

Internal Affairs Unit



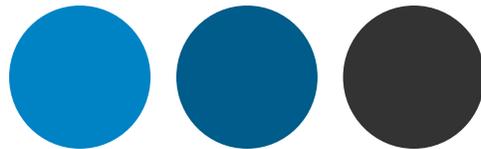
Annual Report 2007

to protect with courage  to serve with compassion

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section one



introduction

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FOREWORD

The Internal Affairs Unit (IAU) assists the department with investigations of critical incidents, use of force, internal and external complaints, civil rights complaints, and special investigations. Technologies such as squad and public safety cameras, the Shot Spotter system, electronic control devices (also known as TASERs), and Global Positioning Systems (GPS) in squads have been very helpful with the investigations. The IAU plays a crucial role in making the operations of the Minneapolis Police Department more transparent and accountable to the communities we serve. It is to this end that we produce this annual report.

Because of the improved oversight, we continue to see decreases in lawsuit payments¹, line-of-duty injuries and compensation², and injuries to arrestees while the department continues to see an increase in 911 calls for service. It is also notable that we have these decreases while adding many new high quality officers from diverse backgrounds³ with each new class, and we have been successful in retaining officers⁴.

In 2007, we contracted for an audit of the Internal Affairs Unit's investigation of critical incidents. Todd Jones, a former U.S. Attorney for Minnesota, completed that audit, and we adopted his recommendations.⁵ To ensure quality, the IAU, its investigations, and its processes are also currently being audited by an independent outside firm; results of this audit are expected before the end of 2008.

I believe that one of the most important duties of the IAU is their automatic review of all significant uses of force⁶. Uses of force above guiding or handcuffing require the immediate response and review of a street supervisor; this policy is on par with best practices across the nation. A review is also required with the use of a firearm or TASER – or if there are any implied or observed injuries.

Our officers continue to work progressively harder while maintaining quality service to residents and visitors to the City of Minneapolis, as evidenced by the increase in overall arrests, gun seizures, curfew and truancy arrests⁷, as well as by the substantial rise in the number of calls for service. They deserve commendation for this, much as the Internal Affairs Unit deserves praise for its continued hard work and dedication to professionalism and accountability.

Timothy Dolan
Chief of Police, Minneapolis Police Department

¹ 2006 payments were about \$650,000. In 2005 we paid 1.4 million; in 2004 2.1 million.

² Numbers on these decreases available upon request

³ We increased diversity by averaging over thirty percent officers of color in each recruit class.

⁴ Normal rate of attrition is 2.5 officers per month. This was our rate of attrition in 2006.

⁵ Mr. Jones' report is available upon request.

⁶ Use of force is described in detail later in this report.

⁷ Numbers on these increases are available upon request

OVERVIEW OF THIS REPORT

This report is a comprehensive overview of the work of the Internal Affairs Unit, including the workflow process and statistics resulting from complaints and dispositions. Yet this report is not solely about the numbers. It is important to consider other factors when reviewing the statistics recorded here. These factors include overarching patterns and trends such as an increase in calls for police service, an increase of arrests, and easier access to the complaint process.

In 2007, there were 857 sworn officers in Minneapolis, plus another 214 civilian staff. There were 222 complaints filed in Internal Affairs involving 335 employees, equating to one investigation for every 31 employees. In 2006, the rate was one complaint for every 32 employees.

When considering the ratio of complaints compared with calls for service, just 0.05 percent of calls for service resulted in a complaint being filed. This number even reflects a few cases that involved alleged misconduct from years prior to 2007.

As outlined on page 16 of this report, there were just 2.2 incidents involving the use of force per 100 arrests. Although this rate is higher than in previous years, the total number of critical force reviews (internally-generated) and force complaints (externally-generated) to Internal Affairs in 2007 is 8.2 percent lower than 2006.

Changes in reporting have led to an increase in overall use of force reports; several new subcategories that were not previously counted or reported were added to the “bodily force” category. Further details on these changes are found on page 25.

We have significantly increased the availability of Police Conduct Incident Report (PCIR) forms that members of the public may use to document and submit their complaints. Beginning in 2007, this form was distributed in three additional languages, bringing the total of readily-available translated formats to seven. The public can also file complaints using the City’s 311 telephone service and via the MPD’s website. The MPD is aware of only a handful of departments across the nation that allow for complaints to be filed via the web.

Overall, crime in 2007 was down significantly in Minneapolis over 2005 and 2006, which mirrors the trend in decreasing complaints. Complaints are down 10 percent in 2007 over 2006, and have been on a steadily decreasing trend since 2004 (when the Internal Affairs Unit’s complaint processes were revised).

The MPD strives to fulfill our commitment to protect with courage and serve with compassion, which is reflected by these statistics. We are proud to offer this report for your review.

PURPOSE OF INTERNAL AFFAIRS

Few professions in public service demand more trust from the communities they serve than law enforcement. Law enforcement agencies across the United States must continually work on building and maintaining this trust. To help accomplish this goal, it is the role of the Internal Affairs Unit to ensure that all employees of the Minneapolis Police Department comply with federal, state and local laws, as well as all departmental policies in the daily performance of their duties.

The Minneapolis Police Department (MPD) is committed to a fair and consistent discipline process. The department seeks to encourage and reinforce positive behavior by identifying any performance issues and correcting employees through counseling, training, and/or discipline. Therefore, the MPD has created a system that addresses public as well as internal concerns regarding alleged misconduct. This system is set up with an appropriate response for each stage of the complaint process.

The purpose of the Internal Affairs Unit (IAU) is to function as a mechanism to receive, investigate and resolve complaints of employee misconduct. The goal of the IAU is to ensure that this mechanism upholds a system of internal accountability that maintains the integrity of the department using due process, fairness, and justice as guiding principles.

An Internal Affairs investigation is defined as an administrative investigation into any event or series of events where there is a question whether any MPD employee was acting outside of MPD policy and procedure.

The IAU accepts and investigates all allegations of misconduct. Cases investigated by the IAU originate with complaints filed by either the public (known as external complaints) or by MPD employees (known as internal complaints). In addition, some cases begin as a review of certain types of incidents, such as officer involved shootings; these reviews are mandated by departmental policy.

It is the responsibility of the IAU to conduct thorough, impartial, and timely investigations into allegations of misconduct or violations of the MPD Policy and Procedure Manual, City of Minneapolis Respect in the Workplace Policy, Civil Service rules, or any reported criminal conduct committed by a member of the department.

The IAU will investigate allegations of employee misconduct including acts that have occurred on- or off-duty, inside or outside Minneapolis city limits. The MPD strives to maintain a balance between the powers of the police to provide effective law enforcement and the rights of the public to be protected against the abuse of police powers.

MISSION STATEMENT OF THE MPD

The City of Minneapolis is the safest place to live, work and visit. It is our mission to implement effective crime-prevention strategies and reduce crime by collaborating with the community and our criminal justice partners. We value:

- Serving and working with our community
- Employees as our greatest asset
- A workforce that reflects our community
- Protecting of human rights
- Professional excellence
- Honesty and integrity

In support of MPD's mission, the Internal Affairs Unit has pledged:

- To encourage active participation by all parties in the complaint process
- To carefully examine each investigative file to ensure that all efforts have been made to resolve the complaint
- To review all complaints with complete objectivity and impartiality
- To engage in community outreach throughout Minneapolis
- To educate the general public concerning the IAU's purpose
- To report to the Office of the Chief of Police any patterns of misconduct that are uncovered as a result of the investigation and complaint review
- To report to the Deputy Chief of Professional Standards any and all relevant issues and policy matters that may arise
- To proactively identify trends that may need to be addressed by the Training Unit.

section two



investigations

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ABOUT THE INTERNAL AFFAIRS UNIT EXPERIENCE AND TRAINING

In 2007, the IAU had a complement of six full-time sergeant investigators and one lieutenant in charge. They are all skilled investigators with a combined total of over 45 years of investigative experience among them. This experience consists of work in the homicide, sex crimes, robbery, property crimes, forgery/fraud, child abuse, domestic assault and juvenile units, as well as time as patrol supervisors. 2007 saw a near-complete turnover in investigators, resulting in a new staff with a fresh perspective.

Because conducting quality investigations takes a considerable amount of specialized training, internal affairs investigators have been trained in:

- Internal Affairs investigation
- Homicide investigation
- Officer-involved shooting investigation
- Use of force investigation
- Ethics

THE COMPLAINT PROCESS

Any member of the public who wishes to file a complaint has several options. The IAU receives civilian complaints from a variety of sources including 311, the MPD website, and through calls and walk-ins to precincts and the Internal Affairs Unit's office in City Hall. The IAU accepts complaints about police department employees no matter how they are received.

If a complainant calls or stops into the Internal Affairs office, he or she may speak directly with an investigator. That investigator will listen to the complaint and then give the complainant a Police Conduct Incident Report (PCIR) form and an informational pamphlet about the process, with a postage-paid envelope. Once the completed form is received back in Internal Affairs, an investigator is assigned to the complaint and will contact the complainant within five business days. If the allegation is particularly egregious (such as demonstrable injury or implied criminal action), a statement may be taken immediately from the complainant and an investigation initiated at that time.

In addition to contacting the IAU directly, individuals can also file complaints with any supervisor in the police department. All police department employees are required by departmental policy to direct individuals with complaints to the IAU or the appropriate supervisor.

