

MINNEAPOLIS
POLICE

business plan 2010-2014

Trends and Challenges

- Trends
 - Resource availability (\$ / people)
- Challenges
 - Maintain decreases in crime
 - Reductions in resources mean potential increases in crime rates
 - Managing and organizing a smaller police department
 - Making every dollar count
 - Maximizing patrol presence
 - Meeting demands for technology
 - Technology great but doesn't take place of people
 - Limitations of doing what is needed (BIS)
 - On-going costs (tails) rarely covered



Vision

- The City of Minneapolis is the safest place to live, work and visit.



Goals and Objectives

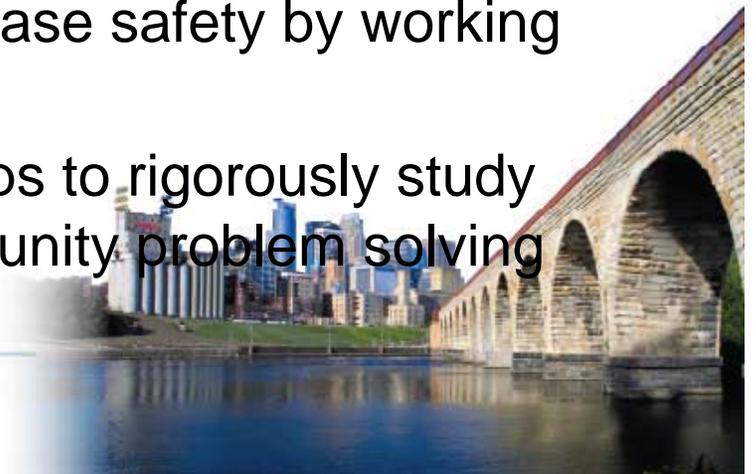
- **Citizens have confidence in and trust their police force**
 - Increase cooperative strategies between the MPD, businesses, and the community.
 - Eliminate police misconduct.

- **A department which is a national leader in law enforcement innovation**
 - Increase cooperative strategies between MPD, businesses and the community.
 - Prevent juvenile crime and gang activity.
 - Promote opportunities for professional development



Goals and Objectives Continued

- **A department which is a national leader in evidence-based policing.**
 - Implement policing strategy and tactics based upon research evidence, best practices and analysis
 - Active involvement in cutting edge research collaboration
 - Reduction in crimes that had been predicted from analytical data
 - Track cases in which intelligence analysis prevents further crimes from occurring
 - Develop a measure for success of problem oriented policing
 - those areas in which the police increase safety by working with the community in problem-solving
 - Seek funding and research partnerships to rigorously study police tactics, interventions and community problem solving



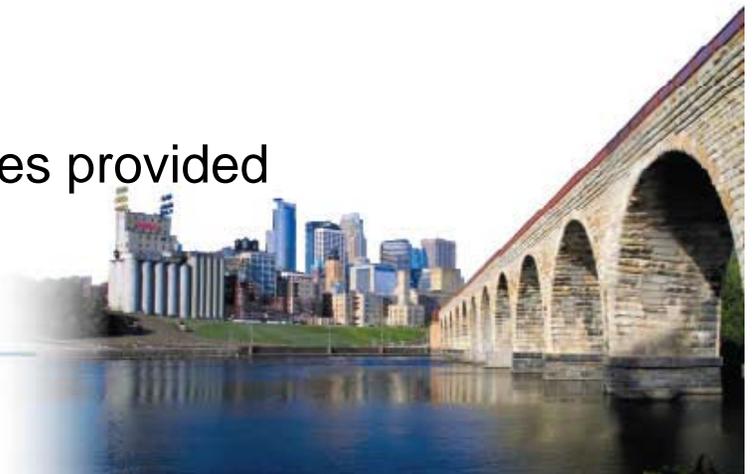
Goals and Objectives Continued

- **People in our community feel safe**
 - Serious and violent crime offenders will be arrested and charged
 - Enhance chronic offender prosecutions
 - Improve arrests and quality of reports
 - Reduce property crimes
 - Assist w/ making parks and greenways safe
 - Prevent loitering and street crime in high crime or high density areas
 - Increase cooperative strategies between the MPD, businesses and the community
 - Increase the perception of safety in the community
 - Assist w/ safety in parks and greenways
 - Crime prevention through environmental design



Key Measures to Monitor Progress

- Crime stats
- Neighborhood plans and Block Clubs
- Feedback from citizen surveys and from community partners
- Feedback from employee surveys
- Awards/recognition received from external entities
- Grant dollars received for collaborative efforts with partners
- Diversion programs
- Recidivism rates
- Complaints received by IAU & CRA
- Charging statistics
- Guns seized statistics
- Gang members arrested
- Leadership and career enrichment opportunities provided
- Participation in mentorship program



Key Tactics and Initiatives

- Evidence-based proactive capabilities of the SIC promise synergies which will make us more effective. Developing them to higher potential is important to our progress.
- Targeted enforcement of violent offenders has been and will be ongoing.
- Increased efforts to legitimize the perceived value of the department and officers to the public.



