



Irene Gomez-Bethke Papers.

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POLICE/COMMUNITY RELATIONS TASK FORCE

Monday, August 16, 1982  
3:30 p.m.  
Mayor Fraser's Conference Room  
City Hall  
Minneapolis, Minnesota

AGENDA

- I. Approval of Minutes
- II. Reports
  - (a) Chair Report
  - (b) Update on August 24 meeting — 4-9 PM
- III. Mark Shields, P.O.S.T. Board
- IV. Old Business
  - (a) Extend Time for Task Force
- V. New Business
- VI. Adjournment

ea report of sub.  
cm.  
add or detract  
Dept.-com. off.  
Bremer Bldg.

oct. 1982

Finalize proposal to Police Dept.  
negotiating team alerts - ?  
Dora, Donna, Irene,

POLICE/COMMUNITY RELATIONS TASK FORCE  
Monday, September 27, 1983  
3:30 p.m.  
Mayor Fraser's Conference Room  
City Hall  
Minneapolis, Minnesota

AGENDA

- I. Approval of Minutes
- II. Reports  
A review of final draft to be submitted to Commissioner Marilyn E. McClure
- III. Old Business
- IV. New Business
- V. Adjournment

*Final Draft Oct 1, 1982  
to Commissioner McClure -  
cover letter: "when final  
negotiations to be done - Monitoring  
to be done by the  
1. Twin Cities Human Rights Coalition receives  
2. time frame - 4 weeks after M. McClure's report  
3. Oct 21 28-11-4- Thursday*

Police/Community Relations Task Force  
Special Meeting  
Tuesday, August 24, 1982  
4:00 p.m.  
Commissioner's Conference Room  
Department of Human Rights  
500 Bremer Tower  
St. Paul, Minnesota

Attendance: Bob Dodor, Curman Gaines, Irene Gomez Bethke,  
Richard Iffert, Alberto Miera, Ray Presley  
and Barbara Shin.

Absent: Julia Cherry and Donna Folstad (Excused)

Staff: Roberta Avina and Marilyn McClure

SUMMARY

Purpose: To review/discuss drafts of subcommittees' report.

The following reports were presented:

- A. St. Paul Internal Affairs Unit
- B. P.O.S.T. Board
- C. Minneapolis Police Training (oral)

## MINUTES

Police/Community Relations Task Force  
Monday, August 16, 1982  
3:30 p.m.  
City Hall  
Minneapolis, Minnesota

Attendance: Bob Dodor, Irene Bethke, Donna Folstad, Curman Gaines, Chair, Ray Presley, and Barbara Shin

Absent: Julia Cherry, Ross Lundstrom, and Alberto Miera, Jr.

### Approval of Minutes

Chair Gaines convened the meeting at 3:30 p.m. and called for review and adoption of minutes of the Task Force's July 19 meeting.

The minutes were corrected to reflect that Irene Bethke and Ross Lundstrom were present at the meeting. The minutes were adopted as corrected.

### Reports

#### - Chair Reports

#### - Activities of Minneapolis Task Force on Internal Affairs Unit

Chair Gaines reported that he had inquired about the work of the Task Force created by Mayor Fraser to examine the Minneapolis Internal Affairs Unit. Mayor Fraser suggested contacting Russ Lindquist, Chair of the Task Force, to inquire about whether a progress report is available.

#### - Extension of Task Force

Chair Gaines indicated that he had spoken with Commissioner McClure about extension of the deadline for dissolution of the Task Force. She agreed to an extension.

#### - Discussion with Julia Cherry

Chair Gaines contacted Julia Cherry to inform her that she had not been replaced as a member of the Task Force and to discuss her lack of participation in Task Force activity. She indicated that she has too many obligations and regrets her inability to participate.

Update on August 24 Special Meeting

Chair Gaines reminded Task Force members of the special meeting scheduled for August 24 from 4:00 - 8:00 p.m. at the State Department of Human Rights. Each subcommittee formed to create a draft for a final Task Force report will present a rough draft at the meeting. Each draft will be reviewed, edited, and discussed. Agreement will be reached about the content of the final report to be submitted to Commissioner McClure. The report will be used to negotiate changes and revisions with Twin Cities' police departments.

New Business

- Negotiation Procedures Following Completion of Report

Chair Gaines introduced discussion about how negotiations with the two police departments would be conducted following completion of the report. He suggested that a committee of 3-4 be present at each meeting with police departments and that each committee include Commissioner McClure as a member. Bob Dodor agreed that 3-4 persons would be appropriate. Discussion about the composition of the committee ensued.

Chair Gaines indicated that meetings should not be held with <sup>out</sup> the Chiefs in attendance. Irene Bethke suggested that both police chiefs and mayors should be present at the meetings. Ray Presley suggested that a Civil Service Commissioner should probably be present in the event that some recommended changes affect civil service rules or procedures. In addition, he recommended that a member of the Intergovernmental Council be present. Based upon discussion, it was agreed that the following representatives and officials from the respective cities be in attendance at meetings to discuss the report: (a) Mayor; (b) Police Chief; (c) Civil Service Commissioner; and (d) member of Intergovernmental Council.

Discussion about whether two committees should be formed, one to meet with officials from St. Paul, and the other with Minneapolis, or one committee to meet with both cities' officials. One committee was formed to meet with officials of both cities. The committee will be composed of: Commissioner McClure; Curman Gaines; Bob Dodor; Irene Bethke; and Donna Folstad. Barbara Shin agreed to serve as an alternate for Donna Folstad.

P.O.S.T. Board

Mark Shields and Bill Carter of the P.O.S.T. Board were welcomed by Chair Gaines. Chair Gaines reviewed the letter of invitation he had sent to Mr. Shields inviting

him to address the Task Force and posing the following questions:

- (1) Explain the role/function of the P.O.S.T. Board as it relates to complaints filed with the Internal Affairs Unit of each police department.
- (2) Can citizens file complaints against police officers with the P.O.S.T. Board?
- (3) Does the P.O.S.T. Board have access to Internal Affairs Unit files?
- (4) Explain the statute creating the P.O.S.T. Board as it defines the Board's responsibilities and relationship with the police departments.

Mr. Shields explained that the P.O.S.T. Board was created on July 1, 1977 pursuant to Minnesota Statutes §626.84, to act as an independent licensing board. Minnesota Statutes, Chapter 214, defines licensing boards and prescribes their authority. Some of the responsibilities of the Board are:

- (1) To establish standards of conduct for police officers.
- (2) To promulgate rules governing conduct of police officers.
- (3) To review violations of standards.

The Board is specifically an administrative rulemaking agency. Only if there is a specific violation of a standard does the Board have the authority to act. The standards established through rulemaking became effective in October of 1979 and the rules have the force and effect of law.

The Board does receive complaints from citizens, officers, prosecutors, and state agencies. A detailed procedure is established for investigation of complaints. Complaints are initially reviewed by a subcommittee of the Board. If the subcommittee decides there is probable cause, the complaint is processed. If the subcommittee decides there is no probable cause, the Board does not get involved further. The subcommittee decides whether or not a complaint is within the purview of the Board.

If the complaint subcommittee finds probable cause to believe that a rule has been violated, the Board has the authority to designate the appropriate agency to investigate. In cases in which a police department is large enough to have an Internal Affairs Unit, the complaint is forwarded to the Chief who forwards it to the Internal Affairs Unit. In 30 days the complaint must be investigated and re-

turned to the Board subcommittee for review. The subcommittee has the authority to request further investigation or whatever else is needed. If an Internal Affairs Unit sends its file back to the subcommittee as part of investigative information and results, then the Board has the file. The Board does not request the entire Internal Affairs Unit file.

During fiscal year 1982, six (6) complaints were heard by the Board's subcommittee and the Board took disciplinary action against the licensees. Forty-five (45) complaints were received by the Board during fiscal year 1982. Six (6) of the 45 were within the Board's jurisdiction. All 6 were referred to appropriate agencies for investigation and all 6 resulted in disciplinary action. A citizen can take a complaint in which an Internal Affairs Unit has not found in favor of the complainant to the Board.

Chair Gaines thanked Mr. Shields and Mr. Carter for discussing the P.O.S.T. Board with the Task Force.

#### Adjournment

The meeting was adjourned at 5:45 p.m.



DEPARTMENT of Human Rights

STATE OF MINNESOTA

## Office Memorandum

TO : Members of the Police/Community  
Relations Task Force

DATE: August 12, 1982

FROM : Curman L. Gaines  
Chair

PHONE: \_\_\_\_\_

SUBJECT: Meeting Notice

The Police/Community Relations Task Force will meet on Monday, August 16, 1982, at 3:30 p.m. in Mayor Fraser's Conference Room, City Hall, Minneapolis.

Minutes of the July 12, 1982 meeting will be distributed at the meeting.

If you cannot attend the meeting, please call Eleanore at 296-9056.

CLG/edm  
attachment

POLICE/COMMUNITY RELATIONS TASK FORCE

Monday, August 16, 1982  
3:30 p.m.  
Mayor Fraser's Conference Room  
City Hall  
Minneapolis, Minnesota

AGENDA

- I. Approval of Minutes
- II. Reports
  - (a) Chair Report
  - (b) Update on August 24 meeting
- III. Mark Shields, P.O.S.T. Board
- IV. Old Business
  - (a) Extend Time for Task Force
- V. New Business
- VI. Adjournment

## MINUTES

Police/Community Relations Task Force  
Monday, July 12, 1982  
3:30 p.m.  
Commissioner's Conference Room  
Department of Human Rights  
500 Bremer Tower  
St. Paul, Minnesota

Attendance: Bob Dodor, Donna Folstad, Curman Gaines, Chair, Ray Presley and Barbara Shin

Absent: Irene Bethke, Julia Cherry, Alberto Miera and Ross Lindstrom

### Approval of Minutes

The minutes of the June meeting were approved without amendment or revision.

### Task Force Retreat

The task force discussed and planned for a retreat to begin its final report. It was decided that the retreat would be held on Tuesday, July 20, at McGuire's commencing at 8:30 a.m. and ending at 3:00 p.m. An agenda for the retreat was formalized. Chair Gaines assigned each task force member specific topics to prepare for and focus on at the retreat. The task force discussed its final report at some length.

### Old Business

Barbara Shin informed the committee of her contacts and discussions with the P.O.S.T. Board.

