Internal Affairs

Annual Report 2006

Minneapolis Police Department
Timothy Dolan, Chief of Police

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A NOTE FROM THE CHIEF

The past year saw much growth and improvement within the Minneapolis Police Department. We added about seventy officers, and we saw positive trends in decreases in lawsuit payments[1], line-of-duty injuries and compensation[2], and injuries to arrestees. We been successful in the recruitment of quality officers and diversity[3], and we have been successful in retaining officers[4]. In the midst of all this, we remain focused on our main goals of reducing crime and improving community relations. The Internal Affairs Unit plays a crucial role in making the operations of the Minneapolis Police Department more transparent and accountable to the communities we serve. It is to this end that they produce this annual report.

The Internal Affairs Unit (IAU) is tasked with maintaining the integrity of the police department by investigating complaints of police misconduct. In addition to complaints filed in the Internal Affairs Unit, the IAU reviews force incidents, civil rights complaints, and civil litigation complaints. The hardworking staff strives to ensure that the public is well served while also making sure officers are confident that their cases will be investigated in a fair and impartial manner. Overall, the department has seen a downward trend in the number of misconduct cases, in spite of increased call loads for 911 officers and increased case assignments for investigators.

Force review processes that were begun in 2005 have continued into 2006, growing and improving as time progresses. The Supervisor Force Review Report, the primary component of the force review process, was once a lengthy six-page form. It has since been refined and built into the CAPRS offense reporting system. The on-going deployment of TASERs to street officers as a means of less-than-lethal force has allowed for safer encounters with potentially volatile and violent subjects, resulting in fewer injuries for officers and subjects alike.

Our officers are working progressively harder while maintaining quality service to residents and visitors to the City of Minneapolis. They deserve commendation for this, much as the Internal Affairs Unit deserves praise for its continued hard work and dedication to professionalism and accountability.

Sincerely,

Timothy Dolan
Chief of Police
Minneapolis Police Department

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[1] 2006 payments were about $650,000. In 2005 we paid 1.4 million; in 2004 2.1 million.
[2] Numbers on these decreases available upon request
[3] We increased diversity by averaging over thirty percent officers of color in each recruit class.
[4] Normal rate of attrition is 2.5 officers per month. This was our rate of attrition in 2006.

SECTION 1.0: INTRODUCTION

FOREWORD

Few professions in public service demand more trust from the communities they serve than law enforcement. Therefore, law enforcement agencies across the United States must continually work on building and maintaining this trust. To help accomplish this goal, it is the role of the Internal Affairs Unit to ensure that all employees of the Minneapolis Police Department comply with federal, state and local laws as well as all departmental policies in the daily performance of their duties.

PURPOSE OF INTERNAL AFFAIRS

The Minneapolis Police Department (MPD) is committed to a fair and consistent discipline process. The department seeks to encourage and reinforce positive behavior by identifying any performance issues and correcting employees through counseling, training, and/or discipline. Therefore, the MPD has created a system that addresses public as well as internal concerns regarding alleged misconduct. This system is set up with an appropriate response for each stage of the complaint process.

The purpose of the Internal Affairs Unit (IAU) is to function a mechanism to receive, investigate and resolve complaints of employee misconduct. The goal of the IAU is to ensure that this mechanism upholds a system of internal accountability that maintains the integrity of the department using due process, fairness and justice as guiding principles.

An Internal Affairs investigation is defined as an administrative investigation into any event or series of events where there is a question whether any MPD employee was acting outside of MPD policy and procedure.[5]

The IAU accepts and investigates all complaints of misconduct. Cases investigated by the IAU may take the form of complaints filed by the public or employees against any department employee. In addition, they may take the form of a review of certain types of incidents as required by departmental policy.

It is the responsibility of the IAU to conduct thorough, impartial, timely investigations into allegations of misconduct or violations of the MPD Policy and Procedure Manual, City of Minneapolis Respect in the Workplace Policy, Civil Service rules, or any reported criminal conduct committed by a member of the department.

The IAU will investigate allegations of employee misconduct including acts that may have occurred on- or off-duty or outside the employing agency's jurisdiction. The MPD strives to maintain a balance between the powers of the police to provide effective law enforcement and the rights of the public to be protected against the abuse of police powers.

[5] See Appendix A: Investigation Process

MISSION STATEMENT

The City of Minneapolis is the safest place to live, work and visit. It is our mission to implement effective crime-prevention strategies and reduce crime by collaborating with the community and our criminal justice partners. We value:

- Employees as our greatest asset
- A workforce that reflects our community
- Protection of human rights
- Excellence in serving the public
- Honesty and integrity
- Community and community participation

To fulfill this mission, the Internal Affairs Unit has pledged:

- To encourage active participation by all parties in the complaint process
- To carefully examine each investigative file to ensure that all efforts have been made to resolve the complaint
- To review all complaints with complete objectivity and impartiality
- To engage in community outreach throughout Minneapolis
- To educate the general public concerning the IAU's purpose
- To report to the Office of the Chief of Police any patterns of misconduct that are uncovered as a result of the investigation and complaint review
- To report to the Deputy Chief of Professional Standards any and all relevant issues and policy matters that may arise
- To proactively identify trends that may need to be addressed by the Training or Quality Assurance Units

SECTION 2.0: INVESTIGATIONS

ABOUT THE INTERNAL AFFAIRS UNIT
EXPERIENCE AND TRAINING

In 2006, the IAU had a complement of six full-time sergeant investigators. These sergeants are all skilled investigators with a combined total of over 45 years of investigative experience among them. This experience consists of work in the homicide, sex crimes, property crimes, forgery/fraud, child abuse, domestic assault and juvenile units, as well as time as patrol supervisors.

Because conducting quality investigations takes a considerable amount of specialized training, internal affairs investigators have been trained in:

- Internal Affairs investigation
- Homicide investigation
- Shooting reconstruction
- Officer-involved shooting investigation
- Use of force investigation
- Ethics

THE COMPLAINT PROCESS

The IAU receives civilian complaints from a variety of sources including civil lawsuits and the Minneapolis Department of Civil Rights. In 2004, the complaint process was overhauled to provide individuals with a clear, concise way to file complaints. Having a responsive, efficient, and easy-to-understand complaint process is essential to establishing and maintaining trust with the various communities that the MPD serves.

An individual who wishes to file a complaint has several options. The complainant may call or stop into the Internal Affairs office and speak directly with an investigator. That investigator will listen to the complaint and then give the complainant a Police Conduct Incident Report Form (PCIR) and an informational pamphlet about the process, with a postage-paid envelope. Once the completed form is received back in Internal Affairs, an investigator is assigned to the complaint and contacts the complainant within five business days.

The IAU accepts complaints about police department employees no matter how they are received. In addition to contacting the IAU directly, individuals can also file complaints with any supervisor in the police department. All police department employees are required to direct individuals with complaints to the IAU or the appropriate supervisor.

POLICE CONDUCT INCIDENT REPORT FORM

The Police Conduct Incident Report (PCIR) form was created as a direct result of the federal mediation process. A sub-committee within the federal mediation process created this form as a means for anyone to file a complaint. The form is currently published in four languages: English, Somali, Spanish, and Hmong. The form is also available in alternative formats and lists a TTY number for people who communicate more easily using this service.

PCIR forms are printed in triplicate and contain reference numbers. These measures were taken in order to track every complaint that is received. Complainants keep one of the copies of the completed form and refer to the number when inquiring about their complaint.

These forms were first printed and sent into circulation in June 2004. As a part of the rollout, public training was held with more than 13 different community organizations. The purpose of this training was two-fold: first, it was an opportunity to publicly spread the word about the new civilian complaint process; second, it was also an opportunity to get forms into the hands of as many community organizations as possible. Other training sessions have been held since in various forums to inform the community of improvements in the complaint process.

The PCIR forms are available at MPD police precinct stations, the Franklin Safety Center, the Barbara Schneider Foundation, African American Men and Women in Need, and Federal Mediation Now. The form is also available on the Minneapolis Police Department's website:

http://www.ci.minneapolis.mn.us/police/about/internal-affairs.asp.

The materials given to complainants include information on the Civilian Police Review Authority (CRA) and the Minneapolis Department of Civil Rights. The complainant may also choose to have his or her complaint investigated by the CRA instead of the Internal Affairs Unit. If a complainant selects the CRA to investigate the complaint, the IAU will provide notification when the complaint form is received and has been forwarded to the CRA.

INVESTIGATIVE PROCESS

All complaints begin with a review called a preliminary investigation. Depending on what is found in this initial stage of the inquiry, the investigation may enter its second stage as an IAU case, be referred to the precinct or unit commander to investigate, be discontinued based on a lack of facts to indicate a policy violation, or become suspended pending further information.

An IAU investigation begins with the gathering of all available data pertaining to the allegation. This includes, but is not limited to, all police reports, complainant/witness statements, patrol logs, a scene canvass/search, video camera recordings, and medical records. The IAU will work with forensic pathologists, computer/media experts (to enhance video), shooting reconstruction experts, and any other experts needed to help clarify and interpret data.

The investigator's written conclusions are forwarded to a three-person disciplinary panel that may consist of any combination of deputy chiefs, precinct commanders, and lieutenants. The disciplinary panel will make its recommendation to the Chief or his designee, who has the final say on the outcome of the case and any disciplinary action. After the Chief (or his designee) has made the final determination, the complainant is notified of the outcome.[6]

If the allegation is found to be of a criminal nature, the IAU will conduct a criminal investigation and, upon completion, will submit the case file to the appropriate prosecutor's office for consideration of charges.

[6] This information appears in more detail in Appendix A: Investigation Process.

DEFINITIONS

Preliminary Case: The initial investigation into the complaint.

IAU Case: The second stage of inquiry into the complaint.

At Panel: This means that the case is in the hands of the disciplinary panel.

Force Review: An administrative examination of an incident involving officer use of force for policy compliance, training issues or indications that a policy or procedure needs revision.

Dispositions:

- SUSTAINED: Evidence shows that the complaint is true.
- NOT SUSTAINED: There is insufficient evidence to either prove or disprove the complaint.
- EXCEPTIONALLY CLEAR: A finding cannot be determined due to an exceptional circumstance such as employee resignation.
- EXONERATED: The incident did occur, but was lawful and proper.
- POLICY FAILURE: The complaint is true, but the employee's actions were not inconsistent with MPD policy.
- UNFOUNDED: Evidence shows that the complaint is false.
- NO BASIS FOR COMPLAINT[7]: There is no articulated policy violation within the facts presented.
- CASE CONTINUED PENDING FURTHER INVESTGIATION[8]: The investigation is suspended at this time until further information can be obtained.

[7] Note: This disposition is used only for preliminary cases
[8] Note: This disposition is also used only for preliminary cases

VIOLATION LEVELS

The levels of policy violations are on a sliding scale, with A being the least serious, and D being the most grievous.

