

DEPARTMENT

results
minneapolis

Minneapolis Police Department
2016

Reporting: Minneapolis Police Department

Department Goals

Public Safety

Public Trust

Results + Rationale 2015

- **Focused Enforcement:** The department sees the best results when focusing resources in specific ways, for example -on a specific category of crime or in a specific geographic area
- **Flexibility in how we work:** The department has to balance proactive work and reactive work, by being flexible to the changing needs of each situation as it develops
- **Resources:** The department needs to have the right resources. Not having the right resources impacts our departments' ability to work effectively and efficiently

- **Building a culture of Accountability:** The department believes in holding each other accountable to the changes that we want to see from within our department
- **Partnerships:** The department focused on building partnerships at the neighborhood, local, state, and national level to help us with building trust and legitimacy with our community
- **Community Education & Engagement:** It is critical that we spend time educating the community on public safety, which means spending time at community events and out with the public. This is critical in building trust.
- **Policies:** we continue to take an intentional look at policies that impact our community, also reviewing them to see if through good intentions there were unintended consequences
- **Training:** Providing the right training for our officers is critical in building trust and improving public safety; this has been a large focus for us

Changes to planned work 2016

- Emphasis to reduce and prevent violent crime in our city, by community outreach, focused enforcement, and working with our other service partners in adopting best practices to minimize youth exposure to domestic violence
- Adopting a new way of mapping crime patterns to ensure crime analysis and strategic placement of resources to reduce crime in line with current trends

- Work with the community and community partners to build trust
- Implement policies that promote transparency
- Begin implementation of recommendations made by OJP
- Complete training for sworn on procedural justice modules
- Begin implementation of body cameras

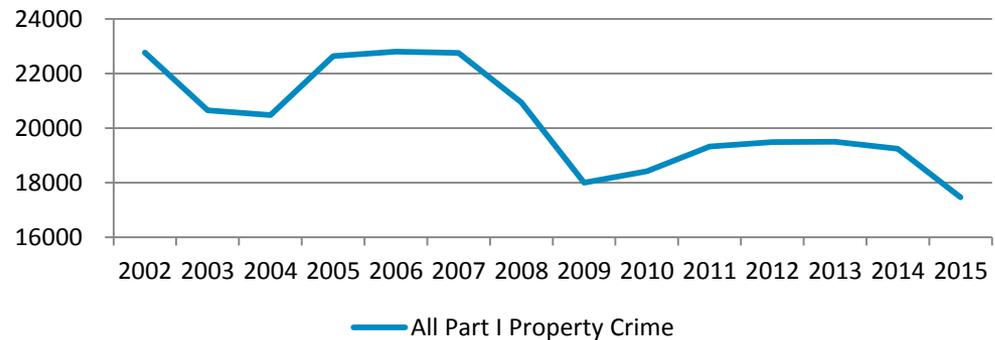
Public Safety: Focused Enforcement

We met the target of decreasing property crimes through crime reduction initiatives, like maintaining and building on collaborative partnerships.

Part 1 Property Crimes decreased overall by 9.56%

- 13.8% decrease in Burglary
- 10.77% decrease in Larceny
- 11.75% decrease in MVT
- 1.7% decrease in Arson

Part I Property Crimes
Count of Actual Offenses: 2002-2015



What we did well:

Education

- Crime Prevention Specialists held educational workshops & distributed crime alerts
- Precincts placed informative flyers on cars in areas where theft from vehicles are high, advising people not to leave valuables in car or leave cars unlocked

Partnerships

- MPD worked collaboratively with partners – YCB, MADDAD's, DID, Neighborhood Associations and others to help keep city safe, vibrant and welcoming
- We did a count of our partners, which totaled approximately 175 – this establishes a baseline going forward.

What challenges we encountered?

- Garage doors being left open
- Creative ways to recruit more block club leaders

Public Safety: Focused Enforcement

We **met our target** of preventing juvenile crime and gang activity through collaborative efforts with internal and external resources.

What we did well:

Our Juvenile Supervision Center & Juvenile Outreach and Diversion teams did a great job through education and awareness to both youth and their parents regarding risks associated with juveniles not being supervised, particularly after hours.

Challenges:

Creating intentional safe spaces that include our youth in our community at the table to seek their input.

