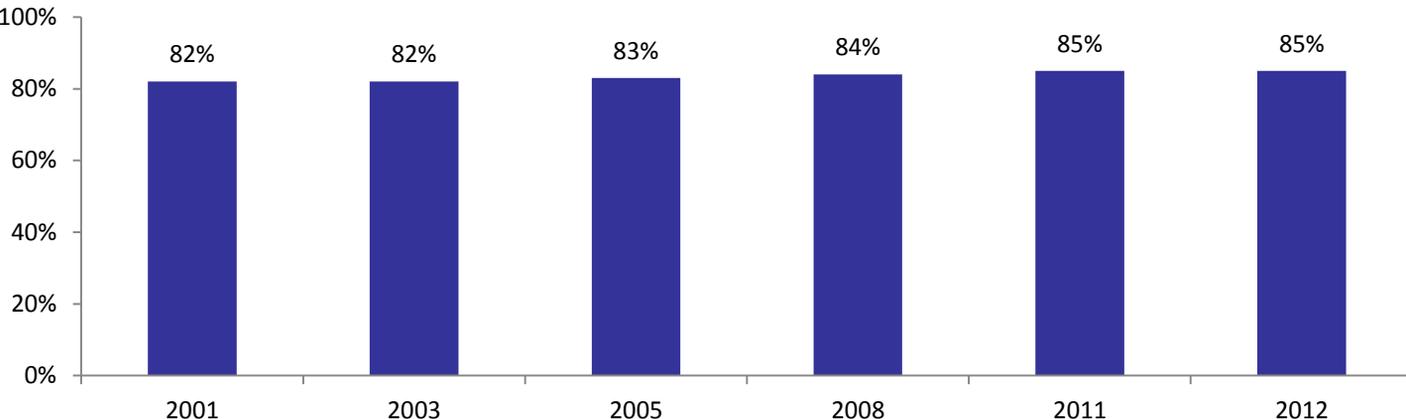


# Results MINNEAPOLIS

Police

August 27, 2013

### Citywide Perceptions of Safety



Note: Percent of Residents who "Agree" or "Strongly Agree" with the statement "My Neighborhood Is a Safe Place to Live"  
Source: 2012 Minneapolis Resident Survey

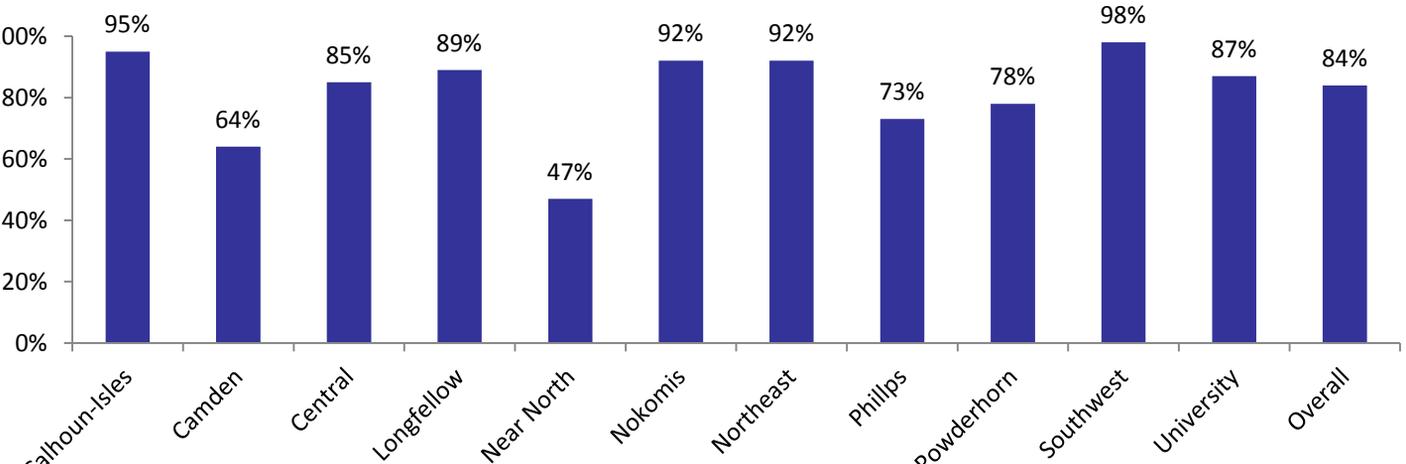
### Why are these measures important?

These measures provide MPD with a rough guide to the progress being made towards goal one: increasing public safety. Our progress can not be measured solely through monitoring crime and is better when viewed with Minneapolis residents' perception of their neighborhood safety. This measure paired with our work in reducing specific types of crime (violent, property and livability) provide a more complete picture of our progress towards increasing public safety.

### What will it take to make progress?

We will continue to make gains in increasing public safety by reducing crime, being involved in successful community collaboration and communicating these efforts to the broader community. The following measures detail our areas of focus for reducing crime: violent crime, property crime and livability crime. We will be releasing our summer crime strategies data to specifically discuss our efforts with juvenile intervention, neighborhood beats and investigative focus.

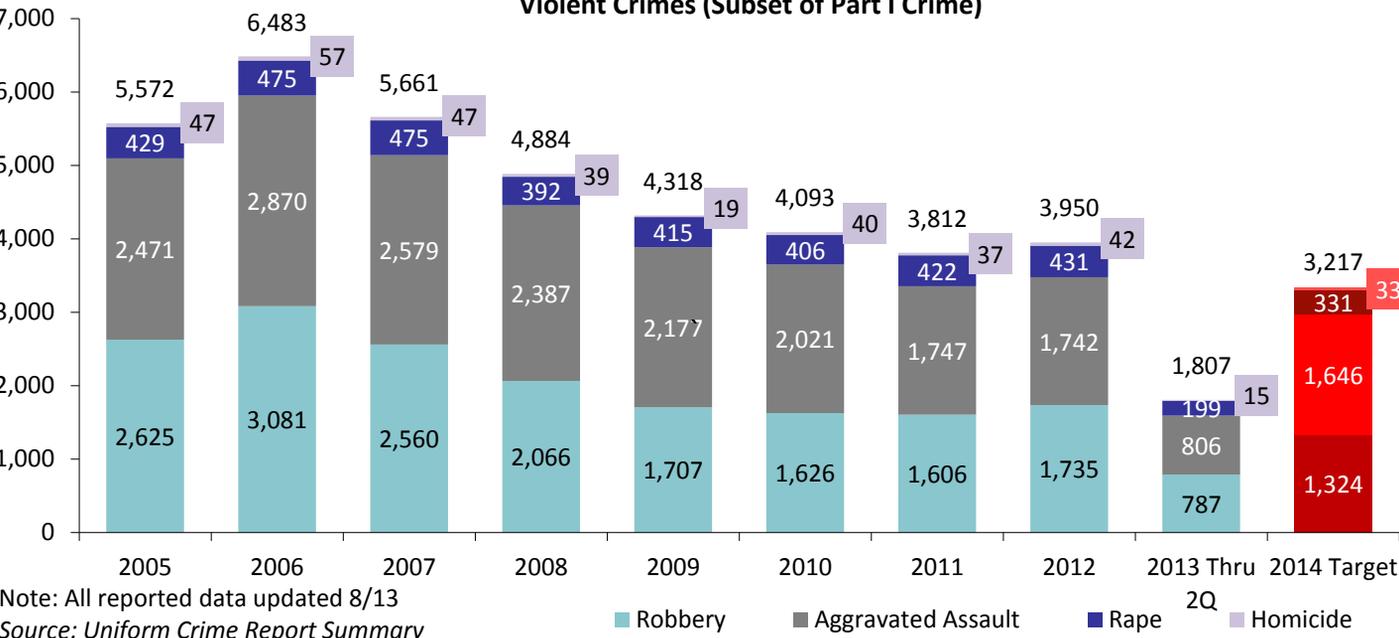
### Perceptions of Safety, by Neighborhood



Note: The above graph shows the percent of residents who "Agree" or "Strongly Agree" with the statement "My neighborhood is a safe place to live."

Source: 2012 Minneapolis Resident Survey

**Violent Crimes (Subset of Part I Crime)**



Note: All reported data updated 8/13  
 Source: Uniform Crime Report Summary

**How do these support the main measure?**

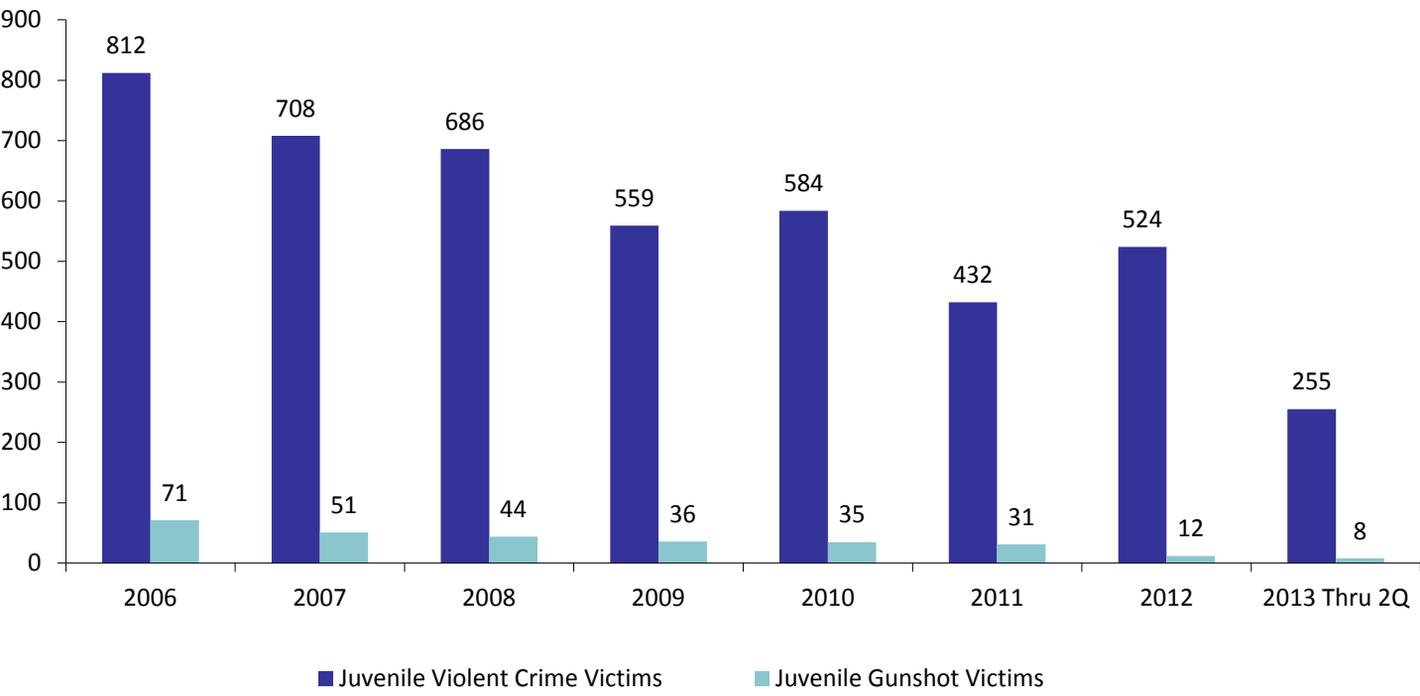
Violent crimes are a subset of Part I crimes - homicide, rape, aggravated assault and robbery. Violent Crimes are the most personal and dangerous crimes and they are tracked nationally by all major agencies. Violent crimes have the largest impact on the general public's perception of safety.

