

**From:** Kristin Smith  
**Sent:** Tuesday, December 06, 2016 2:32 PM  
**To:** #CI-StPaul\_Ward6  
**Subject:** Civilian Internal Affairs Review Commission & Police Body Cameras

Good afternoon Mr. Bostrem,

I am a Ward 6 resident and I wanted to convey my opinion on the upcoming city council votes tomorrow.

I agree with the findings of the U of M's external audit that police officers do not belong on the Civilian Internal Affairs Review Commission.

I also hope you will take into account the suggestions from the ACLU to edit the Body Camera Pilot

Policy as it stands: [https://www.aclu-mn.org/files/6514/8104/6373/ACLU\\_Statement\\_on\\_St.\\_Paul\\_Body\\_Camera\\_Pilot\\_Policy.pdf](https://www.aclu-mn.org/files/6514/8104/6373/ACLU_Statement_on_St._Paul_Body_Camera_Pilot_Policy.pdf)

I hope that you will stand with me on these issues.

Thank you for listening and for your service to the community.

-Kristin Smith  
9xx Hyacinth Ave E

**From:** Keeler, Stephen [<mailto:Stephen.Keeler@Fridley.k12.mn.us>]  
**Sent:** Tuesday, December 06, 2016 9:22 AM  
**To:** \*CI-StPaul\_Contact-Council  
**Cc:** [elizabethakeeler@gmail.com](mailto:elizabethakeeler@gmail.com)  
**Subject:** Public Hearing on PCIARC  
**Importance:** High

Hello,

My name is Stephen Keeler and my wife Liz and I live in Ward 5 (California Ave.). First of all thank you all for your service to our city! I appreciate the work that you are doing for St. Paul and our communities!

The reason I am emailing you is in regards to the Public Hearing on Saint Paul's Police Civilian Internal Affairs Review Commission (PCIARC) that is happening tonight. I want you to know that I support an independent and all-civilian police conduct review commission. I strongly believe that removing police will reduce bias (which has also been the conclusion of two independent audits). I also believe that this will create balance. The St. Paul Police Department already has its own review process, and pathways for informing the civilian commission, which operates in advisory role to the chief. In addition to this I believe an all-civilian commission could help to build trust, improve relationships and provide the department with important information. Finally I believe that if we want to adequately respond to implicit bias and provide real independent analysis, the PCIARC must be all civilians.

Thank you for your time,

**Stephen Keeler**

**From:** Amanda Mott  
**Sent:** Tuesday, December 06, 2016 10:43 AM  
**To:** \*CI-StPaul\_Contact-Council  
**Subject:** `Support an independent and all civilian police-conduct review commission!

Good morning,

I am writing you today to ask that you please consider supporting an independent and all civilian police conduct review commission. By having an all civilian police conduct review commission you reduce Bias, create balance and build trust between the police and citizens they serve.

This last year has brought so many instances of mistrust toward our police force here and around the country and having an all civilian review board could be one way to rebuild that trust.

Thank you for hearing my concerns. I would like this email to be included in the public record.

Amanda Mott  
13xx Sargent Ave  
St Paul, mn 55105

**From:** Caitlin Magistad  
**Sent:** Tuesday, December 06, 2016 12:06 PM  
**To:** \*CI-StPaul\_Contact-Council  
**Subject:** Support an independent and all-civilian police conduct review commission

St. Paul City Council Members,

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 and 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 St. Paul.

Sincerely,

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

**From:** Joan Pasiuk  
**Sent:** Tuesday, December 06, 2016 2:14 PM  
**To:** Tolbert, Chris (CI-StPaul)  
**Subject:** police review commission

Chris,

I hope you will vote on Wednesday to remove the police slots from the review commission. This is just one step toward stronger public accountability of our peace officers. I have appreciated the SP Police recent outreach that status enforcement is not their responsibility and that all residents have trusted protection by police. Let's keep moving toward greater fairness and integrity. Thanks.

Joan Pasiuk

From: Hector Mena-Carrion  
Sent: Tuesday, December 06, 2016 3:29 PM  
To: \*CI-StPaul\_Contact-Council  
Subject: Police-Civilian Internal Affairs Review Commission

Hi,

My name is Hank. I work and live in St. Paul. I am emailing to say that I believe it's very important that police stay on the police civilian internal affairs review commission. Doctors and nurses are on their own review boards and we trust them to make fair decisions. Like doctors and nurses we trust the police with our lives. I think we can trust them to be fair when it comes to discipline.

Thank you,

Hank

Debra Bifulk from 20xx Nortonia Avenue would like to urge CM Bostrom to reconsider his vote. She is in favor of having *no police officers* on the PCIARC.

**From:** Ann Mongoven  
**Sent:** Tuesday, December 06, 2016 4:13 PM  
**To:** #CI-StPaul\_Ward6  
**Subject:** Support for an all civilian review board

Dear Councilmember Bostrom,

As a resident of St. Paul I would like to urge you to support an all civilian review board. Enclosed please find a commentary to that effect that Rev. Javen Swanson and I co-wrote as it appears in this week's Villager.

I hope that you will listen to the voices of the community as we express a need for a space for civilian voices to be heard.

Sincerely,  
Ann Mongoven

Mayor Coleman and Board,

I am writing to state that I think it is important to keep officers on the Police and Civilian Review Board. I believe this is necessary to have equal representation and perspective from all sides.

Sincerely,

Gloria Habeck

From: Gary Fifield  
Sent: Tuesday, December 06, 2016 6:59 PM  
To: #CI-StPaul\_Ward3  
Subject: The police must be held accountable

Chris,

I strongly support the removal of permanent police positions on the civilian internal review board. I am quite unhappy with the apparent lack of accountability expected of police officers. We need to make sure they have everything in place to do their job well and that they are held accountable to do it well. I think that a true civilian body is necessary to avoid conflict of interest and provide true oversight.

Respectfully,  
Gary Fifield

**From:** John Anderson  
**Sent:** Tuesday, December 06, 2016 9:21 PM  
**To:** #CI-StPaul\_Ward3  
**Subject:** Input on PCIARC - please include in the public record

Dear Council Member Tolbert,

I am writing to provide input on the proposed changes to the Police Civilian Internal Affairs Review Commission (PCIARC). I believe that the City Council should implement the key recommendations from the two independent audits. Specifically, I believe that the PCIARC should be composed of only civilians. The police already have their own internal affairs process for investigating complaints. Making the PCIARC all civilian would aid in building trust among communities throughout St. Paul. In addition I believe the PCIARC should be housed in the Department of Human Rights and Equal Economic Opportunity.

The proposal developed by the city and the local NAACP achieved a compromise that would implement the key recommendations of the independent audits of the commission. Hundreds of community members have also weighed in, indicating their support for the audit recommendations. I ask that you consider retracting your amendments and support and all civilian PCIARC, housed in HREEO.

Thank you for your consideration.

John Anderson  
13xx Sargent Avenue

**From:** Krista Evans  
**Sent:** Tuesday, December 06, 2016 10:18 PM  
**To:** #CI-StPaul\_Ward3; Tolbert, Chris (CI-StPaul)  
**Subject:** RE: Saint Paul's Police Civilian Internal Affairs Review Commission (PCIARC)

Hi Chris,

We have met when we and worked together on conservation districts and the construction management agreement, due to the tear-downs in our neighborhood (Worry Free Construction tore down and poorly rebuilt the home next door to me).

Today I am writing you about Saint Paul's Police Civilian Internal Affairs Review Commission (PCIARC). I believe that we need an INDEPENDENT and ALL-CIVILIAN police conduct review commission. Please know that I believe this is necessary to reduce bias and build trust in our community - all of St. Paul. This is necessary to ensure we build a climate of trust between our community and our police force.

