



Unity
Community
Team

Section 1. Use Of Force

Section 1.	Status	Description	Rep	Lead Agency	Implementation Status/Notes
1.2.1	●	Use of Force Policies	MPD	Training	See MPD Policy 5-301.01 throughout 5-323.
1.2.2	●	Use of Force reporting Requirement	MPD	MPD/ADMIN	See MPD Policy 5-308
1.2.3	●	Choke Hold	MPD	Training	See MPD Policy 5-312 / Look at supervisors Use of Force Reports for Coking statistics
1.3.1	●	Consequences for Violation of MPD Policy	MPD	IAU	
1.3.2	●	Investigation on uses of deadly force	MPD	IAU	
1.4	●	Less Lethal Tools	MPD	MPD/ADMIN	What is the exceptable level (number of less then lethal weapons)
1.5.1	●	Equip squads with max restraint cords	MPD	MPD/ADMIN	
1.5.2	●	Hobble	MPD	MPD/ADMIN	
1.6	●	Transport in K-9 Squad Prohibited	MPD	MPD/ADMIN	Unable to locate Administrative Announcement



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Section 2. Police-Community Relations

Section 2.	Status	Description	Rep	Lead Agency	Implementation Status/Notes
2.1	●	Establish PCRC	PCRC		
2.2.1	●	Overseeing and monitoring the implementation of this mediation agreement.	PCRC		
2.2.2	●	Periodically issuing reports on the progress of implementing this mediation agreement.	MPD		
2.2.3	●	Educating the community on areas of public interest related to this mediation agreement.	PCRC/ MPD		
2.2.4	●	Reviewing this mediation agreement with the successor to Chief Robert Olson and work with the new chief to implement the Agreement.	PCRC		
2.2.5	●	Providing a forum for on-going communication between the MPD and the community regarding matters of public safety and the public's faith and confidence in the MPD.	PCRC		
2.2.6	●	Monitoring the budget related items in this mediation agreement.	PCRC/ MPD		
2.2.7	●	Establishing the operating and governing rules for the PCRC	PCRC		
2.2.8	●	Working with the MPD and community following critical incidents.	PCRC		
2.2.9	●	Facilitating on-going dialogue on race and ethnicity and other forms of diversity.	PCRC/ MPD		
2.2.10	●	Creating and conducting community forums with at which both the MPD and the UCMT may present information.	PCRC/ MPD		
2.2.11	●	Establishing and maintaining working relationship between the MPD and the community regarding matters such as recruiting, policies and procedures, and community outreach.	PCRC/ MPD		
2.2.12	●	Developing a protocol for communications and media contacts regarding the work and deliberations of the PCRC; critical incidents; high profile police misconduct allegations; and other topics identified by the PCRC;	PCRC/ MPD		
2.2.13	●	Periodically hosting public forums regarding uses of deadly force by police officers for the purpose of reviewing the conclusions of the investigation and responding to the questions and concerns of the public as to specific incidents.	PCRC/ MPD		
2.3.1	●	The MPD will produce and share broadly with community leaders a department recruitment strategy and budget	MPD		
2.3.2	●	The MPD will secure necessary funding to implement these goals and strategies and hear recommendations for the disbursement of such funds presented by the PCRC.	MPD		



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Section 2. Police-Community Relations (cont)

2.3.3	●	The MPD will provide administrative support to the PCRC	MPD		
2.4.1	●	Work with community organizations and community leaders to seek their support and participation in the MPD's crime prevention programs.	PCRC/ MPD		
2.4.2	●	Work with community organizations and community leaders to encourage community members to cooperate with ongoing investigations.	PCRC		
2.4.3	●	Encourage community organizations and community leaders to work with the MPD to review line-of-duty injuries to officers and explore joint efforts to reduce such injuries.	PCRC/ MPD		
2.5.1	●	The MPD shall establish the Community Relations Coordinating Team. The Team shall consist of a diverse group of police officers dedicated and trained with regard to strengthening the relationship between the MPD and the community.	MPD		
2.5.3	●	The specific duties of the CRC Team established by the MPD, in conjunction with the PCRC	PCRC/ MPD		
2.5.4	●	The coordinator of the CRC Team report to the Chief of Police	MPD		
2.5.5	●	Establishment of Community Liaison Staff	MPD		



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Section 3. Mental Health Issues

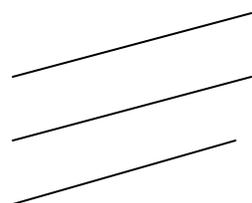
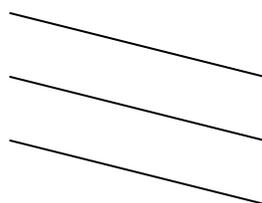
Section 3.	Status	Description	Rep	Lead Agency	Implementation Status/Notes
3.1.1	●	Best practices for dealing with mental illness	MPD		
3.1.2	●	Maintain staffing of CIT	MPD		
3.1.3	●	Diversifying the CIT Team	MPD		
3.2	●	Psychological Fitness for Duty of Officers	MPD		
3.2.1.1	●	Resonable suspicion of mental helth issues of an Officer <u>3.2.1.1-3.2.1.1.2-3.2.1.2-3.2.1.3-3.2.1.4</u>	MPD		
3.2.2	●	Procedures for Evaluating an Employee Exhibiting Behavior.	MPD		



