

DULUTH CITIZEN REVIEW BOARD MEETING MINUTES

MEETING: November 20, 2024

Present board members: President Franklin, Bobbie Underthun, Todd Maas, Melanie DeRosier-Holshouser, Leah Hansen

Others in attendance: Chief Mike Ceynowa, Lieutenant Steve Ring, Ryan Morris, Human Rights Office representative Laura Laaksonen, and Citizen Betty Greene. Citizen Kathy (entered late, left early, writer did not catch her last name)

1. Call to Order and introductions:

The meeting was called to order at 5:30 om

2. Approval of Minutes: Motion to approve – DeRosier, Hansen – seconded.

3. Public Comments: None

4. Police Liaison Report:

* Lt. Ring asked if there were any questions regarding the documents? He stated, “On the Summary Sheets, we forgot to add date of incident.”

* Lt. Ring stated, “9 officers hit the street this week. We wanted to do something different, so we put them through academy for one month, then on the street to experience some calls. Then we sent them back to the academy.”

* It was noted the equipment supplier for body armor was hacked.

* Chief Ceynowa: “We try to hire twice yearly, and we altered our hiring/interview process. We put essay questions into the application because we wanted to see if this would accelerate the process. HR is good to work with, but competition is increased”. President Franklin asked, “Who is our biggest competition?” Lt. Ring stated, “It varies. We compete with the metro area; they think we are Canada. The metro applicants are very comfortable there. Roseville offers a \$20,000 sign on bonus, which we cannot afford”. Ryan Morris stated, “We do try to entice with the lifestyle and environment Duluth has to offer”. Lt Ring mentions, “Our CSO (Community Service Officer) program is the best conduit with new applicants”. Leah Hansen asked, “What about offering a retention bonus over a hiring bonus?” Chief Ceynowa stated, “The current incentive for 3 years is 3% health savings for retirement, and 48 hours of personal leave. If people currently in school are eligible in 12 months, then we could make a conditional job offer to anyone with a two- or four-year degree to become an officer in 22 months. However only Hennepin and Alexandria currently offer this; Fond Du Lac wants too also”. Lt Ring mentioned, the flux being correlated to the fact that there are more openings than applicants, and we are currently in a big retirement bubble. Laura Laaksonen asked, “What are the hurdles in bringing this to the college?” Chief Ceynowa stated, “We lack infrastructure, classroom space, and places to do scenarios. We used to use the airports”. Leah Hansen asked, “How much acreage is needed?” Lt. Ring stated, “One hundred, to be able to create what we need. If it is multi use.....” Chief Ceynowa noted, “The 53 Corridor spot would be ideal, then it becomes regionalized.

* Leah Hansen asked about environmental and ecological impacts to building. Chief Ceynowa stated, "The last time we looked at this was the early 2000's. I need to reach out to some consultants. There is currently one track booked daily at \$1000.00/day".

* President Franklin asked how many officers DPD was looking to hire this winter. Ryan Morris stated, "All of them! I joke, because we do not compromise our standards".

* Leah Hansen asked, "What is the supervision level for training?" Lt Ring stated, "We divide the field training into 4 phases:

1. Observation

2.

3.

4. The training officer wears plain clothes to look like a ride along, allowing the trainee to take more of a role.

Lt. Ring, "We have experts in different areas to train on domestic assaults, mental health, etc". Ryan Morris added, "Each call is documented and constantly monitored".

Lt. Ring mentioned, "Two weeks ago, we had a tough day, with a series of home invasions, an assault on a home owner, it took total team efforts to get this person into custody. Then we had the murders and our officers were very dedicated, giving up hunting trips, etc. to work these cases". President Franklin stated, "Yes, I watched the press conference on that. What resources are available for officer mental health?" Lt. Ring stated, "We have peer supports trained in every corner of our department. We encourage self-care, we do debrief and follow up, and we practice early interventions, which our department is a leader in". President Franklin asked, "Do you offer any time off?" Both Chief Ceynowa and Lt. Ring added, all officers need to do is ask for time off, and they are all offered 6 sessions of therapy. Betty asked if there was a way to highlight that to bring applicants in? Lt Ring stated, "How do you advertise that? We can certainly look into this, but I am not sure how best to champion that". President Franklin added, "I was working that day, and God bless the people who walk into this for work every day. I think it has a lasting impact on the community; beyond what the media portrays. We are grateful to the Duluth Police Department". Citizen Kathy asked, "When you debrief, is there anything in the recovery process that teaches different kinds of breathing?" Lt. Ring answered, "Yes".