Thank you for your time and consideration of your constituents!  
Krista Evans  
19xx Jefferson Ave

**From:** Allison Litzenberg  
**Sent:** Tuesday, December 06, 2016 10:25 PM  
**To:** #CI-StPaul\_Ward3  
**Subject:** constituent concern

Dear Councilmember Tolbert,

I am writing to urge you to reconsider the amendments you introduced to the proposal for changes to the Police Civilian Internal Affairs Commission at the city council meetings on November 16th and December 7th.

Your constituents are trusting you to keep your word, to make the changes we need to make our City a better place for everyone to live.

Please respond to the demands of our community:

- Police officers do not belong on the PCIARC. This is consistent with the recommendations from two independent audits. Please either withdraw your amendment to include officers on the commission or, if it's too late to withdraw it, do the right thing and vote against it.
- The PCIARC should be housed in the City's Department of Human Rights and Equal Economic Opportunity. This is consistent with the recommendations from two independent audits.

I look forward to watching you be a leader for our community on this issue. Many of us in Ward 3 stand ready to work with you to create the change our City needs.

Respectfully,  
Allison Litzenberg

**From:** Peggy Maher  
**Sent:** Wednesday, December 07, 2016 8:05 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** Reject Mayor Coleman's Proposal

Dear Councilmember Tolbert,

Please REJECT Mayor Coleman's proposal to alter the Police Civilian Internal Affairs Review Commission and keep St. Paul fair.

Sincerely,  
Margaret Maher  
Concerned St. Paul resident  
#keepstpaulfair

From: Gilbert Delano  
Sent: Tuesday, December 06, 2016 6:24 PM  
To: #CI-StPaul\_Ward7  
Cc: #CI-StPaul\_Ward6  
Subject: The police must be held accountable

Hey Jane, I think it's important and imperative that the 2 police officer position on pciarc remain. Their insight and experiences during our deliberations is extremely valuable. Serving on the commission for 6 years, been on dozens of ride alongs (council members should maybe do ride a longs before the vote) and the 12 week police civilian academy gave me some insight knowledge that was very important during our deliberations. I didn't feel intimidated by coppers on the commission . I served with commissioners that stood strong with their convictions weren't wishy washy and coppers that believe the same way: if it's wrong it's wrong. They didn't want the force to be judged by the actions of a few " bad apples"

**From:** Claire Peirce  
**Sent:** Tuesday, December 06, 2016 8:40 PM  
**To:** #CI-StPaul\_Ward6  
**Subject:** The police must be held accountable

I am a white woman in her late 60s and I had a very unpleasant experience with the police in Blaine this year. It made me glad I wasn't a person of color. The 'citizens' board should not include anyone related to the police department. They should already have internal reviews being done. Please vote to remove police officers from the PCIARC.

**From:** Al Paulson  
**Sent:** Wednesday, December 07, 2016 8:00 AM  
**To:** '4th CD Greens'  
**Cc:** #CI-StPaul\_Ward1; #CI-StPaul\_Ward2; #CI-StPaul\_Ward3; #CI-StPaul\_Ward4; #CI-StPaul\_Ward5; #CI-StPaul\_Ward6; #CI-StPaul\_Ward7  
**Subject:** RE: Let's Ensure Police Are Held Accountable - City Council Meeting on 12/7  
**Importance:** High

Sir, thank you for your email regarding the PCIARC and the City Council meeting on Wednesday regarding making this commission all civilians. Unfortunately, I can't make this Wednesday Council meeting, but I would like to give my opinion regarding this. As you see, I have included all the City Council members on this email.

I have to disagree with you on this. I'm not sure if most other cities have an all civilian Commission, but I believe it is important to have active duty police officers on this commission.... whether they are voting members or not. I believe in some circumstances they could add professional law enforcement insight which could be valuable in making some of these difficult decisions. Plus, unless there are only 4 members on this commission, I would think that the officers' votes could be overruled by the majority if others on the commission disagree with their positions.

Thanks for contacting me on this.

Al Paulson  
Ward 1 resident

**From:**  
**Sent:** Wednesday, December 07, 2016 9:06 AM  
**To:** #CI-StPaul\_Ward6  
**Cc:** aeh  
**Subject:** Police Conduct Review Commission

Dan,  
Im writing today because of one of the items on your docket today on police review. As you know, from you service, our department already has their own internal affairs process for investigating complaints. The Chief of Police makes the final decision on discipline. Having an all-civilian commission will provide crucial balance.

I feel it to be of a great service to our community and adequately respond to implicit bias and provide real independent analysis, the PCIARC must be all civilians. I believe this would add transparency to a process that currently has community doubt.

From: Amy M  
Sent: Wednesday, December 07, 2016 9:15 AM  
To: #CI-StPaul\_Ward3  
Subject: #keepstpaulfair

Please reject Chris Coleman's proposal and #keepstpaulfair.

Uniformed police officers should be on the review board.

Respectfully,

Amy Mahowald  
St Paul resident

**From:** Bob Winsor  
**Sent:** Wednesday, December 07, 2016 10:10 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** PCIARC

Dear Councilmember Tolbert,

I am a life long resident of St. Paul. I am following the proposed changes to the PCIARC that the City Council is working on. I respect that you are working to improve the system. I support having police officers on the board because I believe they can help the members to understand more about what officers may have been doing or thinking during an incident. By only having 2 of the 9 members as police officers I don't think it would be possible for them to force the Commission to do anything. The fact that 2 of the 7 members have been officers for over 20 years is proof of that. I also believe having police representation on the Commission is important to send a message to all police that the Commission has credibility. It tells the police department that they are part of the solution.

I am opposed to running the PCIARC under the Human Rights Department. I believe the best place to house the PCIARC would be under the City Attorney's office.

Thank you for your time and consideration. I look forward to productive work on this issue.

Sincerely,

Bob Winsor

**From:** Sheila Sweeney  
**Sent:** Wednesday, December 07, 2016 10:12 AM  
**To:** Tolbert, Chris (CI-StPaul)  
**Subject:** Police Civilian Internal Affairs Commission

Chris,

We are writing to urge you to reconsider the amendments you introduced to the proposal for changes to the Police Civilian Internal Affairs Commission at the City Council meetings on November 16th and December 7th.



We were pleased with the compromise reached by the City and the NAACP and it is disappointing that you introduced the amendment to the agreement. As you said when you spoke at the Macalester Groveland Community Council Board Meeting in November, there is a good way forward with compromise by those involved in the discussion. That is what happened. While difficult for both sides, they felt, we believe, supported in the belief they were working together to find a path to healing, social change and a better City.

We urge you to support an all civilian review board. 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 recommended removing police from the PCIARC as exists in most other cities. Hundreds of your fellow citizens who weighed in seconded 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.

We certainly understand the difficult nature of your position and the need to support so many different views and voices. But please don't ignore the need to listen and to provide an opportunity for healing. We continue to be grateful for your leadership on many important issues facing our City and look forward to your leadership on this issue. We stand ready to work with you to create the change our City needs.