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Section 4. Diversifying the Workforce

4.2.1	●	Statement of Goals: Diversifying the Workforce	MPD		
4.2.2	●	Recruiting Coordinator	MPD		SGT Chuck McCree
4.2.3	●	Recruitment Community Partnerships	MPD		
4.2.4	●	Assistance of PCRC	MPD		
4.2.5	●	Multicultural Recruitment Team (MCRT)	MPD		
4.2.6	●	Recruitment Focus Group	MPD		
4.2.7	●	Review of Recruitment Strategy with PCRC	MPD		
4.3.1	●	Community Representatives of the PCRC will work with Multicultural Recruitment Team.	MPD		
4.3.2	●	The Community Representatives of the PCRC will work with and encourage community organizations to conduct events that would facilitate MPD recruiting efforts.	MPD		
4.3.3	●	Community Representatives of the PCRC notify the Multicultural Recruitment Team about community-based events that would be beneficial for the Team to attend for recruiting purposes.	MPD		
4.3.4	●	MPD will encourage all officers to attend community based events.	MPD		
4.3.5.1	●	Review professionals used by the MPD to conduct the psychological examinations of candidates	MPD		
4.3.5.2	●	Review of Psychological Examination Process	MPD		
4.3.6	●	MPD Review of Hiring Process.	MPD		
4.4.1	●	Identifying Career Path for Advancement	MPD		
4.4.2	●	Inclusive Succession Planning	MPD		
4.4.3	●	Reporting promotional efforts	MPD		



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Section 4. Diversifying the Workforce (cont)

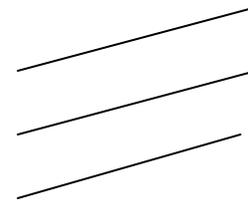
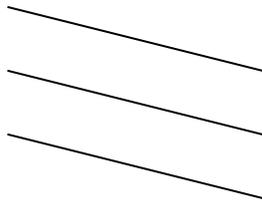
Section 4. (Cont)	Status	Description	Rep	Lead Agency	Implementation Status/Notes
4.4.4	●	Mentor Program	MPD		
4.4.5	●	Implement City performance management system.	MPD		
4.4.6	●	Monitor participation in City Leadership Training.	MPD		
4.4.7	●	Tuition Reimbursement Program	MPD		
4.5.1	●	Develop and conduct survey on work environment.	MPD		Survey conducted in summer of 2004. See http://insite/employeesurvey/
4.5.2	●	Review Suvery with MCRT	MPD		
4.5.3	●	The PCRC will assist the MPD in seeking financing to assist with conducting the work environment survey	MPD		
4.6	●	Hiring Initiatives	MPD		



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Section 5. Cultural Awareness and Sensitivity

Section 5.	Status	Description	Rep	Lead Agency	Implementation Status/Notes
5.1.1	●	Annually evaluate and report the languages commonly used in the City.	MPD		
5.1.2	●	Publish all literature it routinely prepares and disseminates to the public in languages including, but not limited to, the following.	MPD		
5.1.3	●	Periodically review list of languages in Section 5.1.2	MPD		
5.1.4	●	Train officers to identify the languages commonly used in the City and be aware of the language resources available to assist effective communication.	MPD		
5.1.5	●	Develop assistance for officers to learn second language.	MPD		
5.1.6	●	The MPD will commit to establish a financial incentive for officers who are proficient in a language other than English	MPD		
5.1.7	●	The MPD will include in its annual report statistical data on officers proficient in languages other than English.	MPD		
5.2.1	●	The MPD will use officers and contract with community members of different cultures or ethnic backgrounds to assist in training.	MPD		
5.2.2	●	PCRC will conduct events that would facilitate cultural awareness among MPD officers.	MPD		
5.2.3	●	PCRC will, on an on-going basis, identify and notify the MPD about community-based cultural events.	MPD		
5.2.4	●	The MPD will encourage all officers to attend community based cultural events.	MPD		



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Section 6. Racially Biased Policing

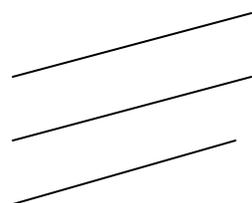
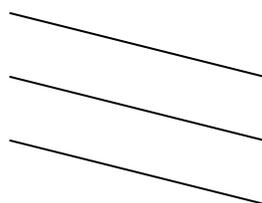
Section 6.	Status	Description	Rep	Lead Agency	Implementation Status/Notes
6.1	●	Further Research and Analysis	MPD		
6.2	●	Reporting. The MPD will follow the reporting protocol established jointly with the Council on Crime and Justice.	MPD		
6.3	●	Dissemination of Business Cards	MPD		



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Section 7. Accountability of Police Officers