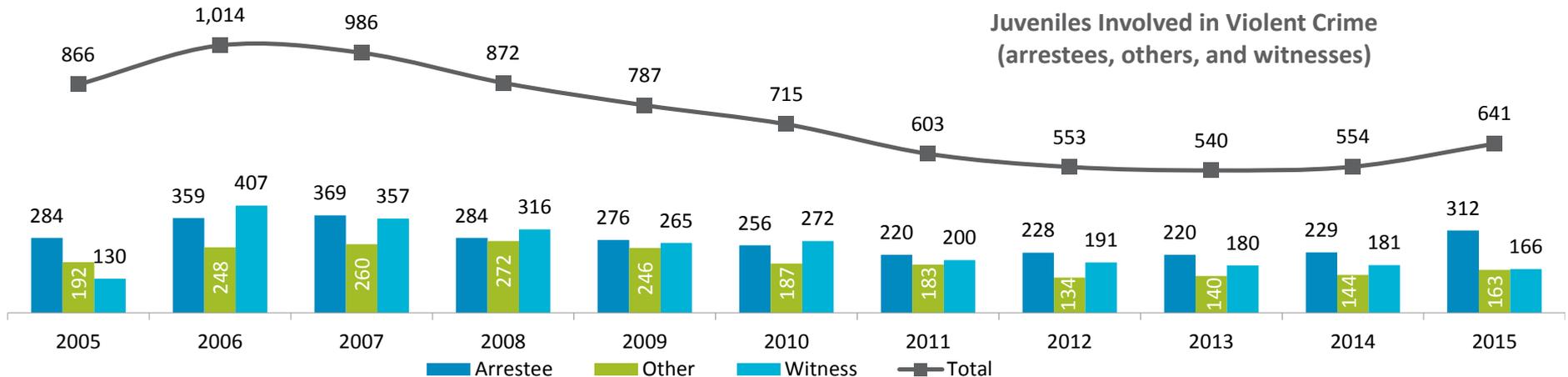
From 2014 to 2015

- 8.02% decrease in juvenile crime
- 36.38% decrease in Curfew violations
- 17.24% decrease in Truancy violations
- 16.48% decrease in robberies involving juvenile offenders – focus was on repeat offenders

Youth Initiatives to Reduce Crime:

- PAL Program & Police Explorers
- Bike Cops for Kids
- School Resource Officers
- Collaboration w/ Youth Coordinating Board (YCB)
- Youth Council
- Cops out of cars

Juveniles Involved in Violent Crime
(arrestees, others, and witnesses)



Source: Minneapolis Police Department

Public Safety: Focused Enforcement

The MPD **did not meet** the target of a reduction in violent crime for 2015, despite using effective crime reduction tactics. Although statistics have not yet been published nationally for 2015, it is expected that violent crime rates nationally also experienced an increase. Overall Part 1 Crime however, is at a 30 year low.

Possible reasons why violent crime has increased:

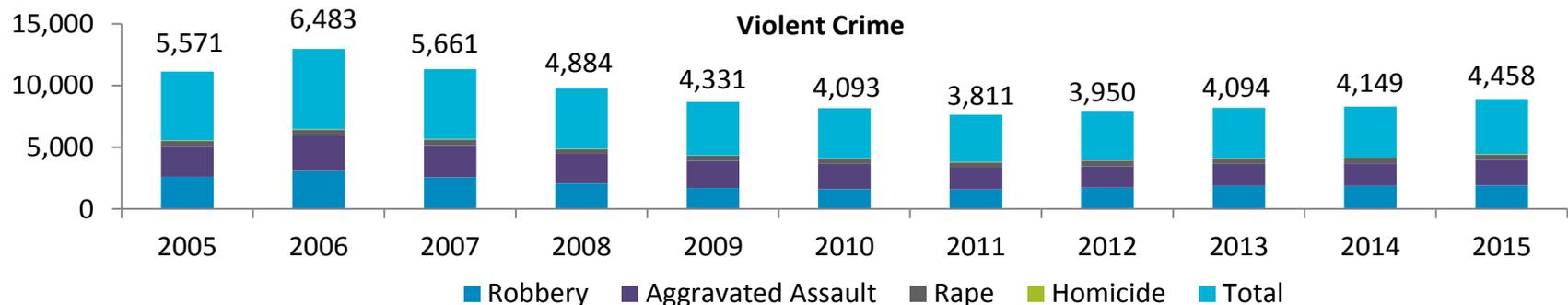
- More youth being exposed to violence & verbal altercations that escalate into the use of weapons
- More altercations with guns
- Less guns seized by MPD = more guns on the street