Best Regards,

**sheila & john**

sheila sweeney and john rains  
15xx fairmount avenue  
st paul, mn 55105

**From:** Julia Rust

**Sent:** Wednesday, December 07, 2016 10:32 AM

**To:** #CI-StPaul\_Ward1; #CI-StPaul\_Ward2; #CI-StPaul\_Ward3; #CI-StPaul\_Ward4; #CI-StPaul\_Ward5; #CI-StPaul\_Ward6; #CI-StPaul\_Ward7

**Subject:** Police Civilian Review Board

Good morning,

By now I'm sure you have been inundated with emails from both sides of this proposal. I would like to add my 2 cents for the police side. I very proudly worked for the SPPD for 36 years as a civilian and am married to a retired St. Paul Police Officer. Being a police officer is not just a job - it is a calling. Believe me when I say they don't do it for the money because it would never be enough for what they face day after day on the job.

Civilians cannot just go on a couple ride-alongs to get any perspective on what officers face or how they have to make split second decisions. Officers are trained to respond to situations when they go through the academy and then continue to be update their training on scheduled In Service Training. This training includes ALL aspects of law enforcement from use of force, dealing with mentally ill, domestic assaults, and firearms training. The training includes role playing so nothing is a surprise on the streets.

Following is a posting from an officer on Facebook. I believe it covers how the majority of police officers feel about their jobs.

*"Oh.. you're a Cop?? That's cool. I wanted to do that when I was a kid. What do you make?" "WHAT DO I MAKE??"*

*I make holding your hand seem like the biggest thing in the world when someone just tried to hurt you. I make 5 minutes seem like a lifetime when I am fighting a suspect while waiting for back up. I make those annoying sirens seem like angels when you need them. I can make your children breathe when they stop. I make myself get out of bed at 3AM to solve the most difficult crimes for people I've never met. I make it possible for you to live a life without chaos everyday. I make going to work for your family's safety a duty that I would die for. I make myself work holidays, nights, weekends, during weather storms, and other disasters.*

*Today, I might make the ultimate sacrifice to save your life. I make a difference, what do you make? I am proud to say I am a police officer and there is no other path in life I'd rather take!*

Please continue to have two seats on the commission filled with officers so people can benefit from their perspective.

Thank you.

Julia Rust

**From:** Heidi Schallberg

**Sent:** Wednesday, December 07, 2016 11:01 AM

**To:** #CI-StPaul\_Ward1; #CI-StPaul\_Ward2; #CI-StPaul\_Ward3; #CI-StPaul\_Ward4; #CI-StPaul\_Ward5; #CI-StPaul\_Ward6; #CI-StPaul\_Ward7

**Subject:** Police Civilian Internal Affairs Review Commission

Dear Council Members,

I cannot be at the city's meeting tonight, so I wanted to convey my thoughts to you about the city's Police Civilian Internal Affairs Review Commission. Such a commission should not include police officers or staff as voting members, and even as ex officio members that would not keep the civilian members independent from pressure from the police.

I support moving the PCIARC to the city's office of Human Rights and Equal Economic Opportunity, tracking demographic information for each complaint, and making the PCIARC an entirely all-civilian commission.

I hope I can look forward to your support tonight in helping to keep St. Paul safe and holding our police accountable.

Sincerely,  
Heidi Schallberg  
7xx Miss Riv Blvd S  
55116

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

Sent: Wednesday, December 07, 2016 8:31 AM

To: #CI-StPaul\_Ward5

Subject: The police must be held accountable

Please vote to hold police accountable. It is a conflict of interest to have them on the review board.

Marilyn Ulrich

Ward 5, St Paul

**Sent:** Tuesday, December 06, 2016 12:46 PM

**To:** #CI-StPaul\_Ward5

**Subject:** Police do not belong on the Civilian Review Commission

Dear Councilmember Brendmoen,

I thank you in the past for your responsiveness to my concerns about the building (and still feel badly for the ambush meeting ---which I did not intend).

Today I am asking for you to not support any changes to the Civilian Internal Affairs Review Commission which would allow police to serve on the commission.

Police do not belong on the commission.

The St. Paul Police Department has a lot of work to do to improve their police department. From the data we have gathered there are huge racial disparities in low level arrests and the SPPD has killed more people than any other department in Minnesota in recent years. While there has been progress made by the SPPD it has not been enough.

We need you, the City Council, to put the best interest of the residents of St. Paul first. You heard from a lot of concerned individuals who fear the police and feel like they are not held accountable for their misdeeds, please stand up for them.

Also, support the ACLU's recommendations on how the city should model their pilot body camera program, which can be found here: [https://www.aclu-mn.org/files/6514/8104/6373/ACLU\\_Statement\\_on\\_St.\\_Paul\\_Body\\_Camera\\_Pilot\\_Policy.pdf](https://www.aclu-mn.org/files/6514/8104/6373/ACLU_Statement_on_St._Paul_Body_Camera_Pilot_Policy.pdf)

Thank you, please don't hesitate to contact me with any questions.

Jana Kooren

**Sent:** Monday, December 05, 2016 9:52 PM

**To:** #CI-StPaul\_Ward5

**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

**Sent:** Tuesday, December 06, 2016 12:23 PM  
**To:** #CI-StPaul\_Ward5  
**Subject:** please don't allow police officers on the PCIARC

Dear Councilmember Brendmoen,

My name is Christa Ernst and I live in the North End of Como. I was told that the City Council will be voting tomorrow on the status of the Police Civilian Internal Affairs Review Commission. As it is now, two of the permanent slots for this commission are given to police officers. Since this public committee is charged with reviewing complaints about police conduct and deciding if they should be held accountable, it seems like a conflict of interest to allow the police to be voting on what happens to the police.

At a time when there are so many reports of police behavior ranging from inappropriate to excessively violent, we need a commission that is truly able to hold officers accountable. One of the goals of the commission is to help **“citizens feel free to hold accountable public employees who exhibit behavior they feel is illegal, immoral or unfair.”** It doesn't seem possible for citizens to have that freedom if there are representatives from that same agency making decisions for their fellow employees.

**I ask that you vote to discontinue the practice of having police officers as part of the this commission. I would appreciate knowing your thoughts and decisions around this issue.**

**Thank you for all your work!**  
**Christa**

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

**Sent:** Tuesday, December 06, 2016 9:13 AM

**To:** #CI-StPaul\_Ward5

**Subject:** Public Hearing on PCIARC

**Importance:** High

Hello Councilmember Brendmoen,

My name is Stephen Keeler and my wife and I live in Ward 5 (California Ave.). First of all thank you for your service to our Ward! I appreciate the work that you are doing to serve our community and St. Paul. The reason I am emailing you is in regards to the Public Hearing on Saint Paul's Police Civilian Internal Affairs Review Commission (PCIARC) that is happening tonight. I want you to know that I support an independent and all-civilian police conduct review commission. I strongly believe that removing police will reduce bias (which has also been the conclusion of two independent audits). I also believe that this will create balance. The St. Paul Police Department already has its own review process, and pathways for informing the civilian commission, which operates in an advisory role to the chief. In addition to this I believe an all-civilian commission could help to build trust, improve relationships and provide the

department with important information. Finally I believe that if we want to adequately respond to implicit bias and provide real independent analysis, the PCIARC must be all civilians.

Thank you for your time,

**Stephen Keeler**

Adult & Youth Enrichment, Facilities & Aquatics Coordinator

Fridley Public Schools Community Education

**Sent:** Monday, December 05, 2016 5:51 PM

**To:** #CI-StPaul\_Ward5

**Subject:** Police Internal Affairs Review Panel

Dear Representative Brendmoen,

My name is Brian Junkin and I am a resident of your ward in the city of Saint Paul. I am writing you to express a significant concern I have regarding a proposed change to the City's Internal Affairs board for the St. Paul Police Department.

As a citizen of this city, I understand the necessity of a panel to investigate alleged police misconduct. I work with police officers on a semi daily basis, and I understand the need for transparency and the necessity of having an open environment for people to express misgivings in reference to potentially abusive situations involving law enforcement.