Complaints may also originate from employees within the police department either through observation of a fellow officer or supervisor or as mandated by policy. The

MPD's code of conduct (5-105.6 of the Policy/Procedure Manual) requires officers to report misconduct, regardless of the accused officer's rank or assignment. The Manual also requires officers to contact the Internal Affairs Unit as soon as practicable if they have been arrested or find themselves the subject of a criminal investigation (5-105.7 of the Manual). Violation of either of these policies could result in discipline.

Reviews of uses of force (including pursuits and critical incidents) are outlined in this report beginning on page 20.

The MPD's Policy and Procedure Manual is published online for the public:

<http://www.ci.minneapolis.mn.us/mpdpolicy/>

POLICE CONDUCT INCIDENT REPORT FORM

The Police Conduct Incident Report (PCIR) form was created as a direct result of the federal mediation process. A sub-committee of the Police Community Relations Council created this form as a means for anyone to file a complaint. The form is currently published in seven languages: English, Somali, Spanish, Hmong, Laotian, Oromo, and Vietnamese. The form is also available in alternative formats and lists a TTY number for people who communicate more easily using this service.

The PCIR forms are available at MPD police precinct stations, safety centers, the Barbara Schneider Foundation, African American Men and Women in Need, and Federal Mediation Now, and the Urban League. The form is also available on the Minneapolis Police Department's website:

<http://www.ci.minneapolis.mn.us/police/about/internal-affairs.asp>.

In addition to the complaint form, the complainant is given information on the Civilian Police Review Authority (CRA) and the Minneapolis Department of Civil Rights. Under Minneapolis City Ordinance, the complainant may choose to have his or her complaint investigated by the CRA instead of the Internal Affairs Unit. If a complainant selects the CRA to investigate the complaint, the IAU will provide notification when the complaint form is received and has been forwarded to the CRA.

INVESTIGATIVE PROCESS

All complaints begin with a review called a preliminary investigation. Depending on what is found in this initial stage of the inquiry, the investigation may enter its second stage as an IAU case, be referred to the precinct or unit commander to investigate, be discontinued based on a lack of facts to indicate a policy violation, or become suspended pending further information.

An IAU investigation begins with the gathering of all available data pertaining to the allegation. This includes, but is not limited to, all police reports, complainant/witness statements, patrol logs, a scene canvass/search, video camera recordings, and medical records. The IAU will work with forensic pathologists, computer/media experts (to enhance video), shooting reconstruction experts, and any other experts needed to help clarify and interpret data.

The investigator's written conclusions are forwarded to a three-person disciplinary panel that may consist of any combination of deputy chiefs, precinct commanders, and lieutenants. The disciplinary panel will make its recommendation to the Chief or his designee, who determines the final outcome of the case and any disciplinary action. After the Chief (or his designee) has made this determination, the complainant is notified of the outcome.⁸

If the allegation is found to be of a criminal nature, the IAU will conduct a criminal investigation and, upon completion, will submit the case file to the appropriate prosecutor's office for consideration of charges.

⁸ This information appears in more detail in Appendix A: Investigation Process.

DEFINITIONS

Preliminary Case: The initial investigation into the complaint.

IAU Case: The second stage of inquiry into the complaint. This stage is more thorough and formal and involves taking a statement from the involved officer.

At Panel: Used to indicate that the case is in the hands of the disciplinary panel or the Chief's Office.

Force Review: An administrative examination of an incident involving officer use of force for policy compliance, training issues or indications that a policy or procedure needs revision.

Dispositions:

- **SUSTAINED**: Evidence shows that the complaint is true.
- **NOT SUSTAINED**: There is insufficient evidence to either prove or disprove the complaint.
- **EXCEPTIONALLY CLEAR**: A finding cannot be determined due to an exceptional circumstance such as employee resignation.
- **EXONERATED**: The incident did occur, but was lawful and proper.
- **POLICY FAILURE**: The complaint is true, but the employee's actions were not inconsistent with MPD policy.
- **UNFOUNDED**: Evidence shows that the complaint is false.
- **NO BASIS FOR COMPLAINT⁹**: There is no articulated policy violation within the facts presented.
- **CASE CONTINUED PENDING FURTHER INVESTIGATION¹⁰**: The investigation is suspended at this time until further information can be obtained.

⁹ Note: This disposition is used only for preliminary cases

¹⁰ Note: This disposition is also used only for preliminary cases

VIOLATION LEVELS

The levels of policy violations are ranked according to their level of severity, with A being the least serious, and D being the most grievous.

- **A violation:** As the lowest level violation, corrective action for A violations is not intended to be punitive. A violations typically result in coaching or re-training. A violations remain on file in Internal Affairs for one year from the date of the incident; multiple A violations within the year can result in enhanced consequences for continued violations. Examples of A violations include, but are not limited to, minor squad accidents and minor report writing violations.
- **B violation:** B violations are more serious than A's and may result in oral or written reprimands or short suspensions (under 40 hours) without pay. B violations may be used in future discipline for up to three years from the date of the incident. Examples may include using profane language or a first-time DWI with no aggravating circumstances.
- **C violation:** The third level of policy violation, C violations may result in reprimand, demotion, or up to 80 hours of suspension without pay. C violations may be used in future discipline for up to five years from the date of incident. Examples may include code of conduct or use of discretion violations.
- **D violation:** Due to the severe nature of D violations, a sustained "D" may be grounds for termination, demotion, and lengthy suspensions (up to 720 hours) without pay. D violations remain on the officer's record for as long as he/she is employed with the department plus seven years. Examples of D violations are serious ethics and code of conduct violations, some criminal convictions, and use of force abuses.

The level of violation is based on several factors. The Minneapolis Police Department's Policy and Procedure Manual indicates a violation level range for each policy listed. The investigator will use that to recommend a violation level to the disciplinary panel, who then may accept that recommendation or suggest a different level in its summary to the Chief of Police. The Chief makes the final determination of violation level based on the totality of the event and any mitigating or aggravating circumstances.

section 2.1



preliminary case data

There were 161 preliminary investigation case numbers assigned in 2007. Of those, two complaints were withdrawn by the complainants in order to pursue a case through the Civilian Review Authority. This brings the total to 159 investigated preliminary cases. Of these, twelve cases became full IA investigations and one became a force review.

SUBJECTS OF PRELIMINARY CASES

	Captain	Lieutenant	Sergeant	Officer	Civilian	Unknown	Total
2005	0	1	10	117	1	12	141
2006	1	7	18	173	0	13	212
2007	0	2	30	195	3	27	257

More than one officer may be listed in a complaint, causing the number of subjects to be higher than the number of cases.

Internal complaints are those that come from a member of the police department (whether sworn or civilian). External complaints are those that come from people not employed by the Minneapolis Police Department.

	Internal	External	Unknown
2005	11	91	0
2006	8	164	0
2007	12	146	1

INCIDENT LOCATION

	Precinct 1	Precinct 2	Precinct 3	Precinct 4	Precinct 5	Outside Mpls	Unknown location
2005	23	11	25	26	13	1	3
2006	47	23	31	45	20	4	2
2007	58	18	22	48	5	7	1

It should be noted that incidents listed as occurring in Precinct 1 includes those incidents involving officers who work in City Hall.

PRELIMINARY CASES: ALLEGATION TYPES & CASE DISPOSITIONS

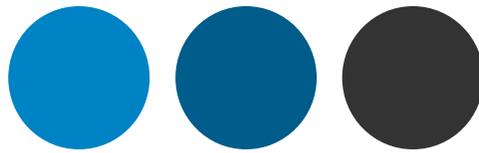
	IAU Case or Force Review	Policy / procedure inquiry ¹¹	No basis for complaint ¹²	Suspended pending further information	Total
Conduct	5	10	12	10	37
Discretion	1	3	5	4	13
Ethics	0	1	2	1	4
Force	5	11	26	23	65
Harassment/Bias Policing	1	4	6	4	15
Language	0	8	0	5	13
Procedure	0	7	7	2	16
Search	0	2	1	3	6
Property/Evidence	0	1	0	4	5
Reports	0	5	1	1	7
Miscellaneous	0	2	7	2	11
Total	12	54	67	59	192

Because each preliminary case can contain multiple allegations, there are more allegations (192) than cases (159). Force is clearly the largest and most common complaint, accounting for 34 percent of all allegations. Data is current as of 3/31/08.

¹¹ Policy/Procedure Inquiry (PPI) means that the case was determined to be an "A" violation and was sent to the precinct commander for investigation and any needed employee coaching.

¹² No basis for complaint means that there was no violation of MPD policy.

section 2.2



internal affairs case data

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TOTAL POLICE SERVICE CALLS, FORCE INCIDENTS, AND IAU CASES

	Calls for police service ¹³	Arrests	Force incidents	Force incidents per 100 arrests	IAU cases
2003	343,367	44,060	598	1.4	36
2004	341,376	48,622	936	1.9	80
2005	362,379	45,747	723 ¹⁴	1.6	76
2006	371,466	53,220	876 ¹⁵	1.6	74
2007	422,659	55,645	1234 ¹⁶	2.2	63
AVERAGE	368,649	49,459	873	1.8	66

This table shows a 14.8 percent decrease in IAU cases from 2006 to 2007, while showing a 13.8 percent increase in calls for service and a 16.3 percent increase in arrests for the same time period.