- **A violation:** As lowest level violation, corrective action for A violations is not intended to be punitive. A violations usually result in coaching or re-training. A violations remain on the officer's record for one year. Examples of A violations include, but are not limited to, minor squad accidents and minor report writing violations.
- **B violation:** B violations are more serious than A's and may result in oral or written reprimands or short suspensions (under 40 hours) without pay. B violations remain on the officer's record for three years. Examples may include using profane language or a first-time DWI with no aggravating circumstances.
- **C violation:** The third level of policy violation, C violations may result in reprimand, demotion, or up to 80 hours of suspension without pay. C violations remain on the officer's record for five years. Examples may include code of conduct or use of discretion violations.
- **D violation:** Due to the severe nature of D violations, a sustained "D" may grounds for termination, demotion, and lengthy suspensions (up to 720 hours) without pay. D violations remain on the officer's record for as long as he/she is employed with the department plus seven years. Examples of D violations are serious ethics and code of conduct violations, some criminal convictions, and use of force abuses.

The level of violation is based on several factors. The Minneapolis Police Department's Policy and Procedure Manual indicates a violation level range for each policy listed. The investigator will use that to recommend a violation level to the disciplinary panel, who then may accept that recommendation or suggest a different level in its summary to the Chief. The Chief of Police makes the final determination of violation level based on the totality of the event and any mitigating or aggravating circumstances.

SECTION 2.1:
PRELIMINARY CASE DATA

There were 176 preliminary case numbers assigned in 2006. Of those, two complaints were withdrawn by the complainants in order to pursue a case through the Civilian Review Authority. Two other cases were rescinded, resulting in 172 cases investigated.

SUBJECTS OF PRELIMINARY CASES

	Captain	Lieutenant	Sergeant	Officer	Civilian	Unknown	Total
2005	0	1	10	117	1	12	141
2006	1	7	18	173	0	13	212

More than one officer may be listed in a complaint, causing the number of subjects to be higher than the number of cases.

SOURCE OF COMPLAINTS

Internal complaints are those that come from a member of the police department (whether sworn or civilian). External complaints are those that come from people not employed by the Minneapolis Police Department.

	Internal	External
2005	11	91
2006	8	164

INCIDENT LOCATION

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Outside Mpls	Unknown location
2005	23	11	25	26	13	1	3
2006	47	23	31	45	20	4	2

It should be noted that incidents listed as occurring in Precinct 1 includes those incidents involving officers who work in City Hall.

2006: ALLEGATION TYPES & CASE DISPOSITIONS

	IAU Case	Policy / procedure inquiry[9]	No basis for complaint[10]	Suspended pending further information	Under investigation	Total
Conduct	5	3	15	6	-	29
Discretion	-	1	5	-	-	6
Ethics	1	-	2	2	-	5
Force	3	6	24	24	4	61
Harassment/Bias Policing	-	1	11	5	-	17
Language	1	6	7	4	-	18
Procedure	6	2	10	3	-	21
Search	-	-	4	5	-	9
Service	-	-	6	2	-	8
Miscellaneous	-	1	9	4	-	14
Total	16	20	93	55	4	188

Because each preliminary case can contain multiple allegations, there are more allegations (188) than cases (172). Force is clearly the largest and most common complaint, accounting for 32 percent of all allegations. "Miscellaneous" includes allegations regarding the uniform policy, dispatching of animals, and the MPD media information policy. Data is current as of 2/28/07.

[9] Policy/Procedure Inquiry (PPI) means that the case was determined to be an "A" violation and was sent to the precinct commander for investigation and any needed employee coaching.
[10] No basis for complaint means that there was no violation of MPD policy.

SECTION 2.2:
IAU CASE DATA

TOTAL POLICE SERVICE CALLS, FORCE INCIDENTS, AND IAU CASES

	Calls for police service[11]	Arrests	Force incidents	Force incidents per 100 arrests	IAU cases
2002	375,728	47,543	631	1.3	38
2003	343,367	44,060	598	1.4	36
2004	341,376	48,622	936	1.9	80
2005	362,379	45,747	723[12]	1.6	76
2006	371,466	53,220	876[13]	1.6	74
AVERAGE	358,863	47,838	753	1.6	61

This table shows a 2.6 percent decrease in IAU cases from 2005 to 2006, while showing a 2.5 percent increase in calls for service and a 16.3 percent increase in arrests for the same time period.

SUBJECTS OF IA CASES

It should be noted that an individual may be the subject of one or more investigations, causing the person to appear twice or more here.

	Captain	Lieutenant	Sergeant	Officer	Civilian	Unknown	Total
2004	1	5	12	68	6	3	95
2005	2	1	20	67	2	3	94
2006	1	5	20	69	5	2	102

SOURCE OF COMPLAINTS

	Internal	External
2004	50	30
2005	36	40
2006	54	20

"External" refers to complaints received from the public.

SUBJECTS WITH MULTIPLE IAU CASES

	Captain	Lieutenant	Sergeant	Officer
2 cases	0	0	4	2
3 cases	0	0	1	1
4+ cases	0	0	0	0

Only 8.5 percent of investigated MPD employees were named in multiple IAU cases in 2006.

DISCIPLINE IMPOSED IN IA CASES[14]

	2005	2006
Termination	2	0
Demotion	0	0
Suspension	6	10
Letter of Reprimand	11	2
Oral Reprimand	0	3
Coaching	6	5

Data current as of 3/28/07.

This data reflects discipline associated with an IA case initiated within the year listed, not the year it actually occurred. See page 19 for termination information for 2004, 2005, and 2006.

Among the 10 suspensions in 2006, there was a total of 670 hours of time off without pay.

[11] This term indicates that there was some form of police contact that generated a case number from Dispatch.

[12] 543 of the 722 incidents reported were based on the Supervisor's Force Review Report; the rest were extrapolated using CAPRS.

[13] This is based solely on the number of Supervisor's Force Review Reports.

[14] This data reflects what discipline was meted out prior to any appeals. IAU is not involved in the appeals process.

TERMINATION/SEPARATION DETAILS

	Terminated	Resigned prior to termination	Probationary or CSO release
2004	1	1	1
2005	4	3	1
2006	1	2	1

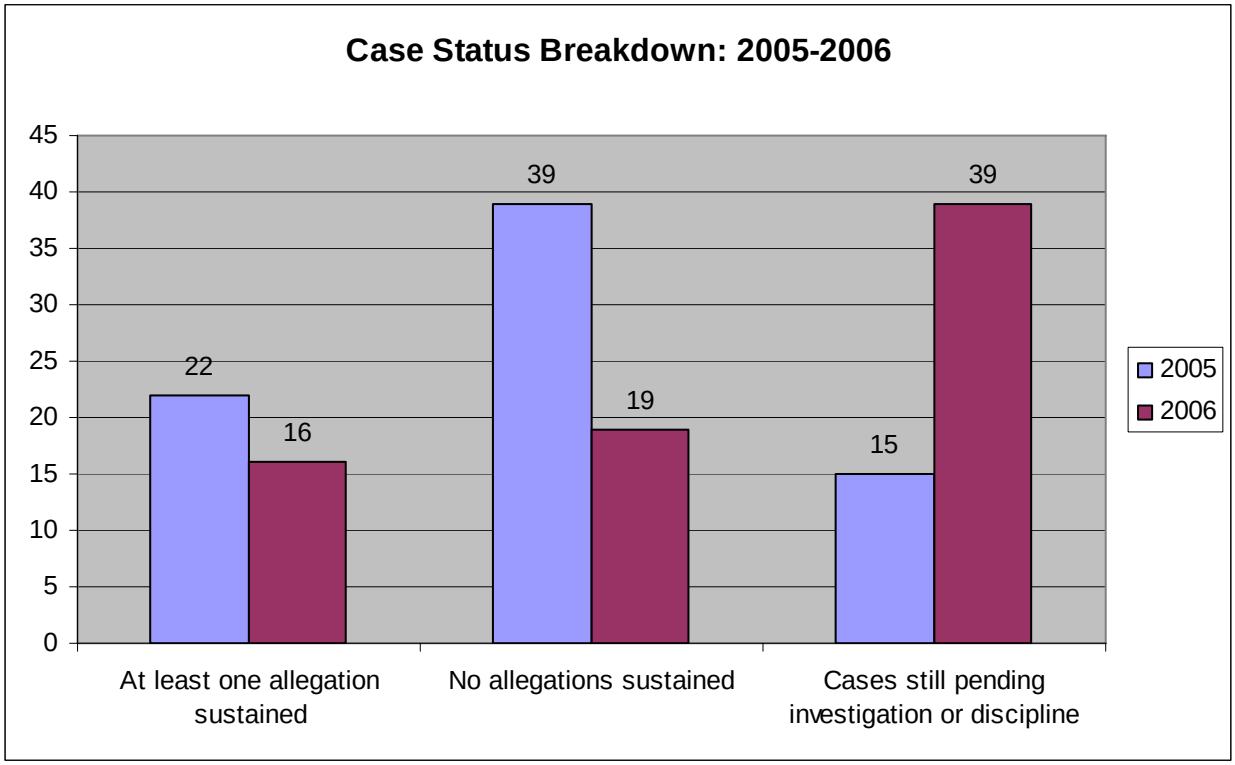
The numbers at left indicate those people who separated from the city in the years listed – this does not reflect the year of their IA case or year of incident.

As of April 15, 2007, there has been one officer termination and one probationary release.

2006: ALLEGATION TYPE AND INCIDENT LOCATION

More than one type of allegation may be made within one IAU case, so the number of allegations and the number of IAU cases will differ significantly.

	PCT 1	PCT 2	PCT 3	PCT 4	PCT 5	OUTSIDE MINNEAPOLIS
Force	4	-	7	11	2	-
City Policy	-	-	-	-	1	1
Discretion	-	2	-	1	-	-
Procedure	14	1	5	7	-	-
Searches	-	-	-	2	-	-
Off-Duty & Special Duty	-	-	1	-	-	-
Ethics	5	-	4	6	-	11
Conduct	7	3	9	6	3	8
Language	2	-	-	-	-	-
Vehicle Operation	-	-	-	2	-	-



In 2006, the MPD sustained 27 percent fewer cases than in 2005; however, there are still 39 cases under investigation, awaiting a disciplinary panel, or pending final determination from the Chief of Police (or his designee).
(Data is current as of 3/28/07.)

2005: Breakdown of Allegations and Findings

	Sustained	Not Sustained	Unfounded	Exonerated	Exceptionally Clear	Policy Failure	Pending	Total
Force	6	18	2	9	-	3	11	49
Training	1	-	-	-	-	-	-	1
City Policy	-	-	-	-	-	-	1	1
Discretion	1	-	-	3	1	1	2	8
Procedure	4	5	-	1	-	-	4	14
Searches	1	1	-	-	-	-	5	7
Off-Duty & Special Duty	2	1	-	-	-	-	-	3
Ethics	10	9	2	1	1	-	2	25
Conduct	14	18	2	5	3	-	2	44
Language	2	1	-	-	-	-	2	5
Vehicle Operation	-	-	-	4	-	-	-	4
Total	41	53	6	23	5	4	29	161

2006: Breakdown of Allegations and Findings

	Sustained	Not Sustained	Unfounded	Exonerated	Exceptionally Clear	Policy Failure	Pending	Total
Force	1	3	-	4	-	-	16	24
Training	-	-	-	-	-	-	-	-
City Policy							2	2
Discretion	-	-	1	-	-	2	-	3
Procedure	8	9	1	1	-	-	8	27
Searches	-	2	-	-	-	-	-	2
Off-Duty & Special Duty	-	-	-	1	-	-	-	1
Ethics	9	4	-	1	1	-	11	26
Conduct	9	11	1	3	-	-	12	36
Language	-	-	-	-	-	-	2	2
Vehicle Operation	-	-	-	-	-	-	2	2
Total	27	29	3	10	1	2	53	125

The above two tables show all allegations that were brought against MPD employees in the course of IA cases. 2006 saw a decrease of 22.3 percent in allegations; however, the rates of sustained cases remained close to the 2005 level (25 percent in 2005 versus 21 percent in 2006). It's important to note that 53 allegations (42 percent) of allegations from 2006 are still pending.