Challenges in addressing increase:

- More incidents of disrespect are being played out via social media real-time
- Trauma and lack of community resources creates a sense of hopelessness in some communities, and we are seeing a disproportionate number of African-American boys and men in this category

What we are doing:

- Collaboration with Ceasefire University to reduce crime through social and community support and accountability
- Numerous community engagement initiatives and collaborative partnerships
- Partnership with the National Initiative for building community trust and justice



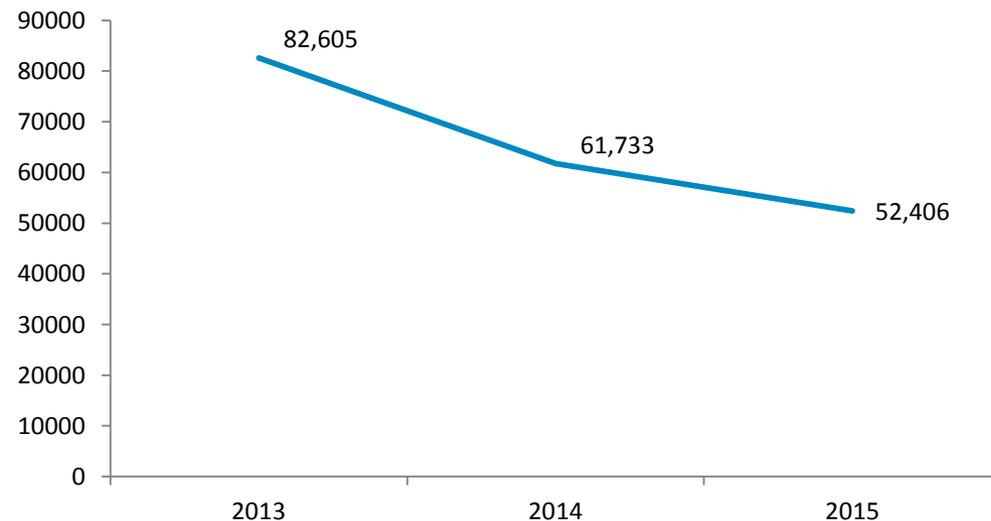
Public Safety: Focused Enforcement

In 2015, Minneapolis experienced an increase in violent crimes where guns were used. A proven law enforcement tactic for getting guns off the street in past years has been through constitutionally based traffic stops. Traffic stops were down in 2015, as were the number of guns seized and inventoried.

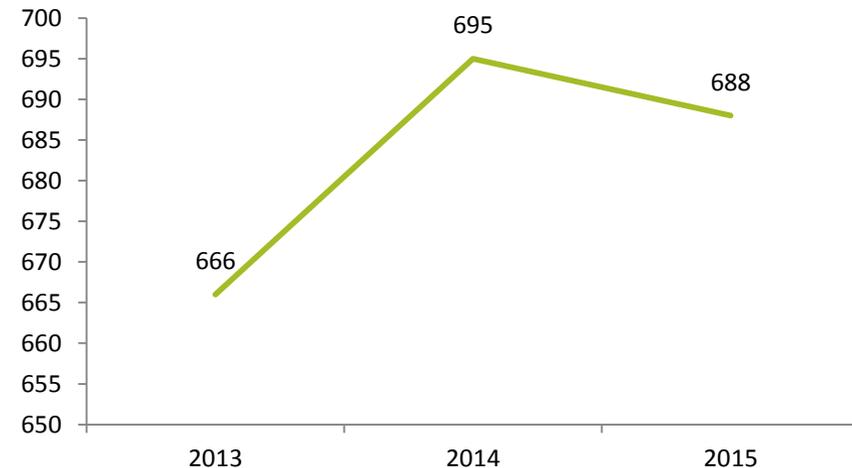
Guns used in crimes were up Violent Crime in Minneapolis was up 7% in 2015

- Violence in the chronic hot spots was up 8%
 - Guns used in crime was up 62%
 - Victims of gunshot wounds were up 24%
- Violent Crime Arrests were up 14%
- The most recent national statistics at midyear 2015 showed a 1.7% increase in violent crime.