POLICE/COMMUNITY RELATIONS TASK FORCE

Monday, February 8, 1982  
Mayor Fraser's Conference Room  
City Hall  
Minneapolis, Minnesota

3:30 p.m.

I. Welcome/Introduction by Chair *Roberto Arino*

II. Approval of Minutes

III. Reports by Members

- 378-  
9520-  
227-  
4129*
- A. Barbara Shin - Response to Question 3, Minneapolis Police Dept. continued from January meeting  
*Irene Gomez*  
*Bethke*  
*Mark Shields -*
  - B. Curman Gaines - Report on staff assignment to task force  
*Roberto Arino -*
  - C. Neighborhood Advisory Councils' Report - Donna Folstad - Precinct 3  
*2 3 4 omit 5*  
- Barbara Shin - Precinct 2  
*11 4*

IV. Old Business

A. Future Direction of Task Force

- (1) Minneapolis Police Department Training Unit - *in service*
- (2) I.A.U. of Minneapolis Police Department

B. Assignment of Members to P.O.S.T. Board Subcommittee

*Barb. Shin / Irene Gomez Bethke*

V. New Business

*↓ Saint Paul - Police*

VI. Adjourn

MINUTES  
Police/Community Relations Task Force  
Monday, January 11, 1982  
Commissioner's Conference Room  
Department of Human Rights  
500 Bremer Tower  
St. Paul - Minnesota

Attendance: Curman L. Gaines, Chair, Alberto O. Miera, Bob Dodor, Donna Folstad, Richard Iffert, Raymond Presley, and Barbara Shin

Absent: Irene Gomez - *Beth Julia Cherry*

Staff: Brian Kelly, Roberto Avina

Guest: Dale W. Dysinger, PHD - P.O.S.T. Board

Welcome/Introduction by Chair

Chairman Gaines called the meeting to order at 3:45 p.m. Chairman Gaines introduced Mr. Iffert, Sergeant of Police with the St. Paul Police Department, presently assigned to the Inspection Unit. He was appointed to the task force by Mayor Latimer of St. Paul.

Approval of Minutes of December 14, 1981 meeting

Minutes were approved with necessary changes reflecting the time of meeting to be second Monday of each month from 3:30-5:30 p.m.

Alberto Miera inquired about the appointment of a member to the task force from the St. Paul Police Department. Discussion ensued about the possibility of a non-voting member from the Mayor's Office of St. Paul. The appointment of a person from the St. Paul Mayor's Office was tabled indefinitely. Chairman Gaines agreed to discuss the matter further with Commissioner McClure and Mayor Latimer's Office.

Reports

Ray Presley reported back to the task force information he received in response to Question 1, City Council - Question 4, Minneapolis Police Department, the Mobilization of the Minnesota Advisory Committee Reports. Ray Presley stated that a copy of the police regulations can be obtained from Room 136 at the City Hall by concerned citizens and organizations. A request in writing is necessary to the Administrative Service.

Bob Dodor reported back on his task to inquire about the Police Advisory Councils presently operating in Minneapolis. Bob's report was submitted in writing, and a copy will be given to each member. Please refer to Appendix I.

## APPENDIX I

### Status of Precinct Neighborhood Councils

#### Precinct No. 2

Captain Nordlund: Our council is alive and well. We are getting ready for a meeting this Tuesday (Jan. 5), but that is a change of time. Normally we meet on the third Tuesday of each month. We have about 30 people at a meeting and they represent the community organizations and they also are just residents of the neighborhood with an interest in what's going on. The council is very active in the Prospect Park area. Right now we are looking into the unforced entry problems in Prospect Park and are planning a campaign to get people aware of the problem and let them know what they can do to combat it.

#### Precinct No. 3

Captain Jensen: I was the chief of police when we got started with the neighborhood councils. The idea was that the councils would be a conduit for an exchange of ideas. It lets us know what the people in the neighborhoods are thinking about, and it lets the police take a role in community relations. I am very supportive of the whole concept, as you might expect. When I took over in this precinct I found out, frankly, that the council had become very WASPish, a kind of Cheyenne Social Club. So I set to work to restructure and expand the council. I am satisfied with the results. We now have representatives of 14 or 15 neighborhood organizations and about 40 members. The one problem area we have is in getting Native American participation. I have not been able to get an input from the Native American community. For a while, we tried to get the people from Little Earth involved, but that didn't work. Now I am thinking about trying to get some of the people in the community (Indian) who are critics of the department to get involved with the council in order to give them a place to be heard. Maybe that will work. We meet the second Monday of each month at 7:00 p.m., and you or any members of the task force certainly are welcome to come to the meeting and watch the council at work. Right now, we are developing a subcommittee approach. We are setting up a planning subcommittee and a community crime prevention subcommittee. We give awards at every meeting. If anybody from the task force wants to attend call me or the secretary, Barb Littlejohn, and let us know. (This is a huge precinct. It contains 20 sq. miles and it would be 3rd largest city in the state, according to Capt. Jensen.)

#### Precinct #4 Northside

Capt. Arnesen: I have no problems with the neighborhood council. It meets on the second Tuesday of every month. Attendance has averaged about a dozen people.

#### Precinct No. 5

Capt. McCarthy: We are in the process right now of reorganizing for the new year. You know how that goes. You start out the year all fired up and then

the enthusiasm goes down as the year goes on. We had a meeting last week and decided that the meetings would be on the second Thursday at 7:00 or 7:30 p.m. They also nominated candidates and officers will be elected at the next meeting on February 11. They also set goals and projects for the year. One of the projects decided on at the first meeting was to raise funds to buy bullet-proof vests for the officers. Anybody who wants to attend is welcome. If a person attends three meetings and indicates a desire to join he becomes a member of the council. By the same token, anyone who misses three meetings in a row is dropped. We used to send out a hundred or so meeting notices and only had 15 or so people attending. That just wasn't economical with postage rates what they are. So we set up the three meeting rules.

Meetings of two precinct Neighborhood Advisory Councils were selected to be attended by the task force members. Donna Folstad will attend Precinct No. 3 Neighborhood Council, and Barbara Shin will attend Precinct No. 2's Neighborhood Council within the next month.

Barbara Shin was unable to report on Question 3, Minneapolis Police Department, and asked that her report be held over until next month's meeting.

### Old Business

#### A. Discussion with P.O.S.T. Board Representative

\* Dale Dysinger, Representative of the P.O.S.T. Board, responded to the Minnesota Advisory Committee Report to the U.S. Civil Rights Commission.

The report is somewhat outdated or incorrect in some areas. Mr. Dysinger indicated that the present composition of the P.O.S.T. Board consists of an Executive Director, who is not a voting member; there are 13 members, two elected officials from cities of under 5,000 population, outside of the metro area, two sheriffs, four peace officers, two who are chiefs, two persons experienced in law enforcement (formal peace officers), two citizens appointed by the Governor, Superintendent of the Minnesota Bureau of Criminal Apprehension. The Executive Director is appointed by the board. Discrepancies in the Report to the Civil Rights Commission as noted by the P.O.S.T. Board:

- There were three avenues to becoming a police officer. These options are no longer present; St. Paul, Minneapolis, and the State Patrol no longer have police academies.
- Police officers are licensed immediately upon hire. There is not a year probationary period.
- Processes for license as a peace officer today are state college law enforcement course, and training with which states have reciprocity.
- Every agency has some training although the major responsibility does fall under the P.O.S.T. Board.
- P.O.S.T. Board responsibility as defined in 214.102A included the adoption of Standards and Rules for Conduct, Theft, Mis-treatment of Confined Persons, Patients, False Claims of Public Officers and Revocation of License. All rules must go through the state's rule process.

- The board has a complaint committee, composed of P.O.S.T. Board members, who review alleged violations and/or determine which is the appropriate agency to handle investigation of peace officer violations.
- All complaints of misconduct to the P.O.S.T. must be submitted in writing.
- Other P.O.S.T. Board staff members who may be able to aid the task force are Mark Shield, Executive Director, Bill Carter, Coordinator of License and Standards and Conduct Review, and Philip Davis, Training & Inservice Coordinator.

Question: What is built into the P.O.S.T. Board Regulations assuring compliance with affirmative action, by the schools which are licensed to provide a program for law enforcement, which is required for peace officers?

Answer: Resolutions have been passed at P.O.S.T. Board meetings and the schools have been charged with formally recruiting minorities and women. Many have, and have been visiting high schools which have heavy minority population. No regulations have been formally adopted other than resolutions by the P.O.S.T. Board. However, the schools have been put on notice that the P.O.S.T. Board wants this type of recruitment to occur.

Presently new rules are being adopted to give the P.O.S.T. Board the authority to withdraw certification if the schools do not comply with the board requirements. No attempts at present are being made to force schools to comply with an affirmative action plan. These new rules are expected to be passed and put into place in March of 1982.

- The P.O.S.T. Board has the authority to revoke, suspend, enter into settlement agreements, and sensor any license of a peace officer.

Question: Is there any content based on race/culture knowledge on the license test for peace officers?

Answer: This is hard to answer. I believe there are some questions pertaining to knowledge of different cultures on the test but mostly the license test focuses on the knowledge needed by a police officer who is on the street.

Discussion ensued on this issue for quite a while. Due to the time and the extent of information rec , the P.O.S.T. Board discussion will be continued at a future meeting. A task force will be developed to research the information given and that which can be available to the task force. Barbara Shin will chair the subcommittee.

B. Department Staff Assignment to the Task Force

Discussion took place about the amount of staff time being assigned to the task force. The task force requested the chair to check into the matter of staff person time allotment to the task force. He is to voice the feeling of the task force to the Commissioner.

C. Future Direction of the Task Force

1. Minneapolis Police Department Training Unit
2. I.A.U. Of Minneapolis

This section was continued until next meeting.

Adjournment

A motion for adjournment was made at 6:00 p.m. It was seconded. The meeting was adjourned.

POLICE/COMMUNITY RELATIONS TASK FORCE

Monday, March 8, 1982

3:30 p.m.