The MPD is experiencing a steady decline in the number of allegations: in 2004, there were 171 separate allegations of misconduct in 80 cases. This represents a 26 percent decline in 2006 from 2004 in the number of allegations.
(Data is current as of 3/28/07.)

SECTION 3.0: INVESTIGATING FORCE

FORCE INVESTIGATION TEAM

An independent team to investigate force used by the police was formed within the Internal Affairs Unit in March 2005. Since its inception, the FIT has established updated investigative protocol that ensures high quality, comprehensive, and professional investigations of officer use of force.

The Force Investigation Team reviews the following:

- All uses of force by MPD officers above the level of hard empty hand on the current force continuum
- All officer-involved shootings
- All incidents that result in injury to a subject
- Any hospitalization of officers or subjects that results from a use of force

The FIT identifies use of force trends within the MPD that may not be consistent with current laws, policy, training or best practices. When any such trends are identified, they are made known to the MPD Training Unit and the MPD administration.

IAU ROLE IN CRITICAL INCIDENTS

A critical incident is defined by the MPD Policy and Procedure Manual as any situation involving any of the following circumstances:

- The discharge by an officer of his/her firearm resulting in injury or death to any person.
- A situation in which a person who is in the custody or control of an officer dies or sustains substantial bodily harm.
- Death or great bodily harm to an officer.
- Any action by an officer that causes death or great bodily harm.

Policy also mandates that IAU is notified when any of the above situations occur. The IAU commander will assess the situation and call out other IAU investigators to respond to the scene as needed.

In 2006, there were 7 officer-involved shootings, three of which resulted in the death of the subject. Two of these incidents involved the discharge of a firearm without subject injury. IA investigators were called out to the scene of two additional critical incidents involving serious bodily harm or death, but which did not involve firearms. All of these events were automatically assigned an IA case number and investigated fully by the Force Investigation Team.

SUPERVISOR ROLE IN FORCE REVIEWS

The MPD's policy on use of force indicates that police supervisors are required to conduct on-scene, preliminary investigations in all incidents where a significant amount of force is used. The following criteria mandate a supervisor's preliminary investigation:

- All strikes
- Use of all impact weapons
- Use of any stunning techniques
- Use of the lateral vascular neck restraint (LVNR)
- Any TASER use
- Any use of less-lethal weapons (bean-bag rounds, 40 MM sponge rounds)
- Use of chemical spray
- K9 (police dog) bite
- Squad car/vehicle used as weapon
- All firearms discharges
- Use of any improvised weapons
- All cases where force is used and there is an injury or alleged injury

The supervisor on duty is required to complete a Supervisors Force Review Report (SFRR) and forward that report to the IAU before the end of the shift in which the force occurred. Once the SFRR is received in IAU, an investigator reviews the entire event by the next business day. If serious injury has occurred to either the subject or the officer, IAU investigators may be called to respond to the scene.

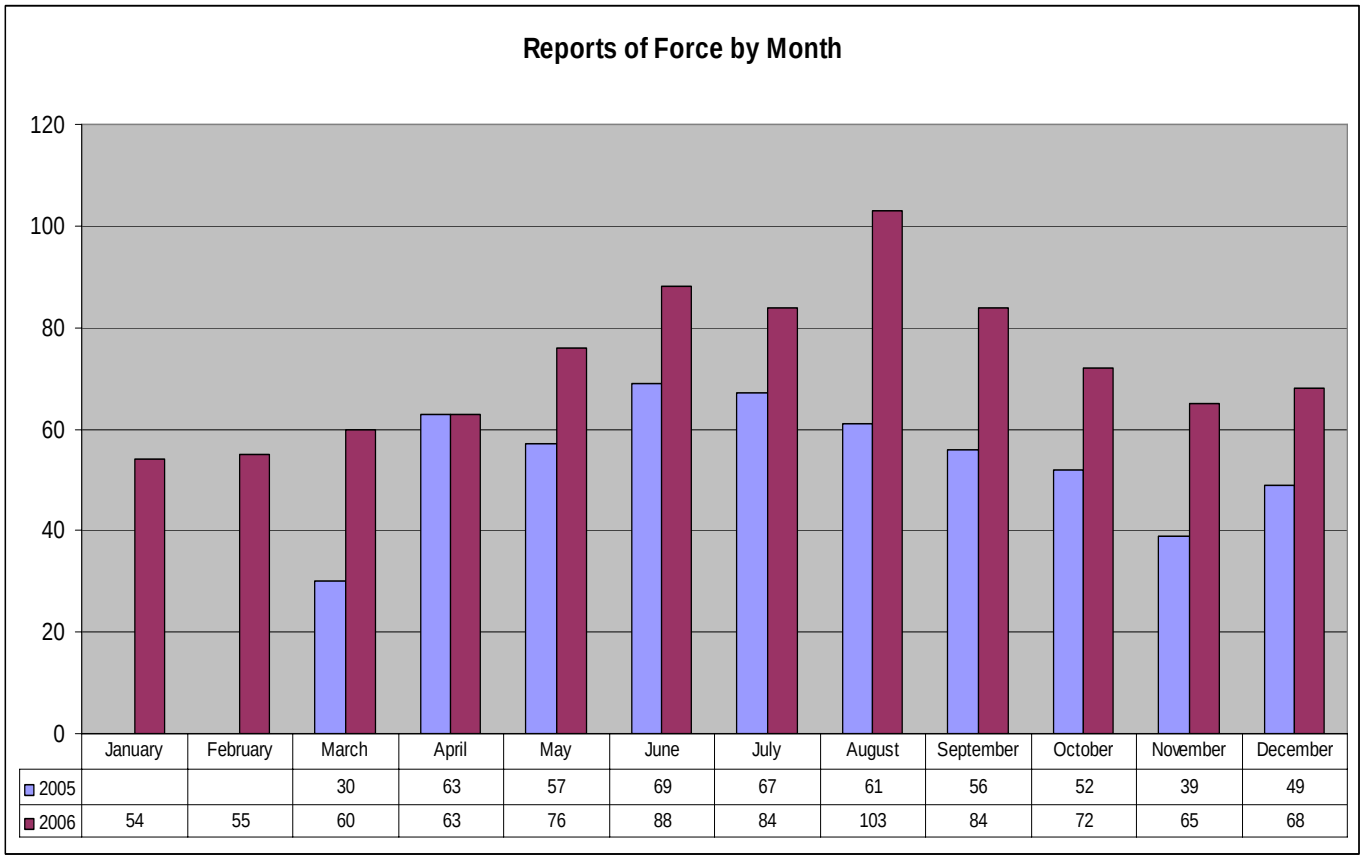
Beginning in January 2007, the SFRR form will be discontinued. The use of force will instead be reported via the CAPRS case management system. Supervisors will still be required to respond to the scene of a force event, but they will document their review of the event within the offense report. IAU will still review each use of force and open a case if warranted.

FORCE REVIEW PANEL

Any force incident that results in great bodily harm or death, or when a violation of policy is suspected, results in a review of the incident by the Force Review Panel. If the force investigator identifies any policy failures, the information is forwarded to the MPD's Operations Development Division to be evaluated for a possible policy revision. If a training issue exists, the investigator forwards the information to the Training Unit.

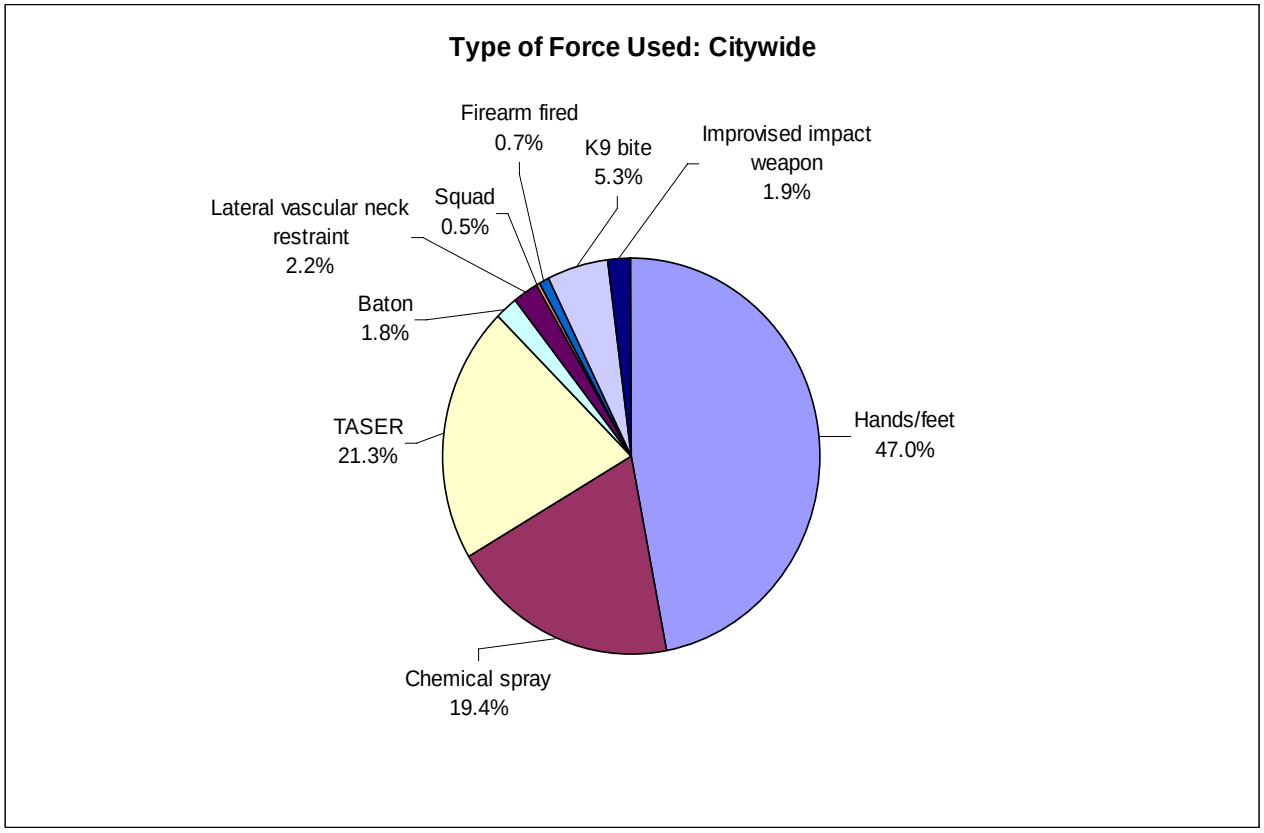
SECTION 3.1:
FORCE REVIEW DATA

2006 CITYWIDE FORCE STATISTICS



	January	February	March	April	May	June	July	August	September	October	November	December
2005			30	63	57	69	67	61	56	52	39	49
2006	54	55	60	63	76	88	84	103	84	72	65	68

The Supervisors Force Review Report did not exist until mid-March 2005; therefore, there are no force reports in January or February of 2005.

