



Minneapolis Police Department



Minneapolis – A Safe Place to Call Home

**Presentation to City Council
Public Safety & Regulatory Services Committee
June 25, 2008**

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Making Minneapolis a “Safe Place to Call Home”

- Long-term strategies
- Short-term strategies
- Community faith in MPD
- Working together with multiple departments, elected officials and community

Incorporate the City’s Strategies of “Guns, Gangs, Graffiti Gone” and “Crime Reduction: Community Policing, Accountability & Partnership;” into the Five-Year Business Plan

Department Goals & Objectives in Business Plan:

- Prevent and reduce all crime
- Contribute to effective prosecutions
- Increase community satisfaction
- Promote department culture that values employee satisfaction, professionalism, and professional growth

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Guns & Gangs

- Gun seizures remain steady despite lack of gun buyback program
 - 2007 – 1090 guns seized
 - 2008 – 219 guns seized
- Special Units focusing on Gang activity
 - Violent Offender Task Force (VOTF)
 - Metro Gang Strike Force (MGSF)
 - Intelligence Sharing Analysis Center (ISAC)

	Violent Offender Task Force (VOTF)		Metro Gang Strike Force
	2007	1st Qtr 2008	2007
Arrests	167	69	572
Federal Charges	84	32	53
Guns Recovered	94	14	178
State Charges	9	9	

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Graffiti

- May be reported to 311
- May be reported through on-line reporting on the MPD Public Web
- Website provides information on how to report, remove and prevent graffiti.

Crime Reduction

- Part 1 crimes decreased 3.3% overall in 2007 and are down 13.33% for the 1st Qtr of 2008 compared to the same period in 2007.
- Part 2 crimes decreased 5.24% overall in 2007 and are down 3.02% for the 1st Qtr of 2008 compared to same period in 2007.
- Total violent crimes
 - 2007 = 5560 (12.65% decrease from 2006)
 - 2008 (1st Qtr) = 1039 (10.97% decrease from 2007)
- Total arrests for violent crimes
 - 2007 = 1359
 - 2008 (1st Qtr) = 296 (2.42% increase from 2007)
- Total charged for violent crimes
 - 2007 = 714 adults & 492 juveniles = 1206
 - 2008 (1st Qtr) = 285 adults & 85 juveniles = 370

Increase cooperative strategies between departments, businesses and community

- 83 Neighborhood Policing Plans
- Block Clubs:
 - 1801 through end of 2007
 - 2220 through end of 1st Qtr 2008.
- Block Clubs are now being utilized as a primary linkage between communities and Regulatory Services so when housing inspection initiatives are planned all block club captains are sent the information.
- The MPD developed the following partnerships to support NNO and encourage participation in block clubs:
 - General Mills Foundation
 - H&R Block,
 - Minnesota Twins,
 - The Park at MOA
 - Proex
 - Qwest, Target
 - Clear Channel Radio
 - KFAI Radio

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Commitment to working collaboratively w/ CRA

- Monthly meetings between MPD IAU and CRA.
- CRA complaints decreased 17.77% in 2007 compared to 2006.
- In 2006, 15 complaints were sustained by CRA, with 1 complaint still open in IAU. Of the 19 officers involved in the other 14 complaints, 11 (58%) received discipline. Discipline ranged from suspension to oral reprimands.
- In 2007, 12 complaints were sustained by CRA, 2 of which are still open in IAU. Of the other 10 complaints, discipline was imposed by MPD 30% of the time. Discipline ranged from suspension to coaching.
- There have been 12 complaints filed with CRA in the first quarter of 2008.

Early Intervention System

- In development stages
- Meetings between Police Administration, Federation and other police personnel have been held.
- Scope and functionality of EIS being worked out.
- Tied to data input sources, including dispatch, IAU records, payroll and timekeeping records and referrals from other police officers who have concerns about a police partner.
- Best practices research on other departments Early Intervention Systems, including Phoenix, AZ and Tampa, FL, has been done.

Adhere to the Council-adopted plans to diversify the MPD workforce through hiring, promotion and appointment, and retention policies, including as described in the Federal Mediation Agreement.