Commissioner's Conference Room

Department of Human Rights

500 Bremer Tower

St. Paul, Minnesota 55101

AGENDA

I. Welcome/Introduction by Chair

II. Approval of Minutes

III. Reports by Members

- A. Barbara Shin - Minneapolis Police
- B. Neighborhood Advisory Councils' Reports

- (1) Donna Folstad - Precinct 3
- (2) Barbara Shin - Precinct 2

Old Business

A. St. Paul Police

- (1) Internal Affairs Unit
- (2) In-Service Training Unit

V. New Business

VI. Adjournment

MINUTES  
Police/Community Relations Task Force  
Monday, February 8, 1982  
3:30 p.m.  
Mayor Fraser's Conference Room  
City Hall  
Minneapolis, Minnesota

Attendance: Curman L. Gaines, Chair, Irene Bethke, Bob Dodor, Donna Folstad, Richard Iffert and Raymond Presley

Absent: Julia Cherry  
Alberto Miera, Jr.  
Barbara Shin

Staff: Roberto R. Avina

Welcome/Introduction by Chair

Mr. Gaines made a short introduction about Mr. Avina who is replacing Mr. Brian Kelly.

Approval of Minutes of January 11, 1982 meeting

Mr. Gaines provided a correction to the minutes by adding Ms. Julia Cherry to the absent category. Ms. Irene Bethke requested that her last name "Bethke" be added to her name in the last meeting's minutes.

Mr. Presley pointed out the fact that the minutes of the January 11th meeting did not reflect the discussion and the questions raised concerning the validity of the P.O.S.T. examination. A discussion followed concerning the retention of previous meeting tapes and Mr. Gaines requested that Mr. Avina review the tapes of the January 11th meeting. Mr. Avina informed Mr. Gaines and the other Task Force members that he had not received any tapes from previous meetings and therefore did not know whether the tapes had been kept.

The minutes were approved with the appropriate changes.

Reports:

Mr. Gaines informed the Task Force members that Ms. Barbara Shin was unable to attend the meeting but that Ms. Shin had talked with him earlier in the week about a concern she had relative to the P.O.S.T. Board. Ms. Shin wanted to know if it would be appropriate to meet with other representatives of the P.O.S.T. Board in addition to Mr. Dysinger. Ms. Shin was unsure whether Mr. Dysinger was communicating clearly the needs of the Task Force to Mr. Mark

Shields, Executive Director. Ms. Shin would like to meet with Mr. Shields since Mr. Shields has expressed concern with the Task Force and the accuracy of the report. Her report will be presented at the next meeting.

Mr. Gaines asked for a volunteer to help Ms. Shin, and Ms. Irene Bethke volunteered.

Mr. Gaines reported on his discussion with the Commissioner concerning staff assignment to the Task Force.

Ms. Donna Folstad informed the members of the Task Force that the Neighborhood Advisory Council meeting for Precinct 3 would be held that same night and that she would attend. In addition, she informed the members that she had talked to Captain Jensen about Indian participation since Precinct 3 has a large Indian population.

A short discussion was held about the fact that the Advisory Councils were not issue oriented. Mr. Presley suggested that maybe an analysis of the councils should be done to determine why the councils are not issue oriented.

Ms. Folstad informed the members that she would present a report at the next meeting.

Mr. Gaines proposed that the Task Force focus only on Precincts 2, 3, and 4 and Ms. Folstad volunteered to attend, depending on the night, the council meeting of Precinct 4.

#### Old Business

Under "Old Business" Mr. Gaines said that he would follow-up on both the Minneapolis Police Training Unit and the I.A.U.

Mr. Gaines also informed the members that he would be assigning members to do research on specific concerns.

After a long discussion on the direction that the Task Force was taking, the Task Force members decided that the meeting in May would be devoted to community groups. Mr. Gaines will make the contacts and a formal letter of invitation will be sent.

#### New Business

Under "New Business", the Task Force decided to have the St. Paul Police Internal Affairs Unit and the In-Service Training Unit make a presentation at the March meeting. Mr. Iffert and Ms. Shin will make the necessary arrangements.

#### Adjournment

The meeting was adjourned at about 5:30 p.m.

POLICE/COMMUNITY RELATIONS TASK FORCE

Monday, April 19, 1982

City Hall

Minneapolis, Minnesota

3:30 p.m.

AGENDA

- I. Welcome/Introduction by Chair
- II. Approval of Minutes
- III. Reports
  - A. Barbara Shin -- Minneapolis —
  - B. Neighborhood Advisory Councils
    - (1) Donna Folstad -- Precinct 3
    - (2) Barbara Shin -- Precinct 2 —
  - C. Special Committee (to establish time-table)
- IV. Old Business
  - A. Minneapolis Police Department
    - (1) Internal Affairs Unit
    - (2) Training Unit — Precinct 2
- V. New Business
  - A. Past Board
- VI. Adjournment

MINUTES  
Police/Community Relations Task Force  
Monday, March 8, 1982  
3:30 p.m.  
Commissioner's Conference Room  
Department of Human Rights  
500 Bremer Tower  
St. Paul, Minnesota

Attendance: Curman L. Gaines, Chair, Irene Gomez-Bethke, Richard Iffert, Donna Folstad, Bob Dodor, Barbara Shin, and Alberto Miera

Absent: Julia Cherry and Raymond Presley

Guest: Donald S. Winger, Sergeant, St. Paul Police Department's  
Internal Affairs Unit

Dan Pasdernik and)  
Gary C. Buggs ) St. Paul Police Department's  
Training Unit

Staff: Roberto R. Avina

Materials submitted by guest included: (A) The St. Paul Police Department's  
Recruit Academy Manual  
(B) Learning Objectives: For Post-  
Secondary Courses in Law Enforcement

Welcome/Introduction by Chair

Mr. Gaines made a short introduction, informed the task force members that "Old Business" would be moved after "Approval of Minutes" on the agenda, and proceeded to let Sergeant Iffert make the introductions of the three visitors from the St. Paul Police Department.

Old Business

Mr. Iffert introduced Mr. Don Winger, who has been with the St. Paul Police Department's Internal Affairs Unit for over a year and who was ready to answer questions from the task force members concerning the unit. Mr. Iffert then introduced Mr. Don Pasdernik, Assistant to the Director of Training and Mr. Gary Buggs, who is in charge of minority recruitment.

Before the question and answer period began between the visitors from the police department and the task force members, Mr. Gaines gave the visitors a short historical senario about the task force and its purpose and emphasized the following:

- (1) That he (Mr. Gaines) wanted this meeting to be informal, yet factual;

- (2) That he and other task force members understood that the report produced by the U.S. Commission on Civil Rights and the Minnesota Advisory Committee to the Commission at the present time did not reflect the true picture of the respective police departments (St. Paul and Minneapolis); and
- (3) That the intention of the task force was not to re-evaluate the departments, but to try to improve the relationships between the respective departments and the communities of Minneapolis and St. Paul.

Mr. Gaines went on to say that it was the hope of the task force members to establish a mechanism whereby community members and police department personnel can openly air their differences.

Questions and Answers (To Mr. Donald Winger - Internal Affairs Unit)

- Q. If I have a complaint, what is the procedure? Do I call, write, or come in?
- A. Mr. Winger responded that all three methods could be used in making a complaint. However, in complaints of excessive force, it is the preference of the department to have the individual come to the department in order to photograph the injuries, if there are any, and to make a tape recording of the facts.

The office hours are daily from 8:00 a.m. to 11:00 p.m. There are two sergeants and a captain assigned to the unit.

- Q. What is the average tenure?
- A. The captain in charge of the unit has 25 years of police experience. The other sergeant, Sergeant Wills, has 15 years, and I'm going on 10 years.
- Q. How long do you serve on the Internal Affairs Unit?
- A. I have been there one year, Sergeant Wills is starting his third year. In the past, the terms have ranged from 18 months to 4 years.
- Q. How is one assigned or selected to the Internal Affairs Unit?
- A. Well, it is not really political. What they do is to look around to see who is available, with a certain amount of time on the force, and with a good record. Then, they ask for volunteers.

Mr. Iffert added that if the task force was looking for a criteria, that in his experience no one has been asked to serve or has served who did not have a clean record, especially in areas to be investigated.

- Q. Who makes the final decision as to who is going to serve on the Internal Affairs Unit?
- A. The chief and the captain make the decision.
- Q. Does the chief and the captain also decide when it is time to replace someone in the unit?
- A. In the past, the sergeants have been the ones to decide when it's time to move on.
- Q. What kind of relationships, would you say, you and the other officers in the unit have with other police officers?
- A. Well, the two sergeants have very good relationships with the other police officers. The captain of the unit is considered by other police officers as a disciplinarian.
- Q. Would you say that a majority of the police officers feel that when a complaint is filed with the Internal Affairs Unit that they will get a fair investigation?
- A. I think that the two sergeants assigned to the unit have a great deal of credibility with line officers, and they feel they will get a fair investigation.
- Q. Mr. Gaines asked Sergeant Winger what he thought the St. Paul Police Department could do to give more credibility to the investigation being conducted, since some community people, especially minority community people, feel that no matter what kind of decision is made, it isn't fair.
- A. I don't know.
- Q. Does the Internal Affairs Unit become aware of these concerns?
- A. We have received two comments back from the community. One was from a white female, who didn't agree with our decision, and the other was from a white male who was involved in the Rice Street parade incident and didn't agree with the investigation. Other than those two, I don't know of any complaints that we have gotten from the community.
- Q. Are you saying that you are only aware of two incidents in which community people had filed a complaint with the Internal Affairs Unit and were not satisfied with the decisions?
- A. Those are the only ones that I'm familiar with.
- Q. Are you aware or do you know of the mechanism that the P.O.S.T. Board has so that an individual, who doesn't want to file a complaint of police brutality let's say with the Internal Affairs Unit or the state Department of Human Rights, can file a complaint with them ?

- A. I know that the P.O.S.T. Board does have a reviewing mechanism, but I am not very familiar with it. An additional response is that we get a lot of complaints from the Mayor's complaint office. Once we receive those complaints, we investigate them as if they were Internal Affairs complaints.
- Q. Are they routinely referred to your office?
- A. Yes.
- Q. Which would be the best route to channel a complaint? The Internal Affairs, Chief's office, or the Mayor's office?
- A. We prefer the Internal Affairs Unit since we would not have the lost time, especially where injuries are involved.
- Q. Do you have statistics on the number of cases that the Internal Affairs Unit has received in the last two years and the disposition of those cases?
- A. I don't have those figures available with me. What I can tell you is that since the Internal Affairs Unit was established in 1970, the number of cases have dropped dramatically.
- Q. Can we get the statistics?
- A. Sure. I know that we received around 240 complaints in 1981, but I don't have the figures on the disposition of those cases.
- Q. Do you have a backlog?
- A. We usually complete an investigation within two weeks.
- Q. What does that involve?
- A. For example, we would have you come into the office and we would tape the complaint. Then, if there were injuries involved, we would take pictures. We would then try to obtain the arrest reports, if any, or contact the officers involved. We also contact the witnesses that you supplied. In addition, we try to find witnesses who might have seen the incident. For example, if it happened in the Skyway, shop owners, etc. When we complete the investigation, our report is reviewed by the unit captain and the whole case is referred to the deputy chief.
- Q. Does the captain at that point make a recommendation or does he just look at it?

