you must keep an officer on the commission.

Please, do what is right by continuing to keep officers on the commission.

Kind Regards,

Vanessa Krier

Oakdale, MN

To: Council <[Council@ci.stpaul](mailto:Council@ci.stpaul)>

Sent: Thu, Dec 1, 2016 8:47 pm

Subject: Proposal to remove Police Officers from the Police Civilian Review Commission

Hello!

I am a retired St. Paul Police officer I served for over 28 years on the police department, in patrol assignments, investigative positions as well as management as a lieutenant and commander. From 1991 to 1993 I was assigned as an investigator in the Internal Affairs Unit. I began my assignment in IA just as the new state Minnesota Peace and Police Officers Disciplinary Procedures Act came into force. This was also during the time of the Rodney King fallout in Los Angeles. I should also mention that in 1987 as a newly promoted sergeant I was tasked with visiting the Chicago Police Department to assist in evaluating their civilian oversight system and how that system might or might not be employed in St. Paul.

Based on my training, assignments and experience, I strongly disagree with Mayor Coleman's proposal to remove all sworn officers from the Police Civilian Review Commission. Police officers in Minnesota are licensed and trained as professionals. They are required to maintain annual service credits in order to renew their professional licenses, just as doctors and attorneys are. I cannot conceive of any professional board overseeing the conduct of any other profession that does not at least include one member of that profession to provide guidance and expertise to that board. To hold police officers accountable to a group of civilians whom have NEVER faced the challenges of properly implementing force or been trained in all the legal nuances of constitutional law, as SPPD officers are, is highly unfair and unjust.

It appears to me the whole impetus behind changing the oversight of the police department began as a result of the gentleman who was arrested by officers in the skyway back in 2014. The commission agreed with the IA investigators that no improper conduct took place. Because the mayor disagreed with that outcome, ONE outcome out of the many cases that have come before the commission in the twenty plus years the commission has been in place, suddenly the very system that critics pushed for is no longer valid or works.

During my tenure on the police department and especially subsequent to the incidents in Ferguson, Missouri, I been astounded to hear the number of people who think they can do policing better than the police. While there may be mistrust on the part of the community, there is also a huge disconnect of understanding on the part of the public as to what the police officer's job really involves and how risky it is. There are currently five civilians and two police officers on the commission. Having those two officers sitting on the board to provide their expert opinions to these civilians gives the officers who must be judged by this commission some confidence that their actions and the rationale for those actions are being fairly taken into account.

If there are no sworn officers on this board to provide any kind of insight or background, the police officers themselves will have no confidence that they are being given a fair hearing. I foresee many more grievances being filed by disciplined officers who will need to turn to the St. Paul Police Federation to defend them, when this may not be necessary if disinterested officers can offer insight to the other commissioners during their deliberations. Thankfully, the police chief will still retain the final say. The other potential result I foresee happening is if only civilians are permitted to be seated on this board, they may have a very different idea of what police officers are required, trained or permitted to do. If they are not corrected, they may vote to sustain a complaint that the police chief may be forced to override because he or she believes the commission's findings are in error. If this happens frequently enough, this will cause frustration on the part of the commission because they will see their recommendations are not being followed. They will be unhappy with the police chief, who is only following what he knows should occur, based on the facts of the case and the laws and regulations applicable to the case.

I view the proposal to eliminate the police officer roles on the Police Civilian Oversight Commission as a political move on the part of His Honor Mayor Chris Coleman as he looks to run for governor next year. The officers of the St. Paul Police Department deserve better than this. In spite of the political winds blowing, getting rid of police participation and their vote in disciplinary recommendations is not the best way to move forward. While there may need to be changes in the current process, silencing the voices of those who are also strongly impacted, in fact, taking them away from the table, is just plain wrong and short sighted.

Respectfully,

Beverly Hall  
Commander (Ret.)  
St. Paul Police Department

Hello,

I disagree with the proposal to remove the police officers from the civilian review board.

It's inappropriate to judge officer's decisions without knowing their training, and having them on the review board allows for their professional input.

It's crucial that the rank and file officers who have field experience remain on the Police-Civilian Internal Affairs Review Commission to provide important insight.

I encourage you to withdraw the proposal to remove them.