Violent crimes are committed, to a large extent, by a small percentage of criminals. Twenty percent of the population we call criminals commit eighty percent of violent crimes. We combat violent crime by focusing on likely crime patterns and known violent offenders. When gangs are involved in violent crime, we focus on those gangs as well.

In order to gain the whole picture in our efforts against violent crime we track gun usage and juveniles involved in violent crime. Looking at guns seized is an indicator of how to direct police resources. Collaboration is necessary to significantly reduce the number of guns on the street. Minneapolis police officers work with the Federal Bureau of Alcohol, Tobacco and Firearms (ATF).

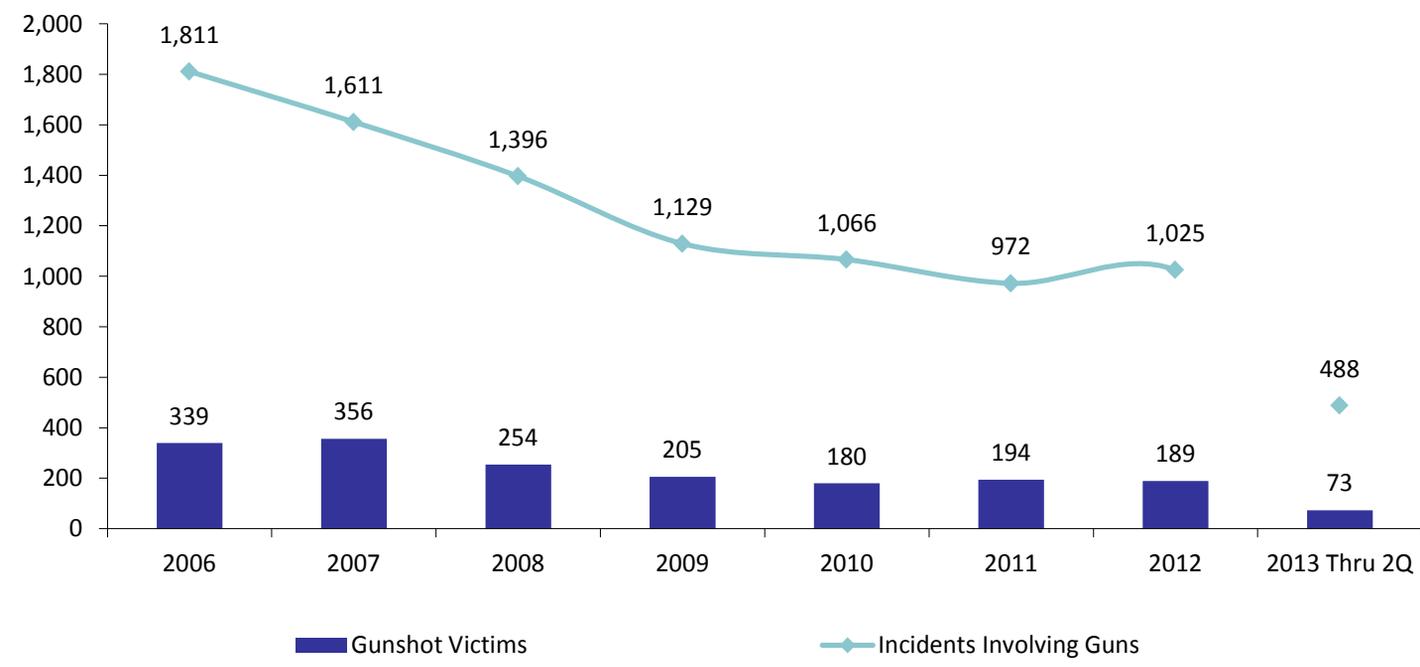
Similarly, in an effort to reduce juvenile violent crime, we continue to partner with multiple jurisdictions including Minneapolis Public Schools, Hennepin County as well as a number of other City Departments. Summer crime strategies data regarding juvenile interventions will be released in September.

### Juvenile Violent Crime Victims and Gunshot Victims



Source: Juvenile Gunshot Victim: CAPRS - Major or Minor Gunshot Victim (SQL query) includes event age and victim role. (CH)

### Incidents Involving Guns and Number of Gunshot Victims

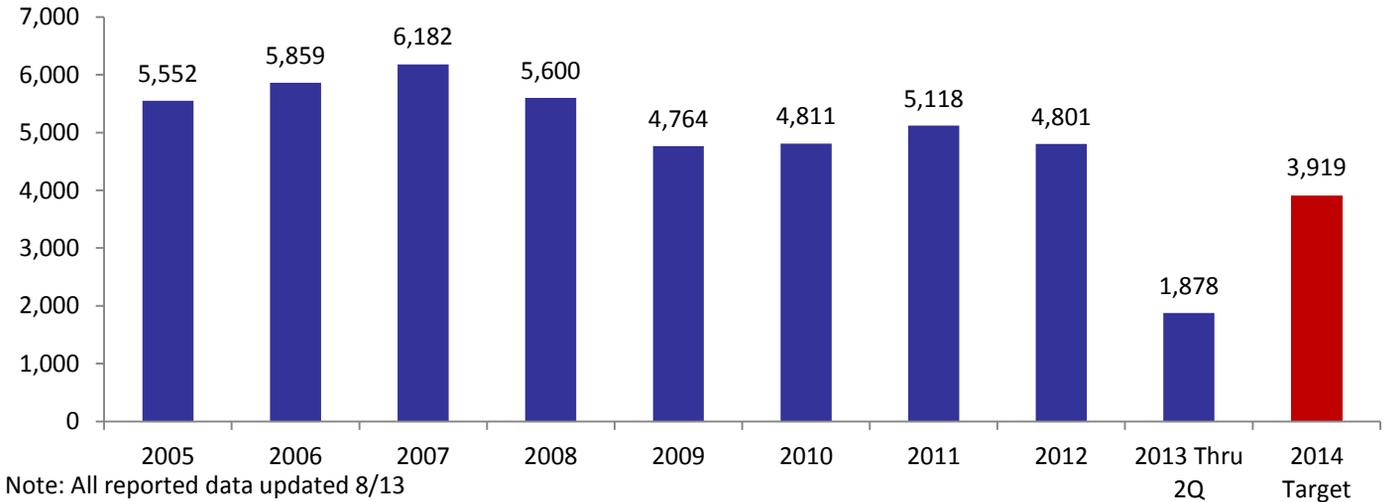


Source: CAPRS Sequential queries

### Livability Index



### Number of Burglaries



Note: All reported data updated 8/13  
Source: Uniform Crime Report Summary

### How do these support the main measures?

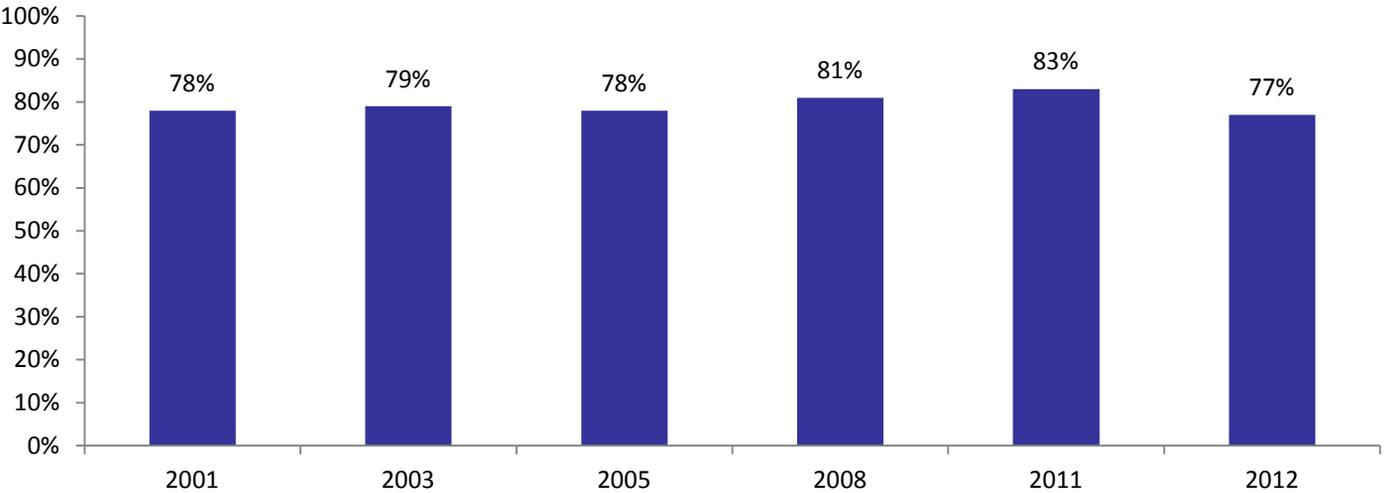
#### Livability Crimes

The crimes reported under Livability Crimes, (larceny, narcotics, vandalism/property damage, others including liquor laws, disorderly conduct, vagrancy, curfew violations and loitering) represent some of the traditional neighborhood complaints. By taking the feedback of community members, we are focusing our policing efforts and community collaborations on reducing these crimes.