- A. The captain only reviews the report to make sure no information is missing. The determination is made by the deputy chief. If the deputy chief feels that the situation is serious, he will call for a discipline hearing board which is made up of captains and lieutenants. Their recommendations are forwarded to the chief of police.
- Q. Can the deputy chief stop the whole proceedings at any time?
- A. That's correct, yes.
- Q. Is there any recourse after that?
- A. Since I've been in the Internal Affairs Unit, I believe three cases came back which we felt were not proper and we forwarded them to the chief of police and he reversed the action.
- Q. At what point in that system can a case go to the county attorney's office?
- A. If we are involved in a case which involves criminal action by an officer, we stop our investigation and we turn it over to the unit and it is treated as a criminal matter.
- Q. What happens after the disposition of a criminal matter?
- A. We notify the complainant of the disposition, and we also notify the officer.
- Q. What happens if an individual comes in and wants to file both a criminal complaint with the city attorney's office and a complaint with the Internal Affairs Unit?
- A. We will start the investigation after the case has had its day in court.
- Q. What recourse does an officer have if he/she receives an unfavorable decision from a complaint?
- A. The officer will have the opportunity to pursue the civil service appeal process and/or the grievance procedure of police federation.
- Q. Are individuals, who file complaints, informed that they can file with the State Human Rights Office?
- A. No, they are not.
- Q. Does the Internal Affairs Unit have a procedure or process which is used to get a better handle on just what kind of reaction the complaining parties have relating to the activities of Internal Affairs?

A. No, not at this time.

Q. How does the police department monitor the effectiveness of the Internal Affairs Unit?

A. I don't know that there is such a monitoring process.

Q. Do you think there should be a process?

A. I have no opinion about that.

Q. What would happen if the P.O.S.T. Board assumed all of the functions of the Internal Affairs Unit?

A. They would be greatly expanded.

Q. What would be the attitude of the police department?

A. I really don't know how the officers on the street would view that.

Q. How much information can I expect to get from the Internal Affairs Unit if I wanted to pursue the matter through the courts or the State's Department of Human Rights?

A. It would be a matter of subpoena, to get the file and the judge will determine what is available.

Mr. Alberto Miera interjected at this point and asked who within the St. Paul Police Department would be the appropriate person to contact in order to get more information concerning the Mayor's letter.

Mr. Gaines responded by saying that a follow-up meeting would be needed in order to deal with that issue.

Mr. Gaines expressed his appreciation to Mr. Donald Winger for his presence, and for the information that he shared with the task force.

The meeting then moved to the information on the recruitment and training of police officers.

Mr. Gary Buggs addressed the question of recruitment, and Mr. Don Pasdernik addressed the question of training.

Mr. Buggs: He mentioned that it is important to keep in mind that the recruitment of St. Paul Police officers is controlled by the city's civil service rules.

Mr. Buggs mentioned that he had originally developed a national recruitment program for the St. Paul Police Department. However, because of the city's

residency requirement, that program had to be modified to a local effort.

In carrying out this program, Mr. Buggs stated that he had the assistance of three police officers, a white female, a black and Hispanic male. The duties of these officers are to make presentations to schools, community organizations, and public/private agencies, and to disseminate information about the recruitment effort.

Mr. Buggs expressed sincere pleasure with the results of this recruiting effort because about 1,200 individuals expressed interest in police work and 850 people showed up to take the exam. Of the 850 people who took the examination, 27% were from the "protected classes".

Mr. Buggs stated that they are now in the process of doing background investigations on the individuals who have survived all the testing to date. In addition, he mentioned that about 20% of the minority recruits have survived so far.

Mr. Dodor asked if the 20% minority would have to take the P.O.S.T. Board examination, since the preceding discussion was based on the future involvement of the P.O.S.T. Board with recruitment and testing.

Mr. Buggs responded by saying that individuals who complete the academy training, an accredited program, are ready to take the P.O.S.T. Board examination. Mr. Buggs went on to say that in the future the academy will be primarily for orientation and refresher training, since it is too expensive to operate at the present level.

Mr. Dodor expressed concern about affirmative action when colleges and universities take over the responsibility of preparing individuals for the P.O.S.T. Board police licensure.

Both Mr. Dodor and Mr. Gaines praised the St. Paul Police Department's personnel on their recruitment efforts and on their effort to secure Indo-Chinese personnel.

Mr. Miera asked Mr. Buggs to estimate the percent of the minorities that would survive all the cuts.

Mr. Buggs gave the following breakdown: 1 Hispanic, 3 black males, 1 black female, 1 Indian, and 3 white females. Mr. Buggs expressed concern about the Indian individual because although he was high on the list, the background investigation indicated that he had other serious problems.

Ms. Barbara Shin asked for a description of the academy's training components, in particular the sensitivity training.

Mr. Pasdernik stated that the academy does not have sensitivity training per se but instead has a 45-hour program entitled "Understanding Yourself and Others".

Mr. Pasdernik also mentioned that all courses are mandated by P.O.S.T and by state statute. In addition, all lesson plans and instructors are approved by the P.O.S.T. Board.

A long discussion was held on the need and/or availability of cultural awareness and institutional racism training.

Mr. Gaines asked for a description of the training being provided to existing police officers.

Mr. Pasdernik explained that in-service training courses are determined by specific personnel needs. As an example, he described an in-service training series whose purpose and content focused on civil liability for policemen.

Mr. Miera raised the question as to how in-service training tries to address problems related to a high stress situation.

Mr. Pasdernik responded by saying that in-service training tries to identify the elements that are at work during stressful situations in order to help the officer deal with those elements and avoid further difficulties.

Mr. Gaines asked what recourse an officer had when experiencing verbal abuse from a prisoner.

Both Mr. Pasdernik and Mr. Buggs responded that within limits, verbal abuse is expected.

Mr. Gaines expressed his appreciation to the officers for the information that they shared and suggested that the reports from the members be held until the next meeting.

#### New Business

The final item that was discussed was the establishment of a committee to assist Mr. Gaines in setting up a time-table for the task force. A meeting was set up for March 30th and Ms. Irene Gomez-Bethke, Donna Folstad, Albert Miera, and Mr. Gaines will participate in this committee.

Meeting adjourned at 6:10 p.m.

STATE OF MINNESOTA

# Office Memorandum

DEPARTMENT of Human Rights

TO : Members of the Police/Community  
Relations Task Force

DATE: May 5, 1982

FROM : Curman L. Gaines  
Chair

PHONE:

SUBJECT: Meeting Notice

The Police/Community Relations Task Force will meet on Monday, May 10, 1982 at 3:30 p.m. in the Commissioner's Conference Room, 5th Floor Bremer Tower, St. Paul, Minnesota.

Minutes of the April 5, 1982 meeting will be distributed at the meeting.

If you cannot attend the meeting, please call Eleanore at 296-9056.

CLG/edm  
attachments

POLICE/COMMUNITY RELATIONS TASK FORCE

Monday, May 10, 1982

3:30 p.m.

Commissioner's Conference Room

Department of Human Rights

500 Bremer Tower

St. Paul, Minnesota 55101

AGENDA

- I. Approval of Minutes
- II. Reports
  - A. Barbara Shin
- III. Old Business
  - A. Minneapolis Police Department
    - (1) Internal Affairs Unit
- IV. New Business
- V. Adjournment

POLICE/COMMUNITY RELATIONS TASK FORCE

Monday, June 14, 1982

City Hall

Minneapolis, Minnesota

3:30 p.m.

AGENDA

- I. Approval of Minutes
- II. Introductions
- III. Reports
  - A. Community Organizations
  - B. Police Review Committee . . . . . Irene Gomez Bethke
  - C. Research Project. . . . . Roberto Avina
- IV. Old Business
  - A. Retreat - July 20, 1982 - 8:30 a.m. - 3:00 p.m.
- V. New Business
- VI. Adjournment

MINUTES  
Police/Community Relations Task Force  
Monday, May 10, 1982  
3:30 p.m.  
Commissioner's Conference Room  
Department of Human Rights  
500 Bremer Tower  
St. Paul, Minnesota

Attendance: Bob Dodor, Donna Folstad, Curman Gaines, Chair, Richard Iffert, Alberto Miera, and Barbara Shin

Absent: Irene Gomez Bethke, Julia Cherry and Raymond Presley

Guest: Sergeant Nyenhuis, Minneapolis Police Department's Internal Affairs Unit

Staff: Roberto Avina

Welcome/Introduction by Chair

Mr. Gaines introduced Sergeant Nyenhuis from the Minneapolis Police Department's Internal Affairs Unit.

Mr. Nyenhuis proceeded to give a short history of the Internal Affairs Unit, stating that the unit had had various changes in the five years of existence.

Mr. Nyenhuis stated that complaints can be made in person, by phone, or by mail. However, if a person makes a complaint by phone, it is a requirement of the unit to have that individual come into the office to sign the forms.

There are five (5) investigators in the unit, and they focus on two (2) types of complaints:

- (1) Criminal
- (2) Rules and Regulations

Mr. Nyenhuis stated that the unit does not make any determinations on the complaint. In addition, he stated that a complaint may have a finding of: sustain, not sustain, unfounded, or exonerate.

Selection for the investigators of the Internal Affairs Unit is determined administratively.

A discussion was held over the discretionary power that the Chief of Police has in deciding whether to hold or not to hold a hearing.

Question: If a complaint is filed by an individual which concerns both criminal matters and rules and regulations, what do you do?

Answer: We handle both investigations.

A long discussion was held over the reviewal process of the civil service on certain cases and not others.

Two specific questions were asked of Sergeant Nyenhuis. One was concerning witnesses from Indian reservations and another was concerning the feeling of community servant.