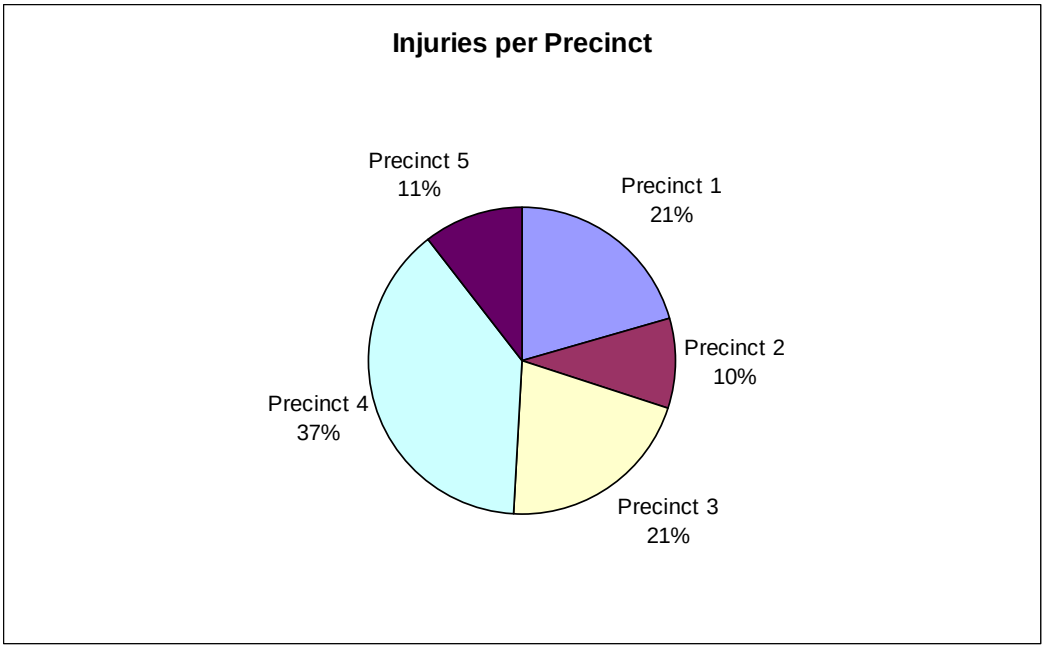


CITYWIDE FORCE STATISTICS (CONTINUED)

	# of force incidents	# of injuries	Rate of injury per 10 force incidents
2005	543	213	3.92
2006	874	346	3.95

Here, the term "injury" refers to injury to the officer, subject, or both.

The pie chart at right shows that the Fourth Precinct (North Minneapolis) accounted for the most injuries to subjects and officers, followed by the Third Precinct (South Minneapolis) and the First Precinct (Downtown). These three precincts also had the highest rates of force, which is illustrated in the following pages.



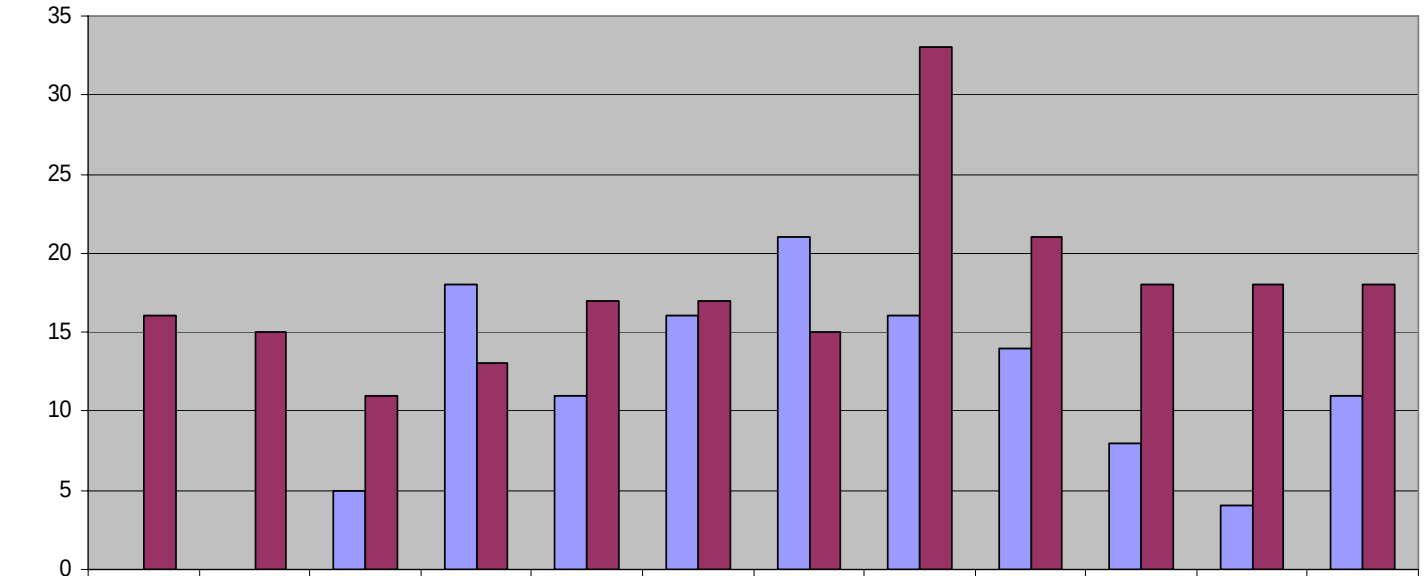
CITYWIDE POLICE FIREARM USE

	Person – fatal	Person – non-fatal	Shot(s) fired – no injury	TOTAL
2005	**2**	**1**	**4**	**7**
2006	**3**	**2**	**2**	**7**

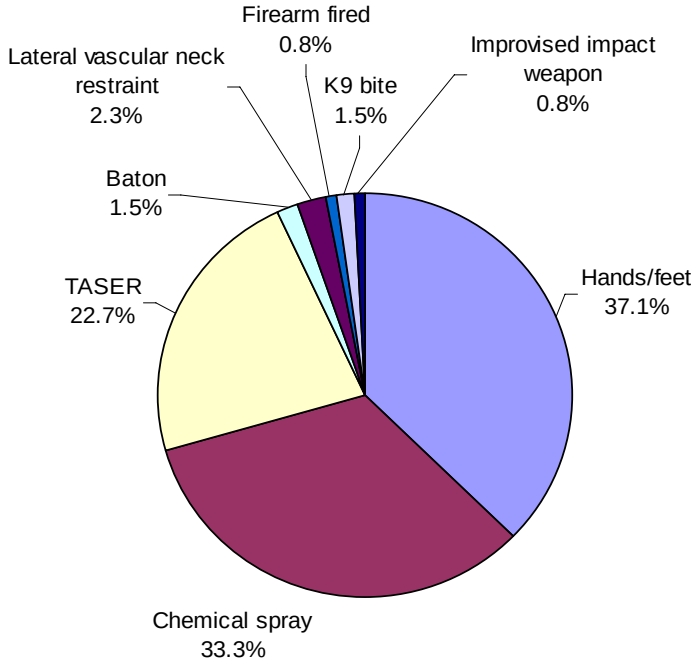
IA CASES RELATED TO THE USE OF FORCE

	Internal Force Review	External Complainant	Total Force cases	Total IAU cases	Percent force cases of total IAU cases
2005	17	13	30	79	37.9%
2006	15	6	21	85	24.7%

PRECINCT 1: DOWNTOWN

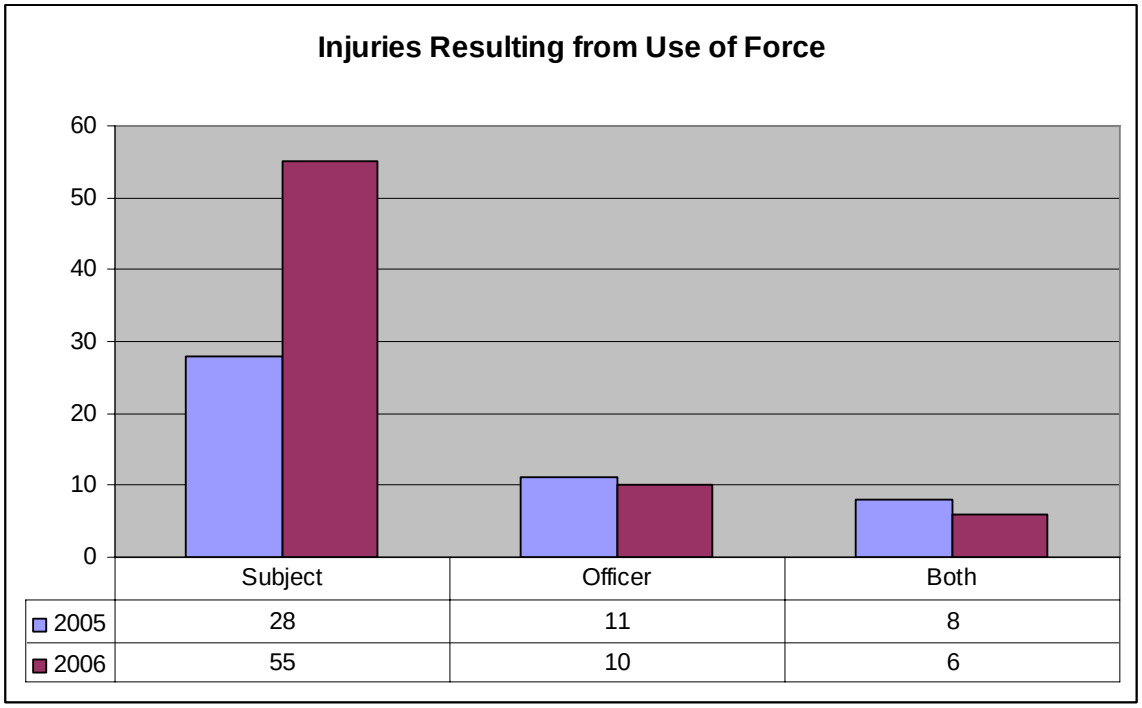


	January	February	March	April	May	June	July	August	September	October	November	December
2005			5	18	11	16	21	16	14	8	4	11
2006	16	15	11	13	17	17	15	33	21	18	18	18



PRECINCT 1: DOWNTOWN (CONTINUED)

	# of force incidents	% of Citywide total force	# of injuries	% of citywide total injury
2005	124	22%	47	22%
2006	212	24%	71	21%