I am, however, extremely concerned, with the proposal before the council regarding the moving of the board from under the police department and into the area of the department of human rights. My primary concern is that the council is showing the public by this decision that it feels the police department is incapable of investigating or disciplining members of its own agency. I feel this is absolutely the wrong message to send. It is a myopic point of view, and serves no interest other than continuing to create distrust between the residents of Saint Paul and the members of the police department.

For a number of months now, it seems plainly obvious that multiple groups within the city have been attempting to subvert the process by which police officers are judged in routine use of force situations. This kind of reactionary group whose only visible intent is to disrupt relations between the police and the community. Removing police officers from the panel and placing it outside of the department will only continue to perpetuate the belief that the police department is intolerant and abusive, and that perception is simply not the case.

Members of the department of Human Rights have absolutely NO context to determine whether or not an officer's use of force is justified. They have no training in that sort of work, and no practical experience to augment that training. To put these people in a position where they have to determine the guilt or innocence of a police officer simply with witness statements and whatever cell phone video might have mysteriously "appeared" is inherently dangerous, and sends another signal to the rank and file police officers in your department that you have lost all faith in their ability to do their jobs.

I implore you, do not allow this to happen! As the son of a police officer, as a paramedic who depends on police officers for their help with violent patients, suspects, and anyone else who may seek to do me and my friends, partners and family members harm, I am asking you please. Please do not allow this transition to take place.

Thank you for this opportunity to voice my concerns, simply as a citizen of this amazing city and a representative of the people who stand behind the thin blue line.

Sincerely,  
Brian Junkin

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

Sent: Monday, December 05, 2016 2:35 PM  
To: #CI-StPaul\_Council  
Subject: Police civilian review board

Mayor Coleman and Board,

Plain and simple, if you truly want your community equally represented, street cops need to remain on the commission for the Police and Civilian Review Board.

**Sent:** Monday, December 05, 2016 9:23 PM

**To:** #CI-StPaul\_Ward5

**Subject:** All-civilian PCIARC

Dear Council Member Brendmoen,

My family and I live in your ward, and I write to you now, for the first time, to ask you to support an independent all-civilian police conduct review commission. St. Paul's Police Civilian Internal Affairs Review Commission (PCIARC) needs reform now. Simply put: Police officers should not be members of the commission that reviews misconduct complaints against the city's police officers. 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, meaning the recommendation is backed by both research and the public. Having an all-civilian commission will provide sorely needed and critically important balance. To adequately respond to implicit bias and provide real independent analysis, the PCIARC must be all civilians.

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

Karen Solas

Como resident

**Sent:** Friday, December 02, 2016 2:08 PM

**To:** #CI-StPaul\_Ward2; #CI-StPaul\_Ward3; #CI-StPaul\_Ward4; #CI-StPaul\_Ward5; #CI-StPaul\_Ward6; #CI-StPaul\_Ward7

**Subject:** Review Commission

Dear Councilmembers: I'm the wife and aunt of two St. Paul police officers. I just recently moved out of St. Paul mostly due to the city and school district's political climate. Learning of the recommended civilian review commission ordinance changes further enforces that we made the right choice for our family. Most of you cannot imagine what it's like watching your husband walk out the door for a night shift. Some of you may not even care. If you haven't paid attention more guns and shots fired exist today than any other. It appears Mayor Coleman and some of you have buckled to anti-cop climate promoted by a few. Make your decision based on fact not a false

narrative. Keep cops not commanders on the commission. And if the police department complaints go to the Department of Human Rights for review, so should all city employee and elected official complaints.

Even though selfish political attacks on our police officers will continue, rest assured my husband along with my nephew, and countless others will continue to protect you so you and your family's can be safe.

Do the right thing. Protect your Cops!  
-Steffany Schauer

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

Sent: Monday, December 05, 2016 8:14 PM

To: #CI-StPaul\_Ward5

Subject: The police must be held accountable

Dear Ms. Brendmoen,

I am writing to urge you to vote to remove police officers from the Police Civilian Internal Affairs Review Commission.

Thank you for your consideration in this matter.

Erika Bakkum

**Sent:** Sunday, December 04, 2016 3:42 PM

**To:** #CI-StPaul\_Ward5

**Subject:** Fwd: Policing in St. Paul

Dear Councilwoman Brendmoen,

I'm forwarding you an exchange I'm having with Jane Prince, my own councilwoman in Ward 7, for your consideration, in advance of this week's meetings. By this, I mean both Wednesday's council meeting and tomorrow's (Mon) gathering at Mounds Park United Methodist Church.

I will not be able to attend either of these, which is partly why I want to communicate with you now. If I could be present at tomorrow's discussion at Mounds Park Methodist, I would certainly second what some of my neighbors and your constituents in Payne-Phalen are saying about the need for more far-reaching reforms of policing in the city. In particular, I support their call for making the PCIARC membership fully civilian. My posts below to Jane outline my reasons for this stance.

In sum, I'm suggesting that the way PCIARC handled the Chris Lollie and Frank Baker cases left a lot to be desired, and raise urgent questions about the quality of its review.

With the city now facing the prospect of a lawsuit from Frank Baker that could cost us millions, I think, frankly, that the burden falls on supporters of "less" reform to explain to the rest of us: Will the measures you propose help prevent more episodes like those with Lollie and Baker? How so, concretely? We have some sense that PCIARC review in these instances was less than robust: How exactly does your preferred solution address the shortcomings that gave us these results? To what evidence can you point to convince us that it will produce different outcomes in the future?



I appreciate your willingness to engage openly with your constituents in advance of the council's vote. That shows a kind of courage and commitment to civic engagement that is arguably too rare. I simply want to add my voice to that of my neighbors, in advance of this crucial decision.

Best regards,

Marc David

**Sent:** Friday, December 02, 2016 1:31 PM

**To:** #CI-StPaul\_Ward2; #CI-StPaul\_Ward4; #CI-StPaul\_Ward3; #CI-StPaul\_Ward5; #CI-StPaul\_Ward6; #CI-StPaul\_Ward7

**Subject:** PCIARC

Honorable Councilmembers: We do not want to make the mistake of assuming you all saw yesterday's opinion piece. The Federation agrees very much that street cops w/ voting powers must remain on this commission. We are also very concerned about our members being singled out from other city employees - to be dragged through a new process overseen by HREEO. Police officers work in very dangerous conditions while making split second difficult decisions. We are scrutinized to a much greater degree than any of your other employees. To not have a union seat at the table of this workgroup has put us in a situation of distrust. We hope to resolve these issues but the current and original proposals are not going to be productive or acceptable - David Titus

(Cites the following article...)

St. Paul police review commission must be independent AND informed

By PIONEER PRESS EDITORIAL BOARD

December 1, 2016 at 7:11 pm

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

**Sent:** Wednesday, November 16, 2016 5:13 AM

**To:** #CI-StPaul\_Ward5

**Subject:** PCIARC

Good Morning,

I am reaching out to you this morning in regards to the PCIARC. I feel very strongly for the board to continue to have police officers and the panel. Although, the two positions would have a small minority vote, it is very important to have active working officers, who can give their input on real world situations. They are the pulse of the city and are the ones on the front lines interacting with the community on a daily basis. They understand the needs of the residents, shortcomings, and areas to improve. I know for myself, policing is ever changing, with Michael Brown, Alton Sterling, Jamar Clark, and Philandro Castille, to name a few. With each event, the community becomes more distrusting and critical of police. We must adapt to this and invest more into each call for a successful outcome.