The responses to these questions were:

- (1) The Internal Affairs investigator will visit the witness at the reservation if necessary.
- (2) Mr. Nyenhuis stated that he felt that the Internal Affairs Unit investigators had a very positive relationship with the community.

#### Approval of Minutes

The minutes were approved with the necessary changes.

#### Old Business

Mr. Gaines explained that he had decided to move the community presentations to the June meeting.

In addition, Mr. Gaines explained that he had discussed with the Commissioner the possibility of having a full-day retreat for the task force members in order to write the concepts and action plans.

#### Adjournment

The meeting was adjourned.

MINUTES  
Police/Community Relations Task Force  
Monday, June 14, 1982  
3:30 p.m.  
City Hall  
Minneapolis, Minnesota

Attendance: Irene Gomez-Bethke, Bob Dodor, Donna Folstad, Curman Gaines, Chair, Richard Iffert, Ray Presley, and Barbara Shin.

Absent: Julia Cherry and Alberto Miera

Guests: Gary Sudduth, Minneapolis Urban League  
Rosilyn Carroll, Sex Bias Committee, State Department of Education  
Morton Ryweck, Jewish Community Relations Council  
David Riviera, Minnesota Advisory Committee to the U.S. Civil Rights Commission  
John Pacheco, Jr., Minneapolis Urban Coalition  
Kristi Birch, League of Minnesota Human Rights Commissions

Welcome/Introduction by Chair

Chair Gaines welcomed members and guests to the meeting.

Approval of Minutes

Minutes of the May 10 committee meeting were reviewed and approved without amendment or revision.

Introductions

Chair Gaines asked that all persons in attendance introduce themselves. When introductions were completed, Chair Gaines briefly discussed the scope and purpose of the task force for the benefit of guests.

Community Organizations

Chair Gaines explained the interest of the task force in: (1) the experiences of community organizations with the Minneapolis/St. Paul Police Departments, and (2) recommendations of community organizations for inclusion in the final report of the task force.

Guests had a variety of questions about the task force's activities, recommendations, and plans. Discussion ensued.

Community Organizations (continued)

Several guests discussed the value of obtaining information directly from community members who have had contact with the police. It was pointed out that a community member's first-hand experience would present a different perspective than an organization's perspective which would be sociological in focus.

Rosilyn Carroll discussed specific incidents in her neighborhood that involved police. She informed the committee that major concerns are: (1) how officers can appropriately relate to various groups of people who respond differently in various situations; (2) insensitivity of officers; and (3) timely response to requests for assistance and help. She also indicated that, as citizens, we all bear a responsibility to ensure that there are enough officers and the enforcement system receives our support. Ms. Carroll indicated that she feels a larger police force is needed in St. Paul and that citizen support is lacking.

Guests indicated the enormity of the problem and expressed doubt about the probability that the task force could make a difference considering how long the problem has existed. Statements about the police departments' lack of credibility were made.

Several guests stated that it was necessary for the task force to gather details about specific incidents and follow the fact gathering with contact with the police departments. Several guests indicated that fact finding surrounding incidents has been done in the past to no avail.

Some guests felt that police department procedures are not widely known. In addition, the internal affairs division (I.A.D.) was identified repeatedly as a source of problems. The problems are perpetuated because the approach adopted is intended to address individual complaints while the problem is systemic in nature. The problem is institutional not individual.

The Twin Cities Human Rights Coalition has recommended that when the I.A.D. has not resolved an individual's complaint to his/her satisfaction, the complaint should be forwarded to the Human Rights Commission.

In-Service Training about human relations and sensitivity was discussed. Most guests believed that more sensitivity and awareness training for officers is necessary and would be valuable.

Kristi Birch of the League of Minnesota Human Rights Commissions stated that approximately three years ago representatives of the League met with the Post Board about sensitivity and awareness training for officers and what training was required. It became obvious that there were so many ways to fulfill requirements that courses which could make a difference would not necessarily be taken. The League did not pursue this anymore but perceived that ultimately changes in attitudes and initially changes in behavior were necessary and desirable. Ms. Birch indicated that the League is supportive and interested in helping.

Community Organizations (continued)

Chair Gaines indicated that the task force will proceed, that there is a need to continue and that recommendations of guests will certainly be reviewed and considered.

A guest stated that it is important to emphasize that minority participation on the police forces is instrumental in changing attitudes. The task force could ensure that this kind of participation occurs.

Rosilyn Carroll of the Sex Bias Task Force stated that Personnel Practices, particularly training and hiring, are important to focus on. She also stated that in her 30 years of residency in St. Paul, she has observed an improvement in the attitudes of majority officers and has observed minority and female representation within the St. Paul Police Department increase.

Another guest indicated that it would be valuable for the task force to adopt a short range and a long range plan.

Chair Gaines stated that the task force will be addressing the issues of hiring and training particularly within the context of budget reductions. He invited guests to remain for the duration of the meeting if they wished to do so.

Police Review Committee

Chair Gaines reminded committee members that some weeks ago, Mayor Fraser created a review committee composed of lawyers responsible for looking into the cases of the Internal Affairs Unit. Irene Bethke was asked to report about the purpose and activities of the review committee.

Irene Bethke distributed packets to committee members. She explained that the panel consisted of seven lawyers selected by the Hennepin County Bar Association to review closed cases. The panel will analyze the process and its weaknesses and formulate recommendations. She indicated that it is the first time that such a panel has existed in Minneapolis.

Irene Bethke indicated that when she and other members of the Hispanic Advisory Council met with Chief Bouza, the chief expressed an interest in making a difference and an interest in the Advisory Council. The chief indicated that it is important to work with precinct captains. The Hispanic Advisory Council will be considering how to make input at the precinct level based upon the chief's advice.

Barbara Shin indicated that she recently attended a 2nd precinct advisory meeting devoted to how parents can address the problem of chemically dependent

Police Review Committee (continued)

children. She stated that no minorities were present at the meeting, and that those in attendance were not representative of the population of the precinct.

Ray Presley indicated that participation by residents of the precinct is encouraged. He speculated that attendees and participants are probably supporters of the police departments.

Chair Gaines indicated that he had been contacted and informed that the panel was created to serve the same purpose as the Police Practices Task Force. He stated that it is not his understanding that the panel serves the same purpose as the task force. Irene Bethke confirmed that the function of the panel is not duplicative.

Barbara Shin requested that the committee discuss information provided by the guest organizations before adjournment.

Research Project

Roberto Avina distributed a memorandum to committee members and discussed his research into the number of cities that have citizen participation in the form of review committees or boards. He contacted 22 cities and all reported that they do not have citizen involvement in reviewing citizen complaints.

Chair Gaines introduced discussion about guest organizations and information they provided. Barbara Shin indicated that she feels it would not be productive for the task force to receive more factual information substantiating the occurrence of incidents and the fact there is a problem. Committee members agreed that the existence of the problem has been substantiated sufficiently. Barbara Shin stated that the organizational representatives had provided important information that should be discussed further by the committee when recommendations are formulated. Committee members agreed.

Retreat

Chair Gaines informed committee members that one full day, July 20, would be devoted to task force formulation of a written proposal and recommendation. Then the committee will present the proposal to the police departments for comment, make changes or revisions, and finalize the proposal by September.

Barbara Shin indicated that more information is needed from the Post Board and perhaps from the Union. Ray Presley stated that the Federation is not involved in policy making and day-to-day police operation.

Retreat (continued)

Chair Gaines requested volunteers to assist in planning the retreat. Irene Bethke, Barbara Shin, and Bob Dodor volunteered. He also asked the subcommittee on the Post Board to be available for further work. The chair agreed to contact the Police Federation and ask them to attend the next task force meeting as well as a representative from the Civil Service Commission.

Adjournment

The meeting was adjourned and Chair Gaines reminded members that the next meeting would be at the State Department of Human Rights in St. Paul.

POLICE/COMMUNITY RELATIONS TASK FORCE  
Monday, January 14, 1982  
Commissioner's Conference Room  
Department of Human Rights  
500 Bremer Tower  
St. Paul, Minnesota 55101

AGENDA

- I. Welcome/Introduction by Chair
- II. Approval of Minutes
- III. Reports by Members
  - A. Ray Presley (Response to Question 1, City Council - Question 4, Minneapolis Police Dept.)
  - B. Bob Dodor (Response to Question 1, Minneapolis Police Dept.)
  - C. Barbara Shin (Response to Question 3, Minneapolis Police Dept.)
- IV. Old Business
  - A. Discussion with P.O.S.T. Board representative
  - B. Department staff assignment to Task Force
  - C. Future direction of Task Force
    - (1) Minneapolis Police Dept. Training Unit
    - (2) I.A.U. of Minneapolis
- V. New Business
- VI. Adjourn

MINUTES  
Police/Community Relations Task Force  
Monday, December 14, 1981  
4:00 p.m.  
Mayor Fraser's Conference Room  
City Hall  
Minneapolis, Minnesota

Attendance: Curman L. Gaines, Chair, Irene Gomez Bethke, Bob Dodor, Barbara Shin, Donna Folstad, Julia Cherry, and Ray Presley

Absent: Alberto Miera

Staff: Brian Kelly

Welcome/Introduction by Chair

Chairman Gaines called the meeting to order at 4:25 p.m. Chair Gaines introduced Ray Presley to the Task Force members. Ray is the appointee to the Task Force by the Minneapolis Police Department.

Approval of Minutes of November 11, 1981 meeting

There were two amendments to the minutes. They are: Amendment 1. On Page 2, 1st paragraph, second sentence, the Chair's response to the question, "Why was this Task Force only addressing Minneapolis/St. Paul police concerns and not all cities within the state", should read: "This Task Force was in response to the U.S. Commission on Human Rights' report which addresses Minneapolis and St. Paul police departments only."

The second amendment is on page 4, 1st paragraph, second sentence, and it changes "her's" to "his".

A motion was made to approve the minutes as amended by Irene Gomez Bethke and seconded by Barbara Shin. The motion carried.

Reports

Staff Attendance: Chair Gaines reported on his efforts to contact members of the Task Force who had not been attending. The Chair stated he was happy to report that he had had a favorable response to his inquiries, and that, in fact, the member was present at today's meeting.

