



STRENGTHENING THE POLICE CIVILIAN INTERNAL AFFAIRS REVIEW COMMISSION (PCIARC)

April 13, 2016

Why the Audit?

- The Lollie case and the national climate after Ferguson
- Established in 1994, PCIARC had not been evaluated in over two decades
- Examine how PCIARC works compared to its stated purpose

Auditor Selection Process

- ❑ City selected the University of Minnesota Center for Restorative Justice & Peacemaking
- ❑ Experienced researchers
- ❑ A restorative justice framework provides solutions beyond audit findings

Audit Part I

- 23 interviews with key stakeholders
- 40 PCIARC deliberation memos representing 310 complaint cases from 2011–14
- Review of Legislative Code and NAACP agreement
- 18 recommendations

Audit Part II

- ❑ Conduct community outreach, solicit input on the preliminary findings
- ❑ Hold community conversations in three distinct and racially diverse neighborhoods
- ❑ Compile findings from community engagement

Community Priorities

- Expand number of civilians on PCIARC
- Explore restorative mediation as option to build understanding after an incident occurs
- Change the requirements for becoming a PCIARC commissioner

Strengthening PCIARC

No Ordinance Change

- ❑ Stop practice of preliminary review and decision making on citizen complaints by Internal Affairs (IA)
- ❑ Release summarized complaints and case data
- ❑ Relocate PCIARC to HREEO offices
- ❑ Create full program budget for PCIARC

Strengthening PCIARC

No Ordinance Change

- ❑ Move PCIARC meetings out of police headquarters
- ❑ Modify training for PCIARC commissioners
- ❑ Modify IA reports to PCIARC

Strengthening PCIARC

No Ordinance Change

- ❑ Invite complainants to voluntarily appear before PCIARC
- ❑ Update the complaint intake process
- ❑ Hold three community meetings a year

Strengthening PCIARC

No Ordinance Change

- ❑ Hold a yearly summit as part of an annual PCIARC evaluation plan
- ❑ Explore a restorative mediation option

Strengthening PCIARC

Ordinance Change Required

- ❑ Number of civilians on PCIARC
- ❑ Role of police officers as PCIARC commissioners
- ❑ Who appoints the PCIARC coordinator?



Next Steps

- Create implementation task force with goal of implementing changes by end of 2016
- Build consensus on remaining issues with goal of introducing ordinance changes by end of summer