



# Overview of Proposed Reforms to Community Oversight

## Ward 4 Public Forum

# Welcome

## Agenda

- Welcome
- History
- Current Issues / Reform Goals
- Proposed Reform
- Proposed Structure and Processes
- Questions



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# History



# History of Minneapolis Civilian Oversight

## Evolution of Civilian Oversight Bodies

- Civilian Review Authority
- Office of Police Conduct Review
- Police Conduct Review Panel
- Police Conduct Oversight Commission

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# Evolution of Reform Process

## Existing Community Roles

- Police Conduct Review Panel(s)
  - Completed administrative investigation files are queued for assignment to a review panel
  - Review Panels are scheduled by Civil Rights and consist of two civilian and two sworn panelists
  - Panelists are drawn from a civilian pool of appointed residents and a sworn pool of officers with the rank of Inspector or higher
  - Cases assigned to investigations based on complainant preference and capacity of each unit

# Evolution of Reform Process

## Existing Community Roles

- Police Conduct Oversight Commission
  - Conduct programs of research and study, in conjunction with office of police conduct review staff appointed by the director of the office of police conduct review.
  - Collect, review and audit summary data and compile aggregate statistics relating to programs of research and study
  - Make recommendations to the city council, mayor, and/or chief of police relating to Minneapolis Police Department practices, internal controls, compliance with applicable law and regulation relating to police policy and procedure and other related matters contained within a program of research and study.
  - Facilitate outreach, training, community engagement

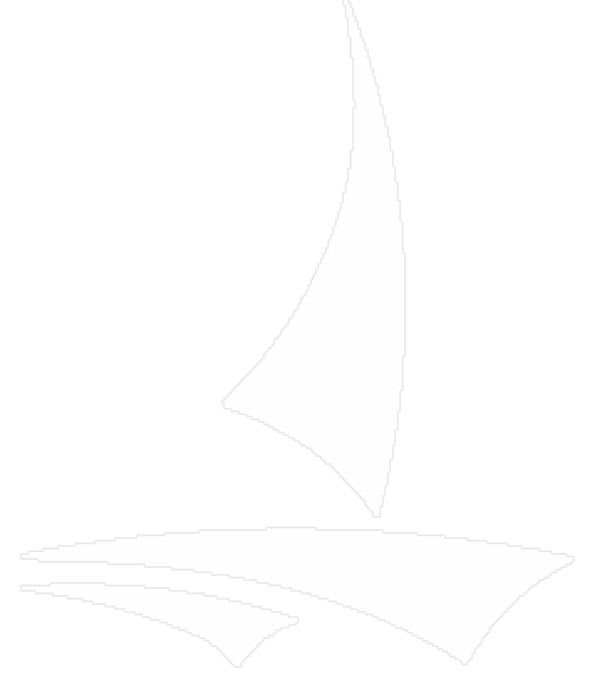


# Identified Issues and Goals of Reform

# Identification of Issues

## Range of Input on Oversight Gathered

- Sources
  - Community: Public comment, working groups, media, City meetings, direct conversations
  - Members: Direct interactions, media, public statements
  - Staff: Direct interactions, historical data
- Issue Themes
  - Who Does What / Roles
  - Access to Data
  - Transparency of Process
  - Meaningful Involvement in the Process
  - Effectiveness of Oversight



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# Goals of Reform

## Providing a Meaningful Role for Community in the Police Oversight Process

- Creating a clear mission and authority for Community role
  - Eliminating confusion created by multiple groups, staff and community, operating in multiple public and non-public roles
- Maximizing Transparency of Oversight Process
  - For elements that cannot be made public, increase visibility of those playing a role
- Increasing direct access to data and opportunities for direct oversight
  - Access is driven by purpose/role
  - Increasing opportunities for direct role of members can also drive larger discussions
  - Transparency of Process



# Proposed Reform

# Community Commission on Police Oversight

## What is it?

- Creation of a single, community-driven entity called the Community Commission on Police Oversight.
- The work of the Commission takes place during public meetings which provide an opportunity for residents to observe presentations, listen to discussions, and provide public input.
- Commissioners would serve as the civilian panelist pool for reviewing police misconduct investigations.