Participation from St. Paul Police Department: The Chair also responded on his task to continue attempts to get participation from the St. Paul Police Dept. He stated that the Police Chief of St. Paul, Chief McCutcheon, had appointed a Mr. Richard Gifford to represent the police department. Mr. Gifford will be joining the Task Force after the Commissioner has confirmed his appointment.

Mayor Latimer also inquired as to the possibility of sending a member of his staff to the Task Force to represent his office. Chair Gaines indicated he encouraged the Mayor to do so.

Assignment of Staff from the Department: Brian Kelly stated that a person has been assigned from the department and that this person will be present at the next meeting. However, he did caution that this staff person will not be able to provide the assistance at the level requested but will provide the level of assistance allowable within the limitation of the department.

Timeline and Direction of Task Force: Chair Gaines stated that the purpose of setting strategic directions and a time table to achieve these goals is an immediate necessity for the Task Force to address.

Donna Folstad indicated that she would like to address this issue by having Ray Presley go through the combined recommendations from both reports and elaborate on these recommendations that are outdated and presently are issues that the Task Force should address. This should apply to Minneapolis only.

The other members felt this approach would be acceptable, and Ray Presley agreed to look over the combined recommendation paper and respond to them to the best of his ability. He did caution that he may not have an adequate answer on all the recommendations and would have to reserve comment until he could seek out a more knowledgeable response from the appropriate sources.

Recommendations from the Minnesota  
Advisory Committee to the U.S.  
Commission on Civil Rights

Recommendations of the Mobilization  
Committee

P. 88

TO THE CITY COUNCILS

1. The City Councils of Minneapolis and St. Paul should establish formal administrative rulemaking procedures for their respective Police Departments which require public input through notice and comment provisions.

1. Recommendation 3.2

Task Force should evaluate availability of procedural manual to the public. If unavailable, necessary steps should be taken to ensure manual is available to citizens (i.e., libraries).

Mr. Presley's Response:

In 1978, under the Hofstead administration, policies were established and put in place which allowed for citizens' participation and access to administrative rulemaking. He would check into the availability of procedural manual to the public and report back at a later date.

Recommendations from the Minnesota  
Advisory Committee to the U.S.  
Commission on Civil Rights

P. 88  
(cont.)

2. The City Councils of Minneapolis and St. Paul should establish a mechanism in their respective cities for mediating or arbitrating civilian-police disputes which permits civilians to obtain appropriate restitution and damage to self or property unnecessarily by police personnel.
3. The City Councils of Minneapolis and St. Paul should each establish an Office of Ombudsman to investigate complaints that any city department or employee violated established policies and practices and public recommendations for appropriate remedial action.
4. The Minneapolis City Council should amend the Minneapolis Civil Rights Ordinance to empower its civil rights agencies to investigate citizens' complaints of police misconduct including brutality.

All three were tabled indefinitely.

TO THE POLICE DEPARTMENTS

P.88

Minneapolis:

1. Neighborhood police advisory councils should be established throughout Minneapolis to assure community participation in establishing law enforcement priorities and reviewing the effectiveness of current practices. The neigh-

Recommendations of the Mobilization  
Committee

2. Recommendation 1.1

Tabled indefinitely. Is not a priority relative to other recommendations.

3. Recommendation 1.2

Tabled indefinitely. Is not a priority relative to other recommendations.

4. Recommendation 1.5

Draft a proposed sample of legislation. Organize people to support the legislation. Mechanism must be developed to implement above ordinance. Contact sponsoring alderman.

1. Recommendation 3.4

Check on precincts currently having advisory councils; assess composition, feasibility, and effectiveness; review and make recommendations for improvement.

Recommendations from the Minnesota  
Advisory Committee to the U.S.  
Commission on Civil Rights

Recommendations of the Mobilization  
Committee

P.88  
(cont.)

1. (continued)

Neighborhood police councils should also provide a forum for discussion and coordination of various community actions required to improve police-community relations. The councils should provide for open and direct channels of communication between the community and the Minneapolis Police Department. The Chief of Police and/or his delegate should regularly attend each of these meetings.

Mr. Presley's Response:

Status of the Advisory Council is unsure. The only way to find this information is to check with the precinct captains: Precinct 2 - Captain Norland; Precinct 3 - Captain Jensen; Precinct 4 - Captain Arland; Precinct 5 \_\_\_\_\_. Bob Dodor will check with the precinct captains and report back at the next meeting.

2. The Internal Affairs Unit should regularly monitor the conduct of each police officer, including charges of resisting arrest or disorderly conduct filed by the officer against civilians, disciplinary complaints filed against him or her regardless of disposition and shots fired. (Includes St. Paul.)

2. Recommendation 1.3

- (1) Minneapolis Police Chief has agreed in principle to such action.
- (2) Meet with police chiefs and head of I.A.U.
- (3) Meet with various concerned groups for support.

Mr. Presley's Response:

The recommendations are too large a task for the I.A.U. staff to undertake. The recommendations therefore must be made more specific in nature.

Questions raised on this issue:

Is there a traditional line of supervision, i.e., ranking officers supervise

Recommendations from the Minnesota  
Advisory Committee to the U.S.  
Commission on Civil Rights

Recommendations of the Mobilization  
Committee

p.88  
(cont.)

Questions raised on this issue: (continued)

those directly below them in rank?

Mr. Presley's Response:

Not all the time.

Is there, then, a clear criteria for job performance, i.e., for the ranking officer supervising a member of the force, or is there a list of particular items that a member of the force is supposed to be knowledgeable about in order to determine whether an officer of the force is performing the job adequately?

Mr. Presley's Response:

It is almost impossible to set criteria for specific performance levels due to the nature of the beast we are dealing with. The officer may be confronted with a number of situations all needing different levels of ability to function and knowledge area. The level of knowledge and ability needed depends on the situation at hand.

What you are really asking is if I.A.U. is working. I can only state that I.A.U. is a pretty new concept and has only been in existence since 1972. Furthermore, if you are asking whether the department and/or the federation will allow outside evaluation and discipline of its ranks, I can strongly state this action will strongly be opposed.

3. The Minneapolis Police Department should establish and implement a number of mechanisms simultaneously for assisting officers to improve their conflict resolution skills, including (1) a peer review and counseling program to assist officers with emotional and behavioral problems before disciplinary sanctions must be imposed, (2) an amendment to the Police Manual specifically requiring that persuasive techniques for controlling situations be utilized and exhausted before resorting to force, (3) a restriction of the use of deadly force to situations where it is necessary to protect the

3. Recommendation 1.4

Meet with both police chiefs on this issue with aldermen of both councils present in particular Aldermen Van White and Tony Scallon.

Recommendations from the Minnesota  
Advisory Committee to the U.S.  
Commission on Civil Rights

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Recommendations of the Mobilization  
Committee

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P. 88  
(cont.)

3. (continued)

officer or another from imminent death or great bodily harm, and (4) extensive initial and in-service training in dispute resolution, including techniques of arbitration and mediation.

Question: Are there records of all training opportunities, including in-service training, offered to officers or members of the force?

Mr. Presley's Response:

Lt. Simmons, Head of the Training Division, would best be able to answer that question.

Barbara Shin will research the issue with Lt. Simmons and report back.

4. The Minneapolis Police Manual of Rules and Regulations should be readily available to the public as an appendix to the Municipal Administrative Code.
5. The Minneapolis Police Department should assign more minority police officers to those areas which have a high concentration of minorities to promote better community relationships in those areas.
6. The Minneapolis Police Department should develop a Human Relations training program that would familiarize new recruits and other police personnel with the cultural and ethnic diversities of civilians residing in their service area.

4. Recommendation 3.3

No action taken.

5. Recommendation 3.1

Based on numbers of minorities, it is not feasible to assign officers to accomplish this recommendation.

6. Recommendation 4.3

Police officers should receive continuous training in cultural diversity, human rights, and human relations.

Recommendations from the Minnesota  
Advisory Committee to the U.S.  
Commission on Civil Rights

Recommendations of the Mobilization  
Committee

P.88  
(cont.)

7. The Minneapolis Police Department should require that all personnel complete a training course that would adequately prepare them for management and supervisory responsibilities before assuming a supervisory position.
8. The Minneapolis Police Department, the city Affirmative Action Officer, the Civil Service Commission, and the Police Federation should jointly develop a voluntary Affirmative Action plan that would facilitate the recruitment and selection of minorities and women into the department and their promotion to administrative positions. Such a plan should continue until the department is representative of the city's available labor force.

7. Recommendation 4.4

Police personnel should be evaluated on the basis of such training.

8. Recommendation 2.1

Note: Affirmative Action Plan is in place now, barrier is budgeting restraints - perhaps a move to upgrade should be resolved.

- expand certification list
- examine ways to expand effort in the schools to encourage more minorities to enroll in the program
- develop a stronger recruitment effort and encourage more minorities and females to apply for positions in the respective police departments

Mr. Presley's Response:

Mr. Presley indicated that the P.O.S.T. Board has most of the responsibility to ensure compliance with these recommendations. He will find the answer to question #4 and return with the results at the next meeting.

There was a discussion on how to approach getting the answers needed from the P.O.S.T. Board, Minneapolis Department Training Unit, I.A.U. of the Minneapolis Department. It was proposed that representatives from all three programs be present at one occasion.

The Task Force later decided on asking only the P.O.S.T. Board to send a representative to the next meeting. The rationale for this decision was based on providing enough time for each and to continue adequate receiving supportive and cooperative participation from every aspect of the police community.

New Business

Curman Gaines informed the Task Force members of a contact with Kit Corman of KSTP. The questions asked of him were general in nature, e.g., date, time, and place of meetings; level of cooperation received from the police departments; and recommendation and/or direction taken by the Task Force. These questions were fielded and handled in an appropriate manner.

Brian Kelly's Departure in January:

Curman Gaines informed the members of the Task Force that Brian Kelly's position on the Task Force and with the department is on an intern basis. Chair Gaines further stated that Brian will be finishing his internship in January and will be leaving the department. Chair Gaines asked for authorization to write a letter to Brian Kelly thanking him for his contribution and participation. A motion was made by Barbara Shin and seconded by Donna Folstad to authorize the Chair to compose such a letter to Brian Kelly. The motion was carried.