Traffic Law Enforcement in Minneapolis



Guns Inventoried as Evidence in Minneapolis



Public Safety: Flexibility

We met our target of increasing effectiveness of law enforcement strategies by being fluid and agile in response tactics and operational efficiencies and effectiveness, by successfully enforcing the law and assisting groups with the right to maintain their rights to free speech and peaceably assemble.

What we did well:

Reactive

- Communication internally and communication with event organizers was key to peaceful demonstrations

Proactive

- Pre-planning and debriefing with our city enterprise partners was essential to ensure we had sufficient resources and were prepared
- Through the planning and communication, numerous marches, rallies, and protests occurred peacefully and with minimal arrests or incidents

Challenges:

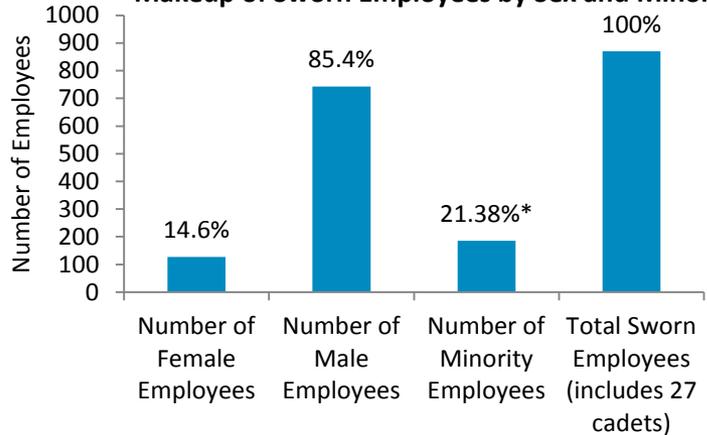
We will have to dedicate time to both our officers, community stakeholders, and elected officials in explaining that flexibility at times requires a change in practice that we have grown accustomed to. If traditional measures of policing success have been viewed from the response time model (how fast an officer responds to and clears from a service call) than intentionally asking our officers to spend more time at service calls positively engaging with the community may result in increased response times. This flexibility and change requires communication, explanation, understanding, and support from all impacted.

What we could do better:

- Increase band-width communication with city enterprise partners through improved technology
- Increase communications with community stakeholders
- More intentional debriefings and check-ins with sworn and civilian staff following significant incidents

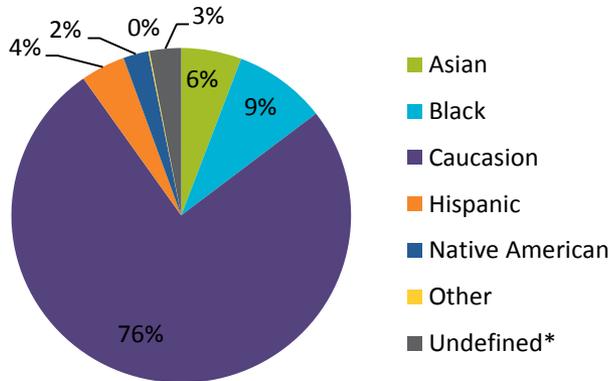
Public Safety: Resources

Makeup of Sworn Employees by Sex and Minority

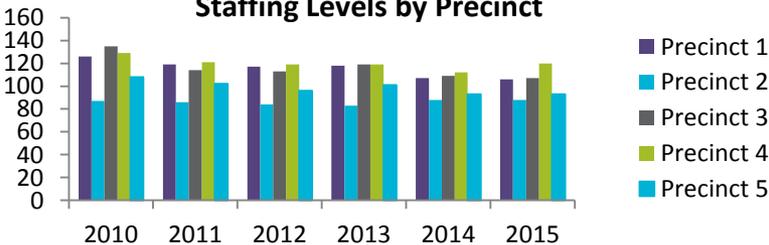


*Some employees currently listed as undefined due to issue w/Comet, thus under-reporting minority totals.