-Ashley Sargent

My name is Pamela Barragan and I am a Sergeant in St Paul. I have been an officer for 18 years and I am proud to represent our city. My current assignment is at the Community Engagement Unit. Our unit works purposely to strengthen and build bonds between police and the community. We are equal partners and both have responsibilities to support each other.

I am urging you, the representatives of the whole city to keep Officers on the Police Civilian review board. As the name indicates, it is both view points that are equally important to have a honest, transparent and fair process.

We, officers want to be treated fairly and equally. Would you remove attorneys or doctors from their respective review boards?

We are an excellent Police Department that cares and serves our residents, businesses and visitors on every level.

I am asking you to treat me and my career as you treat other careers and to keep St Paul fair.

With respect,

Pamela

Sent: Thursday, December 01, 2016 8:26 AM

To: #CI-StPaul\_Ward3

Subject: PCIARC

Dear Councilmember Tolbert,

I'm writing to follow up on an earlier email I sent regarding the PCIARC. I have a few points to submit for your consideration leading up to the December 7 public hearing, where I think you can expect a very big and vocal public turnout.

I appreciate the many changes that are being proposed to improve the PCIARC process, and I support all of them except for the proposal of continuing to have two officers on the commission.

Here are some of the reasons I and many community members find it appalling that the community's will is being over-ridden on this point.

1. Police still have a separate Internal Affairs process and the Chief has the final word on discipline. The PCIARC is an advisory, not a decision-making body. Why, then, can't it provide a purely citizen-based response?

2. The city can't say improving equity is a top priority AND maintain the status quo in terms of systems and policies. Refusing to make the commission all-civilian when the community says that's a priority does not help build trust in the city's commitment to real equity and progress.

3. By allowing an all-civilian discussion, we could gain valuable information to help police better understand why civilians respond the ways they do in difficult interactions and how police behavior affects citizens and communities. Right now, I fear the emphasis is too much on helping civilians understand why police respond the way they do, rather than on helping police understand the effects of their procedures and actions on the community.

4. As noted in the U of M audit, having police serve on civilian review boards is highly unusual. What makes St. Paul so different from other cities, that we need this kind of arrangement when other cities forego it? Is it possible that our unusual arrangement is contributing to systemic problems and stifling the civilian point-of-view? If so, we need to get serious about ending that arrangement and doing better.

As a white person, I can't fully comprehend the level of pain and mistrust that many people of color feel toward the police, but I'm trying. As a member of an almost all-white legislative body in a nearly 40 percent minority community, I think you're obligated to consider the strongly expressed preference of our community, too, even if it goes against the police union's wishes.

Please, take police officers off the PCIARC.

Sincerely,  
Carrie Pomeroy

**From:** Tina Kill  
**Sent:** Friday, December 02, 2016 11:15 AM  
**To:** #CI-StPaul\_Ward7  
**Subject:** Police-Civilian Internal Affairs Review Commission

Good Morning Ms. Prince,

As a concerned citizen who lives in your district on Valley View Place, and who has worked with you to try and find programming for the Highwood Hills Community and Rec Center, I am writing to request that you keep police officers on the Police-Civilian Internal Affairs Review Commission. Officers are absolutely necessary to provide context, meaning, clarify nuances, and explain training, techniques, and protocols. Public school teachers who face discipline or firing have educational professionals determine their fate. It should be the same for police officers.

The Minnesota Board of Teaching is authorized to investigate complaints against all individuals that it licenses. This includes teachers, school nurses, school counselors, school social workers and school psychologists. Complaints relate to alleged violations of statutes or rules that the Legislature has empowered the Board to enforce. Out of the 11 Board of Teaching members who determine discipline

for their members, SEVEN are Classroom Teachers, the other is a School Administrator, a School Board Member, and only TWO are public members. YET, our PCIARC only has TWO police officers, and the city is trying to get rid of them. This is not fair to the officers, the law enforcement profession, nor the public. Even in court, a defendant has a right to be judged by a jury of their peers.