Change of Meeting Date:

A discussion of possibly changing the meeting date from Monday took place due to the fact that Mr. Presley stated that Mondays are particularly poor meeting days for him. It was decided that the day and date shall remain the same, while the time shall be moved back 1/2 hour. The meeting date and time will now be the 2nd Monday of the month from 3:30 - 5:00 p.m., alternating between the two cities.

The next meeting will be January 11 in St. Paul.

Adjournment:

A motion for adjournment was made at 6:00 p.m. It was seconded. The meeting was adjourned.

POLICE/COMMUNITY RELATIONS TASK FORCE


Meeting  
December 14, 1981

A G E N D A

- I. Call to order
- II. Approval of November 11, 1981 minutes
- III. Welcome/Introduction of new Task Force member
- IV. Reports
  - A. Chair
    - attendance
    - Chief McCutcheon
  - B. Department's staff person
- V. Future Direction of Task Force and timeline
- VI. Old Business -
- VII. New Business -
- VIII. Adjourn

POLICE/COMMUNITY RELATIONS TASK FORCE  
Monday, December 14, 1981  
4:00 p.m.  
Mayor Fraser's Conference Room  
City Hall  
Minneapolis, Minnesota

AGENDA

- I. Call to Order
- II. Approval of November 16, 1981 meeting minutes
- III. Welcome/Introduction of New Task Force Member
- IV. Reports
  - A. Chairperson
  - B. Department's Staff Person
-  V. Future Direction of Task Force and Timeline
- VI. Old Business
- VII. New Business
- VIII. Adjournment

MINUTES  
Police/Community Relations Task Force  
Monday, November 11, 1981  
4:00 p.m.  
Commissioner's Conference Room  
Department of Human Rights  
500 Bremer Tower  
St. Paul, Minnesota 55101

Attendance: Curman L. Gaines, Chair, Irene Gomez Bethke, Bob Dodor, Barbara Shin, and Alberto Miera

Absent: Julia Cherry and Donna Folstad

Staff Present: Diane Vener and Brian Kelly

Welcome/Introductions by Chair

Chair Curman Gaines called the meeting to order at 4:30 p.m. He welcomed each member and inquired about whether they had received the minutes and other information sent to them.

Irene Gomez Bethke had not received the minutes; a copy was supplied to her before the meeting continued.

Approval of the October 7, 1981 Minutes

One question was raised about the minutes by Alberto Miera regarding a special sub-committee assignment. Were the members to be familiar with recommendations in the report prior or post to meeting with the officials. The misinformation was cleared up by Chair Gaines.

Bob Dodor asked that the reports and recommendations from the Advisory Committee and the Mobilization Committee be compiled into one paper. Chair Gaines requested that this be done and distributed at the time of the next mailing of the committee.

Alberto Miera also requested a copy of the task force resume summaries which staff agreed to provide to him.

The minutes were moved to be approved by Irene Gomez Bethke, and the motion was seconded by Bob Dodor. The motion carried.

Reports of Sub-committee Meetings

St. Paul - Bob Dodor described the meeting that took place with Mayor Latimer and explained the circumstances that precipitated Chief McCutcheon's refusal to participate in the meeting and/or with the task force. Mayor Latimer will contact Chair Curman Gaines about his efforts to get the Chief involved.

Chair Gaines indicated that Mayor Latimer had contacted him with a question asked by Chief McCutcheon. Chief McCutcheon is concerned that the task force is only

*off record*  
addressing the police departments of Minneapolis and St. Paul instead of all the police departments of Minnesota. Chair Gaines stated his response to the question. The Mayor will once again get back to Chair Gaines about his progress with talking to Chief McCutcheon.

Minneapolis - Barbara Shin reported on the meeting with Mayor Fraser and Chief Bouza. She indicated that the meeting was a very "nice" meeting. Both the Police Chief and the Mayor offered their support. The Chief was excited to appoint a task force member. His appointment was Ray Presley, Inspector for the Minneapolis Police Department.

A letter was received by Chair Gaines from Chief Bouza confirming the appointment of Ray Presley and reiterating his commitment to working with the task force.

Barbara Shin moved that the task force support the appointment of Ray Presley to the task force by the Commissioner. The motion was seconded by Alberto Miera. The motion carried.

#### Old Business

No old business.

#### New Business

##### A. Minnesota Daily Interview - Press releases

Chair Gaines discussed his interview with a Minnesota Daily reporter. Chair Gaines then asked task force participants about the manner in which press releases or statements on the work of this task force should be handled.

A discussion on this ensued. The task force members wanted to put their opinion on this issue in the form of a motion. Alberto Miera made the following motion:

MOTION: Requests for positions statements from the task force should be addressed to the Chair, Curman Gaines; individual members of the task force should not speak publicly on behalf of the task force. However, the task force members obviously are free, perhaps even encouraged, to comment in their individual capacities and/or interests.

Barb Shin seconded the motion, and the motion carried.

B. Future Direction of the Task Force

Alberto Miera suggested that the task force should establish ways in which the goals of the task force will be achieved by:

- (1) Deciding upon objectives through analysis and comment on our agreement or lack of agreement with the substantive portion of the Police Practices Report.
- (2) Deciding on the methods of accomplishing the objectives. This could be done through the review of present police practices and a subsequent consensus about what task force members think needs to be accomplished.

Curman Gaines indicated that the Commissioner is expecting a written report from the task force no later than September 1982. It was suggested that a Human Rights Department staff member be assigned to the task force to act in the capacity of researcher and technical assistant. It was the consensus that this person should be able to coordinate and mold the task force in the direction they wish to go.

There was a great deal of discussion on this issue. Curman Gaines suggested the task force should take the four areas of interest included in the Police Practices Report (i.e., Use of Force, Training, Accountability, Distribution of Services) and date the information.

It was suggested that the staff person from the department be assigned quickly and begin to formulate a direction for the task force prior to the next meeting or shortly thereafter.

No further decisions were made, and the issue was tabled pending Chair Gaines' discussion with Commissioner McClure about assignment of a staff person.

C. Task Force Relationship to Community Groups

Irene Gomez Bethke shared with the task force a request she has received from community groups that are interested in participating on the task force. The community groups could function as sub-task force groups providing assistance, sharing information with and possibly, at a later date, inviting a representative to participate in task force meetings.

Irene Bethke will send a letter to the interested group with a thank-you for their interest in the task force and encourage them to continue their interest in the work of the task force. The task force will be in touch with them as to their participation on a later date.

D. Task Force Relationship With the Police Department of St. Paul

Barbara Shin expressed her feelings about the lack of cooperation with the task force. Bob Dodor shared her feelings particularly her concern about the Mayor's inability to get the St. Paul Police Chief to participate and cooperate.

Alberto Miera suggested that the task force look at alternative ways of approaching the St. Paul Police Department, which may include approaching the City Council and/or sending a letter to the Mayor and Police Chief stating that the position of the Police Chief is unacceptable.

One other option that was discussed was to have a representative on the task force from the Mayor's Office. The Chair agreed to continue to meet with the Mayor and Police Chief to attempt to get cooperation. Chair Gaines agreed to express the task force's displeasure with the direction and cooperation that the St. Paul Police Chief has extended thus far.

E. Task Force Members Attendance

There was discussion on whether or not the task force should establish attendance requirements for members.

The discussion evolved around the issue of the amount of work that needs to be done and the need to have high participation by all members.

The Chair agreed to call members of the task force who have not attended the task force meetings. The Chair will report the results of his discussion to the task force at the next meeting.

A motion for adjournment was made at 6:00 p.m. It was seconded and there were no objections. The meeting adjourned.

## MINUTES

### Police/Community Relations Task Force

Tuesday, September 8, 1981  
4:00 p.m.

Attendance: Irene Gomez-Bethke, Bob Dodor, William Finney, Donna Folstad Curman Gaines, Chair, Brian Kelly, Alberto Miera, Barbara Shin, and Diane Vener

#### Welcome/Introductions

Chair Curman Gaines called the meeting to order at 4:10 p.m. He welcomed everyone and asked that a few minutes be taken by each member to introduce and give a little information about themselves.

The Chair requested a short discussion on the issue of quorum. A suggestion was made by Donna Folstad that five (5) be considered a reasonable number for a quorum. There were no objections. The quorum was established at five (5).

#### Reimbursement for Task Force Members

The Task Force was informed by Diane Vener about the process through which they can be reimbursed by the department for the mileage and parking costs they will incur to attend meetings. Mileage will be reimbursable at 24¢ a mile and all parking receipts must accompany vouchers for reimbursement. There will be approximately a week and a half between submission of a voucher and receipt of a check from the state.

#### Setting Permanent Meeting Dates, Places and Time

The date and time for meetings was set at the August 24 meeting for 4:00 p.m. to 6:00 p.m. on the first Tuesday of each month. The Chair opened discussion about whether to maintain the date and time established or to change it. Task Force members agreed to change the date to the second Monday of each month and to alternate the meetings between the two cities. Irene Gomez-Bethke will be responsible for securing a place for the meetings in Minneapolis.

For the month of October only, the meeting will be held on October 19 from 4:00 p.m. to 6:00 p.m. in Room 127 of the Minneapolis City Hall.

Review Task Force Charge

The Task Force perceived its role as implementing or formulating strategies for adoption of recommendations put forth in the report of the Minnesota Advisory Committee to the U.S. Commission on Civil Rights and the Police Practices Mobilization held on August 21, 1981.

An amendment to the charge was stated by Donna Folstad. She suggested that it include implementing the recommendations put forth by the Report of the Minnesota Advisory Committee to the U.S. Commission on Civil Rights, Police Practices Mobilizations, and other recommendations that the Police/Community Relations Task Force may adopt.

The charge of the Task Force as stated by Donna Folstad was unanimously accepted by the Task Force.

A Summary of the Mobilization on Police/Community Relations (August 21, 1981)

A copy of the summary, which was prepared by Carmelo Melendez of the U.S. Commission on Civil Rights, was not available to all Task Force members at the outset of the meeting. The Chair asked members who participated in the mobilization to highlight the important parts of the mobilization for those who had not participated.

Bob Dodor stated that there were recommendations which resulted from the four workshops that were held during the mobilization. These were to be included in the summary. He also stated that due to the length of time required to process the U.S. Commission Report, some of the recommendations contained in the report were outdated at the time of the conference and had, in fact, been implemented by the police departments.

The Chair requested that Bob Dodor compile a list of the U.S. Commission Report recommendations that have been implemented by the Police Departments. Bob Dodor agreed to gather this data for the next meeting.