SUBJECTS OF IA CASES

It should be noted that an individual may be the subject of one or more investigations, causing the person to appear twice or more here.

	Captain	Lieutenant	Sergeant	Officer	Civilian	Unknown	Total
2004	1	5	12	68	6	3	95
2005	2	1	20	67	2	3	94
2006	1	5	20	69	5	2	102
2007	0	3	23	47	4	1	78

SOURCE OF COMPLAINTS

	Internal	External
2005	36	40
2006	54	20
2007	40	23

“External” refers to complaints received from the public.

SUBJECTS WITH MULTIPLE IAU CASES

	Captain	Lieutenant	Sergeant	Officer
2 cases	0	0	1	4
3 cases	0	0	1	2
4+ cases	0	0	0	0

Only 10 percent of investigated MPD employees were named in multiple IAU cases, and only 0.9 percent of all MPD employees had multiple cases in 2007.

DISCIPLINE IMPOSED IN SUSTAINED IA CASES¹⁷

	2006	2007
Termination	1	4
Demotion	0	0
Suspension	13	7
Letter of Reprimand	2	1
Oral Reprimand	4	0
Coaching	3	8

This data reflects discipline associated with an IA case initiated within the year listed, not the year it actually occurred. See page 19 for termination information for 2004, 2005, and 2006. As of June 2, 2008, 8 cases are still at panel and 15 cases are still under investigation.

Among the 7 suspensions in 2007, there was a total of 220 hours of time off without pay.

Data current as of 6/2/08.

¹³ This term indicates that there was some form of police contact that generated a case number from Dispatch.

¹⁴ 543 of the 722 incidents reported were based on the Supervisor’s Force Review Report; the rest were extrapolated using CAPRS.

¹⁵ This is based solely on the number of Supervisor’s Force Review Reports.

¹⁶ Changes in the way the force incidents are reported have resulted in this significant increase; see page 24.

¹⁷ This data reflects what discipline was meted out prior to any appeals. IAU is not involved in the appeals process.

TERMINATION/SEPARATION AS A RESULT OF IA INVESTIGATIONS

	Terminated	Resigned prior to termination	Probationary or CSO release
2004	1	1	1
2005	4	3	1
2006	1	2	1
2007	4	5	2

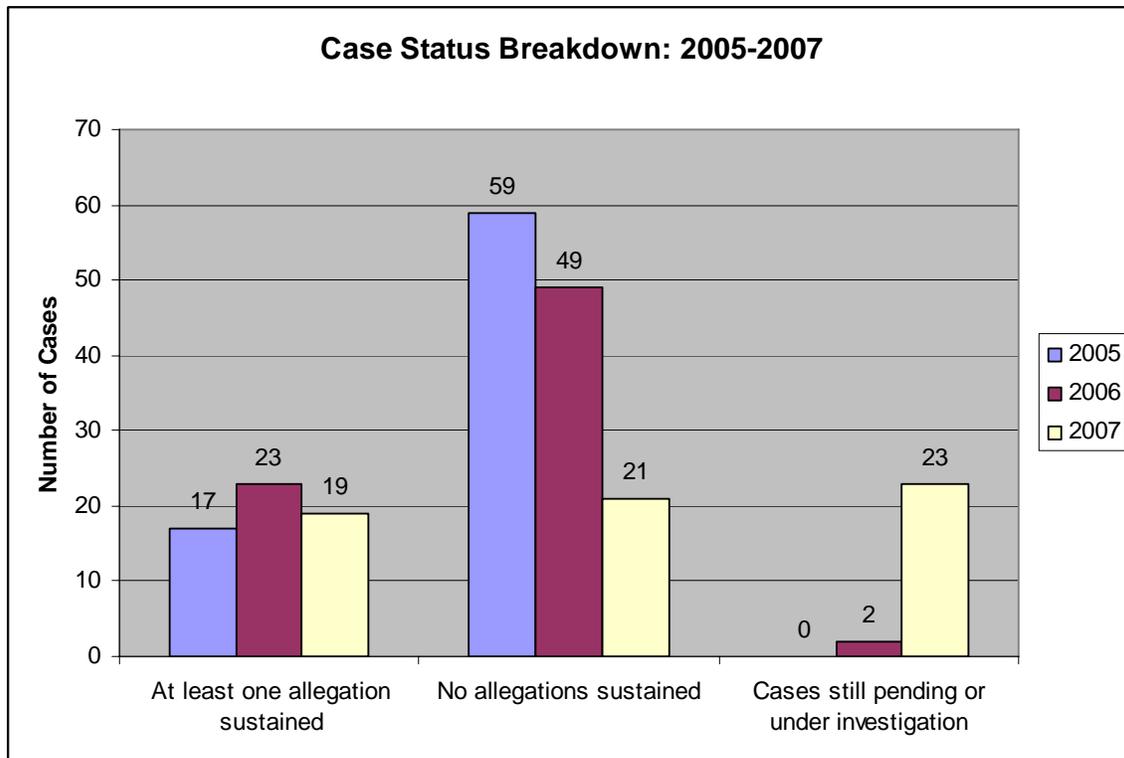
The numbers at left indicate those people who separated from the city in the years listed – this does not reflect the year of their IA case or year of incident.

2007: ALLEGATION TYPE AND INCIDENT LOCATION

	PCT 1	PCT 2	PCT 3	PCT 4	PCT 5	OUTSIDE MINNEAPOLIS	TOTAL
Force	5	-	2	7	1	-	15
Discretion	3	-	3	-	-	-	6
Procedure	8	1	-	2	-	-	11
Searches	1	-	-	-	-	-	1
Biased Policing	-	-	2	-	-	-	2
Ethics	5	-	3	5	-	9	22
Conduct	21	7	6	1	4	3	42
Language	5	2	-	2	2	-	11
Vehicle Operation	-	2	7	2	-	1	12
TOTAL	48	12	23	19	7	13	122

More than one type of allegation may be made within one IAU case, so the number of allegations and the number of IAU cases will differ significantly.

Allegations in Precinct 1 reflect both downtown street officers and personnel who work in City Hall.



In 2007, the MPD sustained 17 percent fewer cases than in 2006; however, there are still 23 cases under investigation, awaiting a disciplinary panel, or pending final determination from the Chief of Police (or his designee). This data does reflect changes in case status due to Federation grievances or independent arbitration.

2006: BREAKDOWN OF ALLEGATIONS AND FINDINGS

	Sustained	Not Sustained	Unfounded	Exonerated	Exceptionally Clear	Policy Failure	Pending	Total
Force	2	6	3	7	-	-	1	19
Biased Policing	-	-	-	-	-	-	-	-
City Policy	-	1	-	-	-	-	-	1
Discretion	-	3	1	-	1	2	-	7
Procedure	9	15	1	3	5	-	-	33
Searches	-	2	-	-	-	-	-	2
Off-Duty & Special Duty	-	-	-	1	-	-	-	1
Ethics	12	6	-	6	3	-	4	31
Conduct	11	13	2	3	10	2	-	41
Language	-	4	-	-	-	-	-	4
Vehicle Operation	2	-	2	-	-	-	-	4
Total	36	50	9	33	10	4	5	143

2007: BREAKDOWN OF ALLEGATIONS AND FINDINGS

	Sustained	Not Sustained	Unfounded	Exonerated	Exceptionally Clear	Policy Failure	Pending	Total
Force	2	6	2	-	-	-	5	15
Biased Policing	-	-	1	-	-	-	1	2
City Policy								0
Discretion	3	1	-	1	-	-	1	6
Procedure	5	-	3	2	-	-	1	11
Searches	-	-	-	-	-	1	-	1
Off-Duty & Special Duty	-	-	-	-	-	-	-	-
Ethics	4	3	4	1	1	-	9	22
Conduct	10	8	9	2	1	1	11	42
Language	4	5	2	-	-	-	-	11
Vehicle Operation	5	6	-	-	-	1	-	12
Total	33	29	21	6	2	3	28	122

The above two tables show all allegations that were brought against MPD employees in the course of IA cases. 2007 saw 9 percent decrease in allegations from 2006. It's important to note that 28 allegations (23 percent) of allegations spread over 23 cases from 2007 are still either under investigation or at panel.

Officer-involved shootings were investigated separately from IA cases in 2007; in order to accurately compare 2007 with 2006, officer-involved shootings were removed from the 2006 allegation count as well.

The MPD is experiencing a steady decline in the number of allegations: in 2004, there were 171 separate allegations of misconduct in 80 cases. This represents a 28.6 percent decline in 2007 from 2004 in the number of allegations.
(Data is current as of 6/2/08.)

section three



use of force

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FORCE INVESTIGATION

The Internal Affairs Unit reviews the following:

- All uses of force by MPD officers above the level of hard empty hand on the current force continuum
- All officer-involved shootings
- All incidents that result in injury to a subject
- Any hospitalization of officers or subjects that results from a use of force

The IAU identifies use of force trends within the MPD that may not be consistent with current laws, policy, training or best practices. When any such trends are identified, they are made known to the MPD Training Unit and the MPD administration.