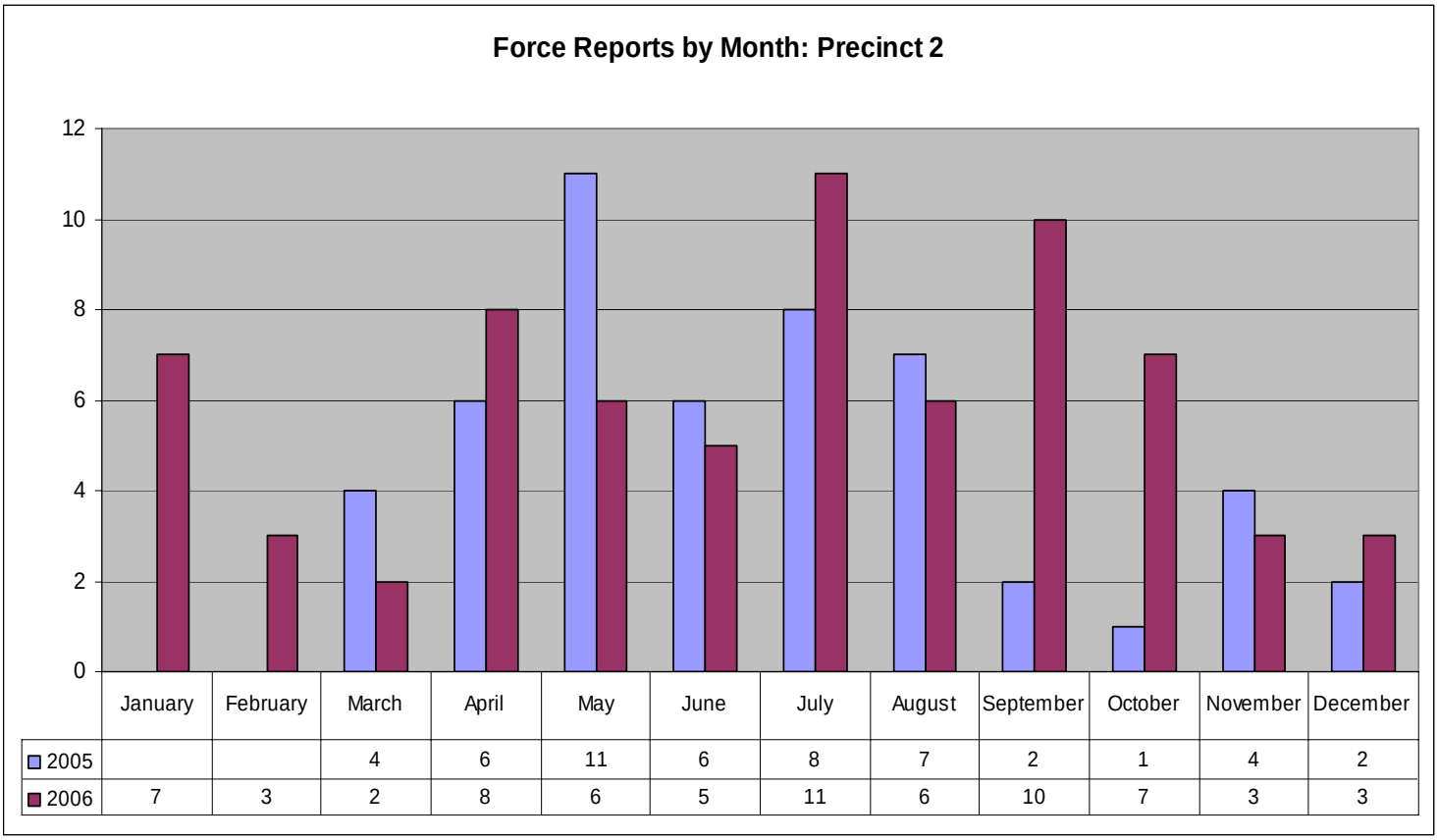


There was a 96-percent increase in subject injuries, but a 10-percent decrease in officer injuries. Force incidents where both the subject and officer were injured also decreased by 25-percent.

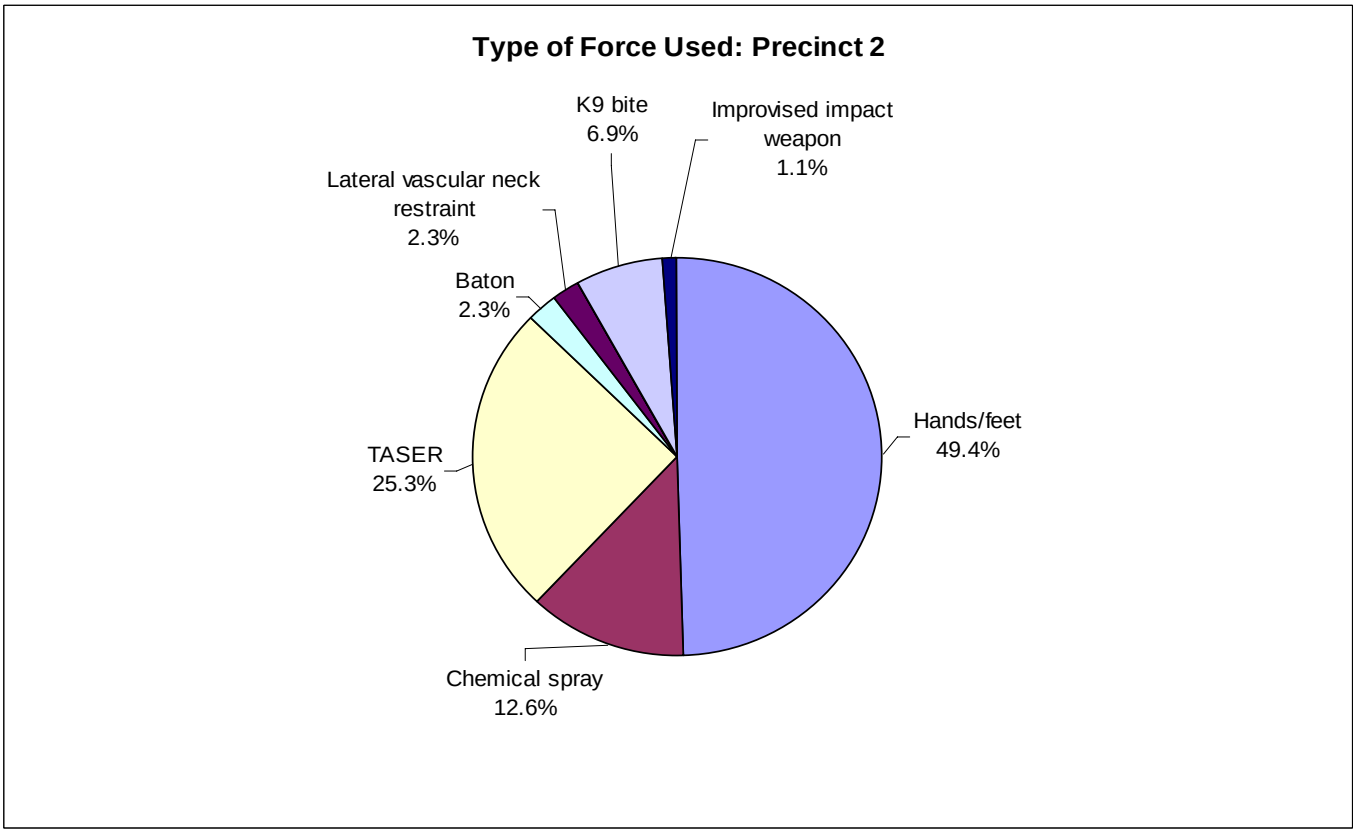
A large section of the subject injuries can be attributed to the significant increase in TASER use, where the subject injuries may be as minor as the superficial entry wound of the TASER dart.

Because the MPD has overhauled its force reporting system in 2007, these minor injuries will be able to be subtracted out to show only significant injury in the next annual report.

PRECINCT 2: NORTHEAST MINNEAPOLIS

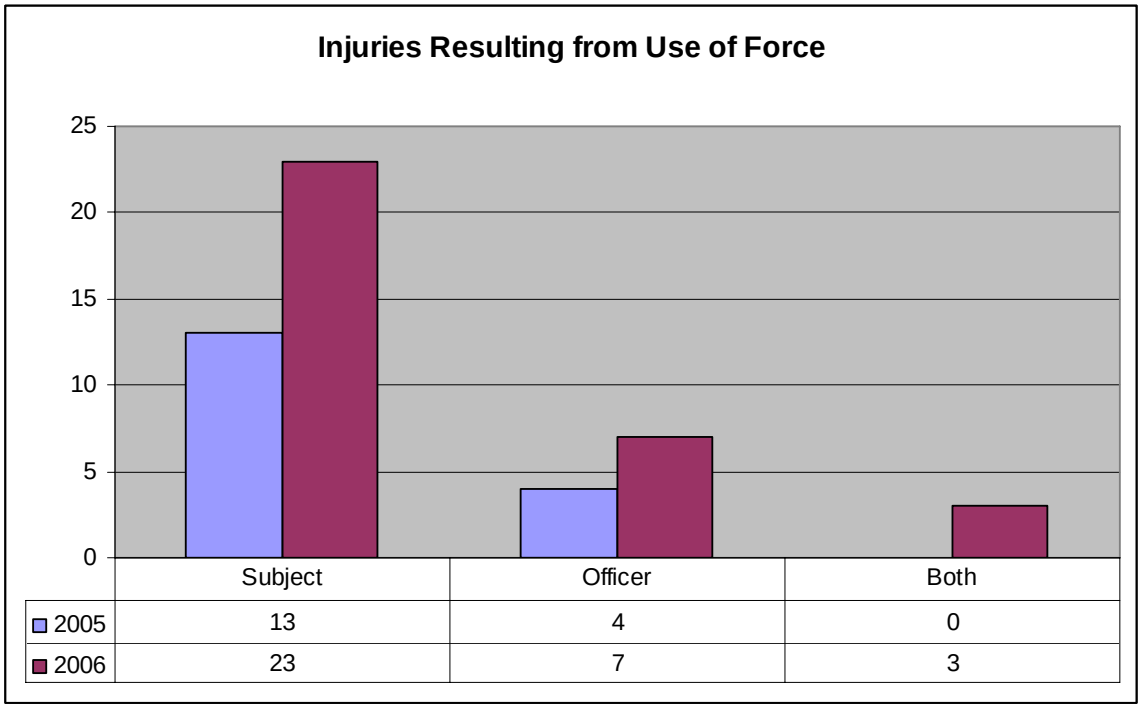


	January	February	March	April	May	June	July	August	September	October	November	December
2005			4	6	11	6	8	7	2	1	4	2
2006	7	3	2	8	6	5	11	6	10	7	3	3



PRECINCT 2: NORTHEAST MINNEAPOLIS (CONTINUED)