I am afraid of the board, changing to a Commander level, with them being so removed from patrol, will not provide a true dialogue for other board members. Policing is ever involving. In my nine short years as an officer on the street, I have seen dramatic changes. I cannot imagine a Commander being removed from actual patrol functions for 10 plus years, would be able to be effective on the board.

Thank you for your consideration.

Darin McDonald

**Sent:** Thursday, December 01, 2016 8:56 AM

**To:** #CI-StPaul\_Ward5

**Subject:** PCIARC

Dear Councilmember Brendmoen,

Thank you so much for your work and consideration on the PCIARC. I really appreciated what you said on November 16 about two police votes not being worth damaging public trust. 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.

Like many of my fellow community members, I think the time is now to join most other American cities and make our civilian review commission an all-civilian body. I support this measure because I feel that having the police and civilians hold parallel, separate investigations will give us a process with more integrity and a greater chance of accountability. I think it's an important step to back up St. Paul's stated commitment to equity, a commitment that many community members feel is just lip-service unless the city is willing to make real, tough changes to the status quo.

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.

As a white, mentally healthy, straight, upper-income woman, I can't fully comprehend the pain and mistrust that many people of color and other marginalized folks feel toward the police, but I'm trying. What I'm hearing is that the people statistically most likely to have negative interactions with police, the ones most directly impacted by these policies, think that an all-civilian commission is the way to go. The police, as I believe you noted on November 16, have so many protections under the law and from their union. A separate citizen-review process is one small way to counterbalance those protections and really listen to the people.

Please, take police officers off the PCIARC.

Sincerely,

Carrie Pomeroy

**Sent:** Wednesday, November 16, 2016 4:29 PM

**To:** Brendmoen, Amy (CI-StPaul)

**Cc:** OBrien, Kim (CI-StPaul); #CI-StPaul\_Ward5;

**Subject:** Police Civilian Internal Affairs Review Commission

Hello, CM Brendmoen:

Thank you for all your hard work on this matter and ALL items that come before you.

I know you to be a thoughtful, fair, thorough thinker and considerate public servant. I know you to be deliberate and considerate of the wide range of values of your constituents and of all residents of the City.

I am concerned about the Police Civilian Internal Affairs Review Commission.

I am concerned about the Police presence on the board.

I am concerned that they are voting members.

I think that the City should follow the recommendations of two commissioned reports and have no officers on the commission.

As noted in reports, having police on such commissions is not done in other cities, so doing it here invites criticism and sows mistrust.

I think the oversight of the civilian review board should remain with the Human Rights Office. This agency is experienced and fair and will provide the appropriate support to the civilian review board. I think we need this transparency and independent oversight to make Saint Paul “*the most livable City*” for all of its residents and visitors.

I believe that the leadership of the Saint Paul Police is strong and will lead their employees to strong relationships with the communities in the future. Supporting a truly civilian review board is in the best interests of the police and the citizens of Saint Paul.

Let us all move forward courageously and build the City we all dream and hope for that supports & protects each of us equally.

Thank you for your thoughtful service and consideration.

Donald Lorr

**Sent:** Wednesday, November 16, 2016 4:19 PM

**To:** #CI-StPaul\_Ward7; #CI-StPaul\_Ward6; #CI-StPaul\_Ward4; #CI-StPaul\_Ward2; #CI-StPaul\_Ward1; #CI-StPaul\_Ward3; #CI-StPaul\_Ward5

**Subject:** Urge to not support police to serve on Police Civilian Review committee

Dear City Council members,

I urge you to NOT vote for police to serve on Police Civilian Review committee.

To understand why, please view my quick video comments here:

<https://youtu.be/WimCU8ISKrc>.

Thank you, Sandy'Ci Moua

Ward 5 homeowner, taxpayer, Community Organizer. Govt Community Engagement

**Sent:** Wednesday, November 16, 2016 4:18 PM

**To:** #CI-StPaul\_Ward1; #CI-StPaul\_Ward2; #CI-StPaul\_Ward3; #CI-StPaul\_Ward4; #CI-StPaul\_Ward5; #CI-StPaul\_Ward6; #CI-StPaul\_Ward7

**Subject:** Letter to support removal of police in STP civilian internal affairs commission  
To those concerned:

My name is Joan Dao, I am a API (Asian Pacific Islander) community member of the city and student at the University of Minnesota. I wanted to share and voice my opinion and concern regarding the structure of the Police Civilian Internal Affairs Commission. On a logical standpoint, commissions that act as some sort of oversight to the police need not have police on them, let alone given a vote in decisions. Doing so introduces biases that are counteractive to the goals of objectivity along with racial equity and diversity. The decision itself spits in the face of the community that thier concerns have little to no bearing to the decisions made by thier elected officials.

The city has publicly made a statement to increase and support racial diversity but none of the actions reflect that. Strikingly, in a city that is now over 40% people of color, no officers of color have ever served in one of the two police positions currently on the commission. Moreover metadata on complaint's race, gender, income, age, neighborhood, nature of complaints as well as the ethnicity/gender of officers, case outcomes, time taken to investigate, and police chief's

modifications to case decisions. This data helps for public health and public understanding to maintain the integrity of the system.

I urge you, council members, to reconsider these decisions and take steps towards reforms that truly reflect the needs of the community.

Thank you for your time,  
Joan Dao

**Sent:** Tuesday, November 15, 2016 10:09 PM

**To:** Amy Brendmoen; #CI-StPaul\_Ward5

**Subject:** Police Commission

Amy,

Just hearing about this late. I do not understand your and the Council's reticence on making changes that have been recommended. Can you share your thoughts please?

Jean

**Sent:** Tuesday, November 15, 2016 3:28 PM

**To:** #CI-StPaul\_Ward5

**Subject:** Please vote on Wed according to the recommendations of the NAACP

Hey Amy!

I wanted to reach out and indicate that I think the civilian oversight committee should be purely civilian and have no police membership. It needs to be a safe space for the community to address its relationship with the police and having voting police employees on that committee undermines the very purpose of the committee. This had been outlined by the NAACP and I hope you vote in congruence with their recommendation.

Dan Choma

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

**Sent:** Tuesday, November 15, 2016 12:01 PM

**To:** #CI-StPaul\_Ward5

**Subject:** PCIARC public feedback

Dear Councilmember Brendmoen,

I'm not going to be able to attend tomorrow night's meeting about the Police Civilian Internal Affairs Review Commission but wanted to express my opinions to you directly. I think following the U of M recommendations as closely as possible will show that the city isn't just paying lip service to racial equity and is truly willing to make hard changes to make real progress and do the right thing--now more important than ever after the election of Donald Trump. I strongly support the following:

1. Have PCIARC meetings in the Department of Human Rights and Equal Economic Opportunity and in well-advertised community sites.
2. Follow the recommendations of two commissioned reports and have no officers on the commission. As noted in reports, having police on such commissions is not done in other cities, so doing it here invites criticism and sows mistrust.

3. Have commission members training include topics of diversity, implicit bias, cultural issues, and mental illness.
4. Expand civilian representation and have more diverse representation.

I understand you face a tough juggling act but think you will be doing the right thing by our dearly beloved St. Paul if you listen to the citizens who've expressed their opinions on this and give them more of a voice in this process, which directly impacts their lives and personal safety. The system is currently stacked unfairly in favor of the police and does not offer enough incentives to explore options other than force. This is a step toward addressing that imbalance and could save lives and improve police-community relations.

Thank you for considering my thoughts. I'll look forward to seeing what you decide and will keep pressing for these changes.