IAU ROLE IN CRITICAL INCIDENTS

A critical incident is defined by the MPD Policy and Procedure Manual as any situation involving any of the following circumstances:

- The use of deadly force by or against a Minneapolis Police Officer
- Death or great bodily harm to an officer
- Death or great bodily harm to a person who is in the custody or control of an officer
- Any action by an officer that causes death or great bodily harm

Policy also mandates that IAU is notified when any of the above situations occur. The IAU commander will assess the situation and call out other IAU investigators to respond to the scene as needed.

SUPERVISOR ROLE IN FORCE REVIEWS

The MPD's policy on use of force indicates that police supervisors are required to conduct on-scene, preliminary investigations in all incidents where officers used hard-hand tactics or more. The following criteria mandate a supervisor's preliminary investigation:

- All strikes
- Use of all impact weapons
- Use of any stunning techniques
- Use of the lateral vascular neck restraint (LVNR)
- Any TASER use
- Any use of less-lethal weapons (bean-bag rounds, 40 MM sponge rounds)
- K9 (police dog) bite
- Squad car/vehicle used as weapon
- All firearms discharges
- Use of any improvised weapons
- All cases where force is used and there is an injury or alleged injury

Once any of the above types of force have been used, the officer is required to notify his/her supervisor immediately, who must respond to the scene. The officer will also document the force used in his/her offense report, and that force report must be reviewed by a supervisor. Once the supervisor has reviewed and signed off on the force report, the report is automatically routed to Internal Affairs for review. If serious injury is alleged to have occurred to either the subject or the officer, IAU investigators may be called to respond to the scene.

FORCE REVIEW PANEL

The Force Review Panel reviews any force incident where the real or attempted result was great bodily harm or death or where a violation of policy is suspected. If the IAU investigator identifies any policy failures, the information is forwarded to the MPD's Operations Development Division to be evaluated for a possible policy revision. If a training issue exists, the investigator forwards the information to the Training Unit.

section 3.1



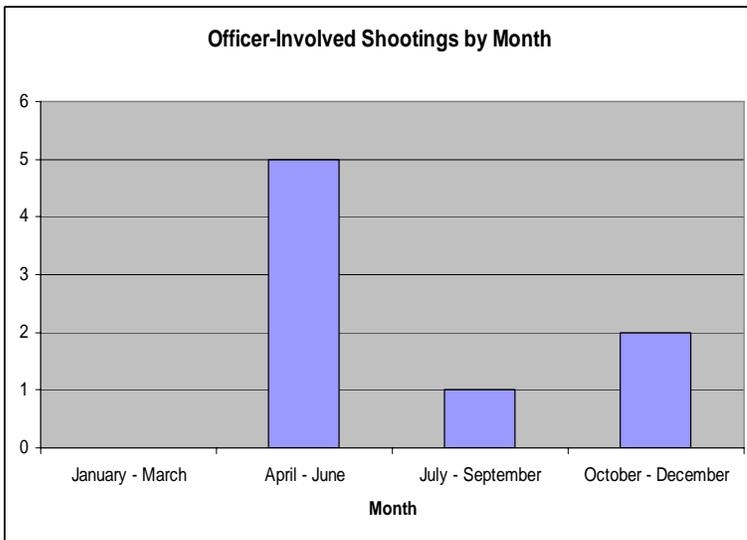
use of force data

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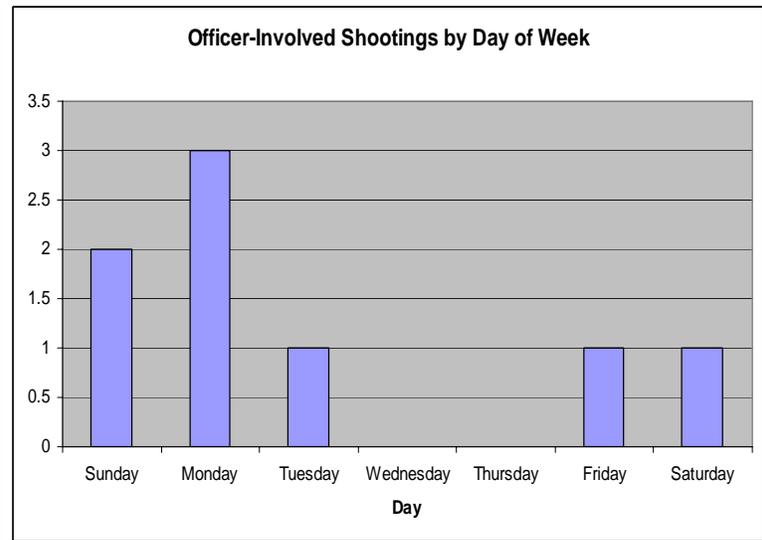
OFFICER-INVOLVED SHOOTINGS: 2007 DATA

In 2007, there were 8 officer-involved shootings where the officer(s) fired at a suspect, which represents a slight increase over the previous two years. As outlined in the table at right, none of these shootings were fatal.

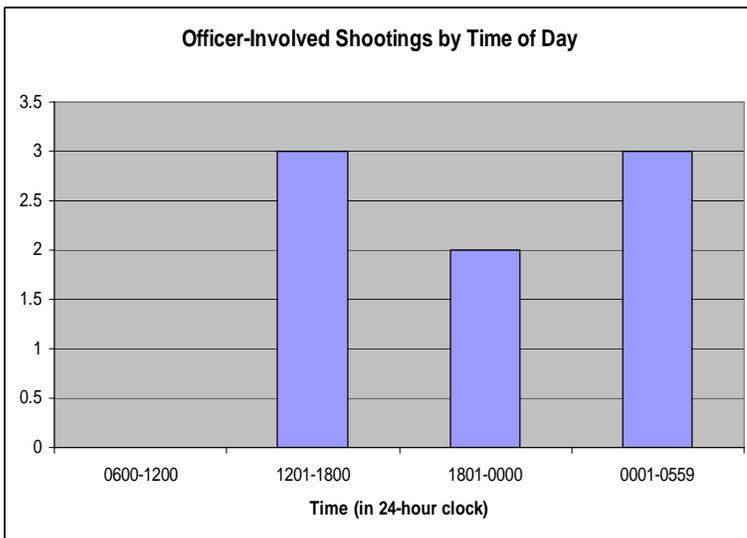
	Person – fatal	Person – non fatal	Shot(s) fired – no injury	TOTAL
2005	2	1	4	7
2006	3	2	2	7
2007	0	4	4	8



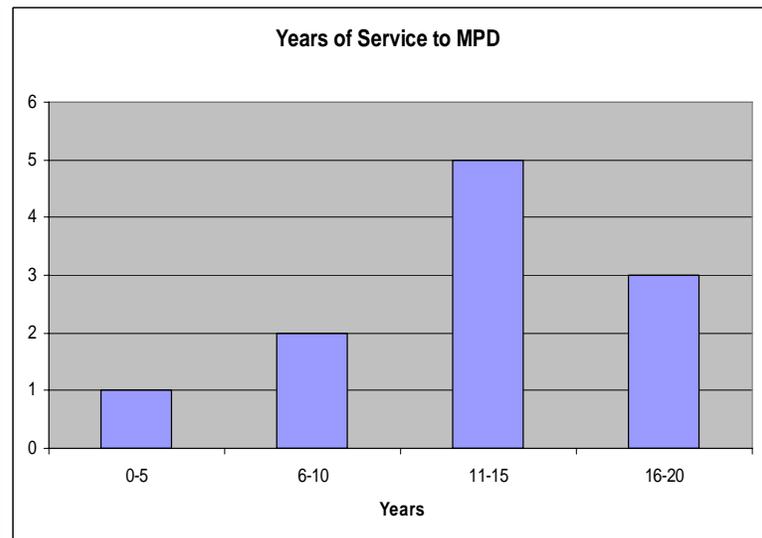
The majority of officer-involved shootings occurred in the second quarter, with 3 of the 5 shootings occurring at the end of April.



The above graph shows the day on which officer-involved shootings occurred. As expected, most of the shootings occurred surrounding the busy weekend.



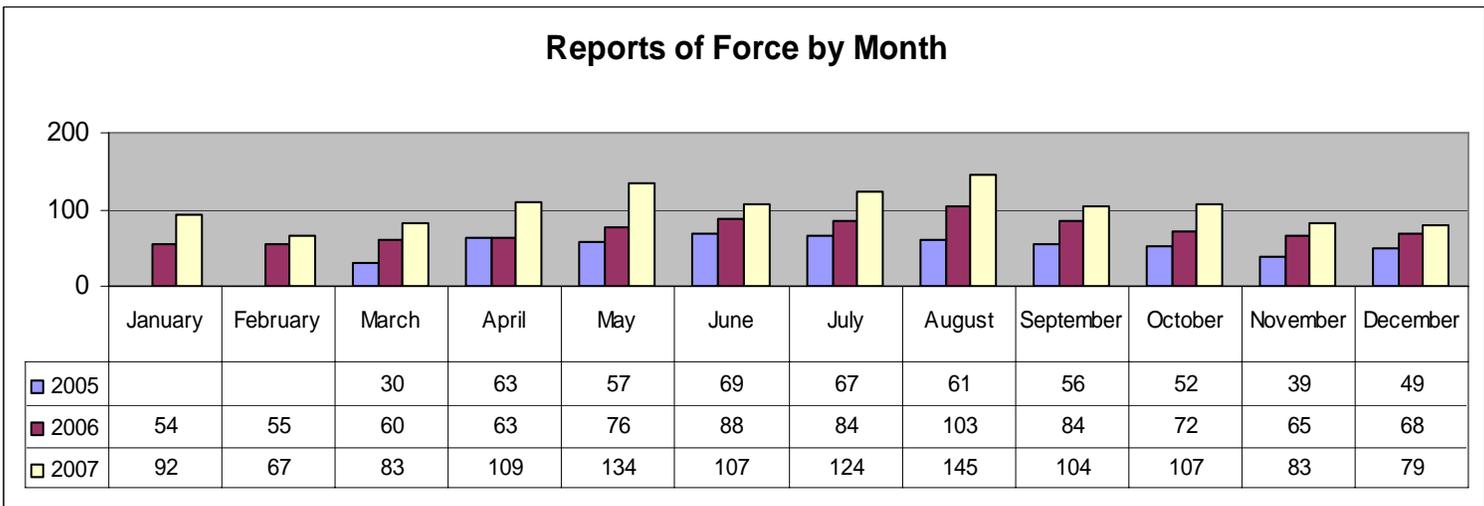
This graph shows officer-involved shooting incidents are spread fairly evenly throughout the afternoon, evening, and nighttime hours. Zero shootings occurred in the early morning hours of 6 am and 12 noon.



