

# City of Maplewood

## Police Use of Force (UoF) Workgroup Meeting Minutes

Thursday, November 10, 2016

### 1) CALL TO ORDER

The eighth meeting of the Use of Force Workgroup was called to order at 6:34 PM by Chair Neblett.

### 2) ROLL CALL

A quorum of the UoF Workgroup was in attendance at the meeting, including:

- Sylvia Neblett, Chair
- Dave Singleton Co-Chair
- Melissa Sonnek
- Rita Janisch
- Mary Schoenborn
- Anne Bryson
- Juan Wilson
- William Josten
- Kathryn Hatlestad
- Sarah Lilja

Staff Present:

- Paul Schnell, Police Chief
- Cassie Fisher, Admin Assistant to the Police Chief/Police Data Analyst

Community Members Present:

- Diana Longrie
- Kevin Berglund

Absent:

- Evelyn Combs
- Dave Mathews
- Lenna Scott
- Tzianeng Vang

### 3) BUSINESS AGENDA

- a. Approval of November 10, 2016 Agenda.
- b. Approval of November 3, 2016 Meeting Minutes.

**c. Address statement by Workgroup to City Council for November 14 meeting:**

*The purpose of the Use of Force Work Group is to provide thoughtful, informed recommendations from community members regarding the Maplewood Police Department (MPD) policies concerning the use of force.*

1. Progress to date:

- Established group process, selected a Chair and Vice Chair, and developed policy evaluation criteria.
- Received background reading and presentations on use of force related topics. Most or all panelists are also riding along with officers.
- Made a full, cursory review (“triage”) of policies to identify topics and sections for full attention.
- Developed specific recommendations for BWC policy and other selected policies.

2. Remaining Work:

- Currently working through policy chapters 3 and 4, which include the bulk of policies concerning Use of Force.
- We have also identified additional topics related to use of force which will be addressed before concluding the group.

3. Members’ impressions of work group process:

- Discussions have been collaborative, open, and honest.
- Members report that this is a richly educational experience. Considerable learning is required to consider the material at hand.
- There is much at stake for police officers as well as for community members.
- Members noted that the PD has been highly open and forthcoming with information and perspectives.
- Topics are larger – broader, deeper, and more complex – than the panelists originally imagined.
- This process has helped the participants to be more comfortable with police department operations.
- There are many difficult conversations yet to come.
- One of the challenges we are facing is managing scope.

**d. Review and Discussion of Chapter 3, General Operations:**

1. 300.2 – Some members felt concern that a section of this policy (“*The Department recognizes and respects the value of all human life and dignity without prejudice to anyone.*”) does not address implicit bias.

- Chief Schnell mentioned training is occurring city-wide with employees to address related issues.

- The group agreed the following two sentences may prove useful at some point. They are not directly suitable for inclusion in the early sections of policy 300:
  - “Operationalizing a commitment to action without prejudice further requires training and ongoing vigilance to address the realities of implicit bias.”
  - “Use the minimum amount of force necessary and only use the amount of force that is proportionate and necessary.”
- 2. 300.2.1 – The group recommends changing “should promptly report...” to “shall promptly report.”
  - Upon the matter being moved and seconded, it was approved by unanimous decision.
- 3. 300.2.1 – The group recommends adding the italicized language to sentence one: “beyond that which is objectively reasonable under the circumstances (*i.e., that which a reasonable officer would do under the circumstances*).”
  - Upon the matter being moved and seconded, it was approved by unanimous decision.
- 4. 300.3 – In the last paragraph of this section, the group recommends adding “to officers, subjects, or the community” after “While the ultimate objective of every law enforcement encounter is to avoid or minimize injury,”.
  - Upon the matter being moved and seconded, it was approved by unanimous decision.

**e. The group created a new process they hope will speed up the review of the policies. Members are to study the identified policy sections, and submit questions and comments for discussion to Cassie by 0700 Tuesday before the next meeting.**

**f. The following items are on the agenda for review and discussion during the November 17, 2016 meeting:**

- Chapter 3: General Operations – Use of Force (Policies 300-311).
- Items recommended that would aid in the review and discussion of Chapter 3:
  - 1) ICAT – A Training Guide for Defusing Critical Incidents
  - 2) Final Report on The President’s Task Force on 21<sup>st</sup> Century Policing

#### **4) ANNOUNCEMENTS**

Chief Schnell advised the group that since November 24<sup>th</sup> is Thanksgiving, the workgroup will meet the following Thursday, December 1<sup>st</sup>. During this meeting, the group will receive additional education at the simulator/range in Lakeville on some realities of lethal use of force encounters. The group will meet at the Maplewood Police Department at 6:00 PM (one half hour early) and drive to the range in Lakeville.

#### **5) NEXT MEETING**

The next meeting of the workgroup shall be held on Thursday, November 17, 2016 at 6:30 PM (to 9:00 PM) at the Maplewood Police Department.

**6) ADJOURNMENT**

The Use of Force Workgroup meeting adjourned at 8:52 PM.