

# **Minneapolis Police Department**

## **5 – 2007-2011 Year Business Plan Update**

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**April 4, 2007**

# Minneapolis Police Department

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## 2007-2011 BUSINESS PLAN

### PSRS DIRECTIVES (January 31, 2007)

1. **Safe Place to Call Home Resolution Items, pages 3-6**
2. **Mediation Agreement Compliance, pages 4, 9**
3. **Safe Place to Call Home Resolution Item #7**
  - (Non-crime) Performance Measure, pages 5, 7-10
4. **Technology Plan, pages 11-13**
5. **Success Against Gangs, page 14**

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## 2007-2011 BUSINESS PLAN

### SAFE CITY RESOLUTION

1. **City Strategies** – included throughout the plan. Crime Reduction, Community Policing, Accountability and Partnership (also relates to PSRS Directive #3)
2. **CRA Collaboration** – included in Community Relations Goals, Objectives and Performance Measures (ie. number of complaints)

Status: Internal Affairs does a quarterly report on IA cases. Civilian Review will need to provide updates on CRA case status.

3. **Early Warning System** – included in Community Relations Goals, Objectives and Performance Measures

Status: Beginning phase – Currently developing database, to completed in 2007.  
Test system late 2007, implement in 2008.

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## 2007-2011 BUSINESS PLAN

### SAFE CITY RESOLUTION, continued

4. **Diversify MPD** – included in Challenges, Priorities and Community Relations Goals, Objectives and Performance Measures

Status: Work continues through recruitment efforts (status at Budget and Federal Mediation update)

5. **Federal Mediation Agreement and Racial Profiling** – included in Challenges, Priorities and Community Relations Goals, Objectives and Performance Measures (also relates to PSRS directive #2)

Status: Mediation Update to be scheduled for April/May (bi-annual updates to council were directed by PSRS). Lt Larry Doyle.

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## 2007-2011 BUSINESS PLAN

### Safe City Resolution, continued:

6. **Community Policing Plan** – included in Changes, Priorities and Community Relations Goals, Objectives and Performance Measures.

STATUS: Precincts are working with individual neighborhoods to develop Community Policing Plans. Plans will be forwarded to council members and updated annually. (This is the first year.)

7. **(Non-Crime) Performance Measures** – included throughout the plan, including: Case Management, Neighborhood Policing Plans, Professional Development/Training and additional policing efforts such as foot-beats and Spotshotter.

STATUS: Investigations is developing a Case Management protocol and performance measures; Patrol/Precincts have met with neighborhoods on the Neighborhood Plans and documentation has started; Training is researching courses and best practices tactics.

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## 2007-2011 BUSINESS PLAN

### Safe City Resolution, continued:

8. **Improve Risk Management** – included in Finance Plan, hire Loss Prevention Coordinator
  
9. **Federal Mediation Agreement** – (As noted in #5) – Bi-annual Update, per PSRS directive is being scheduled. (Also relates to PSRS directive #2)

Plan Update: Federal Mediation Agreement has been added as a separate objective under Community Relations – Goals, Objectives and Performance Measures

10. **Chief's Commitment** to ongoing communication with council

# Minneapolis Police Department

## 2007-2011 BUSINESS PLAN

### Crime Prevention - Goals, Objectives and Performance Measures

City Goal (1-6)	City Strategic Direction (A-Z)	Department Goal	Objective	Measures
1 2 3 4 6	1 (a) (b) (c) 2 (c) 3 (e) 4 (b) (e) 6 (b) (c) (e)	<ul style="list-style-type: none"> <li>Prevent and reduce all crime (p.5)</li> </ul>	<ul style="list-style-type: none"> <li>Prevent loitering and street crime in high crime or high density areas.</li> </ul>	<ul style="list-style-type: none"> <li>Incident rates</li> <li>Part 2 crime arrests</li> <li>Police beats – details and hours</li> <li>Number of monitored cameras</li> <li>Number of Shotspotter sites</li> </ul>
			<ul style="list-style-type: none"> <li>Serious and violent crime offenders will be arrested and charged.</li> </ul>	<ul style="list-style-type: none"> <li>Part I arrests</li> <li>Gun seizures</li> <li>Felony charging rates</li> <li>Federal charging rates</li> </ul>
			<ul style="list-style-type: none"> <li>Prevent juvenile crime and gang activity.</li> </ul>	<ul style="list-style-type: none"> <li>Arrest rates</li> <li>Charging rates</li> <li>Curfew arrest rates</li> <li>Truancy arrest rates</li> <li>Number of outreach efforts, such as PAL</li> </ul>

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1 2 3 4 6	1 (a) (b) (c) (e) 2 (c) 3 (e) 4 (b) (e) 6 (b) (c)	<ul style="list-style-type: none"> <li>Contribute to effective prosecutions (p.5)</li> </ul>	<ul style="list-style-type: none"> <li>Increase number of prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of arrests that result in criminal charging</li> </ul>
			<ul style="list-style-type: none"> <li>Increase case management</li> </ul>	<ul style="list-style-type: none"> <li>Cases assigned, cases charged, and cases declined</li> </ul>
			<ul style="list-style-type: none"> <li>Improve arrests and quality of reports</li> </ul>	<ul style="list-style-type: none"> <li>Cases assigned</li> </ul>
			<ul style="list-style-type: none"> <li>Enhance chronic offender prosecutions</li> </ul>	<ul style="list-style-type: none"> <li>Number of impact statements issued</li> </ul>

