



Police Department

# Department Business Plan

2014-2017

June 30, 2014

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### **City Values:**

Equity

Safety

Health

Vitality

Connectedness

Growth

### **Department Values:**

Commitment

Integrity

Transparency

### **Department Vision:**

Be a Recognized and Respected Law Enforcement Leader in Public Safety Strategies and Service to our Community.

### **Department Mission:**

We, the members of the Minneapolis Police Department are committed to providing quality and professional service in partnership with all communities to continue to advance our city's safety, growth and viability. We are committed to excellence through the development, accountability and support of our employees to achieve their full potential.

# Department character and environment

The Minneapolis Police Department has four business lines, focused on the strengths of each individual bureau's responsibilities.

## **Patrol Bureau Business Line**

Includes Precinct Patrol (911 Response, Directed, Canine & Mounted Patrol), Property Crime Investigations, Community Response Teams (CRT), and Crime Prevention Specialists.

## **Investigations Bureau Business Line**

**Violent Crimes Investigations Division:** Assault (Violent Chronic Offender), Homicide, Joint Terrorism Task Force (JTTF), Robbery, Safe Streets Task Force (VOTF – DEA Task Force), Violent Criminal Apprehension Team (VCAT), and Weapons Investigations.

**Special Crimes Investigations Division:** Crimes Against Children (Juvenile Trafficking), Domestic Assault, Juvenile Investigations, Juvenile Outreach & Diversion (Police Athletic League (PAL)), License Investigations - Auto Theft Prevention (ATP), Financial Crimes; Sex Crimes (Predatory Offender Registration), and Traffic Investigations.

**Forensics Division:** Crime Lab, Field Operations, Firearms/Toolmark, Forensic Garage, Photo Lab, MAFIN.

## **Strategic Information and Crime Management (SICM)**

**Emergency Preparedness :** Community Engagement Team (CET), Disaster Strike Team, Special Events & Dignitary Protection.

**Strategic Information Center:** Crime Analysis.

**Special Operations Unit (SOU):** Bomb, Crisis Negotiations, Mobile Command, SWAT Response, SWAT Unit, and SWAT 1280.

## **Professional Standards Bureau**

**Administrative Services:** Business Technology and Support, Fleet, Health & Wellness, Police Stores, Research & Policy Development.

### **Internal Affairs**

**Leadership & Organizational Training Division:** In-Service Training (Range and Supervisors Orientation); Pre-Service Training (Academy, FTO Program and Mental Health Coordinator).

**Operations and Administration:** Recruitment & Hiring (Backgrounds, Court Liaison, CSO Program, Recruitment; Support Services (Fleet Services, Police Stores, Property & Evidence, Records Information, and Transcription)

**Technology & Support Services:** Business Technology Unit (BTU), Intellectual Properties, and Sogeti Contractors.

## **Mandated Services**

- Keeping peace and order – enforcing the laws and ordinances of the city, state and federal government