#### Property Crimes

When a burglary occurs, it has a lasting effect on a resident's feeling of personal safety. Through in-depth and thorough investigative focus, community education on crime prevention and effective/visible patrol, we strive towards reducing burglary.

### Resident Satisfaction with Police Professionalism



Note: The above graph shows the percent of residents who reported being “satisfied” or “very satisfied” with the professionalism shown by the Police Department staff including police officers.

Source: 2012 Minneapolis Resident Survey

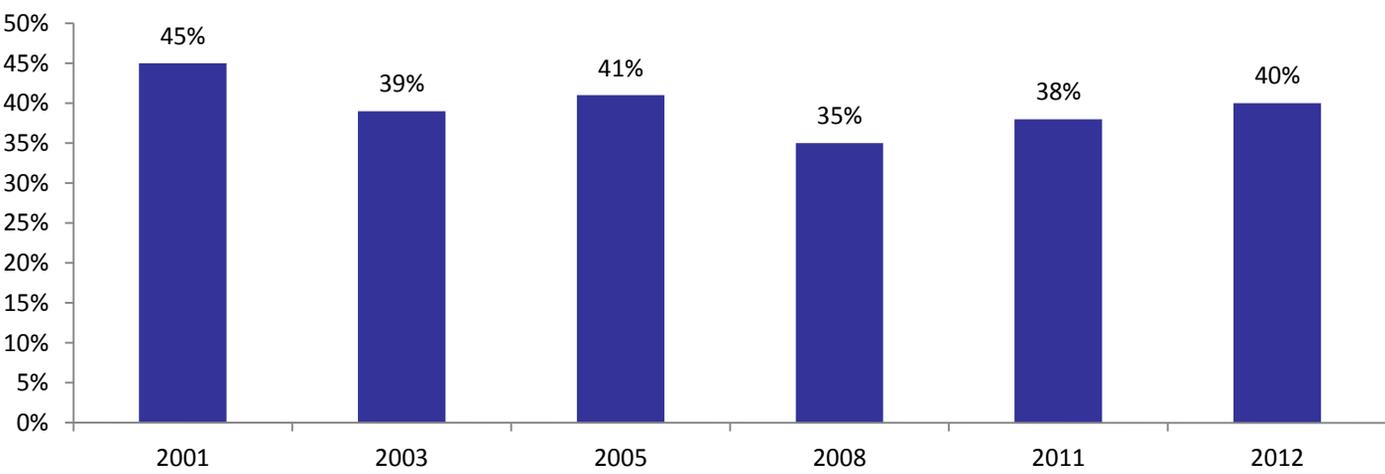
#### Why is this measure important?

As we focus on increasing the trust of the public, this resident survey measures gives us some idea of how the public feels about working with us.

#### What will it take to make progress?

Progress can be made internally by supporting processes and a culture that focuses on continuous improvement and professionalism. Externally, community collaborations, transparency, and, delivery of a message are keys to progress.

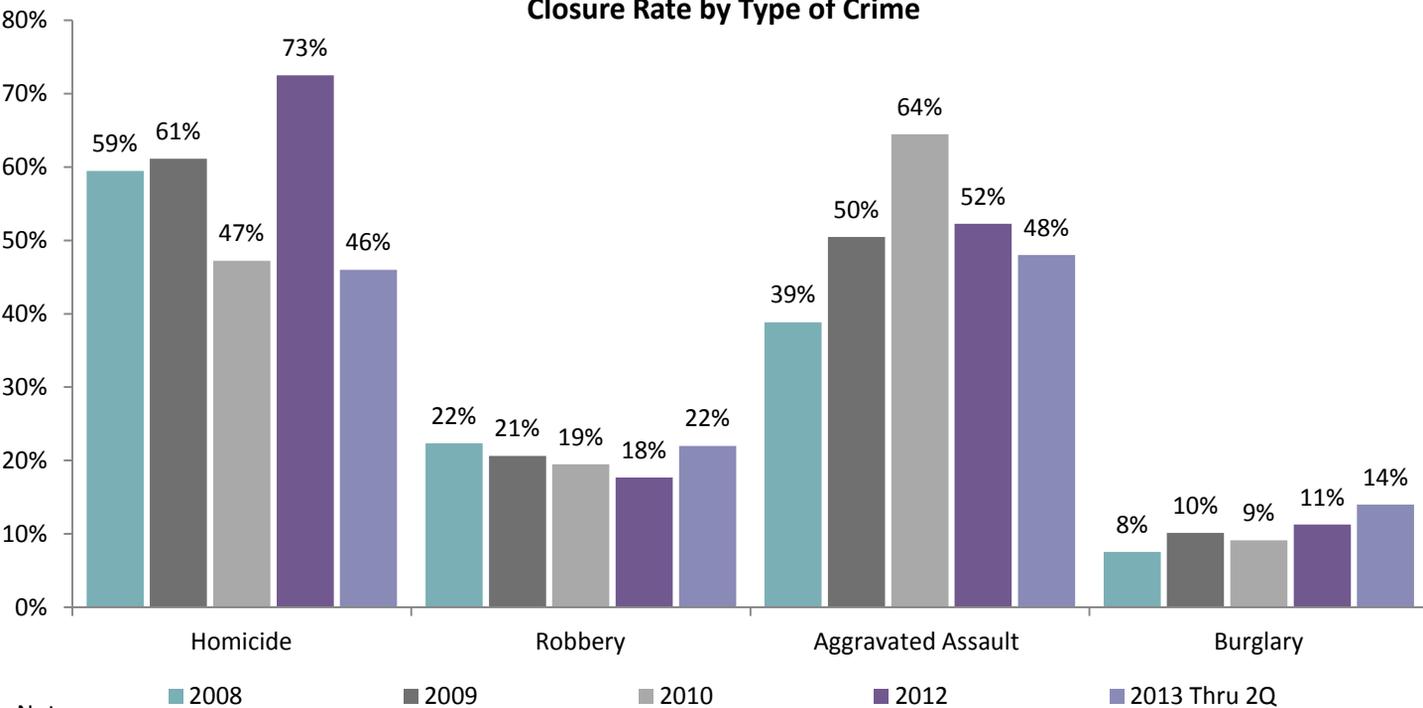
### Resident Contact with the Police Department



Note: The above graph shows the percent of residents who reported having any contact with the police over the past two years.

Source: 2012 Minneapolis Resident Survey

## Closure Rate by Type of Crime



## Notes:

1. These statistics reflect a moment in time when many cases especially from the 4th quarter remain under investigation or review by the prosecutor. The charging rates at this time will not necessarily be predictive of year end outcomes as calculated at a later date.
2. Homicides are cleared/closed only with charging of a suspect turned over for prosecution or with the death of the offender

Source: Uniform Crime Report

### How does this support the main measure?

Case closure rates measure our successes in dealing with committed crimes. The rate reflects our prioritization of resources and our capacities within investigations. We need to balance our success in closing cases with our primary goal of preventing crime. Cases are considered “closed” in a variety of ways. We consider a case closed with an arrest or prosecution. They can also be closed as “unfounded,” “referred to another agency,” or due to lack of prosecution by the victim. Case closure rates can be used to evaluate the effectiveness of strategies or techniques, as well as the efforts of individual investigators.

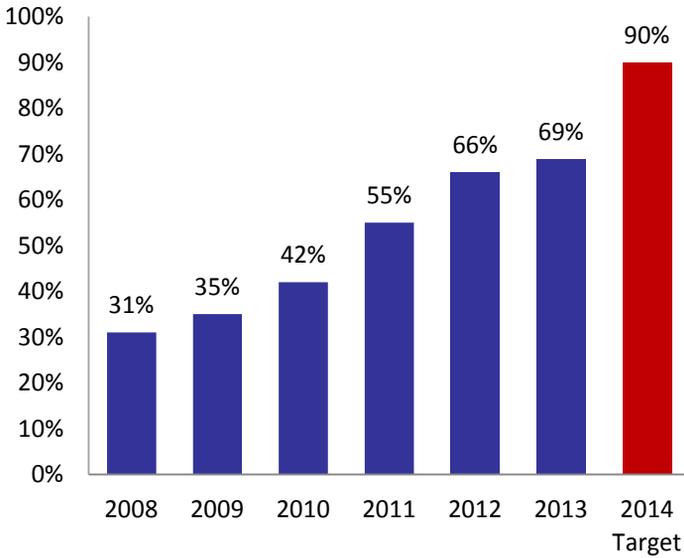
## Closure Rates by Type of Crime

	Total Reported Offenses	# cases Assigned	% of cases Assigned	Exceptionally Cleared or Closed by Arrest	# Cleared unfounded	Clearance Rate
<b>Homicide</b>						
2007	47	47	100%	33	3	75%
2008	39	39	100%	22	2	59%
2009	19	19	100%	11	1	61%
2010	40	40	100%	17	4	47%
2011	37	37	100%	20	6	65%
2012	42	42	100%	29	2	73%
2013 Thru 2Q	15	15	100%	6	2	46%
<b>Robbery</b>						Overall Clearance Rate
2007	2449	912	37%	460	20	19%
2008	1870	720	39%	409	38	22%
2009	1624	655	40%	328	35	21%
2010	1568	564	36%	301	23	19%
2011	1606	592	37%	296	17	19%
2012	1735	672	39%	304	16	18%
2013 Thru 2Q	784	368	47%	170	4	22%
<b>Aggravated Assault</b>						Overall Clearance Rate
2007	2370	1411	60%	914	18	39%
2008	2186	1355	62%	844	14	39%
2009	1998	1256	63%	991	35	50%
2010	1841	1232	67%	1170	26	64%
2011	1651	1154	70%	906	32	56%
2012	1745	1402	80%	894	34	52%
2013 Thru 2Q	791	688	87%	371	14	48%
<b>Burglary</b>						Overall Clearance Rate
2007	6204	1067	17%	343	11	6%
2008	5627	1226	22%	425	11	8%
2009	4809	1268	26%	485	21	10%
2010	4822	1076	22%	438	21	9%
2011	5116	1305	26%	547	14	11%
2012	4801	1360	28%	540	19	11%
2013 Thru 2Q	1871	653	35%	267	9	14%

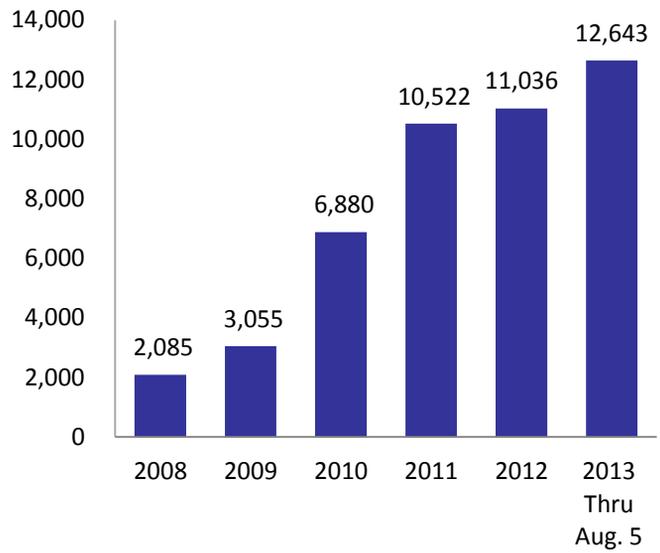
Note: Previous charts were based on cases that were assigned and not on reported actual crimes.

