

**Minneapolis Police Department**  
**Internal Affairs Audit- Background and Introduction**  
**December 2008**

In February of 2006 a Civilian Review Authority (CRA) work group was established by City Council. The workgroup issued several recommendations in a written report submitted to City Council. Among these recommendations was that a review of the MPD Internal Affairs Unit be conducted by an outside independent auditor and that the requests for proposals for the auditor, the respondents to the RFP, and report by the auditor be reviewed by the Public Safety and Regulatory Services Committee. The City adopted this recommendation on May 12<sup>th</sup>, 2006.

In 2007, the Minneapolis Police Department issued requests for proposals to conduct the above mentioned audit. The contract was awarded to the Police Executive Research Forum (PERF) in early 2008. PERF is a nationally recognized organization with extensive experience in conducting similar audits of other police departments throughout and outside of the United States.

The purpose of the audit is not to address any known deficiencies, but to evaluate whether the MPD's complaint investigation process meets nationally recognized standards, and to identify whether any changes or efficiencies can be made to make the citizen complaint process more efficient and effective for the department, the city, and its residents.

The MPD strives to be as transparent as possible throughout its citizen complaint, investigative and subsequent disciplinary processes. In doing so, we have taken several steps to make it easier for a citizen to file a complaint of misconduct against an officer. The Internal Affairs Unit also publishes an annual report summarizing all investigations conducted each year and the subsequent outcomes of those cases. We have also undertaken steps to educate the community on the various methods and processes for filing a complaint. We are hopeful that this audit, and a similar audit of our critical incident investigation process conducted one year ago, will help instill confidence with the community in our processes and allow a greater level of comfort with the community that their complaints will be taken seriously and investigated thoroughly and aggressively by the MPD.

The PERF audit offers several recommendations to enhance our complaint investigation process, create efficiencies, and take steps to better inform and educate the community. The MPD will examine each and every recommendation and implement changes as necessary. Many of the recommendations for changes have either already been implemented or are in the implementation process currently. Others will take further study and research. We have established a work group to go through the listed recommendations and to make assessments of each and subsequent recommendations to the Chief of Police for needed changes.

The PERF audit should also serve as a validation of the high quality of our Internal Affairs Unit and the high quality of our investigations of employee misconduct. While the audit suggests several steps to streamline the process, make it more community friendly, and suggests a further review for perceptions related to consistency of discipline, the report does not indicate any deficiencies in the investigations

themselves and further, notes the MPD Internal Affairs Unit is in compliance with national standards for such investigations per the Commission on Accreditation for Law Enforcement Agencies (CALEA). This should serve as a reassurance to our residents and our police officers that when a citizen complaint is received, it will be fairly and thoroughly investigated and that the investigation will comply with applicable state laws and the Police Officer's Bill of Rights.