## **Challenges**

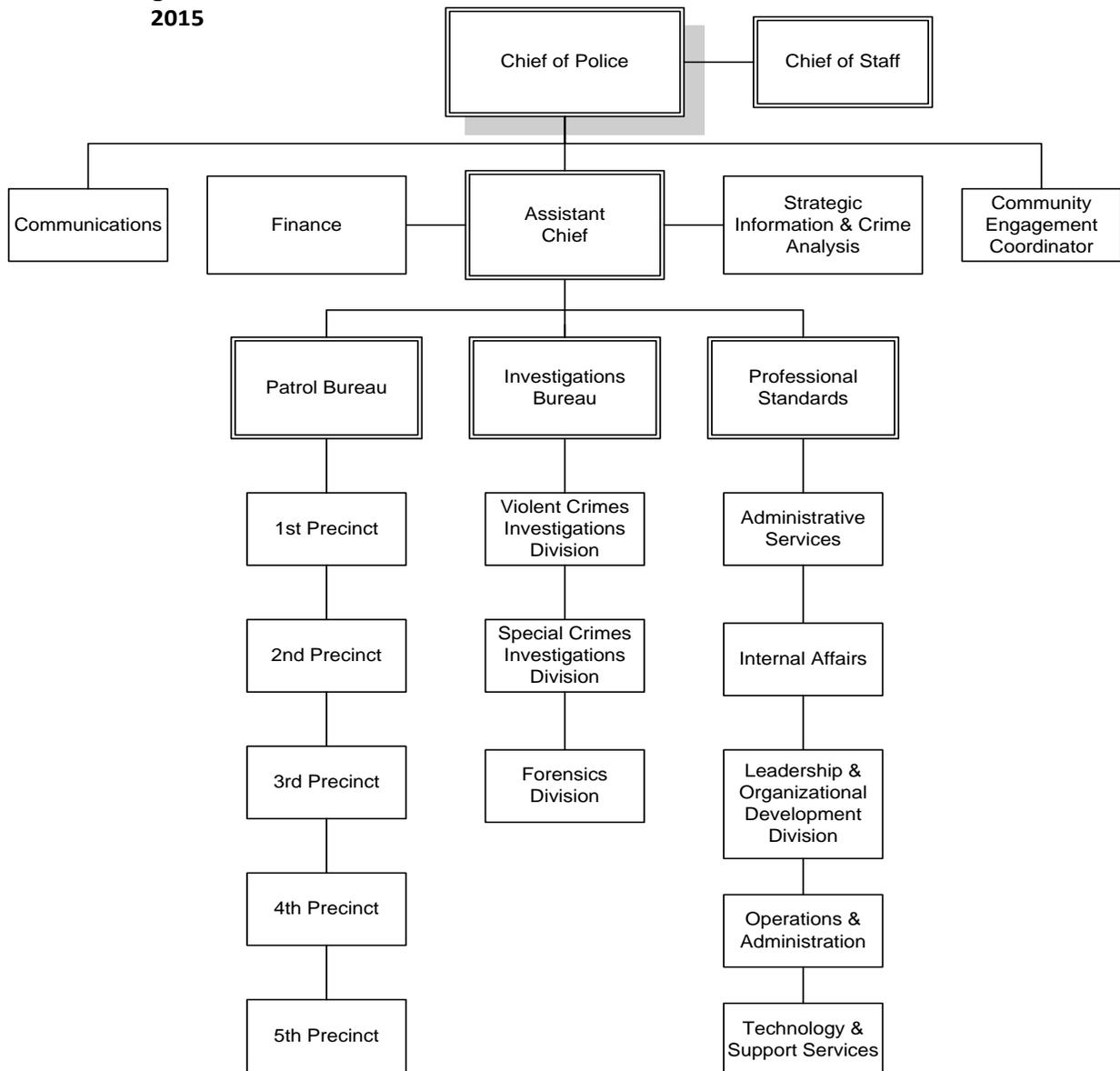
- Maintaining public safety
- Building public trust
- Employee engagement and morale
- Violent crime
- Decreased staffing levels due to retirements
- Balancing less experienced police force as more people are hired
- Recruitment of diverse candidates
- Meeting the demands for technology
- Contractual and systematic restraints – hard to break out of old way of doing things

## **Opportunities**

- Public trust - Increasing diversity through hiring due to retirements
- Young, new police officers to be molded to new ways of policing

# Department organizational chart

## Minneapolis Police Department Org Chart 2015



# Department Goals, Objectives and Tactics

<b>Strategic Direction</b>	<b>Department Goal</b>	<b>Department Objective and Targets</b>	<b>Department Tactics and Targets</b>
<p><b>All neighborhoods are safe, healthy and uniquely inviting</b></p> <p><b>All Minneapolis residents, visitors and employees have a safe and healthy environment</b></p>	<p><i>Minneapolis is a safe place to live, work and visit</i></p>	<p>Objective 1: <i>Increase Public Safety</i></p> <p>Target 1: <i>Decrease or maintain crime rate at historic low</i></p>	<p>Tactic: <i>Decrease violent crime through crime reduction initiatives</i> Target: <i>Reduction in violent crime</i></p> <p>Tactic: <i>Decrease property crime through crime reduction initiatives</i> Target: <i>Reduction in property crime</i></p> <p>Tactic: <i>Collaborate with partners to reduce crime –</i> Target: <i>Maintain and build on collaborative partnerships</i></p> <p>Tactic: <i>Increase ability to be fluid &amp; agile in response tactics and operational efficiencies &amp; effectiveness –</i> Target: <i>Increase effectiveness of law enforcement strategies</i></p> <p>Tactic: <i>Serious and violent crime offenders will be arrested and charged</i> Target: <i>Contribute to effective prosecutions through good arrests and quality reports.</i> Target: <i>Case closure rates for violent crimes will be on par with national average by 2016.</i></p> <p>Tactic: <i>Prevent juvenile crime and gang activity through Faith patrols, MADDADS, bicycle patrols, Cops out of Cars, and Public Safety cameras.</i></p>