Source: Uniform Crime Report

**Percent of Blocks Organized  
(3700 total blocks)**



**Number of Enrollees in Crime Prevention  
Specialist Alerts and Advisories**



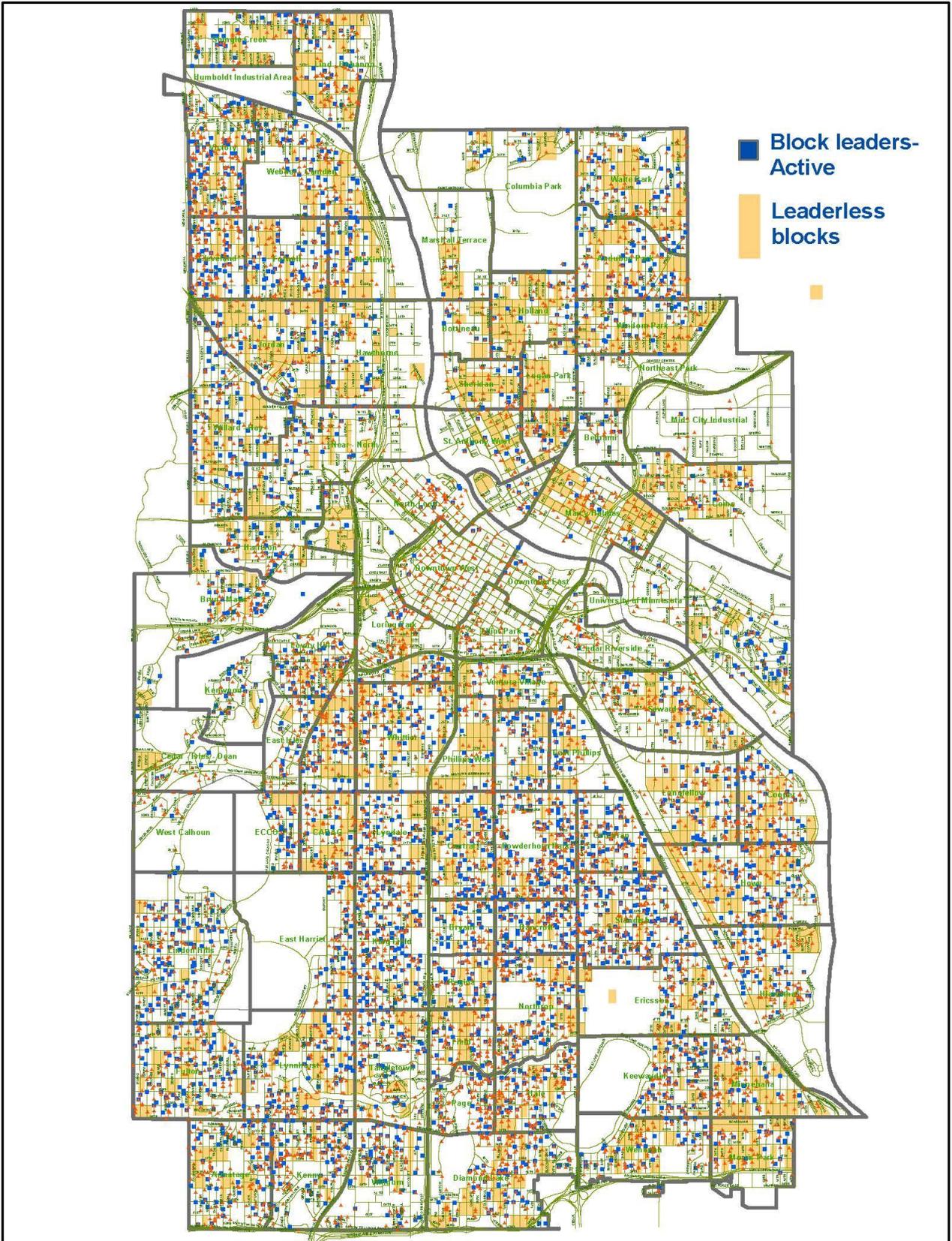
**How does this support the main measure?**

This not only increases public trust but also promotes our first goal of increased public safety. A block organized by a trained leader is safer than an unorganized block. Block leaders extend our education and resources to the rest of the block, including:

- The importance of calling 911 on suspicious persons or activity, not just for emergencies;
- Rallying stakeholders to submit impact statements on chronic offenders, which reduces recidivism;
- Block meetings attended by Crime Prevention Specialists and other MPD personnel resolve issues more quickly than just the one-911-call-at-a-time approach that is the only option possible on an unorganized block.

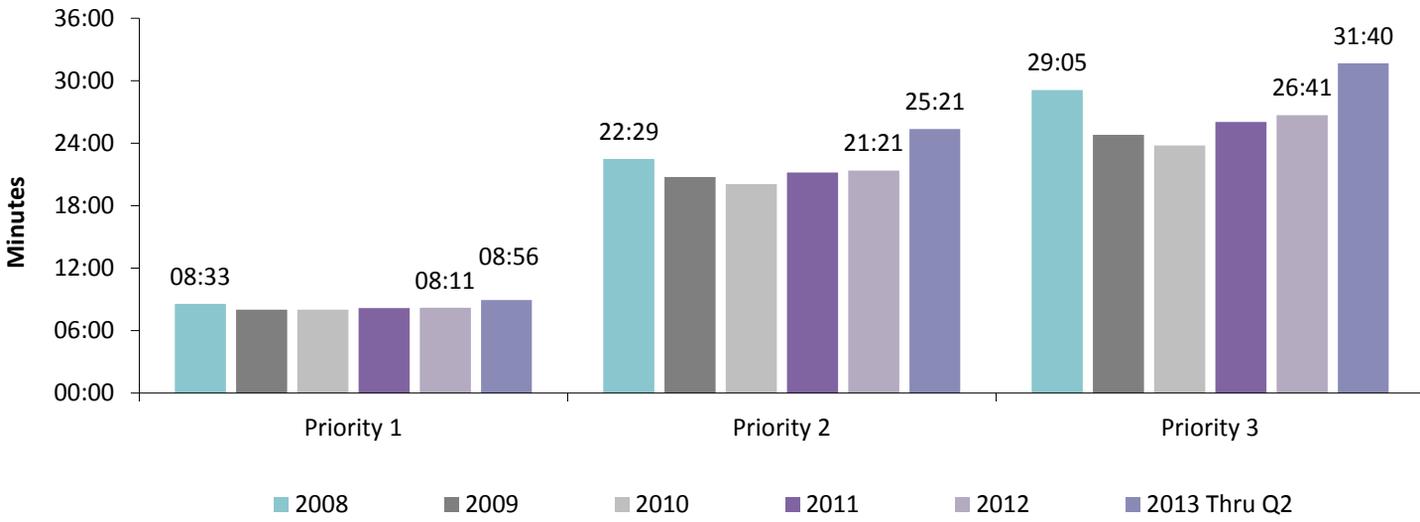
The community engagement and outreach tools used by CPS’s have been expanded. Outreach has been made more efficient through targeted analysis and aggressive recruitment of crime alert subscribers, others who have been involved in peripheral crime prevention projects such as court watch and “reclaiming” past participants in the Citizens Academy, McGruff Houses and Court Watch.

### Active Block Leaders and Leaderless Blocks 2012



Created 1-7-2013 by Crime Prevention Analyst Luther Krueger 612-673-5371 Luther.Krueger@MinneapolisMN.gov