Key Contributions to City Goals

- **Youth...in school, involved, inspired, and connected to an adult**
 - Juvenile violent crime prevention strategies and diversion (JCAT)
 - PAL
 - Decrease curfew and truancy violations
- **Sustain gains against violent crime**
 - Targeted enforcement / Codefor
 - Arrest and charge serious and violent offenders
 - Seek enhanced prosecution of chronic offenders



Key Contributions to City Goals continued

- **Burglaries and domestic violence focused on and fought**
 - Targeted enforcement / CODEFOR
 - Community partnerships
 - Initial response strategies
 - Domestic Abuse Project

- **Guns, gangs, graffiti gone**
 - Strategic Information Center – real time information processing to support the patrol function
 - Evidence based policing
 - Seek enhanced prosecution of chronic offenders



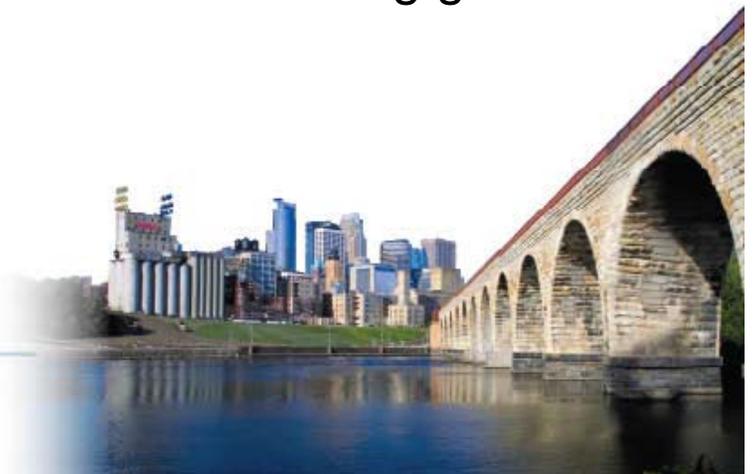
Highlights from Finance Plan

- **Challenges**

- Managing and organizing a smaller police department
- Meeting demands for technology
- Maintaining diversity
- Unfunded mandates

- **Objectives**

- Manage staffing through attrition rather than through layoffs
- Strive to minimize reductions in main patrol services
- Maintain discipline and vigilance on non-personnel costs
- Targeted approach to increasingly competitive and declining grant pool
- Technology use to increase fines



Highlights from Workforce Plan

- **Current workforce / Diversity**

- Sworn – 862
- Civilian – 129
- Total – 991
- Diversity for Sworn at end of 2010 19.06%

- **Turnover / Retirement Eligibility**

- Attrition over past 7 years averaged 26.14 persons per year
- 12% of workforce eligible to retire over next four years (11.3% Sworn)

- **Objectives**

- Maintain adequate staffing levels in all bureaus
- Increase / maintain diversity in all ranks
- Provide professional development opportunities to employees
- Increase communication throughout the department

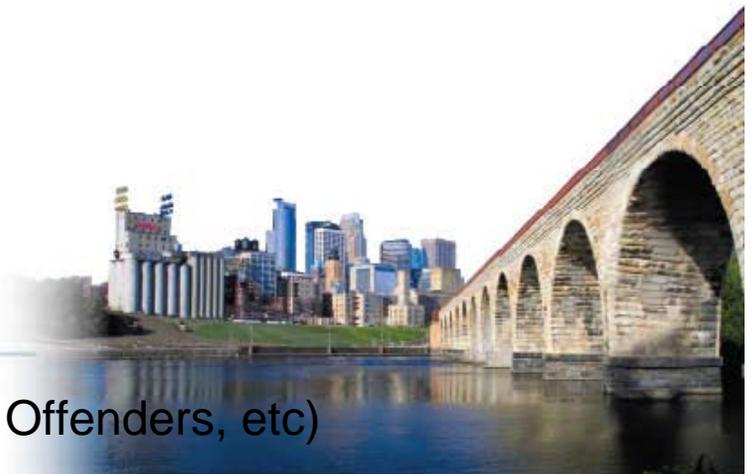
Highlights from Technology Plan

- **Workforce Director**
 - Web Based Operation
 - Enables access for outside agencies (large demand)
 - Current system operates of in house server application (difficult to add outside users)
 - Will pay for itself by adding users
 - Added Functionality
 - Performance Appraisals
 - Electronic Work Logs
 - Interfaced with CAD
 - Manual Input for non CAD users
 - Homeland Security Functionality
 - Skill Sets of Personnel
 - Certifications



Highlights from Technology Plan Continued

- **Automated Pawn System**
 - Web Based Operation
 - Unlimited expansion
 - Integration with multiple Reporting System Nation Wide
- **Content Management**
 - Reports and all evidence related
 - Digital Video & Video
 - 200 plus pole cameras
 - 200 plus squad cameras
 - Who, What, When, Where
 - Access to relevant data
- **Predictive Analytics – Dashboards**
 - Crime Data
 - Video Data
 - Real Time CAD Data
 - Outside Agency Data
 - Spatial Data – GIS Mapping
 - Locations of known people of interest (Sex Offenders, etc)



Questions and Answers

MINNEAPOLIS
POLICE
business plan 2010-2014