Finally, it is the Human Rights Division of the Department of Human Rights and Equal Economic Opportunity should NOT oversee the [Police-Civilian Internal Affairs Review Commission](#) unless it is assigned to oversee ALL employee complaints in the City for ALL departments. What is good for the goose is good for the gander, meaning what is [acceptable](#) for one [department](#) it therefore should be [good](#) or [acceptable](#) for all other departments. Why should the Police Department be signaled out from all other city departments and be treated in a prejudicial and disparaging way? Why are other city departments able to handle and decide discipline internally? How does this jive with the description of the HREEO Unit, whose definition is to champion justice and equity by confronting issues of discrimination when the very process of having HREEO oversee the PCIARC and **no other city department** is discriminatory?

Sincerely,  
Tina Kill Lenling  
21xx Valley View Place  
Saint Paul, MN 55119

Dear Council Members,

I believe it is important to have police officers on the Police-Civilian Internal Affairs Review Commission. Only officers can give a review based on their experience from working the streets. You will find that the officers are more reliable in reviewing the incident. It has been proven many times that eye witnesses are not very reliable. Only an officer understands the reason behind quick judgement and actions taken. Remember "Hands up, don't shoot" and "he doesn't have a gun and was shot by four white officers". These facts were thought to true but turned out the officers version was correct. Can you get a panel in place that is not biased against the police? If they are elected or are appointed, you may get a fair panel. If they want to be on the panel do they have justice and fairness as the reason or do they have an agenda biased against the police department? A police officer is trained how to do his job and usually has some experience. An eye witness was just at the right place at the right time. They have no training nor are they very competent source for the truth. Have you ever shot a person? Only in war do you get a "pat on the back" for killing someone. An officer gets sent home to be by themselves, is hounded by the press and the public, and is left with the memory of what was done. Police officers don't become officers just for the chance to hurt or kill someone. They are good people trying to do good for the community. They make split second decisions to save someone's life or maybe their own! There is an adage "walk a mile in my shoes" that can be applied here. Knowing what was done is important but not as important as why it was done. Only an officer can relate to that. A last point, how do you have a Police-Civilian Affairs Review Commission with no Police?

Rockne Waite

**From:** Ganzel, Jessi W [<mailto:jessi.ganzel@CO.RAMSEY.MN.US>]  
**Sent:** Friday, December 02, 2016 1:47 PM  
**To:** \*CI-StPaul\_Contact-Council  
**Subject:** Police-Civilian Internal Affairs Review Commission

Dear St. Paul City Council Members,

I am writing to ask you to REJECT Mayor Coleman's proposal to remove Police Officers from the Police-Civilian Internal Affairs Review Commission.

My husband is a St. Paul Police Officer. I thank God every day when he comes home. I thank God that he isn't one of the 133 Officers that have been killed in 2016 alone!! He proudly followed in his father's footsteps. He didn't get in to this field to harm people. He did it because he was proud of his father who served for 28 years and he wanted to help people, just as his father did.

In addition to being the proud wife of a St. Paul Police Officer, I am a 911 Operator for the Ramsey County Emergency Communications Center (ECC). Every day I take a plethora of calls from people who swear at me, scream at me, tell me how stupid I am, how worthless the police are...basically degrading me several times per day. When I hang up from my calls, I think to myself, "wow, now our Officers have to go deal with this incredibly disrespectful person face-to-face while I sit in my safe and secure building."

An Officer doesn't care how rude people are, how disrespectful they are, how **dangerous** they are. They go into every situation hoping to deescalate it and keep people safe. Only an Officer knows the dangers they face. Only an Officer is trained how to encounter dangerous situations and how to react when things get out of control. Only an Officer knows how to manage the intense impact this job has on their mind. Our Officers deal with Veterans daily. The men and women who fought selflessly for our Country, who suffer from PTSD and who may not be "right" in their heads because of the things they have seen and done. What about our Police Officers? What about what they see and do? Do civilians even possess the capability to understand this? Absolutely not! So how could Civilians be fair and knowledgeable on an IA Review Commission?

It is **imperative** that you keep Police Officers on the Commission. Can you imagine if we stopped protecting our Police Officers? Can you imagine if they quit caring about people? I can't.

Respectfully,  
Jessi Ganzel

*Jessi Ganzel*

Telecommunicator  
Ramsey County Emergency Communication Center  
388 13th Street  
St. Paul, MN 55101