President Franklin brings up incident 24CO-074 from 10/3/24, where there was a complaint regarding an officer almost hitting a pedestrian. Lt. Ring mentioned seeing a trend on this, and stated, "We make our officers complete classroom education and driving courses every 3 to 5 years. We train officers to slow down, because the amount of distraction within the vehicle is significant, and sometimes visibility is a factor, but we need these to be able to do our job. We constantly remind our officers that these distractions, cannot take away from the job. Coaching for this is a very serious conversation with the officer and supervisor".

Melanie DeRosier-Holshouser asked, "Do you find a lot of these complaints to be valid, or no?" Lt. Ring stated, "I don't know if the level is higher or not, sometimes we just do not have enough evidence". Chief Ceynowa added, "The number of complaints is standard. Mid 60's annually. Any crash goes to the

review board and training team. Our officers today are driving more often, and we emphasize that a Code 3, which is lights and sirens, is not worth crashing”.

Leah Hansen asked, “Are you noticing any patterns with individuals?”

Todd Maas stated, “I am glad Steve (Lt. Ring) talked about the pillar on the car, I seen this and knew it was going to become a pillar complaint.” President Franklin stated, “Most people’s representation of the police is them driving fast”.

President Franklin mentioned 24CO-080 was not included in today’s meeting materials and deals with racial profiling. “Where are we at with this complaint?” Lt. Ring stated, “It is still in progress. There were 2 officers and 2 citizens involved, and the complaint generated right after... and should be ready for the next meeting”. Ryan Morris added, “it has to do with the timing involved and it sometimes gets dragged out”. Chief Ceynowa stated, “Ryan brings up a good point. Part of this has to do with our union switching to LES out of the cities, where they used to be local. Officers own their license, the department does not. Coordinating lawyers to get up her in a timely fashion does not always work”.

Betty Greene asked a question regarding the summary line on the drone log, stating there were 3 man-made/natural disasters. Lt. Ring stated, “We have a statute language for use, and need to bring that into our report. We need to make sure the right exception is being used, and I have notified the supervisor on this”.

President Franklin asked how the homeless encampments were going? Chief Ceynowa stated, “It is still going. We have had some productive meetings with Life Safety. The parking lot on 26th Ave E. has now been properly signed. None of the tow companies will tow away a camper unless we pay for it, and the last one was \$1000.00”. Leah Hansen asked, “Is there safe parking for the unhomed? Is there a way to meet in the middle, because constantly moving people is not working”. Chief Ceynowa stated, “There was a site at the Domiano Center, Warming Center has a site, but this was being used as a polling place during the election, and Safe Haven is currently working on a safe camping space”.

5. Other Business: none

6. Announcements and Community Correspondence: Leah Hansen stated, “I am a foster parent; I am not directly involved with the police...*(writer did not catch middle part of conversation)* we’re going to a child back to an unsafe parent, and there is a real concern about this person fleeing. What happens when a social worker does not answer phone? An under 5-year-old child almost disappeared”. Lt Ring stated, “Officers make the best-informed decision at the time after proper due diligence”. Chief Ceynowa added, “We have more than once taken shifts to babysit children”. Lt Ring added, “Bethany Crisis shelter is a safe place/middle ground, but this is a super delicate balance”.

7. Additional Public Comments: The question about where things were at with the Human Rights Officer Position was asked. Laura Laaksonen stated, “There were 2 interviews, and a candidate was selected”.

8. Board Member Comments and Questions: President Franklin stated he was going to be working with Laura to plan a retreat for the board in January, so we can get to know one another, and so everyone's voice can be heard. He stated he would like this to be an annual event.

No December meeting

Next meeting will be January 22, 2025, Underthun mentioned, she will not be able to attend this meeting as she is flying back to town that evening, and will need someone to record the meeting minutes for that session.

9. Adjourn: Pres Frankllin motion – Underthun 2 nd – Adjourned 6:36 pm

Minutes taken by board member Underthun during 11/20/24 meeting and typed by Underthun