Section 7.	Status	Description	Rep	Lead Agency	Implementation Status/Notes
7.1	●	Accountability. The conduct of police officers is governed by the MPD Manual and applicable state and federal law.	MPD		
7.2	●	Complaint Process.	MPD		
7.2.1	●	MPD to implement a single form entitled the "Minneapolis Police Conduct Incident Report Form.	MPD		
7.2.2	●	Incident Report Form in 4 other languages	MPD		
7.2.4	●	Minneapolis Police Conduct Incident Report Form and materials available at all MPD precincts, the IAU, and community organizations.	MPD		
7.2.5	●	The MPD to periodically provide training to staff at the agency where such forms are available regarding the complaint process.	MPD		
7.2.6	●	The MPD will provide training to supervisors (MPD) regarding the proper response to the receipt of a report of police conduct.	MPD		
7.2.7	●	The MPD will revise its Policy and Procedure Inquiry and Referral Form (PPI) to remove the following language....	MPD		
7.2.8	●	The Internal Affairs will produce an annual report reviewing the activity of the unit	MPD		
7.3	●	Disciplinary Process	MPD		
7.3.1	●	Paid Leave of Absence Disciplinary Options	MPD		
7.3.3	●	Report of Disciplinary Actions	MPD		



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Section 8. Removal Of Children from the Home

Section 8.	Status	Description	Rep	Lead Agency	Implementation Status/Notes
8.1.1	●	The MPD will participate in periodic meetings with the following entities to discuss the issues surrounding out of home placement.	PCRC/ MPD		
8.1.2	●	The MPD agrees to review with the PCRC...	PCRC/ MPD		
8.1.3	●	The MPD agrees that officers will work with available and appropriate social service agencies in determining whether it is necessary to remove a child from his/her home	PCRC/ MPD		



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Section 9. Training

Section 9.	Status	Description	Rep	Lead Agency	Implementation Status/Notes
9.1.1	●	The circumstances in which the use of deadly force is authorized under applicable law and MPD policy.	MPD		
9.1.2	●	The use of "Verbal Judo", de-escalation techniques and	MPD		
9.1.3	●	The proper application and use of the Lateral Vascular Neck Restraint (LVNR) and the significant distinction between the LVNR and a choke hold.	MPD		
9.2.1	●	CIT Personnel Training	MPD		
9.2.1.1	●	Recognizing whether a person is mentally ill or developmentally disabled.	MPD		
9.2.1.2	●	The use of less lethal weapons, verbal judo, de-escalation techniques, and other defensive tactics.	MPD		
9.2.1.3	●	The MPD will include nationally recognized experts as well as local experts to assist in the delivery of such training.	MPD		
9.2.2	●	During in-service training, the MPD will give all officers an orientation to mental health and mental illness issues and train all officers in mental health response.	MPD		
9.3.1	●	the MPD will conduct mandatory training for all officers regarding undoing racism, ethnic stereotypes, prejudice and white privilege.	MPD		
9.3.2	●	the MPD agrees to include cultural competence topics such as undoing racism, ethnic stereotypes, prejudice and white privilege in the curriculum for each annual in-service training cycle conducted by the department.	MPD		
9.3.3	●	The MPD agrees to make available to officers language classes in languages to include: Spanish, Hmong, Somali and American Sign Language.	MPD		
9.4.1	●	MPD will require all officers to attend training regarding the inappropriate conduct that fosters perceptions of biased policing.	MPD		
9.4.2	●	MPD will require all officers attend training on human rights, undoing racism and diversity	MPD		
9.4.3	●	The MPD will offer training programs in which a majority of the attendees are not necessarily employees of the MPD.	MPD		
9.4.4	●	All mandatory training of current sworn and civilian personnel of the MPD will be completed within five years of the Effective Date of this Agreement.	MPD		
9.4.5	●	The MPD will include the training specified in Sections 9.4.1 and 9.4.2 in the training provided to its new recruits and mandate that such training be completed as a condition of passing probation.	MPD		



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Section 10-Equipment 11-Budget 12-Effective Date 13-Expiration 14-Mentoring

Section 10.	Status	Description	Rep	Lead Agency	Implementation Status/Notes
10.1	●	Cell Phones	MPD		
10.2	●	MPD will review its practices regarding the extent to which officers have adequate supplies of the department-issued tools they need in the performance of their duties.	MPD		
Section 11.	●	The MPD, in consultation with the PCRC, will prepare an analysis of the cost (Budget) of implementing the provisions of this agreement	PCRC/ MPD		
Section 12.	●	Effective Date of agreement	PCRC/ MPD		
Section 13.	●	Expiration date of agreement	PCRC/ MPD		5 Years
Section 14.		Description	Rep	Lead Agency	Implementation Status/Notes
14.2	●	Compliance Lieutenant.	MPD		
14.3	●	First and Second Year reporting	MPD		
14.4	●	Continuing Reporting	MPD		
14.5	●	Remedy	MPD		
14.6	●	Compliance Subcommittee	MPD		
14.7	●	Compliance	MPD		