### Response Times (Phone Pickup to Arrival of Officer)

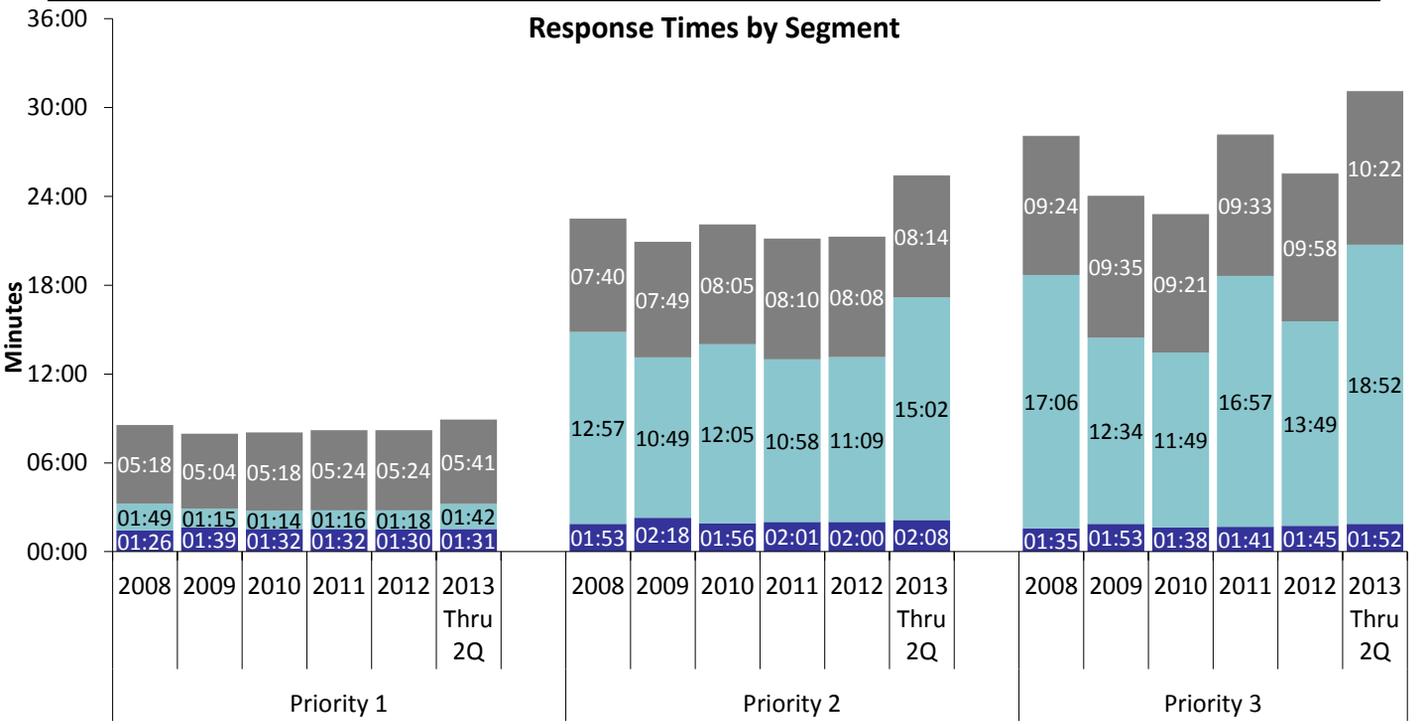


Source: 911 Police Response Times Report

**How do these measures support the main measure?**

As we work to increase public trust, we know the public values a quick response to all calls for service. The MPD continuously evaluates the balance between time spent with residents and how quickly our officers respond to the next call. We want to avoid the "drive thru" service image and continue to improve on community and customer service practices.

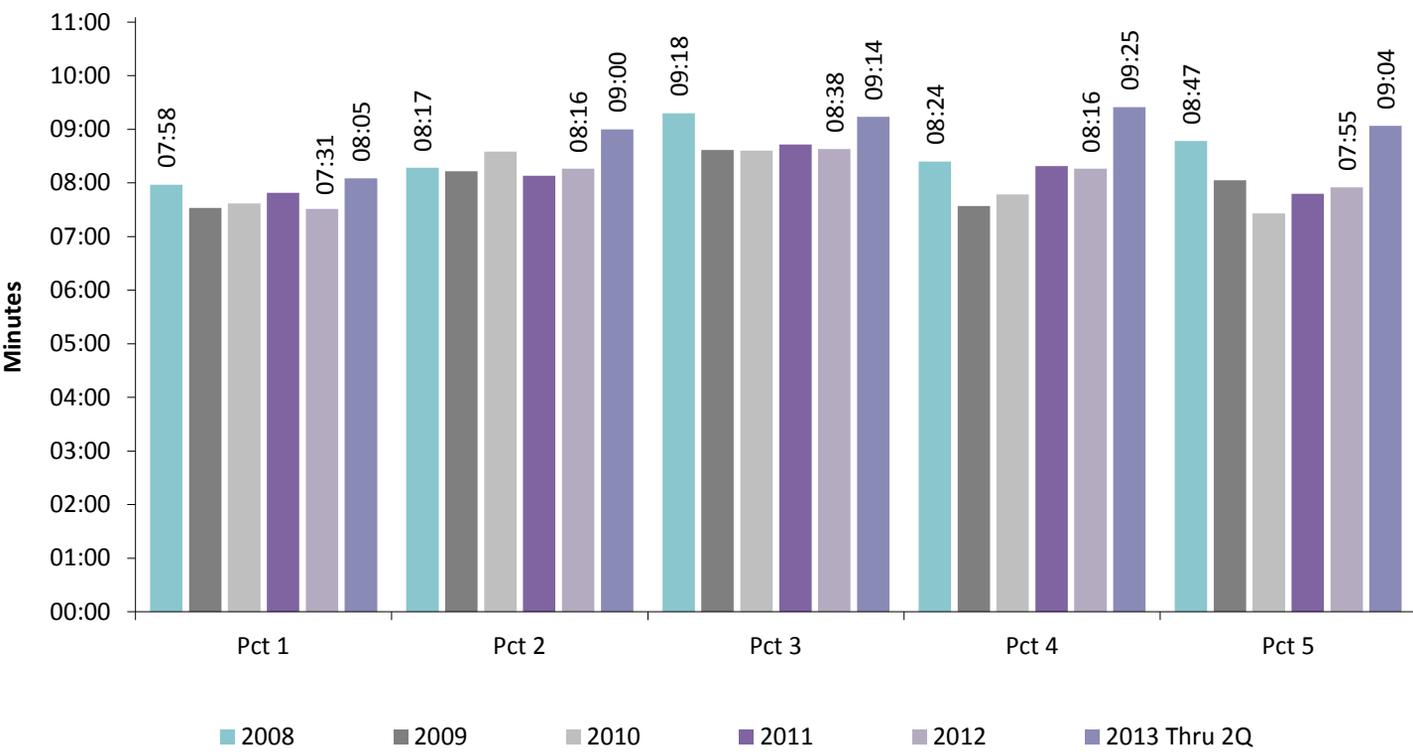
### Response Times by Segment



Source: 911 Police Response Times Report

■ Received to Entry ■ Entry to Dispatch ■ Dispatch to Arrival

### Priority 1 Response Times by Precinct



Source: 911 Police Response Times Report

### Complaints Filed with Internal Affairs

Inquiry type	2006	2007	2008	2009	2010	2011	2012
IAU Cases	67	60	78	55	52	48	104
Preliminary cases	133	111	110	121	113	55	64
Policy/Procedure Inquiry	160	103	133	152	98	71	128
Force reviews (critical incidents)	n/a	15	12	13	3	6	9
Supervisor Force Reviews (CAPRS)	872	1,234	1,156	1,562	1,781	1,673	1,122

*Note: In 2006, critical incidents were not counted separately from Internal Affairs*

#### How does this support the main measure?

Tracking complaints filed with Internal Affairs is an important indicator that aides in evaluating improvements in public trust. Internal Affairs receives and investigate internal and external complaints regarding the department. In addition, they also automatically review all uses of force and reports on policy violations.

#### Definitions:

IAU Case: a full investigation into the complaint

Preliminary Case: an initial review of the complaint to determine further course of investigation

Policy/Procedure Inquiry: low-level (category A) violations; handled by precinct supervisors

Force Reviews: IAU-initiated reviews of significant force that may have resulted in death/great bodily harm

Supervisor Force Review: Used to review lower-level uses of force; reported by officer and then routed to officer's supervisor for approval and IAU for review

## Employee Engagement and Morale



### **Why is this measure important?**

We recognize that high morale and engaged employees are essential to the health of any organization. Employees who have a positive work outlook are more effective, efficient and have a higher sense of job satisfaction.

### **What will it take to make progress?**

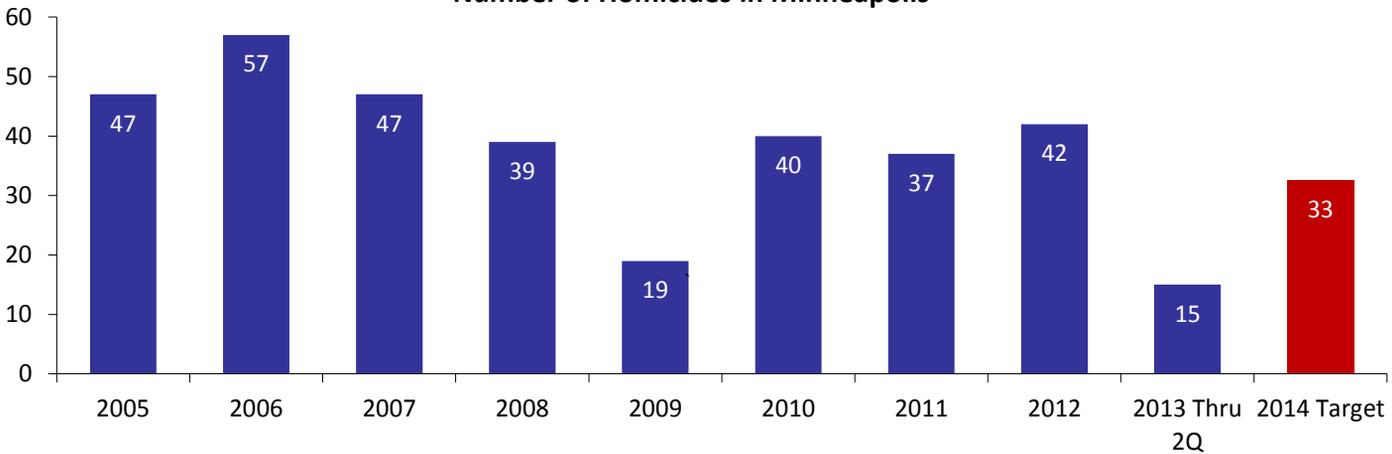
We are currently in the middle of a two year national project evaluating employee engagement and morale. The Law Enforcement Organization Survey (LEO) will cover topics including burnout, departmental priorities and styles, accountability, orientation to community, job satisfaction and commitment. This survey is specifically for law performance agencies and will provide us with different information than the City's employee engagement survey.