Carrie Pomeroy

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

Sent: Monday, November 14, 2016 5:26 PM

To: Brendmoen, Amy (CI-StPaul)

Cc: #CI-StPaul\_Ward5

Subject: Feedback regarding this week's City Council review of the Police Civilian Review Board

Dear Council Member Amy Brendmoen,

As a constituent living in District 10, Ward 5, I am writing to express my opinions regarding the City Council's pending review of the Police Civilian Review Board. I also express deep concerns regarding Council Chris Tolbert's last minute amendments to the Police Civilian Review Board. Given the climate in St. Paul and our nation regarding racial justice and policing issues, I am grateful that you as my city council member are reviewing the Police Civilian Review Board and these proposed amendments. I am very concerned as a resident when I continue to read in the news about recent arrests of a black man that was severely injured after being kicked by a St. Paul Police Officer and viciously attacked by a police dog. This is not the city I choose to live in and pay my taxes. I do support the police force and I know they are essential to the well being and safety of our community. I know in the neighborhood I live in, that I too respect and hold our Police in highest regard and acknowledge that our police face difficult and very stressful situations. Police, like all of us though, are not perfect. Therefore, I feel it is extremely important that Police are accountable to a Police Civilian Review Board which is rooted in Human Rights, the rights of citizens, and the respect of law and order in our beloved city.

As you weigh in and vote on the police civilian review board, I ask you as my city council member to seriously consider that there are serious concerns regarding proposed amendments and changes to the board. One of the proposed changes is to have two beat cops on the board. My concern and basic question here is that this does not appear to be a "civilian" review board if it is not all civilians. Truly the police, whether commanding officers or changing them to beat officers could provide helpful information to the review board, but then it is NO LONGER civilian. These beat officers and commanding officers hold a great deal of influence over their peers when they sit on these boards, so I would ask you to reconsider the presence of officers in the formal board structure. A U of Minnesota

audit specifically said that the board should be made up of people who are reflective of the people who are making the complaints, and we should be striving for more diversity and make up of the residents that live in St. Paul.

Another amendment is proposing a change in the department overseeing this board from HRO to the City Attorney's office. This is a move that I strongly disagree with. As already stated above, this is a human rights issue when you see dog handlers allowing their dogs to injure and maul citizens. This exactly the type of board that should be a part of human rights Office and NOT the Attorney's office because I believe it gives greater review of the human and civil rights cases and values which are at the core of so much of our city's and nation's struggles today. These are not merely legal matters which these boards are empowered and challenged to review, but to help our city and our police force to also think about the human rights framework for protecting and serving it's citizens.

I look forward to hearing your opinion on this issue and seeing your vote on this issue in the coming days.

Thank you,  
Marty Roers,  
your constituent

**Sent:** Saturday, November 12, 2016 11:25 AM

**To:** #CI-StPaul\_Ward4; #CI-StPaul\_Ward1; #CI-StPaul\_Ward2; #CI-StPaul\_Ward3; #CI-StPaul\_Ward5; #CI-StPaul\_Ward6; #CI-StPaul\_Ward7

**Subject:** St. Paul's Police Civilian Internal Affairs Review Commission  
Members of the Saint Paul City Council,

I am writing you today to urge you to create a truly independent Police Civilian Internal Affairs Review Commission. We are facing an ever increasing public perception that people of color are treated far differently by police departments than their white counterparts. If all members of our society cannot or do not feel equally served by our governmental institutions we are headed toward major social unrest. To this end our police departments are the most visible part of our government and the one most likely to be involved with conflict. It is necessary to have a truly independent voice reviewing incidents involving police use of force. Saint Paul in my opinion has one of the finest police departments in the country. Having said that for it to remain that way we need to eliminate anything that would bring doubt on investigations into use of force incidents. So the police may not be part of reviewing their own. No group of any kind should be allowed to be involved in investigating themselves it seems to me a common sense notion.

I therefore urge you to create a truly independent civilian review group under HREEO. The group who agrees should do ride alongs with SPPD, go thru the use of force training and clearly understand the use of force continuum employed by SPPD. The group should have a non voting SPPD liaison and a term limit system should be created for group members. It is in the best interest of the City, our citizens and SPPD to have independent review and I hope you as our representatives will make it a reality.

Thank you for your time and attention.

Brian P. Joyce

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

**Sent:** Thursday, November 03, 2016 3:13 AM

**To:** #CI-StPaul\_Ward3; #CI-StPaul\_Ward4

**Cc:** #CI-StPaul\_Ward5; #CI-StPaul\_Ward2; #CI-StPaul\_Ward7

**Subject:** all-civilian police review board

Dear Councilman Tolbert and Council President Stark,

I support an all-civilian police review commission. Police already have protections via their union contracts. (Witness Bob Kroll in Minneapolis who is virtually untouchable). The only way for there to be any public accountability is if police are subject to the same rules as everyone else and have some accountability to the public (the citizens) whom they are pledged to serve.

A strong all-civilian police review commission is best. Don't add police or anyone who is paid by a city agency. Adding city agency employees to citizen advisory boards can often undermine them, particularly when the city agency employees are members of the very agency that the board is supposed to review and help regulate. Even strong police review boards often get ignored but at least they give citizens an independent forum and something democratic that elected officials can point to when there glaringly egregious acts or problems with police.

Thanks for your consideration.

Andrew Singer

**Sent:** Tuesday, November 01, 2016 4:31 PM

**To:** #CI-StPaul\_Ward5; #CI-StPaul\_Ward6; #CI-StPaul\_Ward7

**Subject:** Police Review Commission

Hello,

I'm curious to know the Councilmember's position on this issue: the outside auditor recommended that this commission consist solely of civilians; this also (according to the article and what I've heard) was what the public said during public input on the issue.

But now we're debating whether there will be police commanders or other police officers on the commission?

It seems that the issues raised by the police union would be taken care of if there were simply no police officers on the commission; since the recommendations go to the Chief, that would be the opportunity for the police to weigh in. Seems like a logical way to ensure additional public accountability for our police to the community they serve.

Thoughts?

<http://www.twincities.com/2016/11/01/cops-fear-losing-influence-on-misconduct-panel-under-st-paul-proposal/>

Thanks,

Eric Foster

**From:** Paris Dunning  
**Sent:** Wednesday, December 07, 2016 11:05 AM  
**To:** #CI-StPaul\_Ward5  
**Subject:** Police Civilian Review Board

Good Morning Council member Brendmoen,

I live on the West Side and my work is with businesses on the East Side of St. Paul. I have been hearing a lot in the past few days about the Police Civilian Review Board. It has become clear to me that the strongest position for this board would be an all-citizen composition. I am writing to ask that police be removed from the Police Civilian Internal Review Board.

I have been hearing from East Side and West Side residents that in order to create trust in the commission you should give it the chance to be as independent as possible from the police department. This includes creating an all-citizen commission.

I have heard residents affirm that the commission should have access to police input and that they can do that through their process of review, which includes the presence of internal review members to answer questions, and their ability to call police officers to testify.

I have heard strong opposition to the notion that police as peers on the commission will offer a value that outweighs what it compromises. If police remain on the board, the commission itself will have less credibility with the public. And it will be less able to perform the role of providing a different perspective to the Police Chief. Police on the commission will always sway the discussion and hobble the process of independent and genuine citizen insight.

This review board is advisory. It is clearly a first step in the direction of building trust with the community on behalf of the police and the city. If the council wants to accomplish this trust building, it is clear that the community would like an entirely citizen body to have a place in the process. The Chief would benefit from an authentic citizen perspective to inform the process as well.

