

**From:** Melissa Kiemde  
**Sent:** Monday, November 14, 2016 11:22 AM  
**To:** #CI-StPaul\_Ward7  
**Cc:** Francois Kiemde  
**Subject:** Thoughts on Civilian Review Board

Here are the main points I spoke of regarding the Civilian Review Board:

- 1) We need this board to be all civilians. Including police is weighted and hinders civilian review.
- 2) We need to keep the Civilian Review Board under the jurisdiction of HRO, not the City Attorney's office.
- 3) We want training of the Civilian Review board to be lead by the HRO (Human Rights Organization.) and to include Implicit Bias training.

Thank you!

Peace,

Melissa Borgmann-Kiemde, [Visitation Companion](#)  
11xx Selby Avenue  
St. Paul, MN 55104

“Be who you are and be that well!” — St. Francis de Sales, co-founder of the Visitation Order

**From:** Marit Brock  
**Sent:** Monday, November 14, 2016 3:49 PM  
**To:** Noecker, Rebecca (CI-StPaul)  
**Subject:** Police Civilian Review Board

Dear Councilmember Noecker (Rebecca)

I want to offer my opinions about the proposed amendments to the new structure of the police civilian review board.

I will start my comments by mentioning that I have a very positive relationship with the Saint Paul Police. They were instrumental in helping us to build trust and a sense of security in Little Bohemia after the housing crash and they continue to be a positive influence in our neighborhood. I know from speaking with SPPD officers that I have proven myself to be "pro-cop" in a way that I am proud of.

With that said, during this difficult time in our country it is imperative that we develop systems that will promote trust and accountability between police and the communities they serve. To that end, I would like to see that the newly restructured civilian review board allows for a truly

civilian oversight. I know that the City Council is considering several amendments to the civilian review board proposal and would urge you not to adopt those amendments. Specifically:

1. The police membership on the civilian review board should be limited, should not include leadership, and ideally there should be no police officers serving on the civilian review board at all. If the police department can truly trust the citizens of Saint Paul enough to allow them to make decisions on the civilian review board without influence from the police then we will be building a strong structure for future relationships.
2. 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. All other businesses in Saint Paul work through the HRO and they are known for their appropriate responses.
3. Training of civilian review board members should be balanced and appropriate for their work. The police department may be appropriate to conduct some of the training, but in order to avoid the perception of bias they should not be responsible for all of the training.

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.

Feel free to contact me if you would like to discuss further.

Marit

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Marit Brock  
7x Garfield Street  
Saint Paul, MN 55102

**From:** Sarah Gleason

**Sent:** Tuesday, November 15, 2016 6:49 AM

**To:** Noecker, Rebecca (CI-StPaul)

**Subject:** Civilian Review Board - one of the most important steps we can take for police-community relationship

Council member Noecker:

I am writing today as a constituent, a neighbor, a person who has relied on the help of the police, and as a citizen who sees the need for checks and balances to the awesome power we entrust our police with. We all need safety and security, and the police can't ensure that alone. They need the support, assistance and partnership of the community. A trusting relationship between the community and the police is one of the most valuable assets we can build for the future of our city.

Tomorrow you will be considering and voting on a number of issues surrounding the creation of a much-needed civilian review board to consult, advise and provide recommendations to the police. We have known for a long time that this is needed, and I believe it is a crucial step forward. We need it to be as independent and reflective of the community as possible for it to be effective in playing its intended role.

**First and most importantly - the civilian review board should be made up of civilians.** The police have their own review process, there is already a police-civilian review board; and the police department will be making the final decisions. The intention of the civilian review board is to provide a community perspective, a space that is not dominated by police, and some balance in the process. We don't need police on the civilian review board. We know that people defer to authority when it is present, so even with the best of intentions, the inclusion of police would warp and derail the effectiveness of the civilian review board.

I also strongly urge you to have the civilian review board overseen by the human rights office, not the city attorney's office. The human rights office is the appropriate body to oversee the civilian review board and is what the U of M audit recommended. The community sees the city attorney's office as closely aligned with the police, and if we want the civilian review board to have credibility in the community, and to be a real step toward a more trusting relationship, oversight by the city attorney's office is not a good idea.

The human rights office is also best entity to design the training for the civilian review board. Training should support and enable the board to work effectively while respecting privacy of information, not an indoctrination or a barrier to participation.

I will not be able to be at the Council meeting tomorrow, but I hope that you and your colleagues will create a civilian review board that is set up to be a credible and independent space for community voices that can provide some balance to the review process and go a long way to strengthen the relationship and trust between police and the community.

Thank you for being so committed to listening to and representing our diverse and complicated community.

Sarah Gleason

**From:** Johanna Kertesz  
**Sent:** Monday, November 14, 2016 4:52 PM  
**To:** #CI-StPaul\_Ward3  
**Subject:** Feedback on amendments to police civilian commission

Hi Chris,

I left a voicemail earlier too but figured I should email as well. I was really surprised to hear about the outcome of last week's city council meeting, especially since you didn't mention it when I asked what you/the City are doing to address racial inequities in our city's police and criminal justice systems at the Board meeting the following night.

I am writing to let you know I am really frustrated about the amendments you proposed. First and foremost - the proposal has been reviewed by the local chapter of the NAACP and other local organizations. These changes seem like a disingenuous move and do little to build community relations.

Amendment 1 - allows beat officers on commission. The original proposal for change recommended that the police slots be filled by commanders only. This was a change from the existing commission composition, which allows for beat officers. So, your amendment goes back to business as usual. Despite the fact that 2 independent audits recommended the REMOVAL of ALL police from the commission, and the hundreds of citizens who weighed in echoed that recommendation.

Amendment 2 - calls for locating the board within the city attorney's office for the purposes of staffing and oversight, rather than in the Department of Human Rights and Equal Economic Opportunity. The city attorney works more closely with the police and could appear to have or actually have a conflict of interest. This decreases the credibility of the commission with the community - which is counter to one of the reasons for having this group. Also, the study recommended that the group be housed in the Dept of Human Rights.

Amendment 3 - requires that board members undergo specific training — such as police ride-alongs, and a review of what information constitutes public or private employment data — before they can cast votes. The original proposal allowed the commission members to do the training after being appointed. Concerns I've heard on this one is that although the police training could be the beginning of relationship building, it could also serve as intimidation.

I plan to attend Wednesday's council meeting. I am really interested to hear your thoughts on how to make sure the proposal addresses the needs of our community.

Thanks,

Johanna Anderson  
13xx Sargent Avenue

**From:** Brian Joyce

**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  
12xx Van Buren  
Saint Paul MN 55104

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

From: Carrie Pomeroy

Sent: Tuesday, November 15, 2016 12:03 PM

To: #CI-StPaul\_Ward6

Subject: PCIARC public comment

Dear Councilmember Bostrom,

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