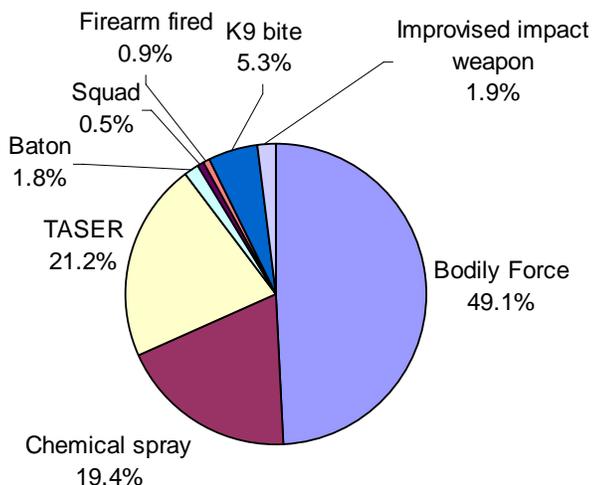
5 of the 11 officers involved shooting incidents in 2007 have between 11 and 15 years of police experience in the MPD.

USE OF FORCE DATA: CITYWIDE

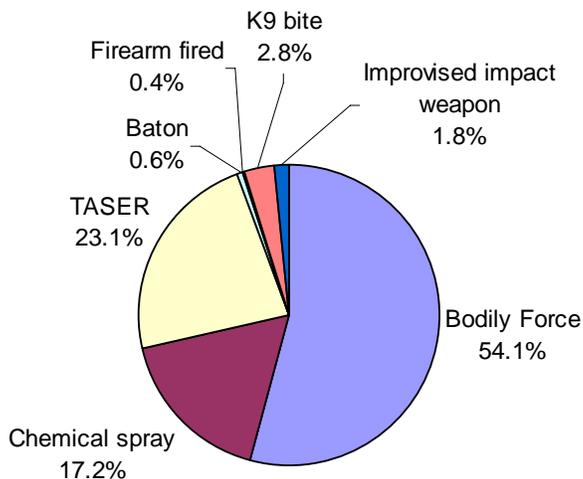
Reports of Force by Month



2006: Type of Force Used: Citywide



2007: Type of Force Used: Citywide



The total number of uses of force has gone up from 2006 (872 reports) to 2007 (1234 reports). This is due to changes in **how** force is reported and **what** force is reported.

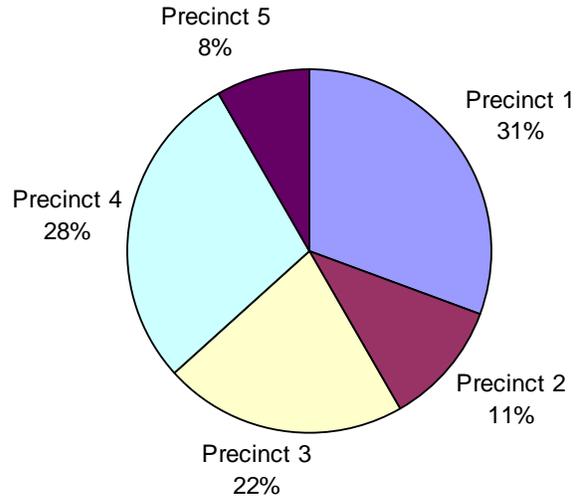
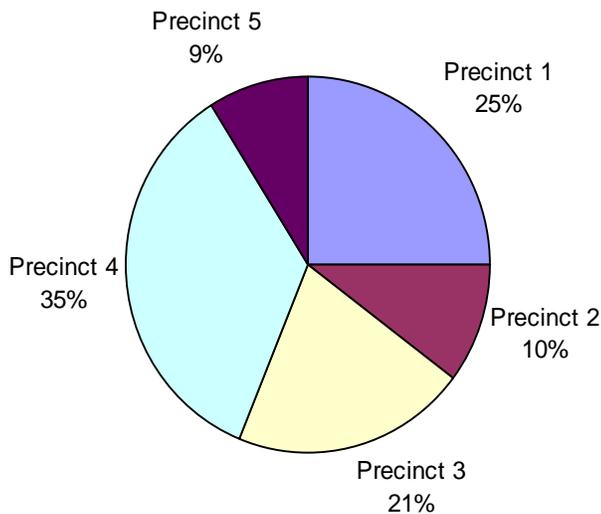
2007 saw the technology update of mandated force reporting using CAPRS (Computer Assisted Police Record System) where officers self-report their uses of force. Sergeants are still required to respond to the scene, and they must review and approve their officers' force reports in CAPRS. The force report is then routed to IAU, who reviews the force reports made by both officers and sergeants, and gives the final approval or opens a case if necessary.

In addition to self-reporting (which makes it easier for officers to report their force and therefore increases the numbers), officers are allowed by the system to report types of force that were previously unreported, such as joint manipulation and takedowns. These types of force fall into the "bodily force" category, increasing those numbers across all precincts.

	# of force incidents	# of injuries	Rate of injury per 10 force incidents
2005	543	213	3.92
2006	874	346	3.95
2007	1234	434	3.51

Total Injuries per Precinct

Force Incidents per Precinct

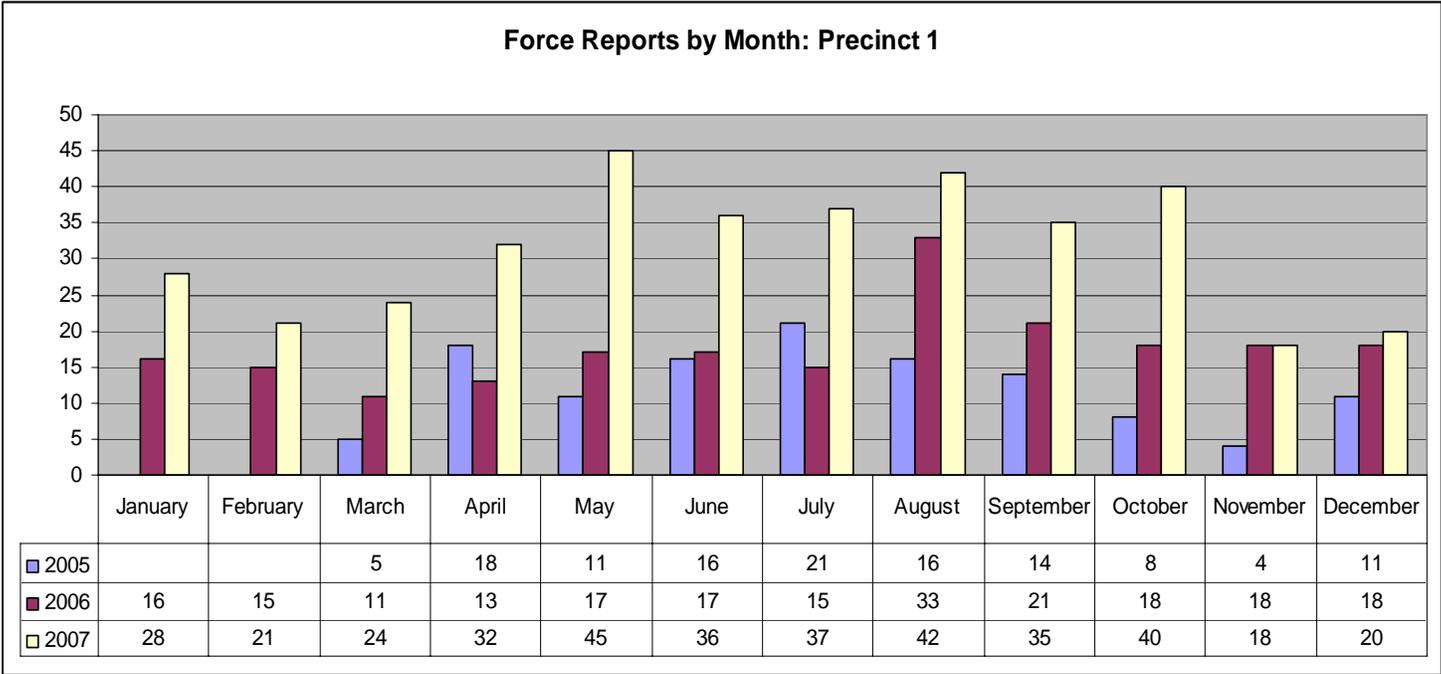


Generally speaking, the number of force incidents correlates to the number of injuries in each precinct. Precincts 1 (downtown) and 4 (North Minneapolis) show higher numbers of injury and force due to the high number of calls for service in those areas.