Ethnic/Racial Diversity for Sworn Employees



Staffing Levels by Precinct



We met our objective of increasing effective operations, by being fluid and agile in our response tactics and operational efficiencies; by creating additional units to focus on specific functions; and by utilizing staff in creative ways .

What we did well:

- Our department is focused on increasing diversity, and hiring and training the best officers in the country
- Community Service Officer is the best pathway for recruiting diversity – but it is the longest route and the most expensive
- We review calls for service, staffing levels and other factors to determine whether resources need to be diverted from one area to another

Effective use of staffing - Three new units were created in 2015 to focus on specific functions:

- *National Initiative Team* – created to train sworn on Procedural Justice, Implicit Bias, and Reconciliation – to work towards building community trust and justice
- *Neighborhood Directed Patrol 4th Pct* – created to engage the community and business owners to promote trust & legitimacy with the MPD
- *Gang Interdiction Team* – created for proactive response to gang involved violence in the city

Challenges:

- Staffing shortages due to planned and unplanned events, retirements, leaves of absence, injury on duty, family medical leave, and uncontrollable contractual reasons
- Unexpected events impact ability for other initiatives due to limited resources
- Law Enforcement applicant pool both locally and nationally is suffering from lack of applicants overall, given the current recent local and national incidents involving police and communities of color
- Without adequate resources all areas of law enforcement suffer
- We need flexibility to keep in line with changes and trends that occur in the communities and have the numbers with the work force to be innovative and creative to provide highest level of public safety and public service to the community.

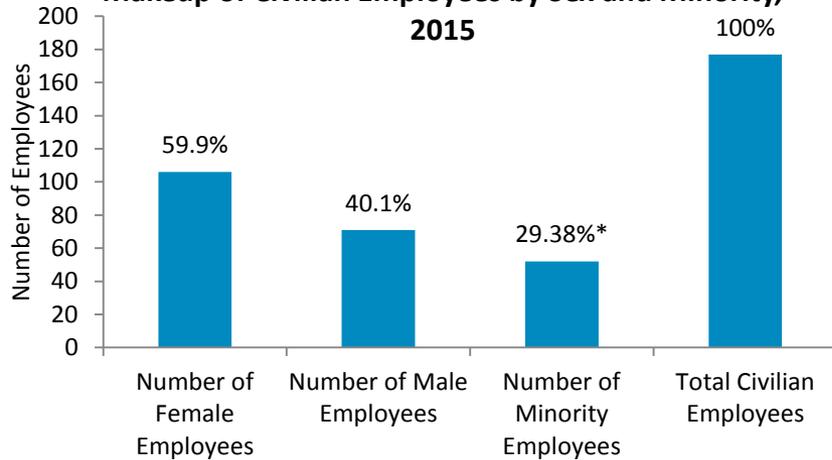
What we need to do better:

- Create better tracking mechanism for data and statistical requests , and evaluate ways to charge for data – both internal and external
- Continuous evaluation of staffing needs based on current and expected initiatives, crime rates, public expectations, expected population growth and a variety of other factors ,to determine better ways to manage staffing levels and work loads

Public Safety: Resources

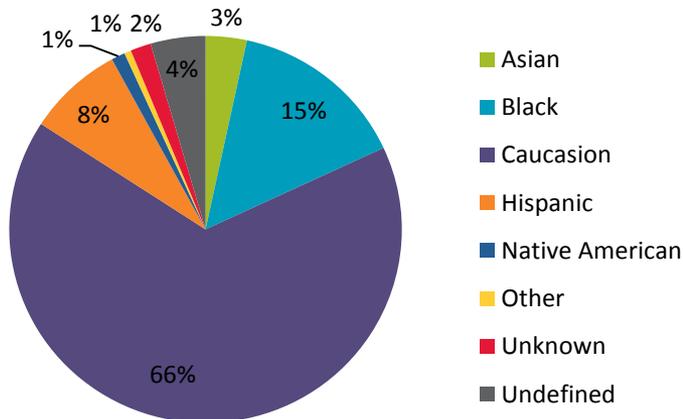
Civilians at all levels make important contributions to the MPD, and played a significant role in helping our department **meet our goals** of making Minneapolis a safe place to live, work and visit, as well as helping citizens have confidence in and trust their police force.

