



Minneapolis Police Department Policy and Procedure Manual

Number:
2-100

Volume Two – Personnel Administration

Misconduct Prevention, Reporting, and Investigation

2-108 Member Complaint and Corrective Action History

(xx/xx/xx)

I. Purpose

Complaint and corrective action history is used in a variety of ways, including for non-disciplinary corrective action routing, aggravating factors for corrective action decisions, consideration for promotion or transfer, consideration for awards, Brady requests, and public transparency.

II. Procedures/Regulations

The routing and conclusion of a misconduct allegation determines what information is available to share on the various member complaint history cards and dashboards, in accordance with law.

A. The following routings (as detailed in P&P 2-105) **shall not** be a part of the Member Complaint History Card, the Police Discipline Decision Dashboard, or the Officer Complaint History Dashboard:

1. “No jurisdiction.”

B. The following routing and dispositions (as detailed in P&P 2-105) shall be part of the non-public Member Complaint History Card:

1. “No basis.”

2. “Unfounded.”

3. “Cleared by exception.”

4. “Sustained.”

5. “Not sustained.”

6. “Exonerated.”

7. “Non-disciplinary corrective action.”

C. The following disposition (as detailed in P&P 2-105) shall be on the Police Discipline Decision Dashboard:

1. “Sustained.”

- a. This does not include cases that are sustained with only non-disciplinary corrective action imposed.
 - b. If a case has one or more sustained allegations with non-disciplinary corrective action imposed and one or more sustained allegations with discipline imposed, the information regarding the imposed non-disciplinary corrective action shall be redacted and the information regarding the imposed discipline decision shall be included on the dashboard, in accordance with state law.
- D.** The following disposition (as detailed in P&P 2-105) shall be on the Officer Complaint History Dashboard:
 - 1. “Open.”
 - a. This disposition includes any open cases that have not received the final closure status. Cases could be anywhere in the process from intake all the way to grievance.
 - 2. “Closed - no discipline.”

This disposition includes the following routings (as detailed in P&P 2-105):

 - a. “No basis dismissal.”
 - b. “Cleared by exception dismissal.”
 - c. “Not sustained.”
 - d. “Unfounded.”
 - e. “Failure to state a claim.”
 - f. “Duplicate.”
 - g. “Non-disciplinary corrective action.”
 - 3. “Exonerated.”
 - 4. “Closed - final discipline.”

This disposition (as detailed in P&P 2-105) includes the following routings:

 - a. “Sustained.”
- E.** All data publication shall follow the Minnesota Government Data Practices Act.

Glossary

Corrective Action: Any employment action taken in response to a complaint of misconduct. This includes both disciplinary action and non-disciplinary corrective action.

Member Complaint History Card: A record of information concerning complaints against members. The Member Disciplinary Record contains non-public information.

Misconduct: A violation of MPD Policies or Procedures, including but not limited to, as specified in those Policies and Procedures: violations of federal, state, or local criminal or applicable civil laws, criminal or civil constitutional violations, violations of administrative rules, or violations of regulations.

Non-Disciplinary Corrective Action: Department actions not disciplinary in nature, taken to correct behavior where there is a policy violation, in accordance with the Corrective Action Matrix. Examples of non-disciplinary corrective action include coaching and training.

Officer Complaint History Dashboard: A public-facing dashboard that contains a history of complaints made against a sworn member and the current case status, subject to the Minnesota Government Data Practices Act.

Police Discipline Decision Dashboard: A public-facing dashboard that contains cases in which the Chief imposed discipline after the conclusion of the investigation. This dashboard only contains discipline imposed for sworn members that has reached its final disposition status. The dashboard complies with the Minnesota Government Data Practices Act.