Bob Dodor was asked to explain how the report was released and whether or not the manner in which it was prepared and released had an impact on the negative reception it received in some quarters. Bob Dodor stated that there was a misunderstanding on the release of the Commission Report. He went on to explain the development of that misunderstanding.

The Task Force discussed at some length the development, publication, and responses to the Commission Report.

Discussion on the reception of the report by Chiefs of Police of both cities also went on for some time. It was stated that Chief McCutcheon believes that the report and the factual data that supported the conclusions of the report were all outdated at the time of its release. Some members of the committee felt he was not supportive of the Task Force or the Commission's reported opinions on the St. Paul Police Department.

Chief Bouza's response to the report was taken as more favorable. A member of the Task Force had recently met with him and he was reported to have stated he is very receptive to working with the committee and will attempt to implement the suggested recommendations.

#### Task Force Strategies

There was a request for biographical sketches on each Task Force member by Alberto Miera. It was suggested that the staff person assigned to the Task Force prepare these sketches and send them out with the minutes.

A discussion ensued about the manner in which the committee would develop strategies. The Chair suggested that the committee either divide up into small groups or function as a large group to accomplish this task. It was decided by the members that the Task Force should act as a whole.

A request for copies of the summary outlining the recommendations of the participants in the August 21 mobilization was made. Copies were provided.

A request for information about the status of police officers on the Task Force was made. Alberto Miera asked that the Task Force clarify the status of a police officer on the Task Force and decide how the Task Force would approach the police departments. He suggested that subcommittees be established to meet with the police chiefs and mayors of Minneapolis and St. Paul to establish working relationships with the two entities.

Barbara Shin recommended that the Task Force address the issue of the role a police officer would assume on the Task Force. She suggested that the Task Force propose to the Commissioner that a police officer from the City of Minneapolis be sought to serve as a member of the Task Force. This per-

son should not be appointed by the chief to officially represent the Minneapolis Police Department, but should be a member of the force that wishes to serve as an individual who has background and knowledge about the department.

The other option put forth was that the person be from the City Attorney's Office of Minneapolis. Discussion on this issue was short and the first option was accepted.

Discussion about how to develop the Task Force's working relationship with the two police departments ensued. The Chair asked for volunteers to represent the Task Force in a meeting with both the mayors and police chiefs of the cities. The Task Force was assigned as follows: Curman Gaines, Donna Folstad, Barbara Shin, William Finney, Alberto Miera to meet with Chief Bouza and Mayor Fraser; Curman Gaines, Bob Dodor, Irene Gomez-Bethke, Julia Cherry and the 9th person appointed by the Commissioner to meet with Mayor Latimer and Chief McCutcheon. *JB*

Further discussion on the issue of strategies was delayed as requested by Bob Dodor. He requested that members be allowed time to study the summary of the conference recommendations. All members concurred with the recommendation.

The meeting was adjourned until October 12 at 4:00 p.m. at the Minneapolis City Hall, Room 127.

*Imvort 19*

Brian Kelly

## POLICE/COMMUNITY RELATIONS TASK FORCE

### Meeting Notice

The next meeting of the Police/Community Relations Task Force will be held on Monday, November 16, 1981, at 4:00 p.m. in the Commissioner's Conference Room, 5th Floor Bremer Tower, St. Paul, Minnesota.

Following the meeting, Commissioner McClure has invited us to join her for dinner at the Lexington. If you will be unable to attend either the meeting or the dinner, please let Eleanore Morgan know. Her telephone number is 296-5665. Thank you.

### AGENDA

- I. Call to Order . . . . . Curman L. Gaines  
Chairperson
- II. Minutes of the October 17, 1981 meeting
- III. Reports
  - (a) Sub-committee meeting with Mayor Latimer
  - (b) Sub-committee meeting with Mayor Fraser/Chief Bouza
- IV. Old Business
- V. New Business
  - (a) Minnesota Daily Interview
- VI. Adjournment

Old Business (continued)

operation. It was noted that some ill feelings may still exist as a result of the publishing of the report.

New Business

It was decided that all decisions made by the task force will be done by voting. This motion was made by Barbara Shin and seconded by Irene Bethke. An amendment to add "voting and pass with a simple majority vote" - this motion passed as amended. All decisions will need the approval of a simple majority of task force members present at the meeting.

A memo regarding the present status and numbers of discrimination charges against the two police departments was presented. A copy of this memo will be mailed to all task force members.

The task force meeting for November will be held after the committees meet with the Mayors and Chiefs, thus making it necessary to change the date and time to November 16, 1981, at 4:00 p.m. in St. Paul. The meeting place will be the Commissioner's Conference Room, 5th Floor Bremer Tower.

Commissioner McClure invited task force members to a get-acquainted dinner following the task force meeting of November 16th.

Motion for adjournment was made, seconded, and carried. The meeting adjourned at 5:45 p.m.

The next meeting will be in St. Paul, Bremer Building 5th Floor, on November 16, 1981, 4:00 p.m.

Dinner will follow the meeting at a nearby restaurant.

Reports (continued)

To the Civil Service Commission

Minneapolis

2.3

St. Paul

2.3

To the City Solicitors and County Prosecutors

1. 1.6
2. 1.10

To Minnesota Legislature

1. not dealt with 5.111
2. 1.13
3. 2.6
4. 1.12

To the P.O.S.T. Board

2.5

Bob Dodor stated that only two of these recommendations have been adopted and are implemented by the two cities' police departments, and those are only partially adopted. The two recommendations are: Minneapolis, No. 2 (1.3), which applies to St. Paul also and 8 (2.1).

Sub-Committee Assignments

All members are to become intimately familiar with the recommendations in the report regarding the city involved in their sub-committee assignment.

Old Business

Depending upon the progress made at the meeting with Mayors and Chiefs, Curman Gaines plans to ask the Chiefs to have someone from their staff to come to a meeting bringing along with them the appropriate documentation of those items they thought had been implemented and to what degree, in connection to the recommendation of the report.

Bob Dodor suggested that the recommendation in the report for each police department be given to the Mayors and Chiefs during the introductory meetings. No decision was made to do this in writing in view of the first purpose of the meetings being to gain credibility with the Mayors and Chiefs and to get their co-

Sub-Committee Meeting Dates with Mayors and Police Chiefs (continued)

November 10, 1981 - Minneapolis meeting at 4:00 p.m. with Mayor Fraser and Chief Bouza. Sub-committee members are Curman Gaines, Donna Folstad, Barbara Shin, and Alberto Miera.

Update Regarding Two Vacant Positions on Task Force

Commissioner McClure presented options for filling the two open positions. Some discussion ensued. Three options were raised:

- (1) Appoint the Chiefs of each police department to the task force;
- (2) Ask the Mayors to appoint a person either from their office or from the police department; or
- (3) Ask the Chiefs to appoint a high-ranking person from their offices.

The consensus was to ask the Mayors and Chiefs at the upcoming meetings to either recommend the Chief or a high-ranking staff member from the police department to be appointed to the task force.

Reports

Bob Dodor explained the "Mobilization on Police Practices in the Twin Cities" summary and connected the recommendation to the corresponding recommendations of the Report of the Minnesota Advisory Committee to the U.S. Commission on Civil Rights.

These are: (starting on Page 88 of the Police Practices in the Twin Cities recommendations)

To the City Council

1. 3.2 (Recommendation of the Mobilization)
2. 1.1
3. 1.2
4. 1.5

Minneapolis

1. 3.4
- (2. 1.3
- (3. 1.4
4. 3.3

5. 3.1
6. 4.3
7. 4.4
8. 2.1

St. Paul

1. 3.6
  2. 4.1
  - 3. 1.8
  4. 1.7
5. 2.4
  6. 3.5
  7. 4.2
  8. 1.9

Also applies  
to St. Paul

Also applies  
to Minneapolis

## MINUTES

Police/Community Relations Task Force  
Monday, October 17, 1981  
4:00 p.m.  
Room 127 City Hall Minneapolis

Attendance: Curman Gaines, Chair, Irene Gomez Bethke, Bob Dodor, Donna Folstad, and Barbara Shin

Absent: Alberto Miera and Julia Cherry

Staff Present: Marilyn E. McClure, Commissioner and Brian Kelly

Guest: Judy Fairbanks, Indian Coordinator, Mayor Fraser's Office

### Welcome/Introductions by Chair

Chair Curman Gaines called the meeting to order at 4:30 p.m. He welcomed everyone and introduced the visitor to the members.

### Approval of the September 8, 1981 Minutes

Bob Dodor moved and Irene Bethke seconded the approval of the minutes. Motion carried.

A change in quorum size was discussed in view of the resignation of William Finney. It was decided to lower the quorum to four members.

### William Finney's Resignation

Curman Gaines read a letter of resignation submitted by William Finney. A copy of Mr. Gaines' response was distributed to the task force members. The members expressed regret about Mr. Finney's resignation.

### Sub-Committee Meeting Dates with Mayors and Police Chiefs

Mr. Gaines indicated that schedules did not permit him to set meeting dates with the Mayors and Chiefs of Police of Minneapolis/St. Paul, prior to this task force meeting. However, the following dates have been set for these meetings: St. Paul, October 28, 4:00 p.m. meeting with St. Paul Mayor Latimer and Chief McCutcheon. Sub-committee members are: Curman Gaines, Bob Dodor, Irene Gomez-Bethke, and Julia Cherry.

## POLICE/COMMUNITY RELATIONS TASK FORCE

### Meeting Notice

The next meeting of the Police/Community Relations Task Force will be held on Monday, October 19, 1981, at 4:00 p.m. in Room 127, Minneapolis City Hall.

If you will be unable to attend the meeting, please call Eleanore Morgan at 296-5665. Thank you.

### AGENDA

- I. Call to order .....Curman L. Gaines,  
Chairperson
- II. Minutes of the September 8, 1981 meeting
- III. William Finney's Resignation
- IV. Sub Committee meeting dates with Mayors and Police Chiefs .....Curman L. Gaines
- V. Sub Committee Assignments
- VI. Update on two vacant positions on Task Force .....Diane K. Vener
- VII. Reports
  - A. Recommendations Implemented by Police Departments .....Bob Dodor
  - B. Summary of Mobilization on Police/Community Relations
- VIII. Old Business
- IX. New Business
- X. Adjournment