

Minneapolis Civilian Police Review Authority

April 15, 2009



History of Citizen Oversight

- Since the 1970's, citizen oversight of law enforcement has been a growing movement.*
- 80% of the 50 largest U.S. Cities have citizen oversight of law enforcement and over 100 municipalities*
- Minneapolis is recognized as a leading model for citizen oversight

*http://www.parc.info/citizen_oversight_of_police.shtml



History of Citizen Oversight in Minneapolis

- 1989 – two highly publicized police actions –killing of an innocent elderly black couple during a raid on what was believed to be a drug house and raid of a black college party, allegations of excessive force were made against the officers.
- 1989 – Police Civilian Review Board Working Committee created because of “the lack of confidence in the Internal Affairs Unit of the [MPD]” and “all allegations of police impropriety must be impartially investigated in order to maintain the confidence of the citizenry.
- 1990 – After much debate, the current model of civilian oversight was recommended to the City Council.
- 1991 – CRA began – City department with 3 investigators



History of Oversight in Minneapolis

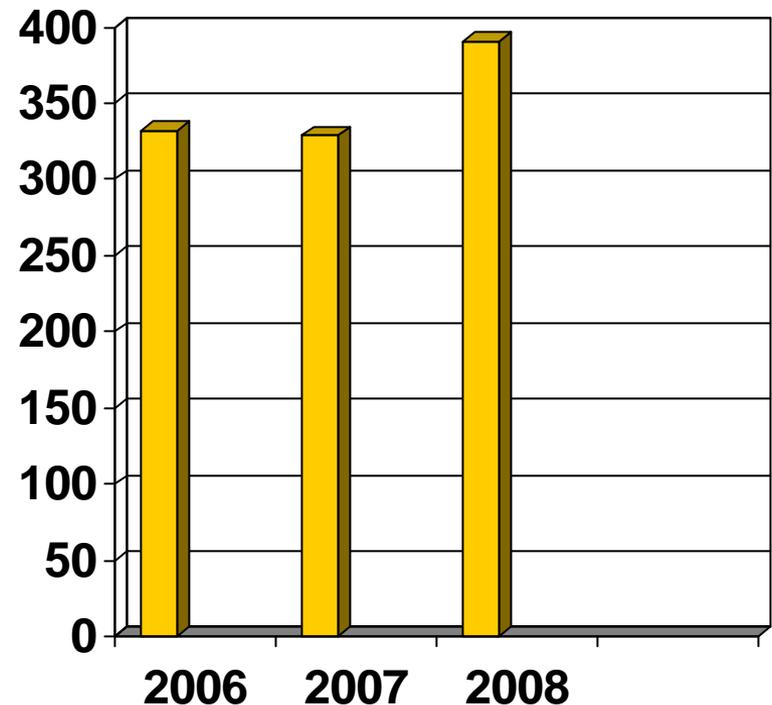
- 2002 – CRA shutdown – budget cuts and board deactivated
- 2002 – CRA Redesign Team – CRA reorganized and folded into the Civil Rights Department with fewer resources and staff
- 2003 – CRA began with new board
- 2006 CRA Working Group – established to study issues outside the scope of the 2006 independent study of the CRA

Statistics

Initial Complaints

- 2006 – 332
- 2007 – 329
- 2008 – 391

- 1st Quarter 2009
102





Benefits of the CRA Process

No Intimidation

- Opportunity to constructively express concerns about police actions without the fear of retaliation

Community Standards

- Complaint outcome determined by civilian board

Independence

- Neutral independent investigative agency/not a part of the MPD

Equal footing with officer

- Opportunity to talk with officer about the incident (if complaint goes to mediation)



Value to City & Residents

- 1997 and 2002 Redesign Action Groups and the 2006 Working Group have supported the current model as the best model to serve the citizens (independent investigations and independence of the MPD)



Value to City & Residents

Who is served

- Residents & visitors
 - Black, White, Asian, Indian, Latino, GLBT, Disabled + You
 - Police misconduct affects everyone

