Summary of Recommendations
St. Paul Police Civilian Internal Affairs Review Commission (PCIARC) Audit

PURPOSE AND SCOPE OF PCIARC REVIEW

1. All citizen-initiated complaints and investigated cases about police conduct should be reviewed by the PCIARC. Stop the practice of preliminary review and decision making on citizen complaints by the Senior Commander of the police Internal Affairs department.

2. Release summarized complaints and case data to city agencies and the community no less than quarterly. Set aside open meeting time on PCIARC agendas to discuss data, patterns of complaints, and potential policy and training improvements needed.

PCIARC STRUCTURE

3. Remove the PCIARC from being housed in police headquarters, and move it to the Department of Human Rights and Equal Economic Opportunity (HREEO).

4. A full program budget should be created for PCIARC and managed under HREEO.

5. Move the PCIARC meetings out of police headquarters and into community locations.

6. The PCIARC Coordinator job description should be updated and a job description created for PCIARC commissioners to ensure qualifications and experience match PCIARC goals and expectations.

PCIARC COMPOSITION

7. Expand the number of civilians on the Commission to ensure representation from St. Paul’s diverse communities, prioritizing participation by neighborhoods/populations most affected by police misconduct.

8. Remove two active officers of the St. Paul Police Federation from functioning as voting PCIARC commissioners.

9. Add one representative from HREEO to serve on the PCIARC as an ex officio member, preferably a citizen who has a dual appointment as a Human Rights Commission member.

POWER AND DUTIES

10. Make changes to the prerequisite training for PCIARC commissioners to include topics of community cultural relevance and competence, and remove the restrictions that people need to be age 21 and have no criminal record to attend the citizen police academy.

11. Establish an automatic trigger for independent investigations for alleged acts by police of excessive force, and inappropriate use of firearms. All other cases should be co-investigated by Internal Affairs and the Human Rights Department.

12. Investigation reports to the PCIARC should include findings but not include a recommendation from investigators about what the case outcome should be.

13. Make it a regular practice to invite individuals who have submitted complaints to voluntarily appear before the PCIARC at the time the case is being reviewed.

PCIARC OPERATIONS

14. Design a stronger complaint intake process, with clear roles and responsibilities, improved community access, and ongoing communications with complainants extending through the final case decision. All forms should be accessible online.

15. Establish partnership agreements between the city government and entities serving as complaint centers that clearly specify roles and responsibilities, and provide training on the complaint process annually.

16. Honor the agreement with the NAACP including having three community meetings (forums) a year.

17. Also as agreed with the NAACP, hold an annual summit meeting with key stakeholders as one component of an annual PCIARC evaluation plan.

EXPANDED ROLE OF PCIARC

18. Conduct a feasibility study to explore restorative mediation as an option for police and citizens to be heard & build understanding after an incident occurs.