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## 2007-2011 BUSINESS PLAN

### Community Relations - Goals, Objectives and Performance Measures

City Goal (1-6)	City Strategic Direction (A-Z)	Department Goal	Objective	Measures
1 2 3 4 6	1 (a) (b) (c) 2 (c) 3 (b) (e) 4 (b) (e) 6 (b) (c) (e)	<ul style="list-style-type: none"> <li>Increase community satisfaction (p.5)</li> </ul>	<ul style="list-style-type: none"> <li>Manage expectations regarding deployment, response times and calls for service</li> </ul>	<ul style="list-style-type: none"> <li>Calls for Service by priority</li> <li>Response times by priority</li> <li>Staffing deployment</li> </ul>
			<ul style="list-style-type: none"> <li>Increase community satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Number of Complaints</li> <li>Resolution stats on complaints</li> <li>Citizen Satisfaction Survey</li> <li>Diversity in hiring</li> </ul>
			<ul style="list-style-type: none"> <li>Increase cooperative strategies</li> </ul>	<ul style="list-style-type: none"> <li>Risk Management (internal assessments)</li> <li>Number of Neighborhood Policing Plans</li> <li>Number of Block Clubs</li> <li>Number and quality of interagency, community, and business partnerships</li> </ul>
		** Update - Listed as Separate Objective	<ul style="list-style-type: none"> <li><b>Federal Mediation Agreement</b></li> </ul>	<ul style="list-style-type: none"> <li>Number of action items completed in the Mediation Agreement</li> <li>Bi-Annual updates to council</li> </ul>

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### Community Relations - Goals, Objectives and Performance Measures

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1 2 3 4 6	1 (a) (b) (c) 2 (c) 3 (b) (e) 4 (b) (e) 6 (b) (c) (e)	<ul style="list-style-type: none"> <li>Promote department culture that values employee satisfaction, professionalism and professional growth</li> </ul>	<ul style="list-style-type: none"> <li>Increase employee satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Number of employees responding to City Employee Survey</li> <li>Develop strategies on recommendations from Employee Survey work team</li> </ul>
			<ul style="list-style-type: none"> <li>Maintain professionalism of the department</li> </ul>	<ul style="list-style-type: none"> <li>Evaluations of In-Service Training</li> <li>Early Warning System</li> <li>Performance Evaluations</li> <li>Evaluations of Leadership Training and Development Programs</li> </ul>
			<ul style="list-style-type: none"> <li>Provide opportunities for professional growth</li> </ul>	<ul style="list-style-type: none"> <li>Career enrichment opportunities</li> <li>Leadership Education opportunities ( FBI, SPI, NW Staff/Command, SMIP, LEADS)</li> <li>Employee satisfaction with performance evaluation process and career opportunities</li> </ul>

# Minneapolis Police Department

## 2007-2011 BUSINESS PLAN

### TECHNOLOGY PLAN

Update – April 4, 2007

#### Coordinating the Public Safety Technology plan

- Status: DC Rob Allen and Lt Jeff Rugel are working with BIS on Technology Roadmap for the MPD. Base of the plan completed, collaborating on details. Estimate plan in place this summer. (Presented to PSRS 3/21/07)

#### ▪Adding a new Computer Aided Dispatch (CAD)

- Status: In final phases of 'go-live' testing. Officers are being trained on the mobile squad software. Radio shop is coordinating installation.

#### ▪Conversion to digital squad cameras

- Status: Awaiting federal grant request. There is an open project in BIS for RFP and other discussions on funding if grant doesn't happen.

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## 2007-2011 BUSINESS PLAN

### Technology Plan, continued:

- **Additional Neighborhood and Business District Cameras**
  - ▶ Status: Cameras are being installed in North Mpls, with a link to the Northside Shotspotter. Many questions from public as to how they can have/buy more. Monitoring capabilities are a challenge (desk officers may not be a good long-term solution). MPD working with Emergency Preparedness and partners on long-term solutions.
  
- **Expansion of “Shotspotter”**
  - ▶ Status: Testing and ‘go-live’ in progress for North side. Next will be a thorough evaluation of the systems .

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## 2007-2011 BUSINESS PLAN

### Technology Plan, continued:

- Assist with developing long term plan for monitoring neighborhood and business camera systems
  - ▶ Status: Future Discussion
  
- Expansion in efficiency and effective partnerships with 311
  - ▶ Status: MPD is working closely with 311- especially in coordinating citizen calls, questions and needs (ie. which reports 311 can take); and precincts, Internal Affairs and ISAC (Crime Stats) all have 311 queues to fill gather information and fill requests from citizens. Lt Brad Sporny (3<sup>rd</sup> Precinct) is main MPD Liaison.

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## **2007-2011 BUSINESS PLAN**

### Success Against Gangs

#### **Minnesota Gang Strike Force**

**Coordination of local jurisdictions**

#### **ISAC / Intelligence gathering**

**Tracking Gang-related incidents**

#### **Citizens / Elected Officials**

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## 2007-2011 BUSINESS PLAN

Questions on Update?

