

CURRENT MPD INITIATIVES INTERIM CHIEF AMELIA HUFFMAN

As the Interim Chief for the Minneapolis Police Department, I am committed to the work necessary to rebuild public trust, to create the capacity for the Department to provide the services our communities want and need and to support our employees throughout their careers. My leadership team and I are committed to strengthening training, supervision, employee wellness, accountability, community engagement, policy and processes to provide effective, constitutional police service in collaboration with community. At the same time, we recognize the critical importance of recruiting and hiring service-minded employees from diverse backgrounds and perspectives who have good character and a deep commitment to this work and then supporting the ongoing career growth of our employees and our organization.

Community safety and a culture of policing professionalism are inextricably linked. Policing is a trust, and we pledge to care for and safeguard the members of this community. How we do our work is as important as what we do; we treat others with dignity, giving them voice and respect, being neutral in our decision-making and working to build trust. Every aspect of our professional service must demonstrate our commitment to procedural justice.

Our work will be ongoing. More projects are underway, in development or in planning discussions.

- Duty to intervene training (Active Bystandership for Law Enforcement curriculum from Georgetown University Law School, <https://www.law.georgetown.edu/cics/able/>) incorporated into the academy curriculum (December 2021) and provided to all officers with 96% completing training to date (Spring 2022).
- Research based de-escalation training for all sworn officers (Integrating Communications, Assessment, and Tactics curriculum from the Police Executive Research Forum, <https://www.policeforum.org/icat-training-guide>) (April 2022 start training instructors, training throughout 2022 with 90% of all sworn staff completing training by the end of the year)
- Updated the Field Training Officer Program to reflect MPD values, increase oversight in the selection and operation of the program, provide additional training and increase communication ([AU2021-00007 - Minneapolis Police Department \(MPD\) Field Training Officer Program Special Project Report \(minneapolis.mn.gov\)](#)) (June 27, 2022 final report to the Audit Committee)
- Obtained new software to manage training records for the entire career lifecycle: academy, field training and ongoing professional development

Manage & Track Employee Training Records - Police & Law Enforcement ([Manage & Track Employee Training Records - Police & Law Enforcement \(leftasystems.org\)](http://leftasystems.org)), providing reporting and accountability that the previous RMS did not support (2021 Field Training, 2022 Academy & Professional Development)

- Ongoing collaboration with the Unity Community Mediation Team (UCMT), a group of people from the African American, Native American, Latino, East African communities as well as advocates for the LGBTQ community and the behavioral health community, to foster communication, joint efforts to improve policing and community safety and relationship building. Currently collaborating on an update to the 2003 Memorandum of Agreement between MPD and UCMT. (<https://www.unitycommunitymediationteam.com/about.html>)
- Developing a new cohort-based leadership development program in partnership with outside consultant, Ethical Leaders in Action (ELA). ELA will support the MPD in driving a constructive change in organizational and leadership culture, building on current strengths and addressing issues to promote professionalism and enhance the public trust necessary for professional policing through leadership consultation and facilitation; direct training of officers, trainers, and other leaders; purposeful discussions with leaders at all levels to inform the development of the final program (<https://ethinact.com/>) (Collaboration with MFD and City Learning & Development, project is ongoing).
- Hiring for one newly created Training Division position - Adult Education & Curriculum Development Specialist to increase the professional capacity in the MPD Training Division to create and deliver high quality training programs, develop instructors and continuously improve programs to meet industry best practices and community expectations. This new hire will assist MPD Training Division staff in providing a holistic update the MPD pre-service and professional development programs to strengthen training in such areas as communication, conflict resolution, cultural competency, trauma-informed practices, and working with youth (https://agency.governmentjobs.com/minneapolismn/default.cfm?action=sp_ebulletin&ClassSpecID=1461330&headerfooter=0) (Started January 2022, final job offer pending summer 2022).
- Implemented a new duty time restriction policy to protect employee wellness and department readiness limits the number of hours employees may work: 74 total hours each week with consecutive hours worked limited to 16 total hours in a day, at least 8 consecutive hours off for every 24 hours worked and at least one full 24-hour day with no work shifts in any capacity each

week. (3-310, <https://www.minneapolismn.gov/media/-www-content-assets/documents/MPD-Policy-and-Procedure-Manual.pdf>) (May 2022)