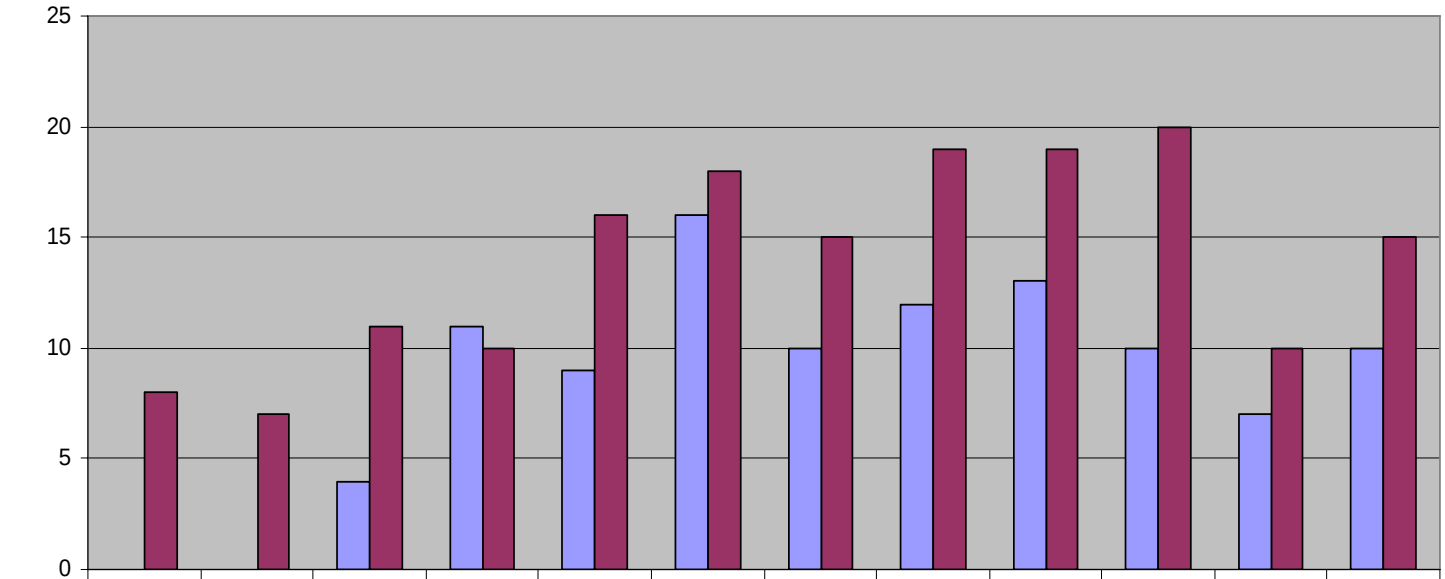
	# of force incidents	% of citywide total force	# of injuries	% of citywide total injury
2005	57	9.3%	17	8%
2006	71	8.1%	33	10%



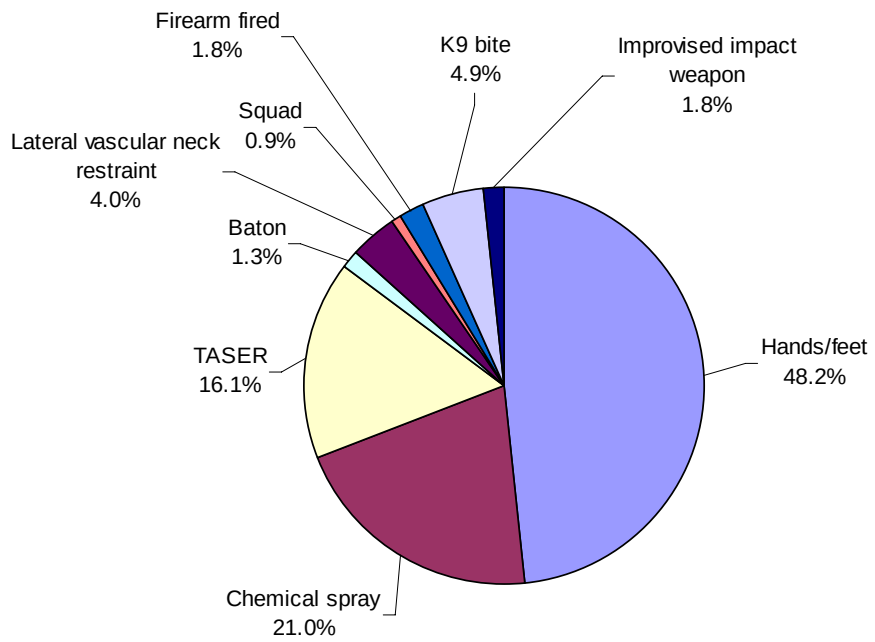
Note: A large section of the subject injuries can be attributed to the significant increase in TASER use, even where the subject injuries may be as minor as the superficial entry wound of the TASER dart.

Because the MPD has overhauled its force reporting system in 2007, these minor injuries will be able to be subtracted out to show only significant injury in the next annual report.

PRECINCT 3: SOUTH MINNEAPOLIS

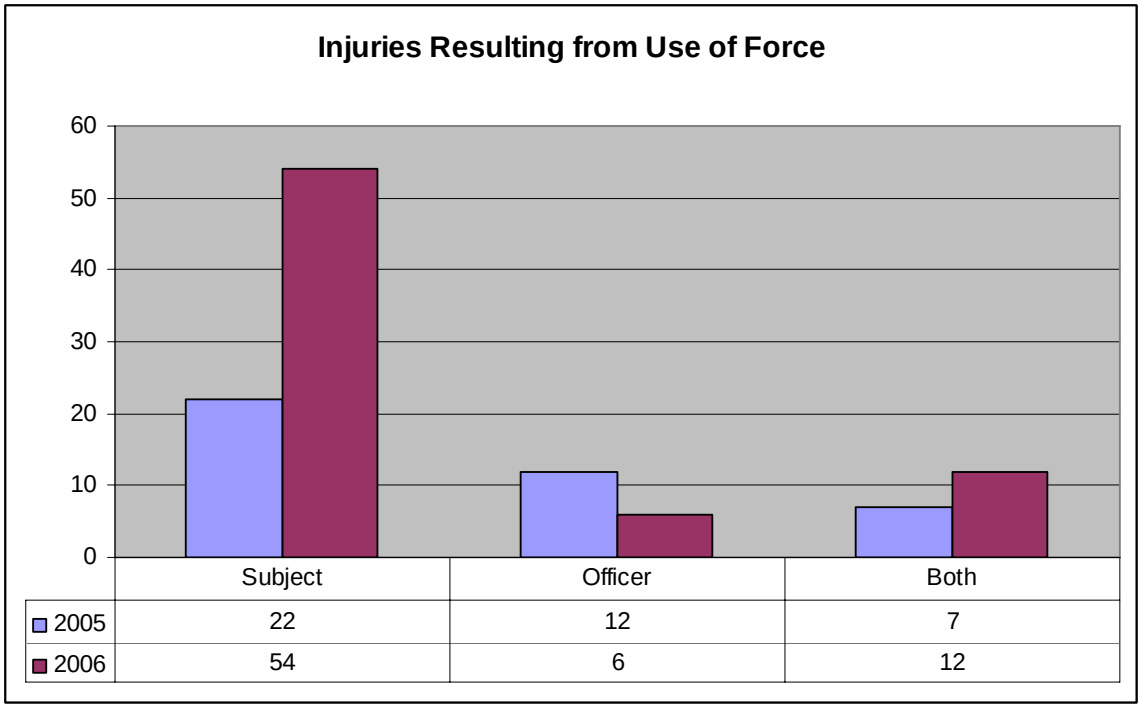


	January	February	March	April	May	June	July	August	September	October	November	December
2005			4	11	9	16	10	12	13	10	7	10
2006	8	7	11	10	16	18	15	19	19	20	10	15



PRECINCT 3: SOUTH MINNEAPOLIS (CONTINUED)

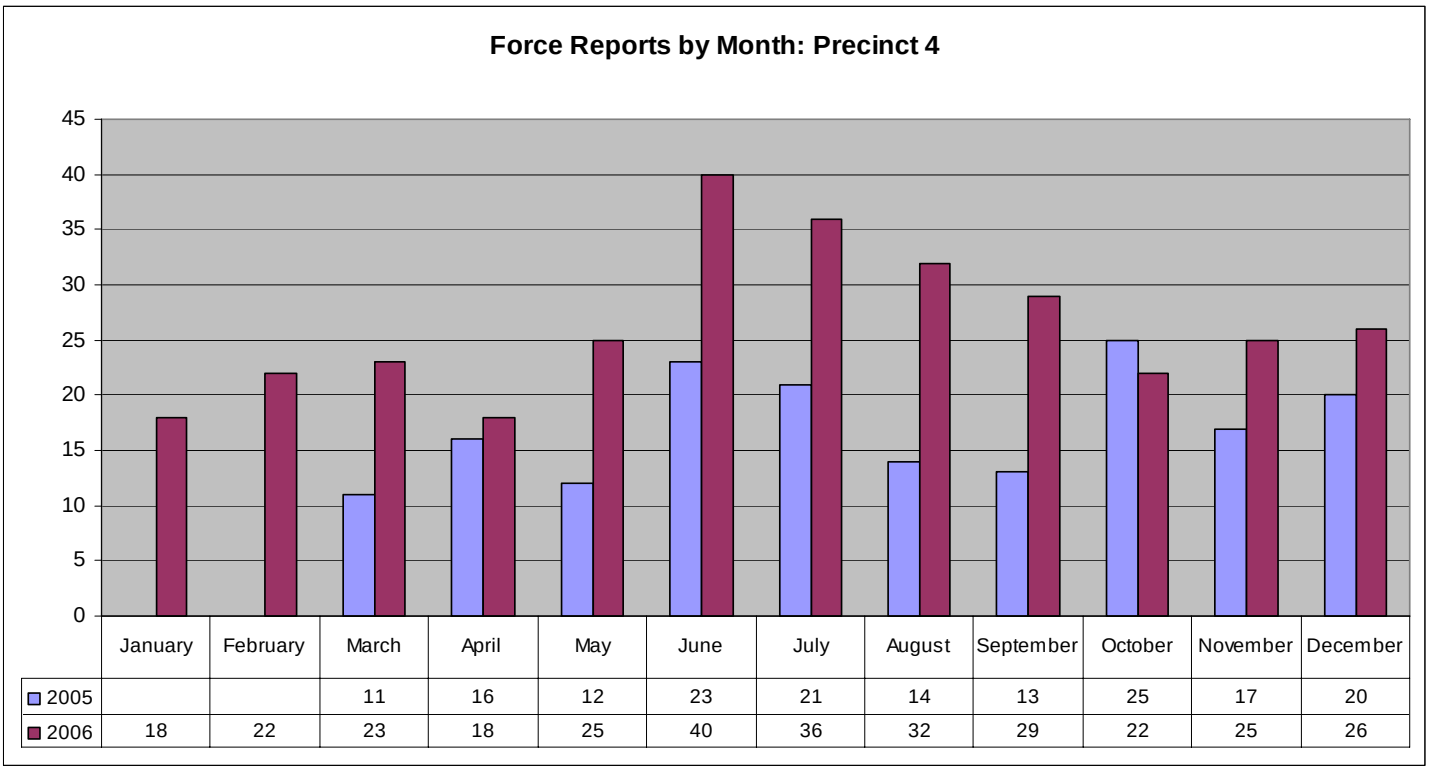
	# of force incidents	% of citywide total force	# of injuries	% of citywide total injury
2005	102	18.7%	41	19%
2006	168	19.2%	72	21%