The organizations I have heard from are concerned about the kind of police force that cannot build trust. And though there are many opinions in the business community about this issue, I can assure you that every business wants a peaceful and orderly community in which to operate. Social unrest is not good for business. A police force and a council that cannot build trust with the community is not good for business.

Please take the steps necessary to demonstrate that our police under your leadership will create a place for independent review on an all-citizen commission.

Sincerely,  
Paris Dunning



**From:** Thomas Godar  
**Sent:** Wednesday, December 07, 2016 11:27 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** PCIARC

Dear Councilman Tolbert,

I am writing to ask you to follow the auditors recommendations regarding the PCIARC when you vote tonight. Specifically, to remove police officers from the review board and to change the venue of their meetings.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible.

This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yours sincerely,  
Thomas Godar

**From:** Hannah Kuether  
**Sent:** Wednesday, December 07, 2016 11:19 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** No police on the civilian review board

Dear Chris,

I am writing to ask you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is incredibly important that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

This board is critical for everyday citizens, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yours sincerely, Hannah Kuether

**From:** Nancy Michael [<mailto:campaigns@good.do>]  
**Sent:** Wednesday, December 07, 2016 11:31 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** No police on the civilian review board

As a citizen of St. Paul since 1990 and as a member of a multi-racial family, I am keenly aware of the different treatment given to residents of St. Paul by the police force based on what appears to be racial identity and socioeconomics. I am asking you to remove police officers from the civilian review board. I am also the director of a St. Paul based non-profit organization that works with schools, organizations and community to address the affects of stereotypes, prejudice and implicit bias. I know, from my years of work in this area, that we ALL have bias. I also know from working with various police forces and first responders that often our police officers do not believe this.

It is critical that this review board does not include anyone who might sway the group one way or the other. Accountability is key in making the changes to policing that promote peaceful community, de-escalation and a true protect and serve mission – rather than the combat ready stance many officers take upon encountering people of color and poor people.

As your constituent, I am painfully aware that what we are doing now is not working! In an effort for transparency and truth – we MUST remove officers from this CIVILIAN Review Board.

Taking this step could allow St. Paul to be a leader in what will undoubtedly be national reform of policing in our country. I hope you will be courageous and place yourself on the right side of history.

Thank you.  
Yours sincerely,  
Nancy Michael

**From:** Della Kurzer-Zlotnick  
**Sent:** Wednesday, December 07, 2016 11:38 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** No police on the civilian review board

Dear Councilman Tolbert,

I am writing to ask you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yours sincerely, Della Kurzer-Zlotnick

**From:** Christine Weeks  
**Sent:** Wednesday, December 07, 2016 11:25 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** 100% civilian review board

I am writing to ask you to vote to remove police officers from the civilian review board. The police already have mechanisms for being part of review committees. Civilians should have their own voice.

It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yours sincerely, Christine Weeks

**From:** Daniel LeClaire  
**Sent:** Wednesday, December 07, 2016 11:40 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** No police on the civilian review board

I am writing to ask you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that it is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yours sincerely, Daniel LeClaire

**From:** Laura Nichols [<mailto:campaigns@good.do>]  
**Sent:** Wednesday, December 07, 2016 11:43 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** No police on the civilian review board

I am writing to ask you to vote to remove police officers from the civilian review board. As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents. A compromise position may be to allow police officers on the board as resources to help the civilians understand the policing viewpoint, but to not allow them a vote, so that there is true civilian oversight. This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board. Thank you.  
Yours sincerely, Laura Nichols

**From:** Erik Riesenber  
**Sent:** Wednesday, December 07, 2016 11:46 AM  
**To:** #CI-StPaul\_Ward3  
**Subject:** Civilian Review Board

Chris,  
As someone who's gone through the required training to sit on the civilian review board, but never had the opportunity to serve I feel that while a police presence on the board helps to inform the decisions/action the board chooses to take. I'm not sure that have police sit on the board as voting members is in the spirit of the purpose of the board.  
It's called the CIVILIAN review board yet many of the members are not truly civilians.  
I would offer up an alternative where there is a board made up entirely of civilians and that SPPD appoint liasons to that board who can explain police procedure and provide the board much needed insights as they deliberate the cases before them.  
Look, I think SPPD and board have done a fantastic job thus far, I'm not criticising their past work. I just think there might be improvements that could be made. If for no other reason than the optics of it all. SPPD already does all of their IA investigations within the dept. They do a great job, but you have to understand how that looks to the public. To then also, have a civilian review board with a nearly majority members that are police. Even if they are completely impartial in their roles on the board, it still has appearance of the police policing themselves.  
Thank you. See you around!  
Yours sincerely, Erik Riesenber

I am writing to ask you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for

civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

This board is incredibly important, now more than ever, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board. We need strong protections against abuses of authority at the local level, because we're not going to get leadership from any higher levels of government.

Thank you.

Yours sincerely, Chris Larabee

Dear Councilwoman Brendmoen,

I am writing to ask you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yours sincerely, Gina Brewington

I am writing to ask you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you for your time & attention.

Yours sincerely, Lance Evingson

I am writing to ask you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

With all that is happening in our community with police involvement, civilians need a place to talk freely without feeling the watchful eye of the police force.

This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yvonne McIntosh

I am writing to ask you to please vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yours sincerely, Laura Carroll

**From:** Aiden Yano  
**Sent:** Wednesday, December 07, 2016 11:43 AM  
**To:** #Cl-StPaul\_Ward1  
**Subject:** No police on the civilian review board

Dear Dai Thao,

I am writing to ask you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police,

not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents. One example that comes to mind is the placement of SRO's within Saint Paul Public Schools. I went to Central High School where there was a SRO named Officer Kraus was present every day and while I was painfully unaware of it while I was in school, I soon became aware of the unjust lack of accountability and bias that this SRO held towards students of color. For example, there were multiple complaints of racial insensitivity and unjust use of force by him made by students and despite the influx of complaints, the administration made no effort to store and file these complaints. He has exhibited culturally insensitivity towards students, particularly of the muslim community in an environment that is supposed to be welcoming and nurturing. It is my belief that this lack of accountability both by the school and the police department resulted in his belief to use excessive force on students and get away with it. This is just a personal example, I have heard of multiple instances of local police having zero accountability for their actions because they are being examined by other police. This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board. Thank you.

Yours sincerely, Aiden Yano

**From:** Dave An  
**Sent:** Wednesday, December 07, 2016 11:21 AM  
**To:** #CI-StPaul\_Ward6  
**Subject:** Police Civilian Review.

Councilman Dan Bostrom,,

Strongly reject Mayor Chris Coleman's changes to the Police Civilian Internal Affair Review Commission and keep Police Officer's on it.

Dave Anger  
Sppd (ret)

**From:** Katie Massie  
**Sent:** Wednesday, December 07, 2016 11:41 AM  
**To:** #CI-StPaul\_Ward6  
**Subject:** No police on the civilian review board

I am writing to ask you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.

As your constituent, I've been in positions where I've needed police help and none was given, and where police interactions were frightening and intrusive. One big step to community trust of police begins with trust that police will be governed by the community they serve and held accountable by the standards of the community.

This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yours sincerely, Katie Massie

**From:** Jessica Kearns  
**Sent:** Wednesday, December 07, 2016 12:13 PM  
**To:** #CI-StPaul\_Ward4; #CI-StPaul\_Ward2; #CI-StPaul\_Ward3; #CI-StPaul\_Ward5; #CI-StPaul\_Ward6  
**Subject:** Fwd: VOTE NO TO POLICE ON REVIEW BOARD

Please read my email. It is important council members vote as the people want them to vote. You're elected by the people, you need to make their voices heard, not just your own.

