

# Civil Service Commission

**July 9, 2020 – 10:00 am**

Public Safety Conference Room  
Golden Valley Police Department  
7700 Golden Valley Road

## SPECIAL MEETING MINUTES

### Call to Order

The meeting was called to order at 10:03 am by Commissioner Kumagai.

### Roll Call

Commissioners present: Gloria Kumagai, Secretary  
Andrew Wold

Commissioners absent: None

Council Member Present: Gillian Rosenquist

Staff present: Jason Sturgis, Chief of Police  
Amanda Johnson, Administrative Assistant

### Approval of Agenda

Commissioner Wold requested to strike item D under New Business from the agenda, stating the proposed amendment is not permissible by statute. Motion by Commissioner Wold to approve the revised agenda. Seconded by Commissioner Kumagai. Motion carried 2-0.

### Approval of Minutes

Motion by Commissioner Wold to approve the May 5, 2020 meeting minutes. Seconded by Commissioner Kumagai. Motion carried 2-0.

### Agenda Item

#### Position Statement from Council Regarding Current Events

Commissioner Wold stated there was a misprint for this item and it should state a position statement from the commission regarding current events.

Motion by Commissioner Wold to draft a position statement for the commission, to be released in the coming weeks. Seconded by Commissioner Kumagai. Motion carried 2-0.

#### Voluntary Demographic Survey for All Police Officers

Commissioner Wold expressed interest in collecting voluntary demographic information for current Golden Valley police officers. Chief Sturgis stated he would inquire whether Human Resources had information available from a recent employee survey conducted throughout the city. Chief Sturgis stated he would inform the commission of available data.



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### Commission Records in New GVPD Window

Commissioner Wold expressed desire for commission records listed in Article III (A) of the commission bylaws to be added to the new GVPD Window posted on the city website so they are transparent and more readily available to the public.

Motion by Commissioner Wold to request city staff add commission records, as described in the bylaws, to the GVPD Window. Seconded by Commissioner Kumagai. Motion carried 2-0.

### Addition of Equity Policy to Rules

#### A. Tie-break procedure for placement of new candidates on eligible register

Commissioner Wold recommended if candidates on the eligible register have a tied score and there is a disparity between the demographic make-up of the police force/equity goals identified by the Rising Tides Task Force and any protected class, the candidate in the protected class be assigned the higher rank.

#### B. Incorporation of equity statement to rules

Commissioner Wold stated an equity statement is not included in the commission rules, but equity should be considered in the promotion process. Commissioner Wold recommended the commission reach out to the Rising Tides Task Force for language surrounding equity in the promotion process. Commissioner Wold also recommended requesting the City Council to put into its legislative agenda a request to the state legislature to amend Statute 419 to update the language surrounding Affirmative Action to include equity goals of the City.

Council Member Rosenquist stated the City is currently recruiting to hire a new Diversity and Equity Manager and expressed hesitance for the commission to draft its own equity policy, which may not align with the ongoing work by the City as a whole. Council Member Rosenquist stated the equity language in the statute appears to be optional and authorizes commissions to act as a check and balance in regards to potential deviation from approved Affirmative Action goals, which the City does not have. Council Member Rosenquist recommended the City move forward as a team under the leadership of the Diversity and Equity Manager.

Commissioner Kumagai stated she is in favor of gathering information from the city attorney and Rising Tides Task Force, but believes action steps should wait until the equity manager is in place and can be part of the process.

Motion by Commissioner Wold to reach out to City Attorney Cisneros regarding the tentative legislative agenda item and reach out to the Rising Tides Task Force regarding the possibility of adding equity language to the promotion process. Seconded by Commissioner Kumagai. Motion carried 2-0.

Review Commission Role in Areas that Overlap or Conflict with Labor Agreements

Commissioner Wold reported commissioners have not participated in negotiations for police union contracts and have not received copies of the union contracts. Commissioner Wold stated commissioners should be included in contract negotiation discussions and discussions concerning areas the commission is statutorily-prescribed authority over, including employment, promotion, discharge and suspension. Commissioner Wold stated the commission should have approval authority over certain components of the union contracts, including arbitration, which are within the scope of the commission. Commissioner Wold expressed a desire for more transparency and outside perspective, influence and approval for arbitration clauses that allow advantages to officers who are not performing well in light of the scrutiny police unions are currently facing, particularly in the City of Minneapolis.

Chief Sturgis stated he would need to consult with other city staff members for clarification on what role the commission has concerning contract negotiations.

Council Member Rosenquist stated the development of modern human resource departments and labor laws have greatly changed processes since the enactment of the civil service commission statute 90 years ago. Council Member Rosenquist reported the few remaining civil service commissions have almost entirely deferred labor contract issues to human resources professionals who are experienced with labor laws.

Motion by Commissioner Wold for the commission to reach out to the city attorney to clarify the commission's relationship with regard to union contract negotiations. Seconded by Commissioner Kumagai. Motion carried 2-0.

Commissioner Wold stated commissioners have been invited to the Council/Manager meeting on Tuesday, July 14<sup>th</sup>, at 6:30pm to discuss the future of the Civil Service Commission. Council Member Rosenquist advised the agenda for the meeting will be posted Friday afternoon and will reflect the order for this item.

**Commission Communications**

Chief Sturgis provided an update on current police operations, stating three recruits are currently in field training and one recruit just completed training. Patrol officers are working 4 shifts on/8 shifts off, which is scheduled to continue through at least September 5<sup>th</sup>. Five officers are currently out due to injury. Officers continue to wear PPE when interacting with the public and contact callers needing police assistance prior to making contact in-person to minimize risk of COVID-19 exposure. The department is currently fully-staffed with community service officers.

Commissioner Kumagai thanked Chief Sturgis for his leadership during this time.

Commissioner Schulz has resigned from the commission. An application link is posted on the commission page of the city website for interested candidates to apply for this vacancy.

**Adjourn**

Motion by Commission Wold to adjourn the meeting at 11:05 am. Seconded by Commissioner Kumagai.  
Motion carried 2-0.

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Gloria Kumagai, Secretary

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Amanda Johnson, Police Operations Supervisor