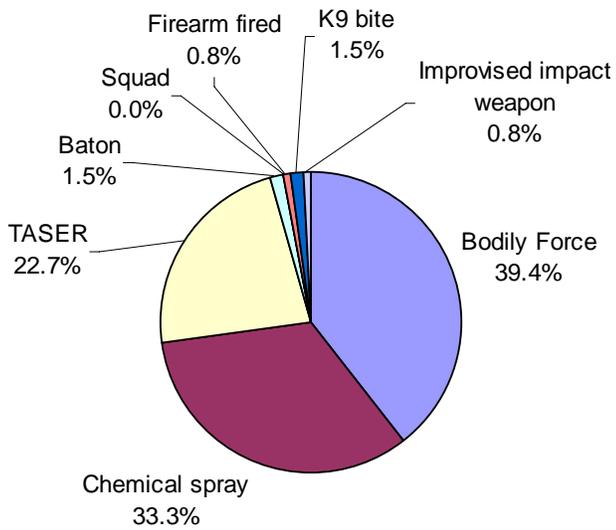
	Internal Force Review ¹⁸	External Complainant	Total Force Cases	Total IAU Cases & Force Reviews	Percent force cases of total IAU cases
2005	17	13	30	79	38%
2006	15	6	21	85	25%
2007	10	11	21	78	27%

¹⁸ Internal Force Reviews are IAU-initiated reviews of critical incidents.

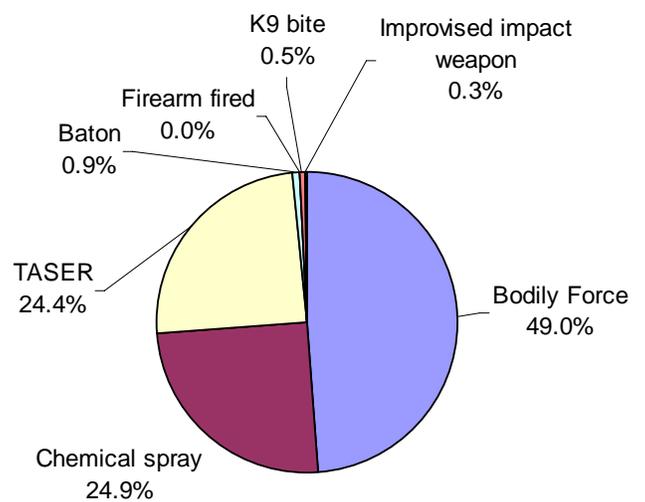
PRECINCT 1: DOWNTOWN



2006: Type of Force Used: Precinct 1



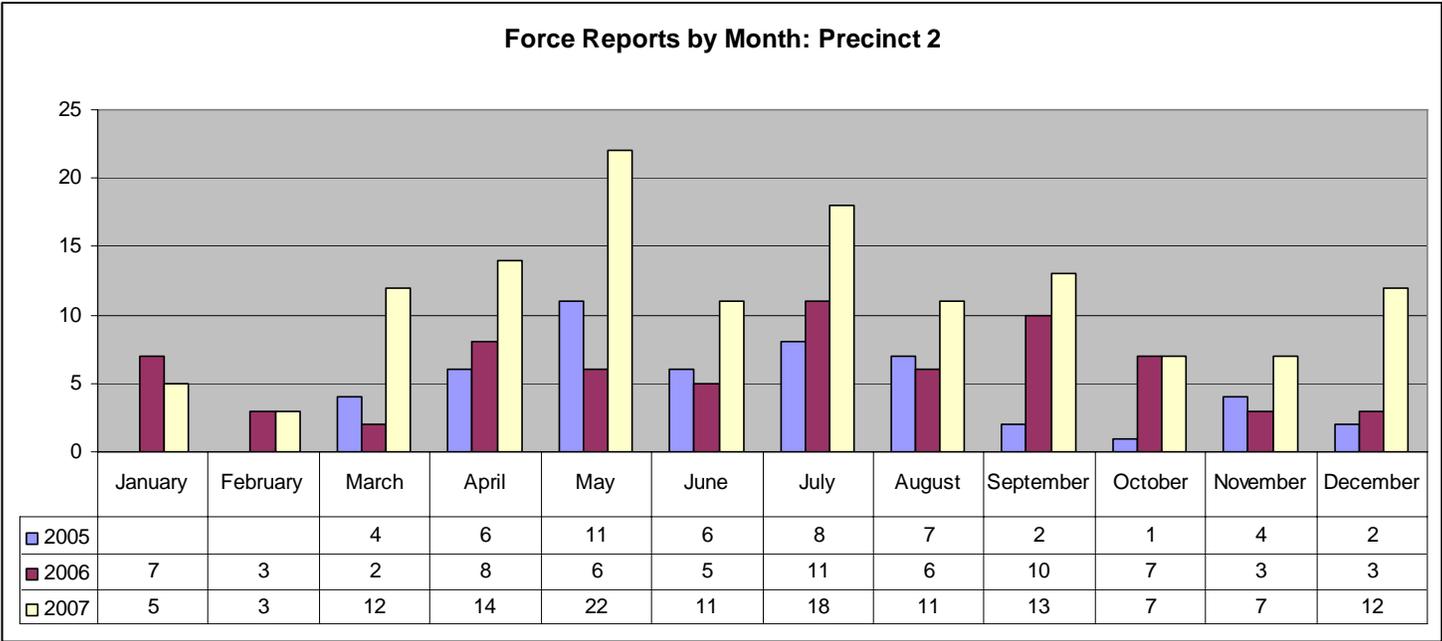
2007: Type of Force Used: Precinct 1



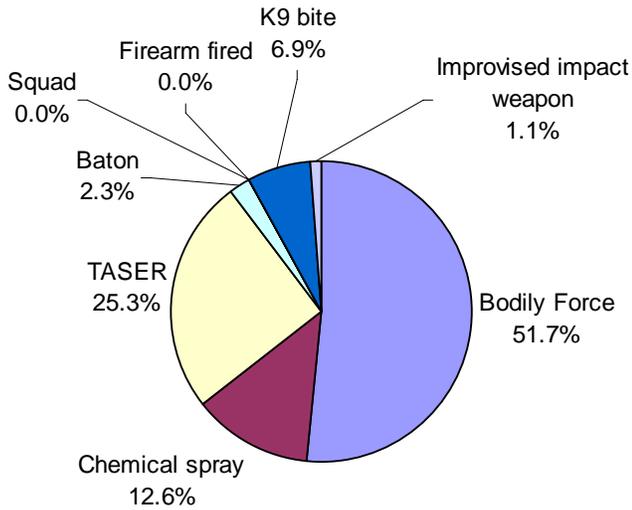
PRECINCT 1: INJURIES FROM USE OF FORCE

	# of force incidents	% of citywide total force	# of injuries	% of citywide total injury
2005	124	22%	47	22%
2006	212	24%	71	21%
2007	378	31%	109	25%