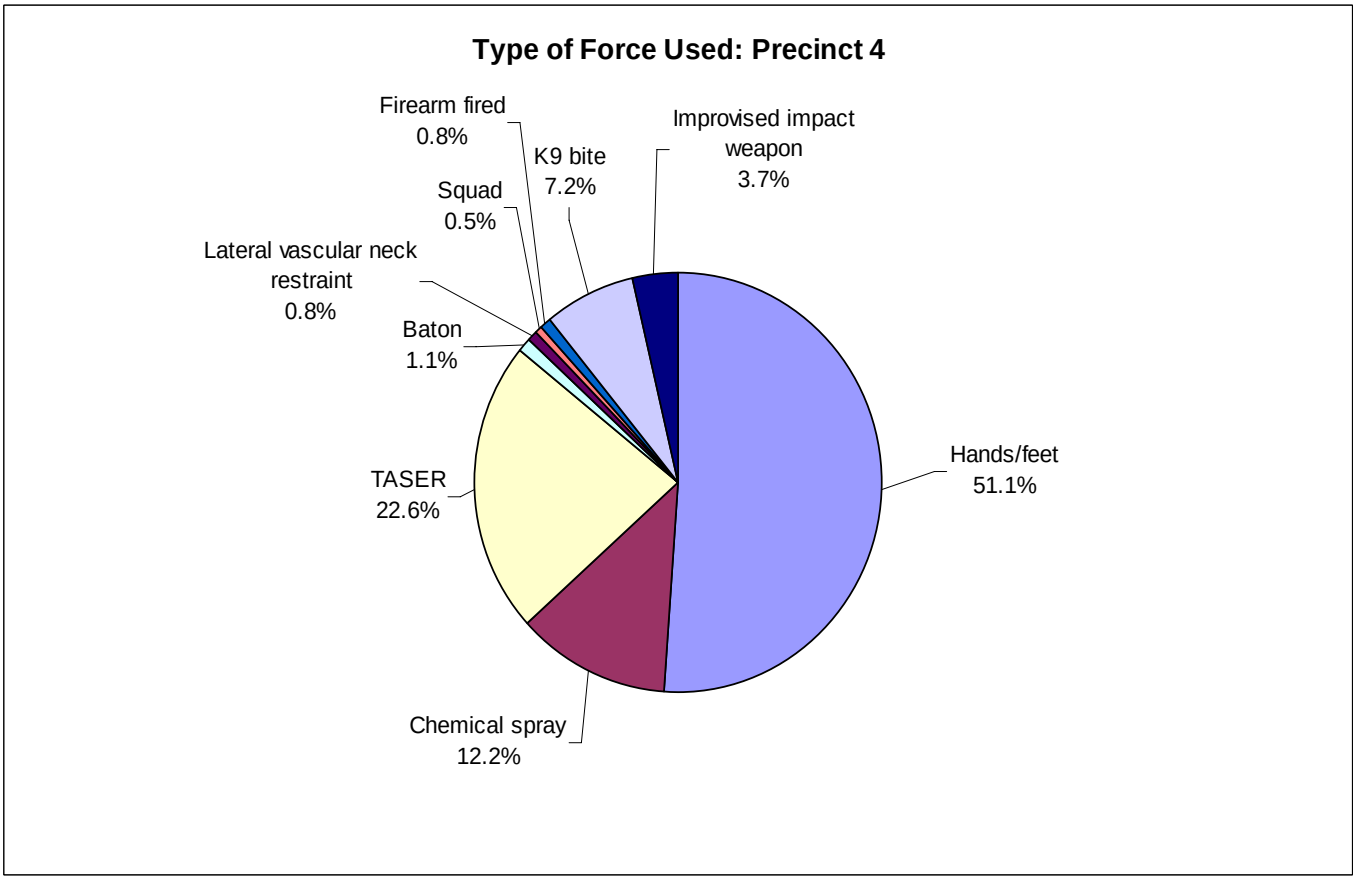
Note: A large section of the subject injuries can be attributed to the significant increase in TASER use, where the subject injuries may be as minor as the superficial entry wound of the TASER dart.

Because the MPD has overhauled its force reporting system in 2007, these minor injuries will be able to be subtracted out to show only significant injury in the next annual report.

PRECINCT 4: NORTH MINNEAPOLIS

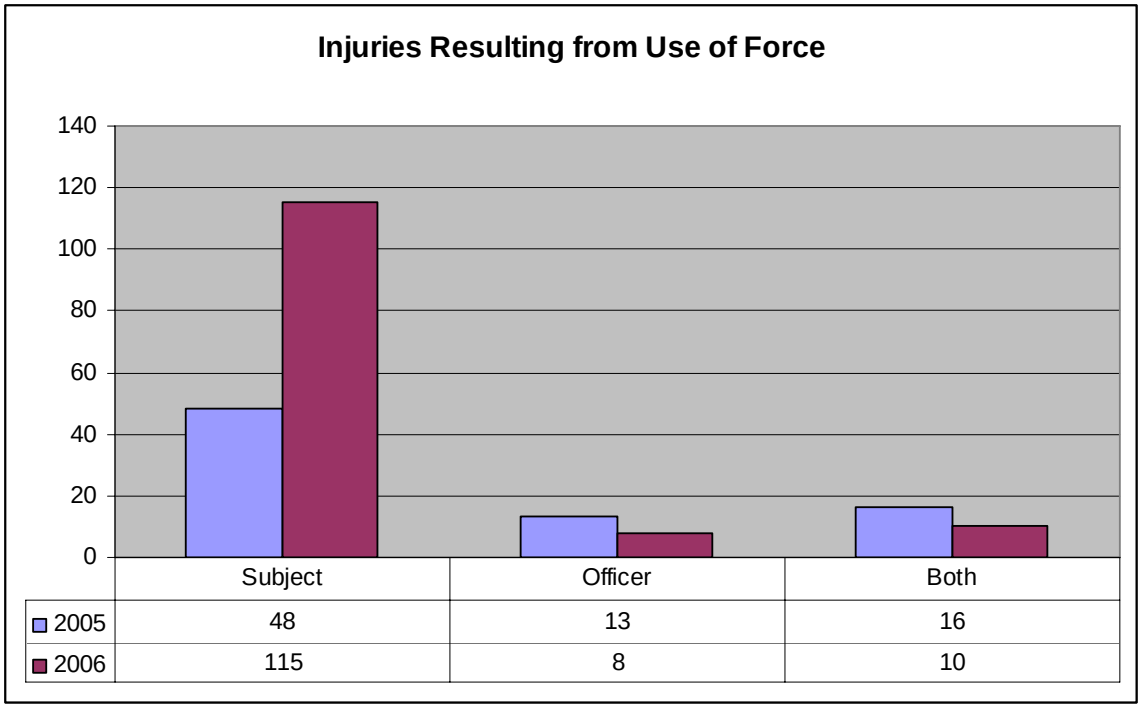


	January	February	March	April	May	June	July	August	September	October	November	December
2005			11	16	12	23	21	14	13	25	17	20
2006	18	22	23	18	25	40	36	32	29	22	25	26



PRECINCT 4: NORTH MINNEAPOLIS (CONTINUED)

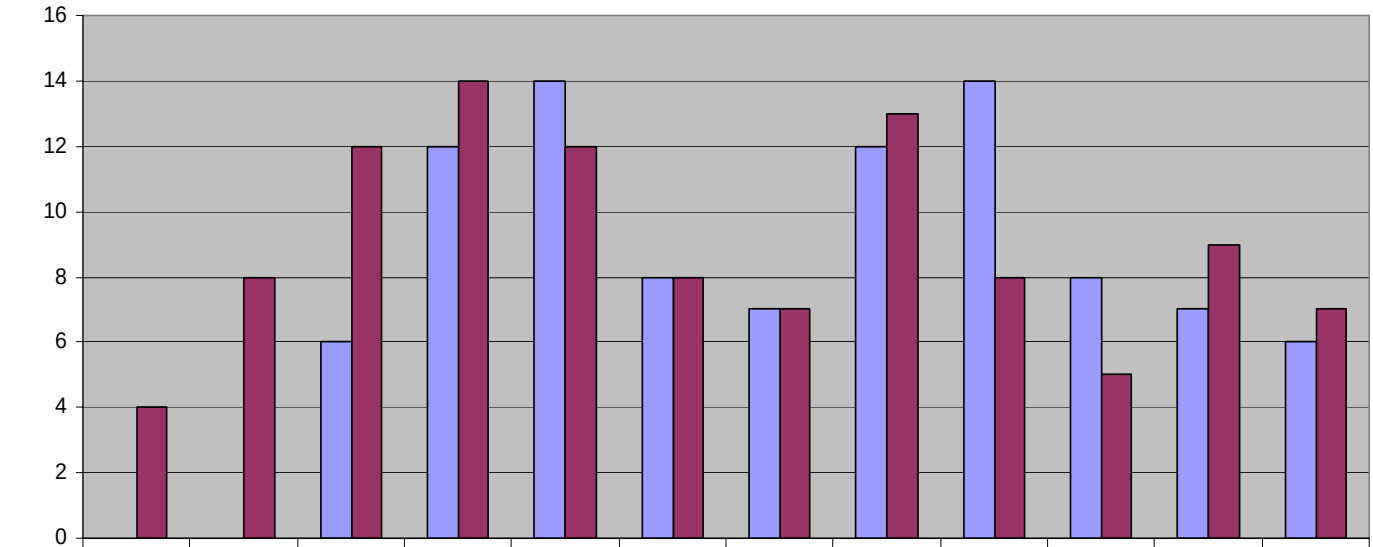
	# of force incidents	% of citywide total force	# of injuries	% of citywide total injury
2005	172	31.6%	78	36.6%
2006	316	36.1%	133	38.4%



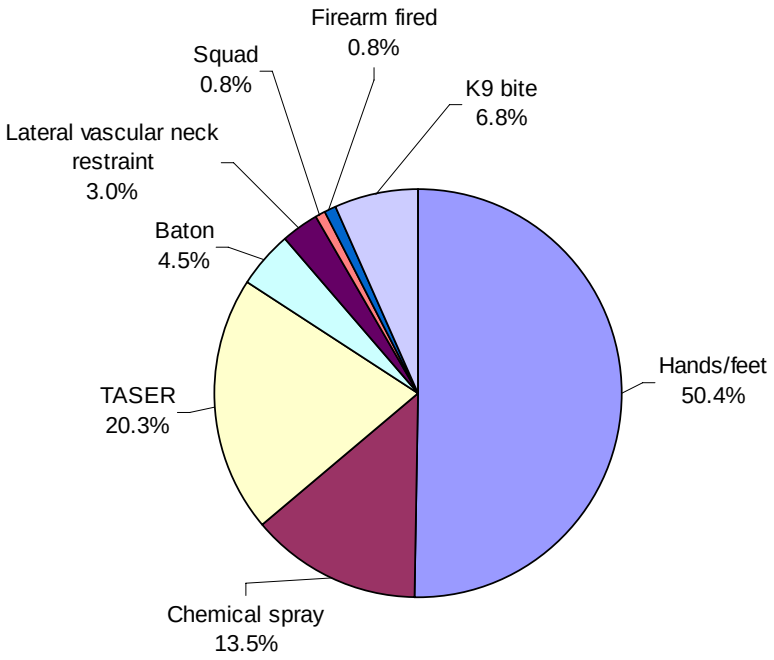
Note: A large section of the subject injuries can be attributed to the significant increase in TASER use, where the subject injuries may be as minor as the superficial entry wound of the TASER dart.

Because the MPD has overhauled its force reporting system in 2007, these minor injuries will be able to be subtracted out to show only significant injury in the next annual report.