- Implemented a new level of oversight for use of force incidents requiring a secondary review by a higher-ranking supervisor of the initial force investigation completed at the scene by the first line supervisor. The ranking supervisor is responsible for ensuring that the initial force review was completed thoroughly and in compliance with policy, that all necessary notifications have been made and any potential policy violations have been flagged for Internal Affairs review (May 2022).
- Implemented a new discipline matrix to reset past precedents used in the discipline process and provide a framework that is fair, clear, and reflects the values of the department. For the first time, the matrix articulates that the seriousness of policy violations will be weighed considering the harm or risk of harm created by the error or misconduct (June 1, 2022).
- Supervisor workgroup studied the existing protocol for first line use of force review, created new materials to increase the quality and consistency of the process and is providing peer to peer support to implement the changes. The group plans to continue working to identify training and processes that will increase the capacity of first line supervisors and is collaborating with City Learning & Development to develop skill-based training course on coaching for growth and improvement (June 2022).
- Hiring for two newly created MPD auditor positions in the Quality Assurance Unit to ensure capacity to consistently monitor compliance with policies and processes and to address gaps that undermine the delivery of effective, Constitutional policing services (<https://agency.governmentjobs.com/minneapolismn/default.cfm?action=specbulletin&ClassSpecID=1461333&headerfooter=0>) (started January 2022, two final job offers pending summer 2022)
- Obtained grant funding to implement a comprehensive Early Intervention System to identify and intervene in cases in which officers may need additional professional support, resources, training or other referrals to prevent a negative or disciplinary event (<https://lims.minneapolismn.gov/File/2021-01091>) (grant accepted October 2021, project currently underway in collaboration with IT through 2022)
- Selecting a vendor to provide Trauma Informed Psychological Services to all MPD employees. The mental health professionals will provide debriefings in

the aftermath of a traumatic incident, weekly or bi-weekly group sessions, individual counseling sessions, peer support, family support, and training support (RFP posted April 2022, vendor selection underway June 2022).

- Hiring for one newly created position - Health & Wellness Manager to be responsible for creating and implementing a robust wellness program and coordinating the delivery of wellness services for MPD staff (<https://agency.governmentjobs.com/minneapolismn/default.cfm?action=spbulletin&ClassSpecID=1467113&headerfooter=0>) (hiring open June 2022)
- Hiring for five newly created positions – Community Partnership Liaisons to assist sworn staff in engaging, supporting, and connecting with diverse communities disproportionately impacted by violent crime to build relationships, increase communication, strengthen the quality of police service, and support police community engagement. The position also works closely with sworn staff in investigations and recruiting to enhance their ability to carry out the Department’s work of caring for our community, providing professional police service, building trust and demonstrating procedural justice (<https://agency.governmentjobs.com/minneapolismn/default.cfm?action=spbulletin&ClassSpecID=1467145&headerfooter=0>) (hiring open June 2022).
- Hiring one communications specialist to work within MPD to produce internal and external communications including social media and web content to increase transparency and public engagement (<https://agency.governmentjobs.com/minneapolismn/default.cfm?action=spbulletin&ClassSpecID=1024802&headerfooter=0>) (interviews June 2022)
- Data improvement projects to identify gaps in data collection, comprehensiveness and quality and plan for remediation in areas including de-escalation, use of force details, arrests, and case management. Complete, accurate data is necessary for transparency and provides the foundation for work to strengthen management and oversight. This project will be ongoing.
- Implementing monthly check in meetings between patrol officers and sergeants to facilitate stronger supervisory relationships to support increased oversight, accountability, mentoring, career development and wellness. This is also foundational for the introduction of an effective Early Intervention System.
- Created new recognition for exemplary work that supports Department values including a de-escalation award and Field Training Officer of the Year award

- Requested funding in the 2023 budget process for an MPD youth internship program in which up to 18, Minneapolis high school juniors and seniors interested in pursuing a career in public safety would be selected for paid internships with the Department, part-time during the school year and full-time during the summer. A youth and community serving organization has been identified to partner in providing youth development support for this program.