# Community Commission on Police Oversight

## What are the benefits?

- Commissioners being able to serve on a review panel direct access to investigatory case files, a full range of investigatory data, and the civilian role in making recommendations on the merit of police misconduct allegations to the MPD Chief.
- Commissioners will be able to independently accumulate knowledge of misconduct patterns or trends, the investigatory process, case outcomes, and other topics related to policing.



# Community Commission on Police Oversight

## What are the benefits?

- Valuable exposure to real-time cases and the increased ability to identify patterns and practices
  - Informs future discussions of the full commission at public meetings
  - Support recommendations for expanded review by City staff
  - Requests for presentations on identified topics to the full commission
- End-to-end role in the deliberative process provides increased transparency and the ability for commissioners to effectively monitor and identify case patterns, trends, and outcomes for discussion at public meetings of the full commission.



# Structure and Processes

# Community Commission on Police Oversight

## Commission Structure

- Commission membership will consist of fifteen (15) members.
- Composition of the Community Commission on Police Oversight
  - Thirteen (13) commissioners will be appointed by the City Council.
  - Two (2) commissioners will be appointed by the Mayor.
  - In order to stagger the expiration of terms, the original appointments of commissioners shall be for terms of one (1) or two (2) years; subsequent appointments shall three (3) years.

# Community Commission on Police Oversight

## Training and Certification

- Standard City trainings (ethics, data practices, etc)
- Civilian Oversight training curriculum developed using NACOLE recommendations
- Registered member of NACOLE (independent from Civil Rights OPCR)
- Participation in NACOLE Certification and annual conference



# Community Commission on Police Oversight

## Review Panel Structure

- Review Panel Selection Structure
  - 2 civilian panelists from the available civilian pool of commissioners
  - 2 sworn panelists from the available sworn member pool provided by MPD
- Commissioners would be expected to serve as review panelists as able, but a
- Member should not serve on more than 2 consecutive review panels
  - Intended to enable all members to have the opportunity to serve as a civilian panelist and access to the information provided to conduct panel review of case investigations.

# Community Commission on Police Oversight

## Review Panel Process

- Review investigative files (reports, evidence, squad video, BWC, etc.) and discuss the facts of each allegation.
- Issue a recommendation, as allowed under MN Statute 626.89, subd. 17, for whether each allegation has merit. Possible outcomes may include:
  - Complaint has merit, meaning that the allegation is supported by sufficient evidence.
  - No merit, meaning that review of the allegation could not substantiate a violation, that no violation occurred, or that there is a gap in policy that needs to be addressed.

# Community Commission on Police Oversight

## Flagging Items for Meetings of the Full Commission

- If panelists identify issues during review that could be addressed by changes in policy or training, these items can be added as discussion items at the next meeting of the full commission.
- This could include, but is not limited to, cases where a complaint revealed a policy failure, meaning that the allegation is factual and followed proper procedure however that procedure may be faulty.

# Community Commission on Police Oversight

## Public Meetings of the Full Commission

- Required meetings of the full Commission will be held a minimum of four (4) times a year.
  - Spacing of meetings is intended to ensure that members have adequate time to serve on available review panels, gather knowledge and information, and coordinate agenda items such as presentations or speakers at subsequent meetings.
  - The Commission also may convene additional special meetings as necessary.



# Community Commission on Police Oversight

## Commission Meetings

- Public Comment
- Presentations
  - Staff
  - Elected Officials
  - Other Professionals or Groups
- Discussion
- Recommendations

A yellow and silver Metro Transit light rail train (number 101A) is shown on tracks, moving towards the viewer. The train has "Metro Transit" and "101A" visible on its front. In the background, a city skyline with several skyscrapers is visible under a clear blue sky. The train is on a set of tracks with gravel ballast. The overall scene is bright and clear.

# Questions?