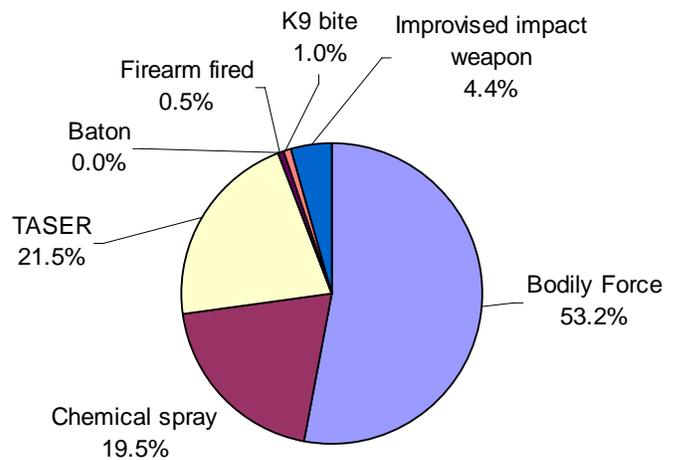
PRECINCT 2: NORTHEAST MINNEAPOLIS



2006: Type of Force Used: Precinct 2



2007: Type of Force Used: Precinct 2

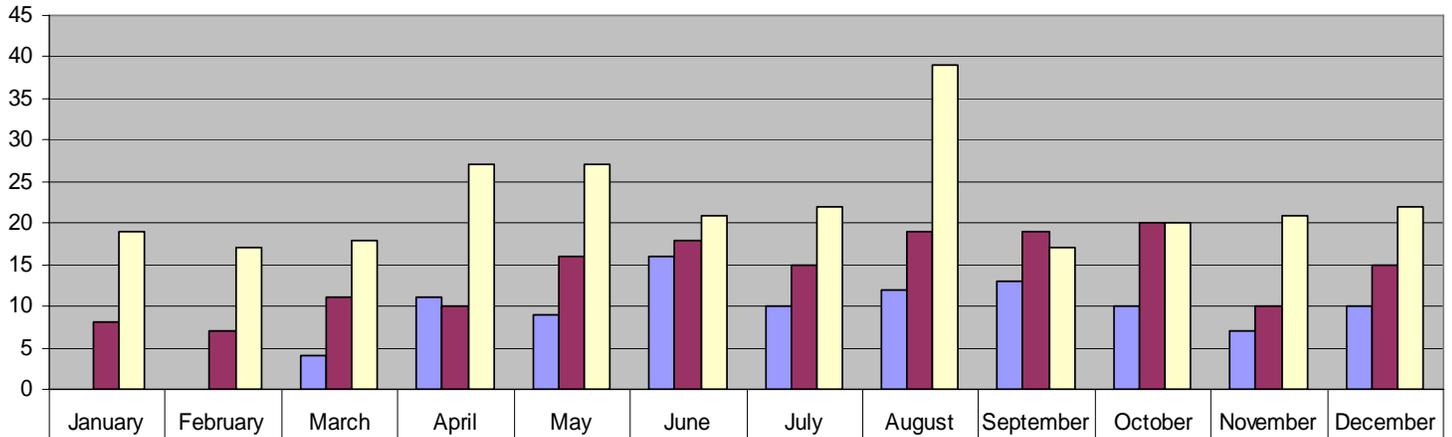


PRECINCT 2: INJURIES FROM USE OF FORCE

	# of force incidents	% of citywide total force	# of injuries	% of citywide total injury
2005	57	9%	17	8%
2006	71	8%	33	10%
2007	135	11%	44	10%

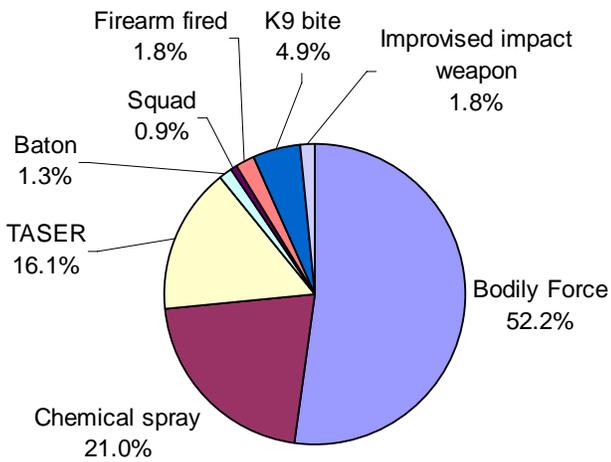
PRECINCT 3: SOUTH MINNEAPOLIS

Force Reports by Month: Precinct 3

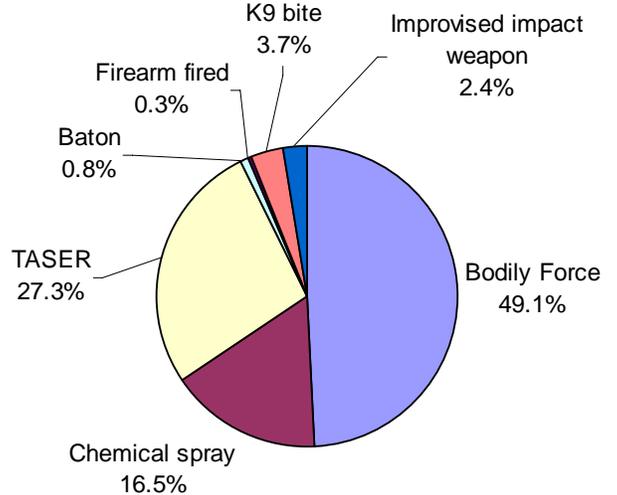


2005			4	11	9	16	10	12	13	10	7	10
2006	8	7	11	10	16	18	15	19	19	20	10	15
2007	19	17	18	27	27	21	22	39	17	20	21	22

2006: Type of Force Used: Precinct 3



2007: Type of Force Used: Precinct 3

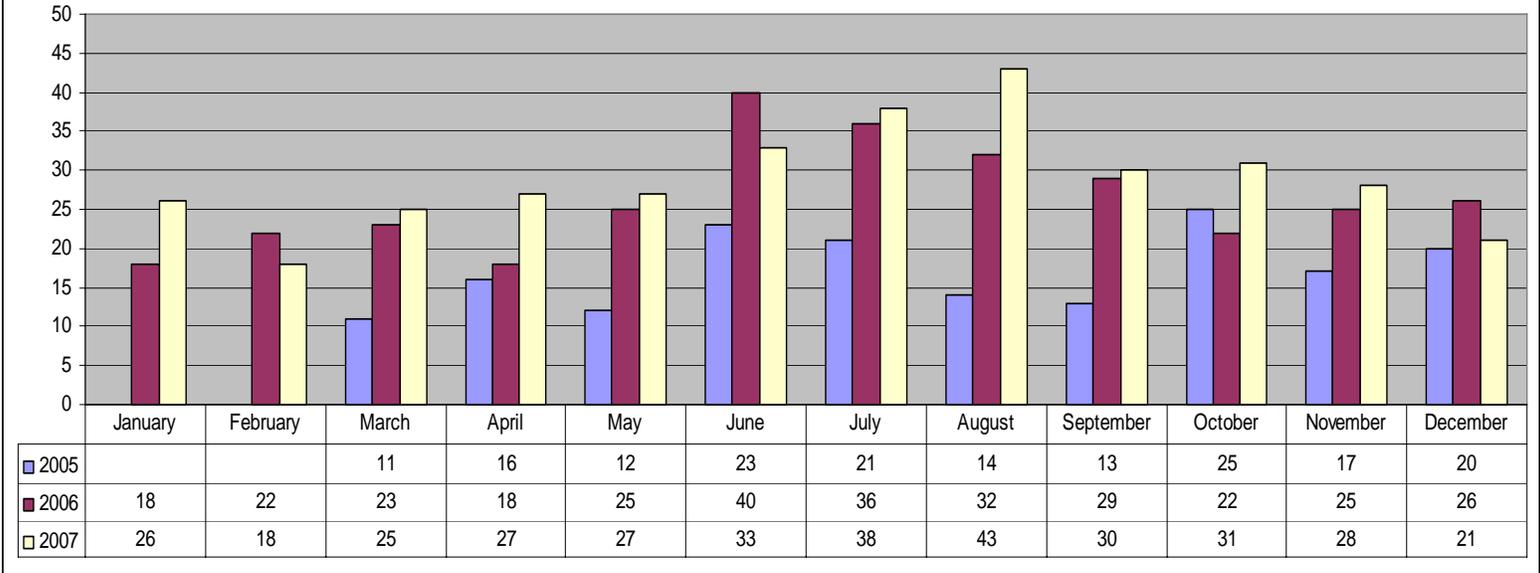


PRECINCT 3: INJURIES FROM USE OF FORCE

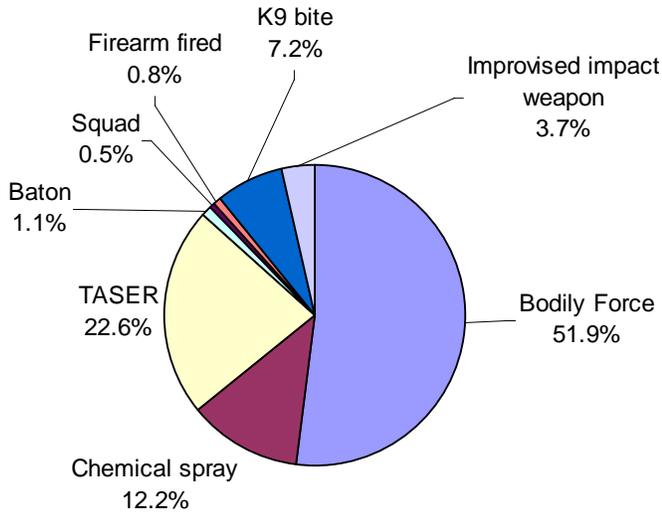
	# of force incidents	% of citywide total force	# of injuries	% of citywide total injury
2005	102	19%	41	19%
2006	168	19%	72	21%
2007	270	22%	91	21%