----- Forwarded message -----

From: "Jessica Kearns"  
Date: Dec 6, 2016 4:25 PM  
Subject: VOTE NO TO POLICE ON REVIEW BOARD  
To: <[ward1@ci.stpaul.mn.us](mailto:ward1@ci.stpaul.mn.us)>  
Cc:

Your ward does not want police on the review board. Most cities do NOT include police on their review boards. It compromises the integrity of the board. Please vote the way your ward members want you to vote. We don't want police on the review board.

**From:** Claire Sander [<mailto:campaigns@good.do>]  
**Sent:** Wednesday, December 07, 2016 12:31 PM  
**To:** #CI-StPaul\_Ward3  
**Subject:** No police on the civilian review board

I am writing to demand you to vote to remove police officers from the civilian review board.

As your constituent, I am painfully aware that the current board is not enforcing an adequate standard of accountability. It is critical that the Civilian Review Board be civilian-only in order to be independent and as impartial as possible. The point of the civilian review board is for civilians to review the police, not the police to police themselves. In addition, the presence of police officers on the board makes it difficult for civilians on the board to feel comfortable and capable of doing their job of reviewing policing conduct to the best of their abilities. This certainly is not in the best interest of your constituents.



This board is incredibly important, and the city council has the opportunity to be a better model for police accountability and restore residents' confidence in the board.

Thank you.

Yours sincerely, Claire J Sander

**From:** Laura Jones [<mailto:s.laura.jones@gmail.com>]  
**Sent:** Wednesday, December 07, 2016 12:25 PM  
**To:** #CI-StPaul\_Ward4  
**Subject:** Organizations allied to support all-civilian police commission

December 7, 2016

Dear Councilmembers Stark,

Thank you for your support for an independent civilian police review commission.

After a long community process, a broad coalition of St. Paul citizens and community organizations have come together to support a **fully independent, all-civilian** police review commission. The following groups have all publicly stated the need for this long overdue reform and have organized together to help make that reform a reality:

ACLU of Minnesota  
Black Lives Matter St. Paul  
Hmong Americans for Justice  
ISAIAH  
NAACP of St. Paul  
Neighborhoods Organizing for Change  
Our Revolution MN  
SEIU State Council  
Take Action MN  
West Side Community Organization

These organizations stand together with community members who've shown up to share their views, not only at the November 16 hearing but also at a meeting with Councilmember Prince on December 5, 2016 that drew an estimated 35 people and a meeting with Councilmember Noecker on December 6, 2016 that drew an estimated 55 attendees. Public comment has overwhelmingly favored removing police officers from the commission, as recommended by two independent audits. An independent review board is a critical issue for St. Paul residents, who have identified it as matter of racial and ethnic justice for the communities most impacted by policing, and a matter of a fair and balanced civilian process that could offer valuable information to the department.

While there was not time to conduct a comprehensive survey, research into other cities suggests that St. Paul is out of step with other models. Cities with all-civilian review board include: Toledo, Cincinnati, St. Louis, Atlanta, Denver, Portland, Seattle, Cleveland, Austin, Pittsburgh, Detroit, Oakland, Philly, Albuquerque, Kansas City, Washington, D.C. Many commissions included safeguards to ensure the

composition reflects diverse communities, and also civil and human rights groups, as well as police reform and accountability organizations.

Please find enclosed supporting materials that indicate the broad, deep support in our community for an **independent, all-civilian commission**. We urge you to vote for this reform now to provide greater balance and accountability and add more safeguards against unintentional bias in this important process. The names below list the individuals who worked on this letter, but many more are involved in ongoing organizing and collaboration to call for an independent all-civilian police review board.

Signed,

ACLU of Minnesota  
Black Lives Matter St. Paul  
Hmong Americans for Justice  
ISAIAH  
NAACP of St. Paul  
Neighborhoods Organizing for Change  
Our Revolution MN  
SEIU State Council  
Take Action MN  
West Side Community Organization

**Enclosed:**

["An independent all-civilian commission benefits police and community."](#) Pioneer Press, December 7, 2016, from Kay Pranis, resident of Dayton's Bluff, former restorative justice planner with the Minnesota Department of Corrections, and national restorative justice trainer and practitioner.

"Civilians should lead review of police conduct," Highland Villager, December 5, 2015. Ann Mongoven, resident of Highland Park and lay leader of ISAIAH, and Rev. Javen Swanson, ISAIAH clergy leader and associate pastor of Gloira Dei Lutheran Church in Highland Park  
Letter from the West Side Community Organization Board of Directors

West Side Community Organization (District 3)  
Baker Center | 209 Page Street West  
Saint Paul, MN, 55107

November 16, 2016

TO: Saint Paul City Council  
FROM: West Side Community Organization Board of Directors  
RE: Amending Chapter 102 of the Administrative Code

Councilmembers,

We write to express our opposition to the recently proposed amendments to Saint Paul's Police-Civilian Internal Affairs Review Commission (PCIARC). It is our understanding that these amendments counter the recommendations made by the University of Minnesota's Center for Restorative Justice and Peacekeeping, which were based on an intensive community engagement process (WSCO hosted one such session our Annual Meeting in December 2015).

As racial and ethnic diverse neighborhood (about 57% of West Side residents are people of color) we have heard firsthand that not all West Siders share the same perspective and relationship with the Saint Paul Police Department. WSCO is committed to helping build a trusting relationship between our community and police, and we see the revisions to PCIARC are an important step in that process.

In the interest of building trust between police and community, and strengthening the tools and processes for holding police accountable to the population's they serve, we urge the following:

**PCIARC should consist solely of civilians.** The presence of officers, whether beat cops or commanders, could unduly influence the determination of the commission, undermining the ability of the commission to hold officers who may have abused their authority accountable. If the commission wants to call upon a police officer or commander to provide 'expert testimony' on a particular complaint, they can do so. However, we believe two permanent seats for SPPD representation and the disproportionate affect it could have on the commission's findings will undermine the credibility of PCIARC's recommendations, which can only exacerbate the mistrust between communities who experience a disproportionate amount of harm at the hands of police, primarily communities of color. This contradicts both the purpose and function of the PCIARC.

**We agree with the university's recommendation that the Department of Human Rights & Equal Economic Opportunity will provide the appropriate oversight for PCIARC.** Excessive force, brutality, and other misuses of authority by those entrusted to protect and serve all residents equally goes beyond a civil rights issue, it is a human rights issue. When unjustified, harmful interactions between residents and the police occur, the negative impact on that individual's life and family cannot be overstated.

HREEO is city department best equipped to provide oversight and support to the PCIARC, and will underscore the message to Saint Paul residents that the PCIARC is unbiased and committed to justice.

**PCIARC commission member should receive training that gives them the foundation they need to carry out their responsibilities, and those trainings should be designed conducted by the Department of Human Rights & Equal Economic Opportunity.** The city must invest in commission members willing to serve the City of Saint Paul in this capacity. However, this training must be thoughtfully designed and executed in a manner that does not bias the PCIARC. Again, as a neutral city agency that already conducts dozens of programs and outreach events annually, we believe HREEO should lead the design and oversight of PCIARC trainings.

One final note: The administration's recommendations in the original proposal (November 2), did not completely align with the university's audit recommendations but they were a good first step. These amendments, however, move the ordinance in the wrong direction. You asked the community how the PCIARC could be changed to better serve us and we told you. Please stand firm in honoring the voice of community.

Thank you for your consideration.