Diversity Hiring: Ethnicity Summary of MPD Sworn Personnel (Updated March 31, 2008)			
	2006	2007	2008 (1st Qtr)
White	689	698	717
Black	62	63	66
Hispanic	37	39	41
Native American	24	24	25
Asian	23	28	30
Total Sworn Minorities	145	154	162
% of Sworn Minorities	17.39%	18.075	18.43%
Total Actual Sworn	834	852	879
Total Authorized Sworn	827	862	880

Diversity Sworn New Hires	CSO Class (started 2/4/08)	Recruit Class (April 2008)	Accelerated Cadet Class (started 6/2/08)
Women	6.70%	15.60%	50%
Minority	50%	28.10%	16.70%
Unknown Race	20%		

Diversity - Promotions

Diversity - 2007 Promotions			
Rank	Race	Gender	#
Inspector	Amlnd	F	1
Inspector	White	M	1
Lieutenant	White	M	5
Lieutenant	Black	M	1
Lieutenant	Asian	M	1
Sergeant	White	M	22
Sergeant	White	F	1
Sergeant	Hisp	M	1
Sergeant	Amlnd	M	1

Diversity - 2008 (1st Qtr) Promotions			
Rank	Race	Gender	#
Lieutenant	Black	M	1
Sergeant	White	M	21
Sergeant	White	F	5
Sergeant	Black	M	1
Sergeant	Hisp	M	1
Sergeant	Asian	M	1

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Commit to end racial profiling as described by the Federal Mediation Agreement by continuing to collect data, adopt explicit policy and procedure to end racial profiling, provide anti-racism training for officers, and set goals for racial profiling tracking and reduction which shall be reported to PS&RS.

- Racial profiling
- Training

Implement a community policing plan and set long-term policy and practice changes to improve police-community relations with all communities

- Initiated development of Neighborhood Policing Plans in 2007.
- Precinct Crime Prevention Specialist (CPS) serve as a liaison to the community and continues to be a big success.
- Gathering of crime information being centralized for quicker dissemination which will focus on neighborhood issues.
- Outreach efforts to strengthen police-community relations.

Adopt Department Performance Measures

Precinct Commanders have been given the task of developing measures that can be reported relating to problem areas within their precincts. Each Precinct is geographically divided into sectors, where a Sector Lieutenant is responsible for the crime and related community concerns within the area. Efforts and Measures are incorporated within:

- Neighborhood plans – where actions on specific concerns are addressed by the community and the police.
- Crime Prevention Specialist – who assist the community in solving problems
- CODEFOR and tracking of Part 2 Crimes – through weekly Department meetings and ongoing updates in each precinct
- Patrol, special details, beat officers, CRT Teams, SOD support and other crime fighting efforts are developed as situations warrant

Utilize, evaluate, and improve risk management practices to reduce city liability for police misconduct and other issues.

- Implemented a system for reducing city liability for police misconduct
- Investigation / review of all complaints filed with IAU & Civil Rights for MPD policy violations
- IAU call out system for Critical Incidents that start investigation of incidents immediately
- IAU proactively responds when serious injury occurs to anyone while in police custody and cases of alleged misconduct of officers
- IAU reviews MPD policies and procedures and suggests changes which have the potential to reduce civil liability
- Conducted an evaluation and statistical analysis of the use of Taser's

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Complete all items in the Federal Mediation Agreement and continue to provide regularly scheduled progress reports to PS&RS

Mediation action items completed:	
2003-2006	16
2007	28
1st Qtr 2008	9
Total action items completed	53
Total action items remaining	67

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Conclusion

- Incorporated “Guns, Gangs, Graffiti Gone” and “Crime Reduction: Community Policing, Accountability & Partnership,” into the Department’s five-year business plan.
- Working collaboratively with Civilian Review Authority.
- Early Intervention System development in progress.
- Diversity at highest level in history of MPD.
- Continue to make progress on Federal Mediation Agreement action items.
- Community policing plan in place
- Performance measures development –progress ongoing
- Reduce city liability for police misconduct and other issues
- Progress reports to PS&RS on status of Federal Mediation Agreement have been done.
- Regular communication to elected officials by MPD

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