- Press, Public Defender's Office, Private Attorneys, citizen watchdog groups



Value to City & Residents

Impact of police misconduct

- Financial cost of lawsuits and settlements
- Low community participation in the City's community policing initiative
- City image



Value to City & Residents

- Need for oversight
 - MPD not responsive to community concerns
 - MPD overprotective of officers who have allegations made against them
 - Community lack of trust and confidence
 - Cultural vs. Management
 - Cultural – documented history of misconduct allegations despite changes in administration (MPD)
 - Management – police misconduct associated with the management of the department



Value to City & Residents

- Examples of MPD cultural issues
 - Dominant role of the police federation
 - Experienced officers receiving majority of complaints
 - Same types of complaints received over time

Differences between CRA and other units

- Public's perception that IAU is biased

MPD IAU

- CRA investigators have no ties to MPD – reduced fear of reprisal from officers
- No motive to take/stay in job if not committed to oversight values
- No conflict of allegiance to other officers
- Neutral location – limits intimidation

IA attitude of “routine” complaints

- Not all complaints brought to MPD go to IA
- No formal outcome when referred to precinct
- Rarely does the citizen know that the issue has been resolved or addressed

Differences between CRA and other units

MDCR CIU

- Majority of complaints are non-discrimination complaints against police officers
- Experienced former (non-MPD) police officers investigating complaints
- CRA investigators' knowledge of police policy/practice allows them to assist/advise complainants even when no complaint is warranted.
- Citizen board makes an adjudication on every compliant investigated.
- CRA investigators gain cooperation and respect of MPD officers due to their own law enforcement background

Cost to operate CRA

2009 Budget*

		% of GF	% of CR
General Fund (GF)	\$374 mil[^]	100%	
Civil Rights (CR)	\$2.3 mil^{**}	0.61%	100%
CRA	\$360 K^{^^}	0.096%	15.65%

*Approximations

[^]<http://www.ci.minneapolis.mn.us/mayor/docs/2009RevisedBudgetSlides.pdf>

^{**}<http://www.ci.minneapolis.mn.us/city-budget/2009supp/docs/2009SupplementalBudget.pdf>

^{^^} Includes salaries, rent and operation expenses, supplies, board per diems, training

Projected consequences

- 30% cut from CRA (1 staff member)
 - Unacceptable increases in all process timelines
 - Complaints would bottleneck within the agency
 - easier for the MPD to justify no discipline due to timeliness
 - Unacceptable level of service to customer on routine matters

The CRA currently operates with a “skeleton crew.” The elimination of a staff member would make the CRA totally ineffective and mere window dressing.



Projected consequences (cont.)

Elimination of the CRA

- Citizens no longer involved in MPD policy recommendations
- Citizens no longer involved in the officer accountability
- Elected officials will have to become personally involved in addressing misconduct issues
- No external checks and balances on police accountability
- More citizen discontent



Making the CRA more effective

- Addition of 1 investigator
 - Reduce the investigative timeline
 - Conduct more proactive work/outreach/education
 - Nationwide standard: 1 investigator per 175 officers
Minneapolis: 1 investigator per 446 officers (Roster 892 - 4/13/09)
- Contract with mediator
 - Conduct more mediations per month
 - Reduce number of full investigations
 - Mediator would be more effective with experience
 - Difficult to maintain “roster” of volunteers

Alternate Funding Option

- Require MPD to contribute a portion of CRA's operating cost

Police Department 122 million (2009 Revised Budget)*

CRA	Civil Rights	\$180,000
	MPD	<u>\$180,000</u> (0.14% of MPD Budget)
		\$360,000

- e.g. share the cost of a mediator
- Encourages MPD to continue to improve accountability of officers actions (impacts community policing initiatives)
- If CRA fully funded to include an additional investigator (additional \$65,000 FTE), IAU could reduce number of investigators – putting more officers on the streets

*<http://www.ci.minneapolis.mn.us/city-budget/2009supp/docs/2009SupplementalBudget.pdf>



Thank you.