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# APPENDIX

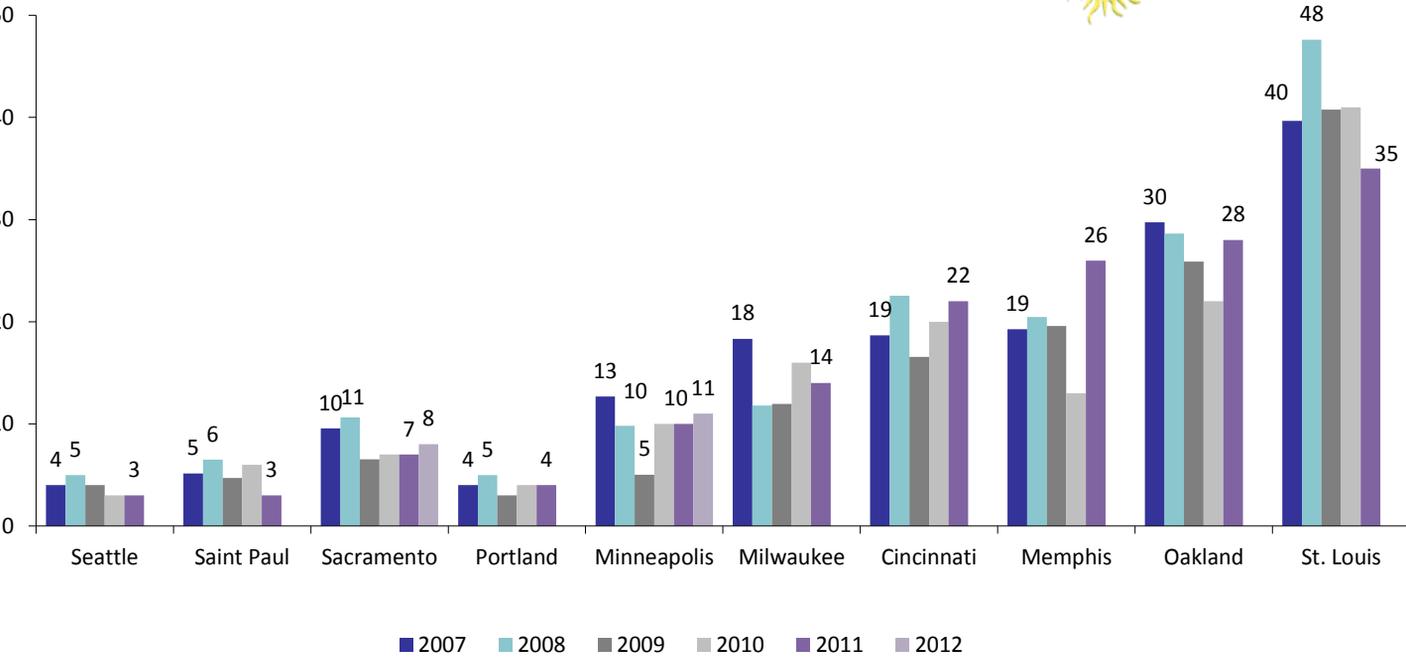
Uniform Crime Summary Report									
Offense	2005	2006	2007	2008	2009	2010	2011	2012	2013 Thru 2Q
Homicide	47	56	47	39	19	39	37	42	15
Rape	429	475	475	392	430	449	422	431	199
Robbery	2,625	3,081	2,559	2,066	1,707	1,626	1,605	1,735	787
Aggravated Assault	2,471	2,868	2,579	2,387	2,177	2,021	1,747	1,742	806
Burglary	5,552	5,856	6,178	5,599	4,764	4,811	5,117	4,801	1,878
Larceny	13,033	13,166	13,246	12,815	11,392	11,703	12,393	12,821	5,925
MVT	3,944	3,710	3,209	2,439	1,856	1,925	1,795	1,843	752
Arson	223	246	192	157	139	114	140	117	63
Part I	28,324	29,458	28,485	25,894	22,472	22,701	23,256	14,514	10,425
Part II	36,676	40,294	38,184	35,135	33,325	31,942	30,053	25,523	15,210

### Number of Homicides in Minneapolis



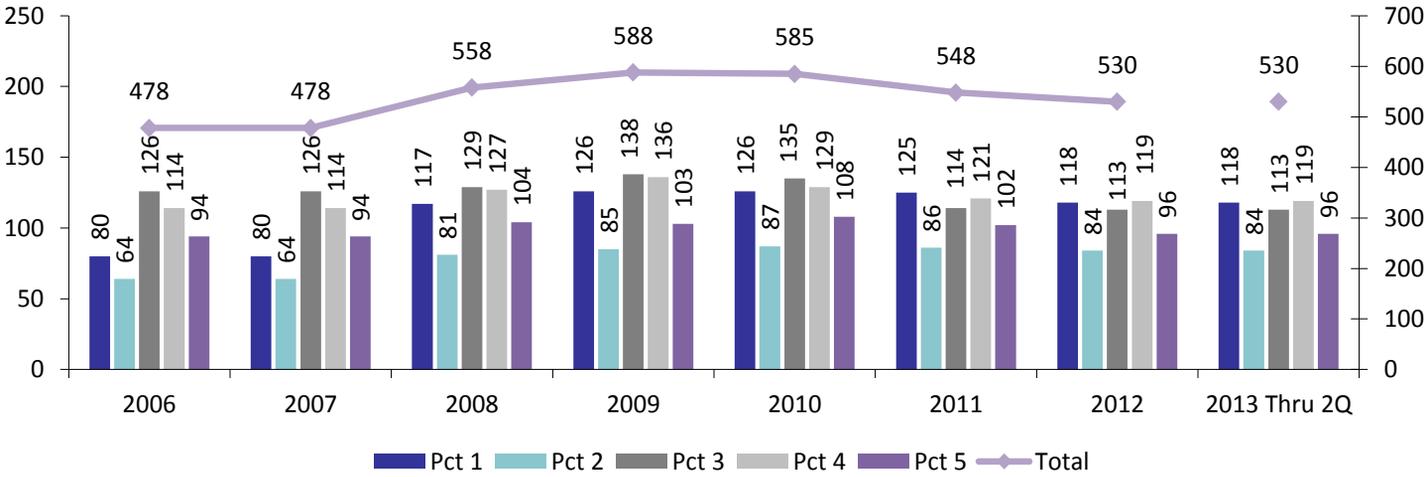
Note: All reported data updated 8/13  
 Source: Uniform Crime Report Summary

### Homicides - City Comparison 2007-2012 Rates per 100K in population



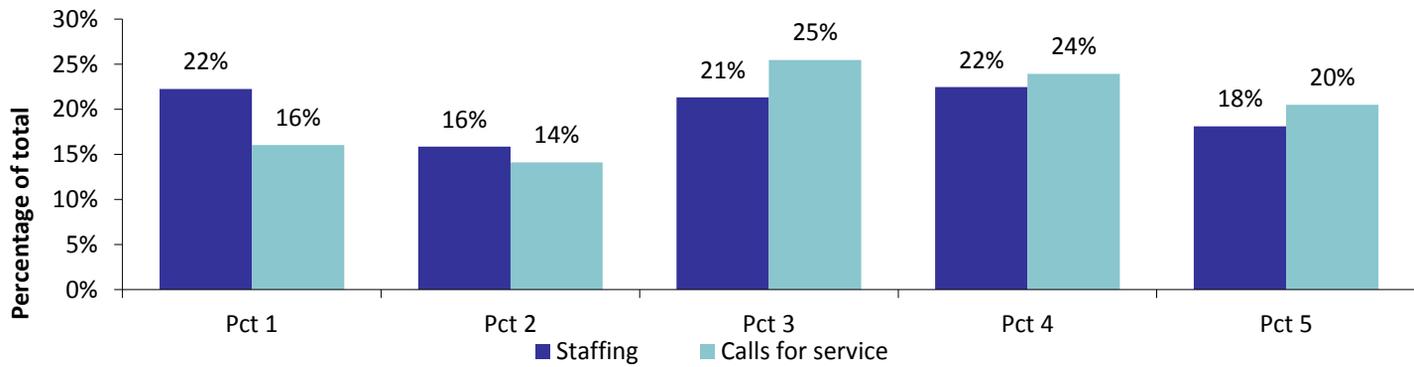
Sustainability target: Maintain no more than 11 homicides per 100,000 residents regardless of population change.

### Staffing Levels by Precinct



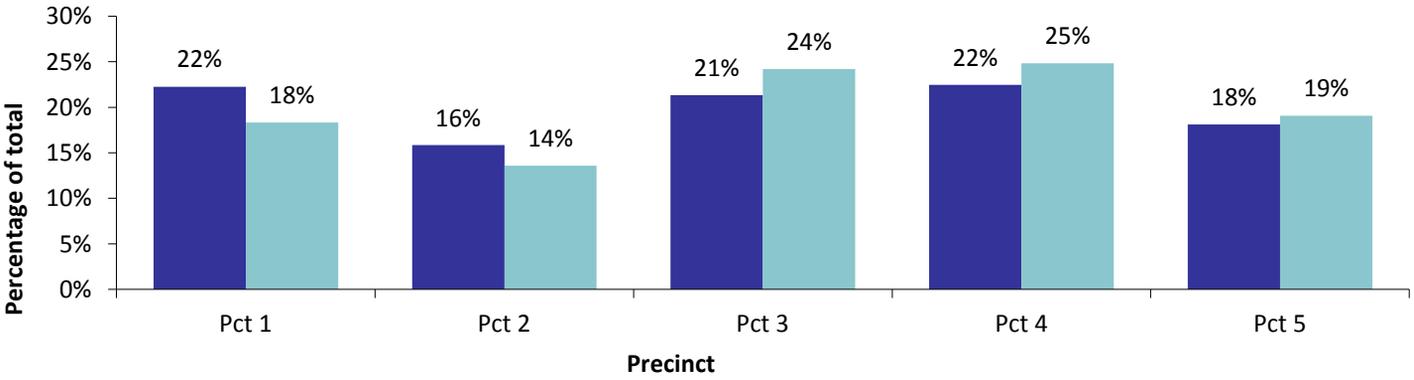
Note: This figures only consist of sworn staffing assigned to Patrol Bureau  
 Source: Personnel Report (WFD)