PRECINCT 5: SOUTHWEST MINNEAPOLIS

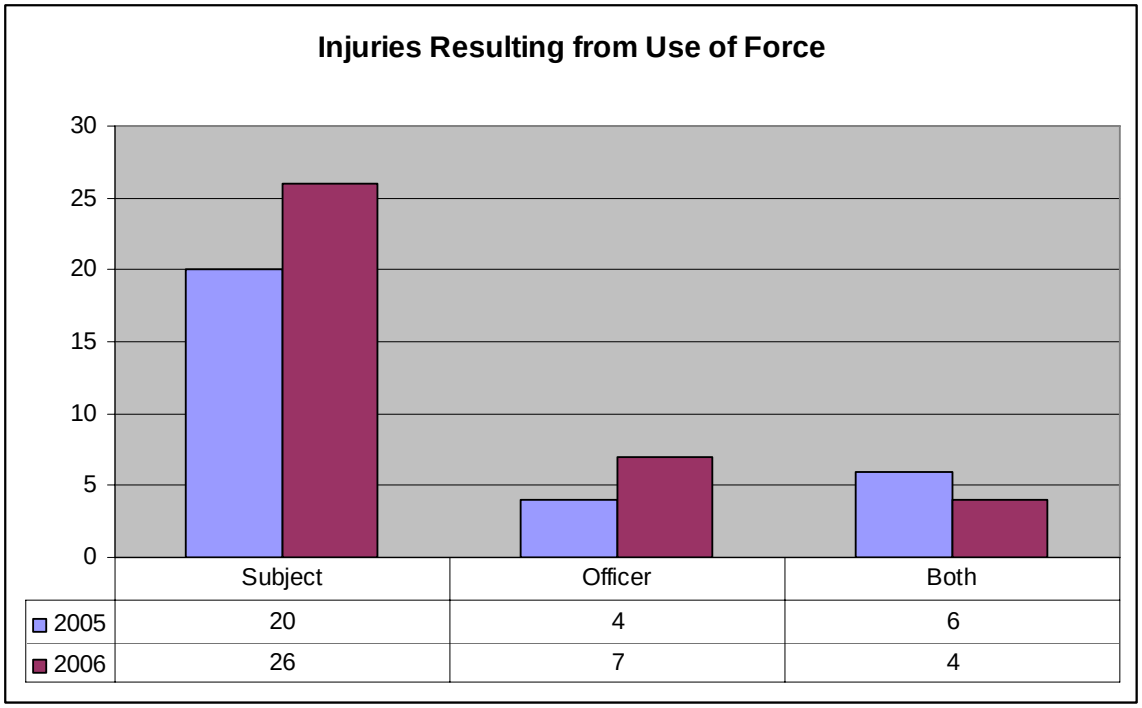


	January	February	March	April	May	June	July	August	September	October	November	December
2005			6	12	14	8	7	12	14	8	7	6
2006	4	8	12	14	12	8	7	13	8	5	9	7



PRECINCT 5: SOUTHWEST MINNEAPOLIS (CONTINUED)

	# of force incidents	% of citywide total force	# of injuries	% of citywide total injury
2005	94	17.3%	30	14.1%
2006	107	12.2%	37	10.6%

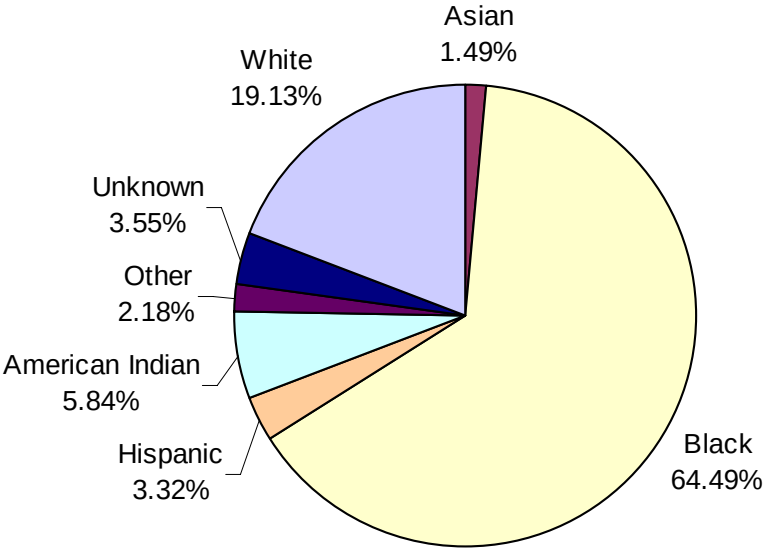


Note: A large section of the subject injuries can be attributed to the significant increase in TASER use, where the subject injuries may be as minor as the superficial entry wound of the TASER dart.

Because the MPD has overhauled its force reporting system in 2007, these minor injuries will be able to be subtracted out to show only significant injury in the next annual report.

SUBJECTS OF USE OF FORCE

Based on Supervisors Force Review Reports



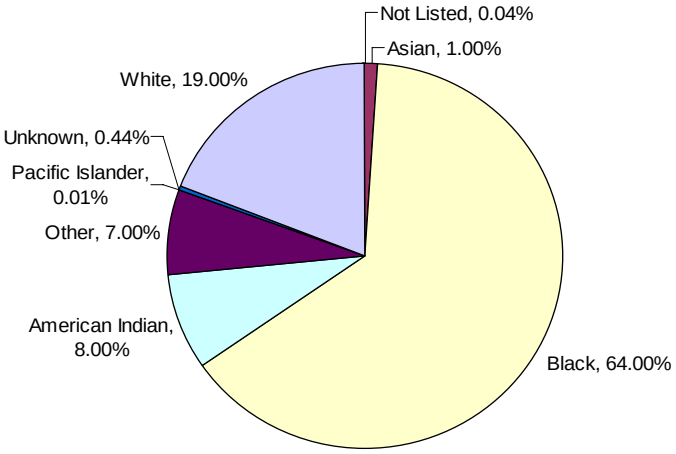
ARRESTS BY RACE

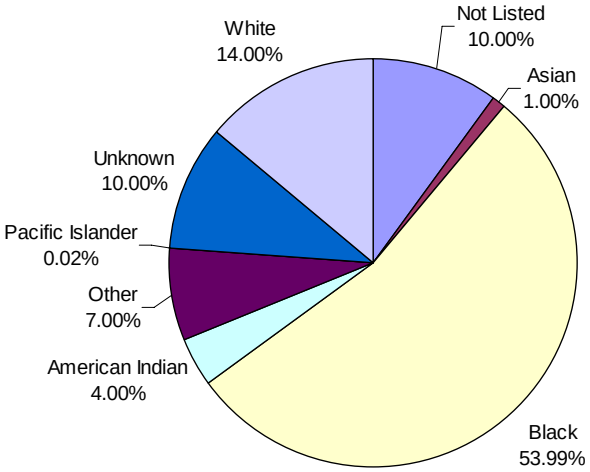
(Part I and Part II 2006 arrest data)

SUSPECTS BY RACE

(Part I and Part II 2006 suspect data)

Information provided by Alan Knox, MPD ISAC





The totality of these three pie charts shows the correlation between use of force by race and suspects and arrests by race. Because our reporting system does not recognize "Hispanic" as a race, it is impossible to tell what the arrest rate of Hispanics is in relation to the rate of use of force against Hispanic subjects. It should also be noted that not all subjects of force are arrested or listed in a report as a suspect; a small portion are mentally or emotionally disturbed subjects who are later taken to a hospital for psychiatric evaluation.

DATA FOR COMPARISON

In order to provide a meaningful backdrop for all the data presented in the use of force section of this report, statistics from other departments with regard to use of force and arrests are presented below. These numbers are intended to offer a general idea for where the MPD fits in with other municipal police departments in the nation. Because there will always be differences in data collection and research methods, the comparisons are useful as a discussion point, but should not be used to determine the ultimate success or failure of the MPD's policies.

	Approximate # of sworn officers	Force incidents	Arrests	Rate of force incidents per 100 arrests
Cape Coral (FL)[15]	200	89	4,597	1.9
Minneapolis	800	876	53,220	1.6
Mesa (AZ)[16]	800	184	24,244	0.8
Oklahoma City[17]	1,000	699	19,746	3.5
Los Angeles[18]	9,500	1,974	160,000	1.2

In the January 2007 issue of *Subject to Debate*, a publication of the Police Executive Research Forum (PERF), Chief Bratton of the Los Angeles Police Department indicates that rate of two percent or less has been considered acceptable for his department.[19]

[15] Source: Captain Michael Maher, Professional Standards Bureau, Cape Coral Police Department. Data is for 2006.
[16] Source: Sgt. David Hagar, Internal Affairs Division, Mesa Police Department. Data is for 2006.
[17] Source: Sgt. Jo Ann Burnett, Planning and Research Unit, Oklahoma City Police Department. Data is for 2006.
[18] William J. Bratton, "The Search for Best Practices in Use of Force Training and Review," Subject to Debate Jan. 2007: 2. LAPD data is for 2005.
[19] *Ibid.*

SECTION 4.0: CONCLUSION

AFTERWORD

Although the past three years have been a time of change and adjustment within the MPD due to shifts in administration, the permanent appointment of Chief Dolan and the constant challenges that come with police work, the MPD has made significant strides within its Internal Affairs Unit and the work of policing the police. There are clear downward trends of misconduct and increases in alternative uses of force that are helping to keep our officers and communities more safe.

At the end of 2006, the Internal Affairs Unit changed commanders. Lt. Michael Davis moved to the Third Precinct, and Lt. Susan Piontek joined the unit. Lt. Piontek brings with her more than 25 years of police experience in a variety of units and settings.

Under the leadership of Lt. Piontek, the IAU will continue its mission to fully investigate each complaint that is received and to work with the communities the MPD serves to address any and all concerns. In addition, the Early Intervention System (EIS) continues to be improved, with full rollout anticipated in 2008. Such systems, which are used in approximately 25 percent of departments nationwide,[20] identify trends in officer behavior based on a series of indicators. By tracking these behaviors, the department can more easily identify high performing officers as well as officers experiencing performance problems. The department hopes to be able to intercede early and work with an officer to address problems before they grow.

We would like to thank all parties involved in the production, editing and compilation of this report: Deputy Chief Scott Gerlicher, Lt. Don Harris, Lt. Amelia Huffman, Vikki Herson and Alan Knox. We would also like to recognize Sgt. Todd Gross and Caresa Meuwissen, as well as the rest of the IAU, for their assistance and support of this project.

This report is intended to serve as a full disclosure of IAU activities during the course of 2006. Any questions regarding the content can be directed to the Internal Affairs Unit at 612-673-3074.

Sincerely,

Lt. Susan Piontek	Lt. Michael Davis	Leah Johnson
Commander	Former Commander	Analyst
Internal Affairs Unit	Internal Affairs Unit	Internal Affairs Unit

[20] U.S. Department of Justice, Office of Justice Programs. *Early Warning Systems: Responding to the Problem Police Officer*. Walker, Samuel; Alpert, Geoffrey P.; and Kenney, Dennis J. July 2001. (Page 2).

ALTERNATIVE FORMAT & TRANSLATION INFORMATION

If you need this material in an alternative format, please contact the Internal Affairs Unit at (612) 673-3074.

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Hmong - Ceeb toom. Yog koj xav tau kev pab txhais cov xov no rau koj dawb, hu 612-673-2800

Spanish - Atención. Si desea recibir asistencia gratuita para traducir esta información, llama 612-673-2700

Somali - Ogow. Haddii aad dooneyso in lagaa kaalmeeyo tarjamadda macluumaadkani oo lacag la' aan wac 612-673-3500