Makeup of Civilian Employees by Sex and Minority, 2015



*Some employees currently listed as undefined due to issue w/Comet, thus under-reporting minority totals.

Ethnic/Racial Diversity for Civil Employees, 2015



What Civilians do well:

- Engage the community - providing education & information
- Support criminal investigation efforts
 - Crime scene processing & evidence collection
 - Log & properly store evidence to maintain chain of custody
 - Transcribe victim, witness, suspect statements
 - Provide court testimony
- Perform crime mapping and crime analysis
- Conduct research and perform analysis
- Provide customer service
- Maintain official records
- Respond to and compile requests for data
- Conduct training
- Perform administrative work
- Wear multiple hats across various units where needed to cover shortages or staffing needs

Challenges:

- Challenging to keep people in some positions – training is expensive
- Review need for more civilian staffing as sworn staffing increases
- Data practice requests overwhelming – staff time to compile requests v actual dollars recovered is minimal - changes needed by State or Ordinance

Public Trust: Building a culture of accountability

We met our objective of building a culture of accountability. When implementing MPD 2.0 to the department, Chief Harteau said the following, *“Our culture has been created over many years—We inherited it. Culture drives performance. Ultimately makes the difference between success and failure. We have the ability to change it. Begins today....begins with each of you....”*.

What we have done well:

In 2013 Chief Harteau requested Office of Justice Programs (OJP) assistance in assessing the MPD’s current policies & practices related to the police conduct and oversight process and make recommendations of needed improvements in police accountability.

MPD’s goal was to integrate model practices related to officer conduct and community relations in order to ensure a high quality and trustworthy police force.

The OJP concluded their analysis, made their recommendations and from that 5 Subcommittees were established to develop implementation proposals for the department. Those proposals are currently under review by Chief Harteau.

Other measures to create a culture of accountability:

- Selected to be one of six cities to take part as National Initiative on Building Community Trust and Justice
- Turned over Officer Involved Shooting incidents to BCA to investigate
- Worked collaboratively with Office of Police Conduct Review to re-work discipline matrix
- Work began on Early Intervention System
- Leadership & Organizational Development began reviewing all use of force incidents to ensure force was being used consistent with training
- MPD 2.0 – performance measures for sworn and civilian

Challenges:

We continue to compete against different narratives that want to weaken individual officer ownership and instead explain it as a system issue problem.

Public Trust: Partnerships

We met our objective of increasing public trust by promoting transparency. Partnerships are key to building good relationships. We strengthen our relationship when community is genuinely included and collaborates with us in how they want public safety services delivered in their community. This helps build trust and legitimacy with the MPD and that's what we strive for. We do this well.

What we did well:

- Kept public informed on important issues multiple ways – press release, social media, website
- Provided the community with multiple forums for input
 - Chat w/ Chief sessions
 - Citizens Advisory Committee
- Collaborated with Police Conduct Oversight Commission (PCOC) & Office of Police Conduct Review (OPCR)
- Created a Chief's Youth Leadership Advisory Council

Partnered with:

- Social Service-based organizations
- Hospitals
- Schools
- Businesses
- Local, State & Federal LE
- Faith-Based Organizations
- Youth Organizations
- Parks
- City enterprises
- Elected Officials
- Private Sector Corporations
- Non-profit Organizations

Challenges:

We need to meet our youth at their spaces. We need to listen, value their input, and seriously review their ideas and solutions to improving police/youth relationships and ways to build hope in our community

What we could do better:

Continue to expand our partnership bases

Public Trust: Community Education

We **met our goal** of increasing community education on MPD processes. Educating people in our community helps reduce crime and, build trust and partnerships.

What we did well – just of few of the many educational events and activities that took place in 2015:

- Our Crime Prevention Specialists held educational workshops on how to recognize and prevent crime from occurring
- Our Juvenile Supervision Center & Juvenile Outreach & Diversion teams provided education and awareness education to both youth and parents on risks associated with juveniles being left unsupervised
- The department held a Safe Summer event for Deaf & Hard of Hearing (youth)
- The department held an educational event for the Autism Society of MN
- The department held a Citizens Academy
- The Community Engagement Team held multiple educational events in our ethnic communities about crime prevention
- The Community Engagement Team also held programs on preventing violent extremism

Challenges:

- A lot of both internal and the broader community who do not know their role and function with regard to resources.