### 2012 Staffing Levels and Calls for Service Comparison



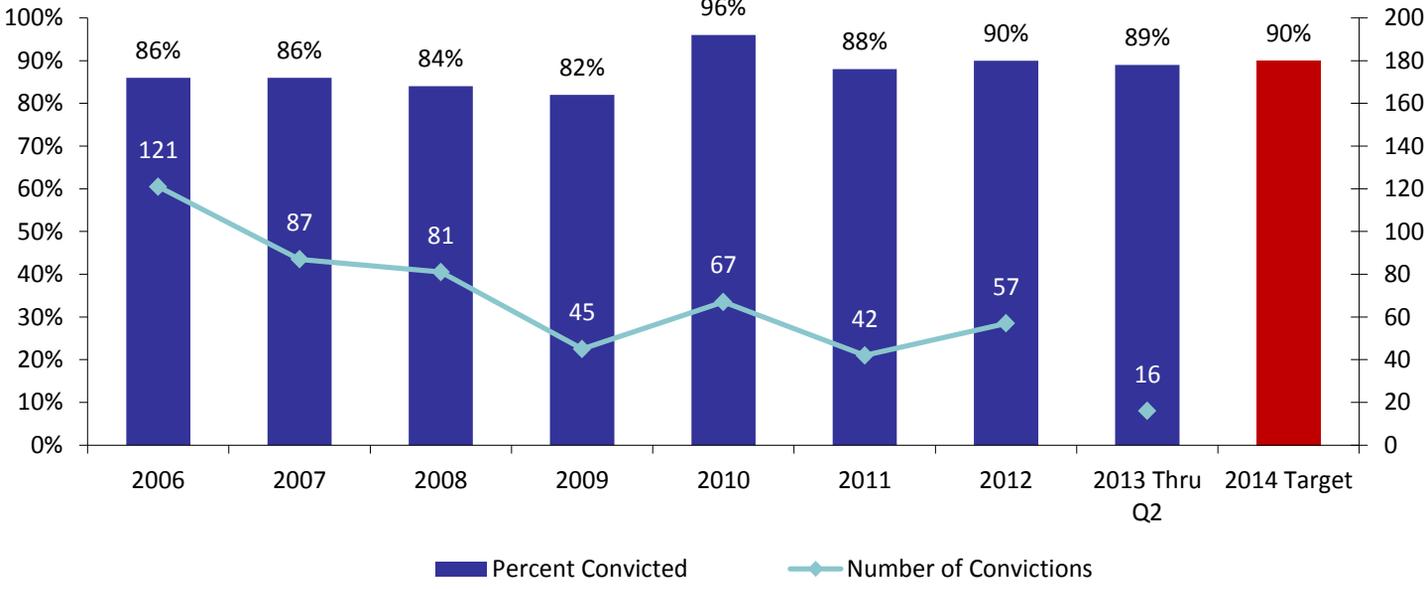
Note: This figures only consist of sworn staffing assigned to Patrol Bureau  
 Source: 911 Police Response Times Report and Personnel Report (WFD)

### 2013 Calls for Service by Precinct



Note: This figures only consist of sworn staffing assigned to Patrol Bureau  
 Source: 911 Police Response Times Report and Personnel Report (WFD)

### Gross Misdemeanor Weapons Cases Charged by the City Attorney's Office that Result in Conviction



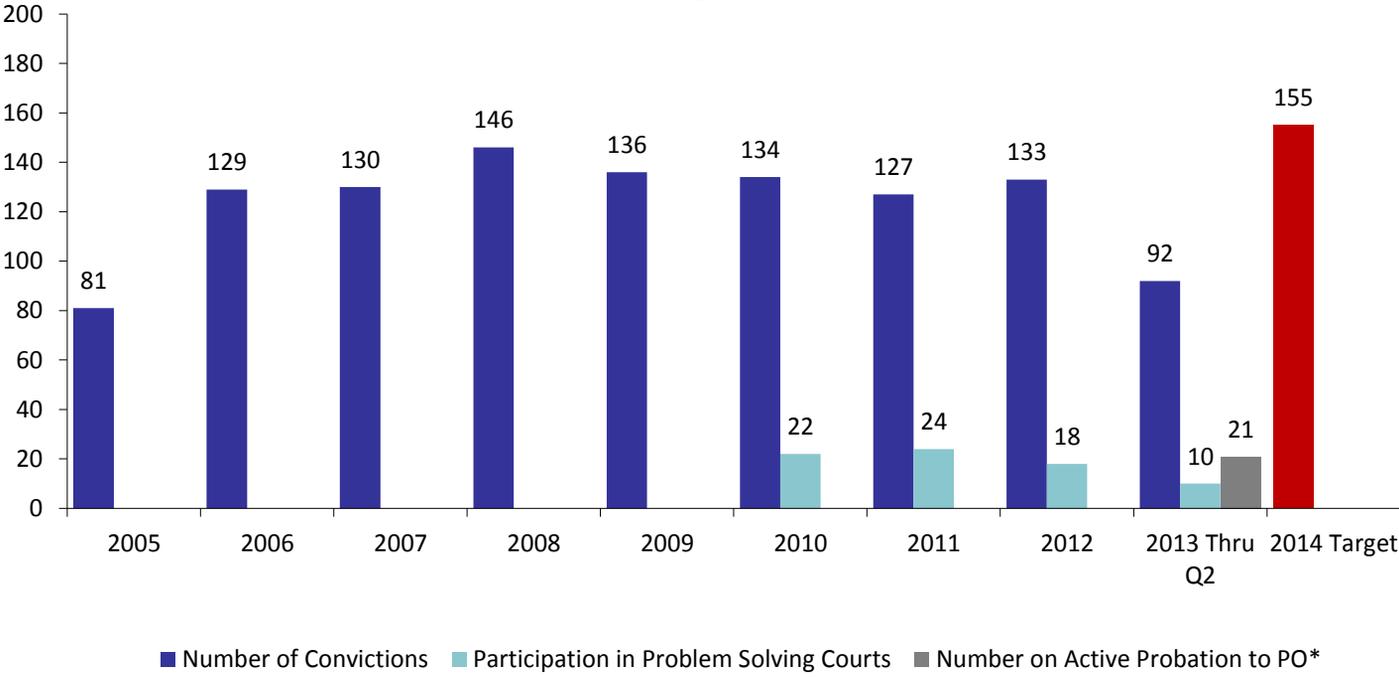
Notes:

1) In April 2009, the U.S. Supreme Court issued a decision that limited the ability of the police to search for weapons in vehicles incident to an arrest; this decision has resulted in lower numbers of cases referred for prosecution.

2) 2012 Data updated 8/13

Source: City Attorney's Office Results August 2013

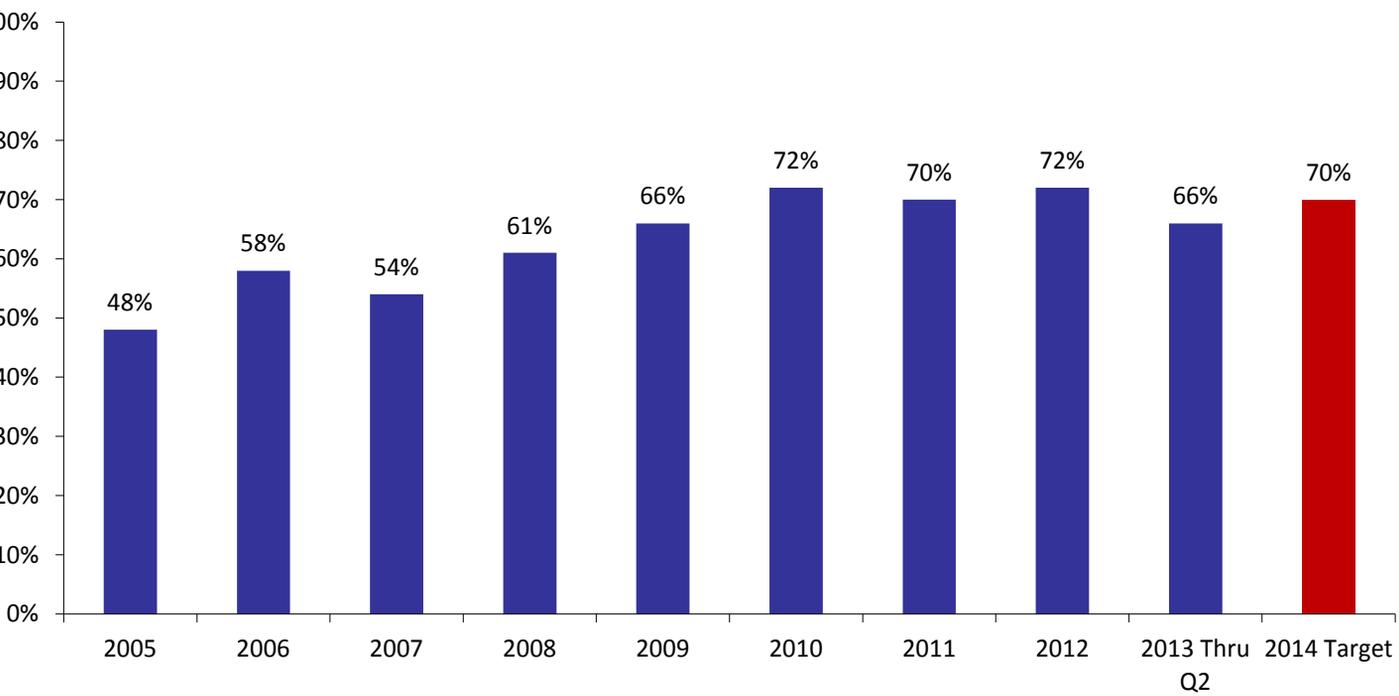
### Number of Top 200 Chronic Offenders Convicted and/or Participating in Problem Solving Courts



Note: Active probation to probation officer (PO) began in March of 2013.