		<p>Objective: <i>Increase public's perception of safety</i></p> <p>Target: <i>Maintain 85% satisfaction rate through citizen survey</i></p>	<p>Target: <i>Decrease in juvenile crime and gang-related crime.</i></p> <p>Tactic: <i>Increase public awareness of criminal activity</i></p> <p>Target: <i>Increase enrollment in crime alert subscriptions from 13,632 to 14,000 by end of 2015</i></p> <p>Target: <i>Increase block club leaders from 69% to 90% by end of 2015</i></p> <p>Tactic: <i>Establish demographic tracking mechanism for persons subscribing to crime alerts and acting as block club leaders by 2016.</i></p> <p>Tactic: <i>Increase ability to be fluid &amp; agile in response tactics and operational efficiencies &amp; effectiveness -</i></p> <p>Tactic: <i>Increase effectiveness of law enforcement strategies</i></p>
<p><b>Transparency, accountability and ethics establish public trust</b></p>	<p><i>Citizens have confidence in and trust their police force</i></p>	<p>Objective: <i>Increase public trust</i></p> <p>Target: <i>Resident satisfaction with professionalism of Police Department</i></p>	<p>Tactic: <i>Maintain a high level of external communications that keep the public informed.</i></p> <p>Target: <i>Review the actual # of communications sent out in 2014.</i></p> <p>Tactic: <i>Increase public education on MPD processes</i></p> <p>Target: <i>Review all community engagement activities and events that we take part in each year.</i></p> <p>Tactic: <i>Put in place strategies to address OJP findings</i></p> <p>Target: <i>Implementation of community structure to address 5 recommendations of OJP</i></p> <p>Tactic: <i>Increase community satisfaction with police</i></p>

			<p><i>department.</i></p> <p><i>Target: Survey those who use services of the police department</i></p>
		<p><i>Objective: Increase effective operations</i></p>	<p><i>Tactic: Increase effective use of staffing</i></p> <p><i>Target: Review calls for service and staffing levels assigned to specific duties</i></p> <p><i>Tactic: Put in place strategies to address OJP findings</i></p> <p><i>Target: Implementation of community structure to address 5 recommendations of OJP</i></p>
		<p><i>Objective: Create a culture of accountability</i></p>	<p><i>Tactic: Put in place strategies to address OJP findings</i></p> <p><i>Target: Implementation of community structure to address 5 recommendations of OJP</i></p> <p><i>Tactic: Complete investigations of high profile incidents in a timely manner.</i></p> <p><i>Tactic: Create an effective Early Intervention System (EIS)</i></p> <p><i>Tactic: Utilize effective performance management process</i></p> <p><i>Target: All MPD employees participate in performance management process</i></p>
<p><b><i>Engaged and talented</i></b></p>	<p><i>City employees high-</i></p>	<p><i>Objective: Increase employee engagement &amp;</i></p>	<p><i>Tactic: Increase employee input</i></p> <p><i>Target: Goals and performance, annual review, exit</i></p>

<p><b><i>employees reflect our community, have the resources they need to succeed and are empowered to improve our efficiency and effectiveness</i></b></p>	<p><i>performing, engaged and empowered</i></p>	<p><i>morale</i>  Target: <i>Employee engagement survey</i></p>	<p><i>interviews when moving from one assignment to another, and feedback through OAC, and SAC civilian meetings</i></p> <p>Tactic: <i>Increase training opportunities that are valued and that is recognized as a benefit to the employee and department</i>  Target: <i>Survey following completing of training - ROI</i></p> <p>Tactic: <i>Increase consistency in processes</i>  Target: <i>Review employee survey to gage consistency</i></p> <p>Tactic: <i>Increase focused and targeted training opportunities to help employees function at a high level in their assignments and grow their career</i>  Target: <i>Review by LOD of training opportunities</i></p> <p>Tactic: <i>Instill accountability</i>  Target: <i>Year-end review of employee evaluations and feedback from commanders</i></p> <p>Tactic: <i>Promote opportunities for career development</i>  Target: <i>Review by LOD of opportunities for career development</i></p> <p>Tactic: <i>Promote equity in process of assignments</i>  Target: <i>Review of assignments by Command Staff</i></p>
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