

Minneapolis Police Reforms – 2020 through 2022 (present day)

Reforms in 2022

- **Police Records Restructure**
 - February 2022: All data requests – police and other City business – will be initially processed by a team from the Office of the City Clerk. Five full-time employees from MPD’s Records and Information Unit have been moved to the City Clerk to handle the increased volume of requests. Enterprise-wide collaboration to streamline all data practices requests will be more impactful in making public data available as promptly as possible.
 - Until this change, police data requests had been handled exclusively by MPD. Those requests ranged from copies of public police and accident reports to more complex requests for statistics, personnel data, video, case files and hundreds of reports that all needed to be reviewed before releasing. While these police data requests have increased over the past decade, RIU was also given more responsibilities.

- **Active Bystandership for Law Enforcement (ABLE) training**
 - March 2022: Active Bystandership for Law Enforcement (ABLE) training is a data-driven program developed in partnership with Georgetown University Law. This program emphasizes officer intervention and provides training to officers from agencies across the country to deliver the ABLE curriculum. This curriculum was incorporated into the MPD academy in the end of 2021 and is being delivered on an ongoing basis starting March 2022.

- **No-Knock Warrant Prohibition**
 - April 2022 (proposed in March): Prohibition on the application for, and execution of, all no-knock (unannounced) search warrants within the City of Minneapolis. Under the new policy, MPD will no longer request or respond to requests on behalf of other jurisdictions. The new restrictions will make Minneapolis’ policy among the most forward-looking and extensive in the nation. The policy makes significant changes and restrictions for both the application for and execution of search warrants, while adding additional layers of accountability to the review process following issuance of a search warrant.

Reforms in 2021

- **Complaint investigation and disciplinary process reform**
 - January 2021: Embedded Assistant City Attorney to help strengthen oversight and accountability in complaint intake and misconduct investigations.

- BWC new requirements for temporary activation
 - February 2021: Amending the BWC policy to prohibit officers from temporarily deactivating BWCs to have private discussion on the scene of an incident.
- Recruit application redesign
 - February 2021: Redesigned application process to assign stronger focus on Minneapolis residency, social service experience, and volunteerism for new recruits – made possible by 2020 state law change.
- Additional restrictions on less lethal munitions
 - March 2021: Clarified that only SWAT is authorized to carry a 40mm launcher during a civil disturbance or assembly unless the Chief/DC approves other trained officers to carry and that the SWAT supervisor will coordinate authorized use when on scene for any officers on scene who are authorized to carry 40mm launchers.
- Field Training Officer Programming Updates
 - June 2021: A new FTO Coordinator is managing the transformation of and substantial changes to the structure of the FTO program. These changes include centralized oversight, increased and ongoing discipline review for FTOs, new on-the-job monitoring technology that is able to track the daily performance of Officers in Training (OIT), track the types of calls responded to, electronically store and track tasks completed.
- Limitations on Pretextual Stops
 - August 2021: Minneapolis Police Officers will no longer be conducting pretextual stops for offenses like expired tabs, an item dangling from a mirror, or an expired license. Officers shall not initiate a traffic stop when the only offense is one of the following: Expired tabs; an item dangling from the rearview mirror, unless that object impairs the driver’s ability to operate the vehicle safely; inoperable license plate lights.
- Suspension Ticket Prosecution Changes
 - August 2021: The City Attorney’s Office will stop prosecuting tickets for driving after suspension when the only basis for the suspension was a failure to pay fines or fees and there was no accident or other egregious driving behavior that would impact public safety.

Reforms in 2020

- Requirements for Use of Crowd Control Weapons
 - June 2020: During protests and demonstrations, use of all crowd control weapons must be authorized only by the Chief of Police, or the Chief’s designee at the rank of Deputy Chief or above. Crowd control weapons include, but are not limited to, chemical agents, rubber bullets, flash-bangs, batons, and marking rounds.
 - *Note: There is an exception in the policy language for use of certain weapons against an individual due to the risk of imminent harm.*
- Duty to Intervene
 - June 2020: Requires any officer, regardless of tenure or rank who observes another employee use any prohibited force, or inappropriate or unreasonable force (including

applying force when it is no longer required), must attempt to intervene by verbal and physical means.

- Duty to Report
 - June 2020: Requires any officer, regardless of tenure or rank who observes another employee use any prohibited use of force, or inappropriate or unreasonable force (including applying force when it is no longer required), has an affirmative duty to immediately report the incident while still on scene to an on-scene supervisor and by phone or radio to their Inspector or Commander or to their Inspector or Commander's superiors. The employee must also notify Internal Affairs.
- Ban Chokeholds and Neck Restraints
 - June 2020: Neck Restraints and choke holds are prohibited. Instructors are prohibited from teaching the use of neck restraints or choke holds.
- Body Worn Camera (BWC) Requirements and Compliance
 - June 2020: New policies prohibit officers in critical incidents from reviewing body camera footage prior to completing their initial police reports.
- Union Involvement at Critical Incident Crime Scenes
 - June 2020: Officers prohibited involvement in or witness to a critical incident from speaking with police union officials at the crime scene.
- Use of Deadly Force
 - August 2020: Makes MPD policy as stringent as possible under State law by requiring officers first consider all reasonable alternatives to deadly force and use the minimum level of force needed. An officer shall use de-escalation techniques and other alternatives to higher levels of force consistent with their training whenever feasible and appropriate before resorting to force and to reduce the need for force.
- Comprehensive Use of Force and De-Escalation Reporting
 - July 2020: Requires documentation of low-level force used and what de-escalation efforts were made or attempted, expands documentation and reporting requirements around de-escalation strategies, and reinforces the focus and importance of using de-escalation strategies in the field.
 - August 2020: Clarifies and expands what the department considers to be a use of force (such as unholstering a firearm), and subjects those actions to the same scrutiny, reporting procedures and, in the event of a violation, discipline that other use of force is subject to. Moves away from the minimum standard of what is legally permissible and towards a higher standard of best practices authorized by city policy.
- Officers' Actions Leading to Unnecessary Force
 - August 2020: Officers can't deliberately use actions or words to incite escalating behavior and then use it justify the use of force.
- Ban on Shooting at Moving Vehicles

- August 2020: Prohibit firearms from being discharged at a moving or fleeing vehicle unless the officer or another person is being threatened with deadly force, including attempts to disable the vehicle by firing at it.
- Restrictions on Unannounced Entry (No-Knock) Warrants policy
 - November 2020: New policy that provides additional transparency and accountability for how and when MPD is involved with s unannounced entry or “no-knock”, including a requirement that outside of limited, exigent circumstances, like a hostage situation, MPD officers will be required to announce their presence and purpose prior to entry.

Ongoing Reforms

- Early Intervention System
 - Ongoing: Outside funding from the Pohlad Family Foundation is supporting the City securing an Early Intervention System (EIS). This system tracks officer performance and well-being, providing risk mitigation information that would help identify intervention opportunities for problematic patterns before misconduct or mistakes occur. This extra layer of accountability centralizes data such as sick days used, recorded uses of force, vehicle collisions, etc. to recognize when an officer may need additional support or intervention.