

Community Demands to be raised in Federal Mediation

Community meetings and canvassing raised the following list of issues/demands:

PERSONNEL ISSUES

Hiring

- The racial and gender composition of the force at all levels will mirror that of the community.
- Psychological screening will be race and gender neutral.
- Psychological screening will be used to screen out those with racist and/or sadistic tendencies.
- Standardized tests will not be used to screen out minorities.
- All force composition race and gender statistics contained in any application for federal funding will be reviewed by an independent auditor prior to submission of the application.

Training

- All members of the force will be provided with more training in the areas of:
 - } Probable cause
 - } Independent investigation
 - } Cross complaints
 - } First Amendment freedom of expression, freedom of association
 - } Other Constitutional rights
 - } Diversity training to remove the "us vs. them" mentality

Promotion

- A 5 year plan will be implemented to move minorities/female officers into supervisory and command positions.

POLICY ISSUES

Uniforms

- Names and badge numbers will never to be covered or obscured.
- Police officers who work while off duty will not wear any part of the Minneapolis Police uniform.

“Crimes and their Elements” Section of Field Operations Manual

- The Field Operation Manual will contain a section that outlines the elements of every crime, as narrowed by case law.
- The “Crimes and their Elements” section of the Field Operations Manual will be routinely updated to ensure that changes dictated by case law are included.
- The “Crimes and their Elements” section of the Field Operations Manual will be available to Officers in electronic form on their squad laptops.

Use of Force

- The “Shoot to kill” policy will be replaced.

Interaction with People with Mental Health Issues

- Recommendations of the Minnesota Coalition on Mental Health concerning interactions between police and mentally disabled, developmentally disabled, physically disabled, and vulnerable adults will be adopted.

Interactions with Political Activists

- All files on political activists will be opened.
- Further political profiling will end.

Community Policing

- Principals of community policing will be adopted.

SUPERVISION ISSUES

Monitoring System

- A monitoring system will be developed to ensure that all written policies are followed.
- The monitoring system will include spot checks.

Psychological Review and Referral

- Filing of a complaint or lawsuit against an officer that alleges heinous conduct will trigger a psychological review.
- An officer who fails a psychological review will not be allowed to return to active duty until a subsequent psychological review shows he is able to.

“Crimes against Police”

- Charges of “crimes against police”¹ will be reviewed and approval by a Supervisor before filed to ensure against C.O.P. and pretext charges.
- Booking regarding “crimes against police” will be done by a Supervisor.

Tracking and Analysis of Complaints

- Complaints against police will be tracked and analyzed so that police learn from complaints.
- Policy will be reviewed and revised based on analysis of complaints.

¹ Obstruction of Legal Process, Failure to Obey a Police Officer, Disorderly Conduct.

DISCIPLINE ISSUES

Internal Affairs

- Internal Affairs will not notify an Officer of a complaint filed against him.
- Internal Affairs will not notify an Officer of the name of a complainant, to ensure that there is no retaliation against the complainant.
- Protection will be provided to police officers who make complaints concerning misconduct by other officers.
- Internal Affairs will not tell complainants that they are not permitted to make a complaint.
- Internal affairs will investigate all complaints.
- Internal Affairs will be monitored.

Discipline

- Racist comments/conduct and abusive language will result in automatic firing.
- Intentional misstatements in police reports will result in automatic firing.
- A point system will be established to ensure real discipline for policy violations and misconduct.
- The standard of proof for finding that an officer has violated policy or law will be lower?
- An investigation will be made to determine which officers sent offensive emails to Councilwoman Natalie Johnson Lee and to determine if police computers were used.

INVESTIGATION ISSUES

Provision of Police Services

- Police services will not be selectively delayed or withheld.
- Entire communities will not be targeted. (Example: CODEFOR)

Collection of Evidence

- All physical evidence will be gathered, regardless of whether it is inculpatory or exculpatory.

Treatment of Witnesses

- Witnesses will never be intimidated to prevent them from coming forward.
- All witnesses will be identified.
- All witnesses will be interviewed in a non-intimidating climate that promotes accurate statements.
- All witnesses will be interviewed separately.
- Witnesses will never be harassed after they are identified.

Cross Complaints

- Cross complaints will be taken without regard to who requested police services or when.
- Cross complaints will be taken even if the complaint is against a police officer.

Police Shootings

- Police shootings will be independently investigated by an entity other than Hennepin County Sheriff's Department, perhaps on a rotating basis.

Criminal Charges

- No pretext (preemptive)² criminal charges will be filed, including C.O.P. charges³.
- No retaliatory⁴ criminal charges will be filed.

² Criminal charges that are filed prior to filing of administrative charges and/or civil claims by a victim of police misconduct. Such criminal charges are brought with ulterior motives to protect police misconduct from review, to discredit the victim of police misconduct, and to reduce the prospect of individual officer and/or City liability for civil claims.

³ "C.O.P. stands for "Contempt of Police". C.O.P. charges are any criminal charges brought to punish exercise of free speech rights or assertion of other constitutional rights.

⁴ Criminal charges that are filed after filing of administrative charges and/or civil claims by a victim of police misconduct. Such criminal charges are brought with ulterior motives to protect police misconduct from review, to retaliate against and discredit the victim of police misconduct, and to reduce the prospect of individual officer and/or City liability for civil claims.

RECORD KEEPING/ACCOUNTABILITY ISSUES

Accounting for Time/Interactions

- All time will be accounted for in writing.
- All interactions with individuals will be accounted for in writing.
- All interactions with communities will be accounted for in writing.

Tracking Witness Identities/Interviews

- All witness names and telephone numbers will be reported in writing.
- All witnesses will be interviewed as close in time to the incident as possible.
- All witness follow-up interviews will be scheduled before the end of the initial contact.

POLICE-COMMUNITY RELATIONS ISSUES

Information released to the Media

- Officers involved in incidents will not speak to the Press about the incident.
- No statement will be released to the media until a preliminary investigation is completed.
- Police Officials authorized to speak to the Press will state what has been *reported* or what is *suspected*, but will not state or give the impression that all facts are known before completion of a full investigation.

Outlets for Release of Information to the Public and the Media

- A website will be established and routinely updated to provide information to the public and the media about incidents of community concern.
- Neutral information will be made available concerning such incidents.

Police-Community Meetings

- Precinct Police-Community meetings will be held on a routine basis to enable the community to provide feedback to the police.
- Precinct Police-Community meetings will be attended by the officers assigned to the Precinct.
- There will be no retaliation by police against those who attend and/or provide feedback at Precinct Police-Community meetings.

Police Misconduct Hotline

- A Police Misconduct Hotline will be established.
- Police Misconduct Hotline bumper stickers will be placed on the bumpers of all squad cars except unmarked cars.
- Audiotapes of all calls placed to the Police Misconduct Hotline will be retained for 10 years.

Public Disclosure of Police Misconduct

- Police misconduct will be disclosed to the Public and the Media on a routine basis.

Civilian Review Authority

- Recommendations of the CRA Outcome Subcommittee will be adopted.

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