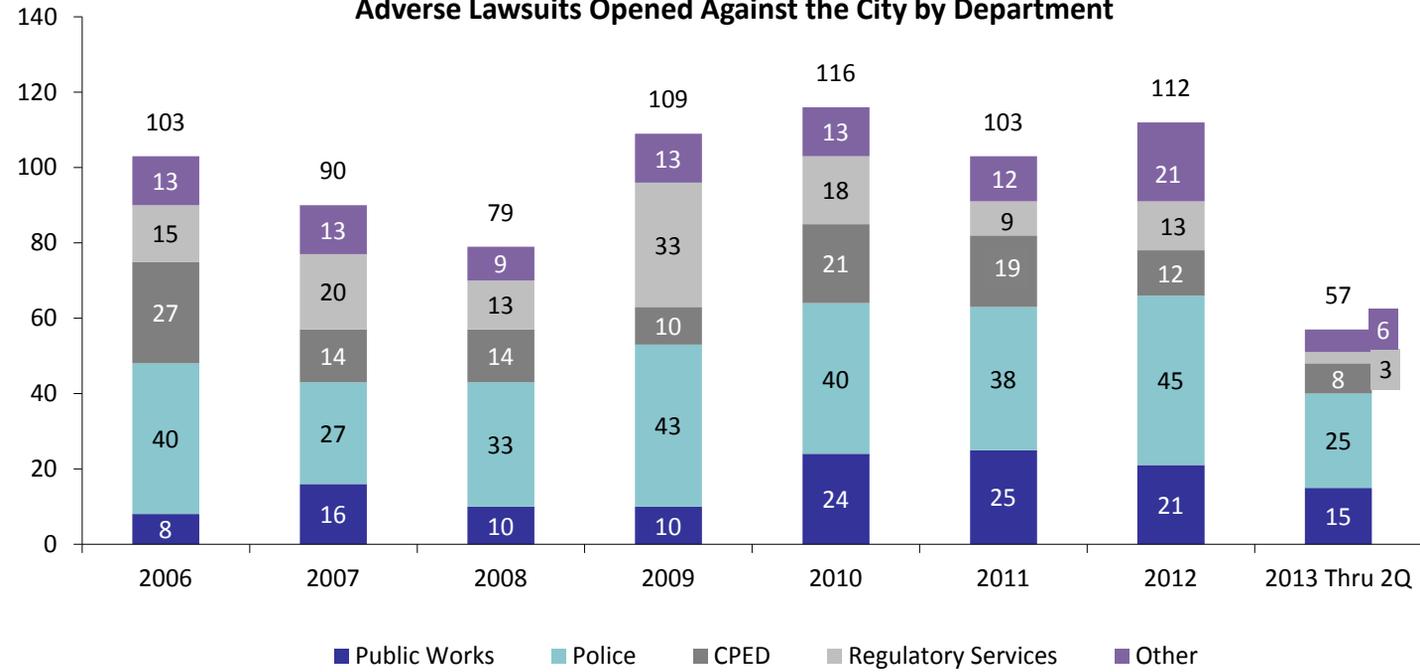
Source: City Attorney's Office Results August 2013

### Conviction Rate on Domestic Violence Cases



Source: City Attorney's Office Results August 2013

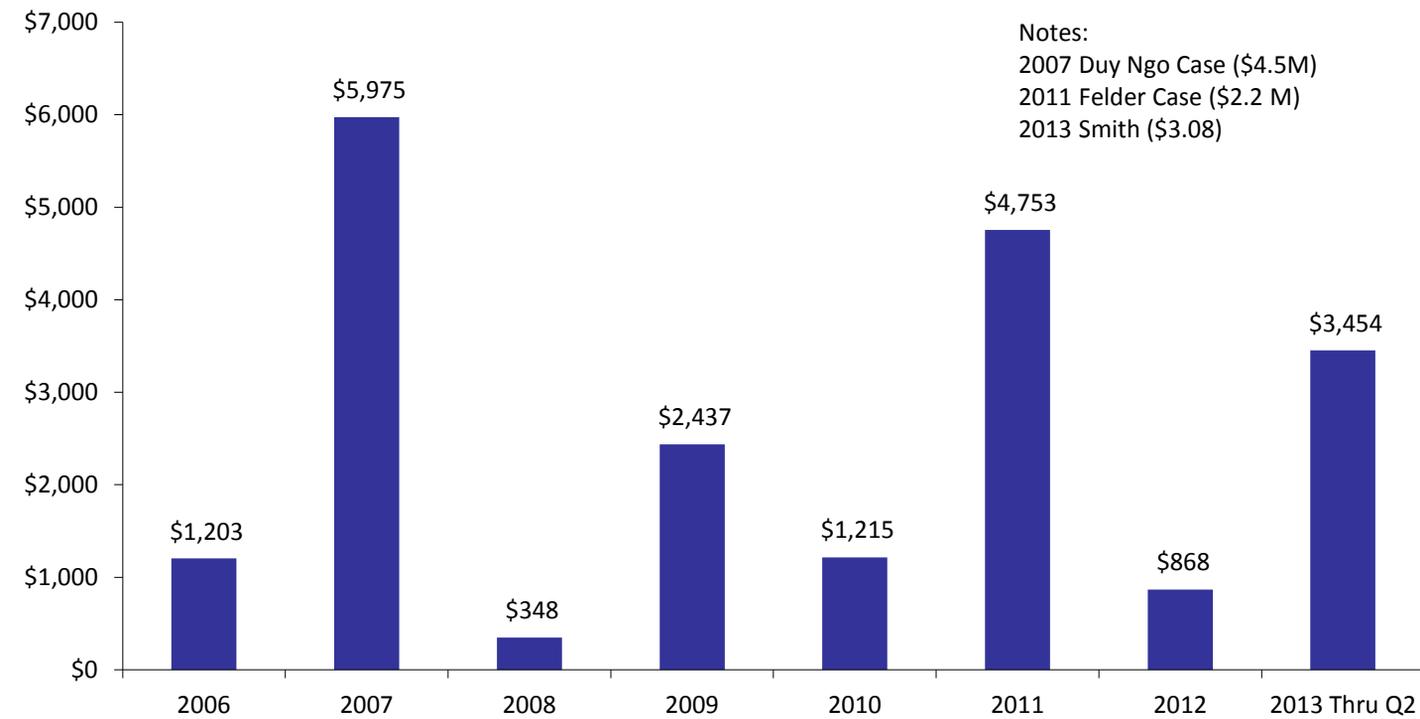
**Adverse Lawsuits Opened Against the City by Department**



Note: A number of the suits, for example involving CPED, are related to matters such as condemnation, property title clearance and the like that are not necessarily reflective of any risk management concerns for the City.

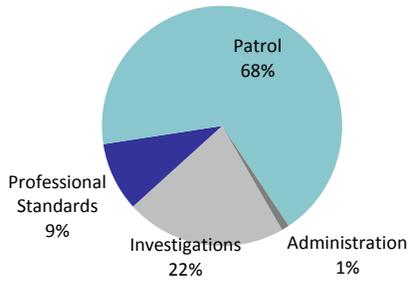
Source: City Attorney's Office Results 2013

**Police - Total Liability Payouts (in thousands)**

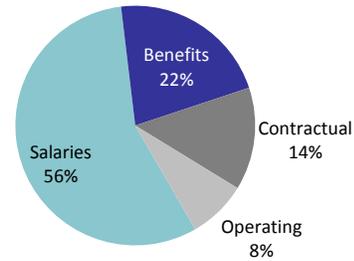


# Management Dashboard: Police

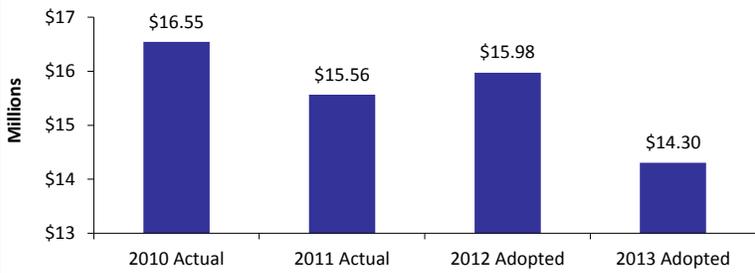
**2013 Positions by Division (Staff total 980.5)**



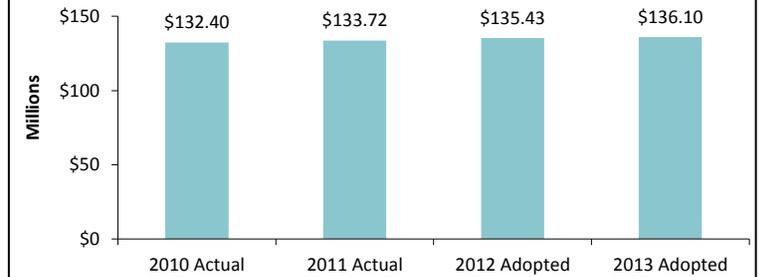
**2013 Expenditures by Type: \$136.1 million**



**Revenue 2010-2013 (in millions)**



**Expenditure 2007-2011 (in millions)**



**Loss Prevention Data**

Year	2008	2009	2010	2011	2012
Workers Comp	\$1,709,008	\$2,237,225	\$1,901,170	\$1,974,443	\$1,791,605
Liability Claims	\$63,595	\$86,241	\$51,484	\$91,943	\$65,458

**Average Sick Days Taken per Employee (\*)**

Year	2008	2009	2010	2011	2012
Days	7.8	7.6	8.5	8.1	8.6

**Workforce Demographics**

Year	2003	2011	2012
% Female - Sworn	16.37%	16.06%	16.07%
% Employee of Color - Sworn	16.50%	19.23%	20.24%
# of Sworn Employees	794	853	840
% Female - Civilian	63.21%	63.16%	63.85%
% Employee of Color - Civilian	21.23%	18.80%	17.69%
# of Civilian Employees	212	133	130

**Overtime Costs**

Year	2008	2009	2010	2011	2012
Hours	-	-	-	-	-
Cost	\$6,878,035	\$4,164,804	\$4,483,481	\$2,813,462	\$3,151,504

**Positions Vacancies**

Year end	2009	2010	2011	2012
Percent of Total	5.00%	2.00%	5.00%	3.81%

**Employee Turnover and Savings**

Year end	2008	2009	2010	2011	2012
Turnover	4.73%	5.13%	5.09%	6.57%	6.65%

**Performance Reviews Past Due in HRIS**

As of 8/22/2013	26%
-----------------	-----

**Retirement Projections**

Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Number	52	15	27	22	42	40	56	44	47	31
% of Employees	5.36%	6.91%	4.33%	5.05%	4.33%	8.45%	9.90%	10.31%	9.38%	8.04%

**Notes:**

Average Sick Days taken per Employee

- A) Based on the payroll calendar year not the calendar year.
- B) Does not include employees who were in a suspended ("S") Pay Status at the end of a given payroll year.
- C) Includes employees who are in a paid ("P") Leave of Absence status and an unpaid Leave of Absence status ("L").
- (\* Traffic control moved from Regulatory Services to Police in 2006 and these employees are included in Years 2006 to 2008

Overtime Costs

- A) OT amount - Fiscol. Reconciled with CRS and Data ware house queries.
- B) Hours - based on HRIS management reports with payroll data

Workforce Demographics

- A) Includes employee counts at year's end for 2003 and 2007.
- B) Only includes active FT regular employees.

Employee Turnover and Savings

- A) Turnover Savings= \$Budgeted (personnel) - \$Actual (personnel)

Position Vacancies

- A) Includes only budgeted positions.

Retirement Projections

- A) The projected time an employee is eligible to retire is based on service time in HRIS. For employees who received pension service credit in other organizations, the actual year of retirement eligibility may be sooner than the projections show.