Public Trust: Community Engagement

We believe we are making significant progress towards our goal of citizens having confidence in and trusting their police force, through our community engagement efforts.

What we did well in 2015:

In 2015, both our Sworn and Civilians worked hard to engage the community in a positive manner.

- Numerous community events were held by or attended by MPD – National Night Out, Precinct Open Houses, community parades, community picnics
- Officers volunteered at various elementary and middle schools, reading to or mentoring students; filling in as dates for a father daughter dance where young ladies didn't have a father figure to attend; or attending sporting events or activities with the students
- Officers also volunteered their time at some of the local shelters, serving food to families who receive services from the shelter; and made connections with Hmong and East African Leaders in the community
- Bike cops for kids kicked off a new ice cream and bike repair truck
- Pow-Wows with the American Indian Community
- Little Free Library “booking” program was started at the precincts so that children and teens could stop by the precincts to pick up and exchange books to read for free

Challenges – what we need to do better:

- We have to do a better job of communicating and educating the community and our city enterprise partners on the role and function of our Community Engagement Team (CET) Officers

Public Trust: Policies

Building public trust through policy changes encompasses multiple objectives in our business plan and **we were successful in meeting all of the objectives** which relate to this.

In an effort to improve our trust and transparency with our community, we continue to take an intentional look at policies that impact our community, also reviewing them to see if through good intentions there were unintended consequences. We continue to want to make sure that our policies hold us accountable, keep our officers and public safe, serve our community and keep us current and relevant, with ever changing societal times.

What we have done well:

- For many years, we have had an excellent process for policy review and creation in place
- We have done a good job bringing stakeholders to the table in order to produce the most comprehensive and complete policy possible, while balancing officer safety, the rights of citizens and liability to the city
- In 2015 we began expanding our collaborative efforts on some policies, which included Federal agencies like the Department of Justice (DOJ), other external stakeholders like the Bureau of Criminal Apprehension (BCA), internal stakeholders like the Office of Police Conduct Review (OPCR) & elected officials, and we received input from community members, groups and community leaders.

What we could do better:

We have to do a better job of communicating and educating the community and our city enterprise partners on the role and function of our CET officers.

Policies that were updated or created, that have impact on public trust

2015:

Impartial Policing
Use of Discretion
Supervisor Force Review
Use of Force
Professional Policing
Vulnerable Adults
Persons with Disabilities & Limited English Proficiency
Mobile and Video Recording (MVR)
Internal Affairs Call Out
Notification of Firearm Discharges
Domestic Abuse

2016:

Search & Seizure
Citizens Right to Record Police Activities
De-Escalation
Professional Code of Conduct
Body Camera (Pending)
Interactions with Transgender & Gender-non-conforming individuals

Public Trust: Training

We are on track to meet our goal of citizens having confidence in and trusting their police force in the area of training. Much of the training that our officers have taken part in in 2015 and will take part in throughout 2016, overlap on the same themes – building community trust, community engagement, police oversight and conduct and training.

National Initiative – training focused on Procedural Justice, Implicit Bias, Reconciliation

21st Century Policing : Promote effective crime reduction while building public trust

Six main pillars:

- Building Trust & Legitimacy;
- Policy & Oversight;
- Technology & Social Media;
- Community Policing and Crime Reduction;
- Officer Training & Education;
- Officer Safety & Wellness.

OJP Recommendations:

- Develop comprehensive communications strategy to enhance public's understanding of police conduct and oversight process;
- Expand current community engagement practices and integrate model practices in community policing in order to build a strong partnership with the community, characterized by trust and mutual accountability
- Adopt police conduct and oversight model practices to improve transparency and increase community trust
- Develop a new, automated prevention-oriented Early Intervention System
- Strengthen and integrate overall performance management systems with the new EIS

Additional training our officers completed which helps them do their jobs better and engage the community in a more professional and compassionate manner:

- Crisis Intervention (CIT) – to better serve our Mental Health Community
- Fair & Impartial Policing Training – to better serve our diverse residents of Minneapolis
- Verbal Communications – explores potential barriers between LE & diverse communities they serve