PRECINCT 4: NORTH MINNEAPOLIS

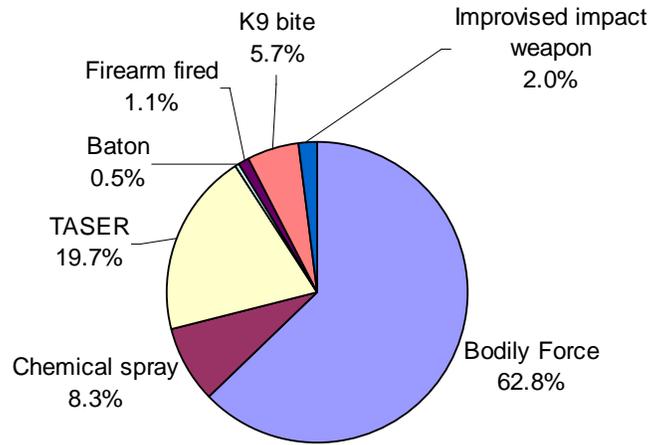
Force Reports by Month: Precinct 4



2006: Type of Force Used: Precinct 4



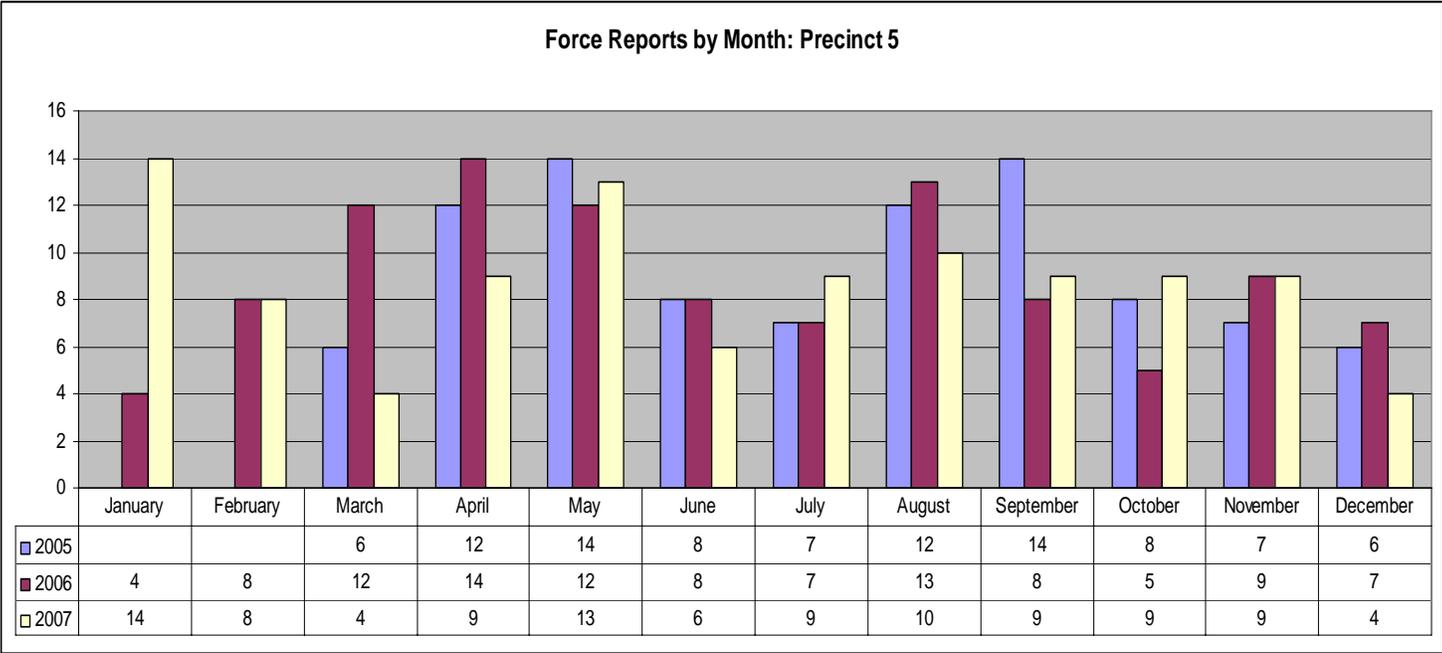
2007: Type of Force Used: Precinct 4



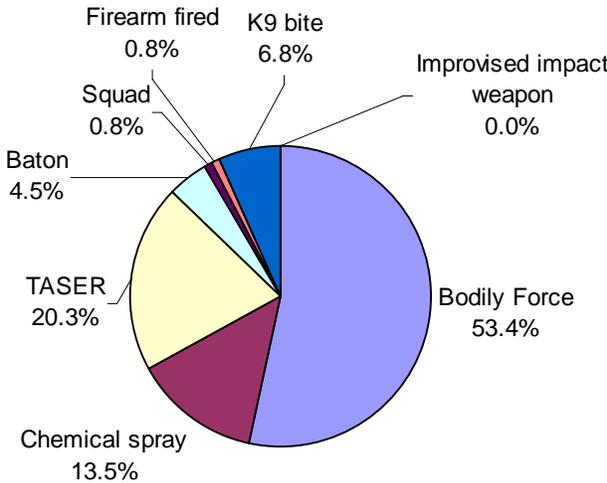
PRECINCT 4: INJURIES FROM USE OF FORCE

	# of force incidents	% of citywide total force	# of injuries	% of citywide total injury
2005	172	32%	78	37%
2006	316	36%	133	38%
2007	347	28%	151	35%

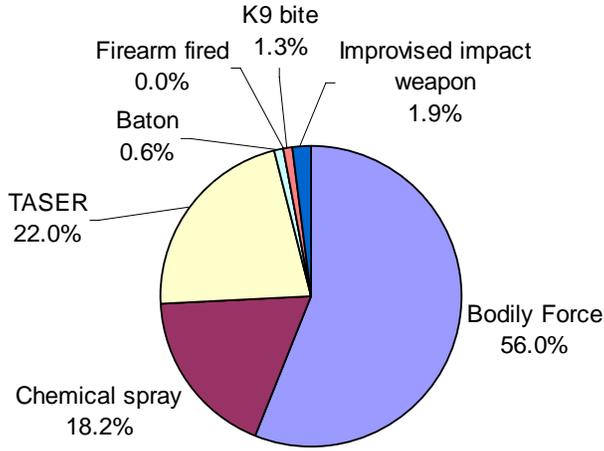
PRECINCT 5: SOUTHWEST MINNEAPOLIS



2006: Type of Force Used: Precinct 5



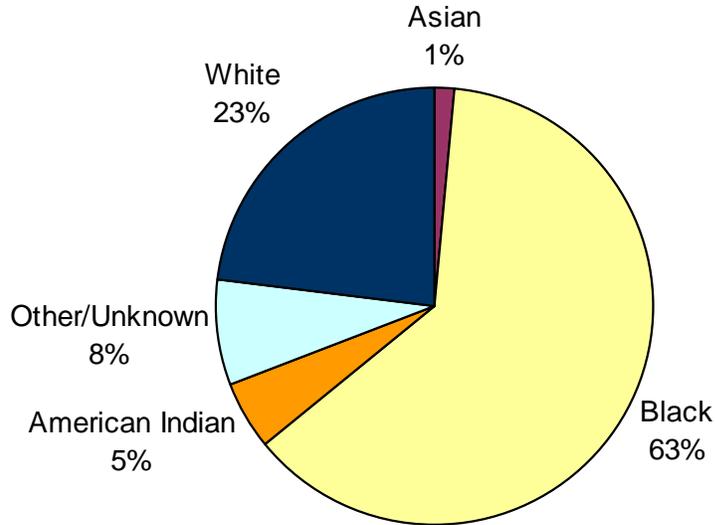
2007: Type of Force Used: Precinct 5



PRECINCT 5: INJURIES FROM USE OF FORCE

	# of force incidents	% of citywide total force	# of injuries	% of citywide total injury
2005	94	17%	30	14%
2006	107	12%	37	11%
2007	104	8%	39	9%

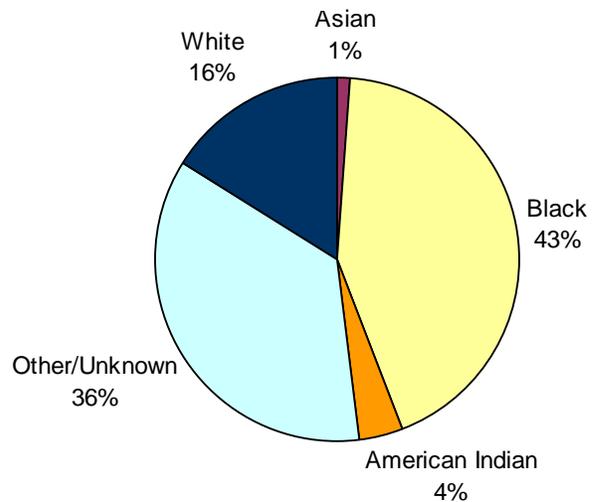
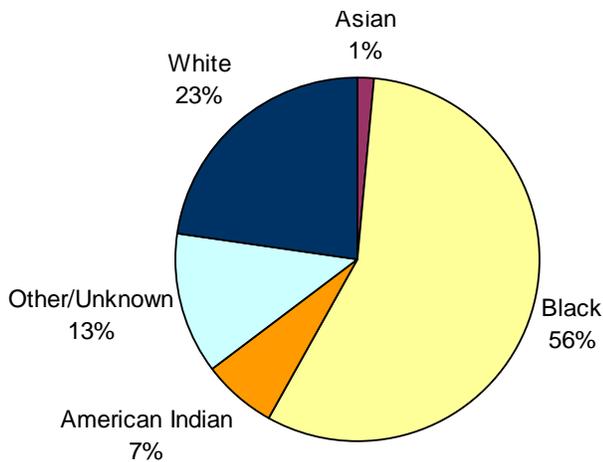
**SUBJECTS OF USE OF FORCE
AS REPORTED BY THE INVOLVED OFFICER**



ARRESTS BY RACE
(PART I AND PART II 2007 ARREST DATA)

SUSPECTS BY RACE
(PART I AND PART II 2007 SUSPECT DATA)

Information provided by Glenn Burt, MPD ISAC



The totality of these three pie charts shows the correlation between use of force by race and arrests and suspects by race. While the use of force and arrest charts rely on data reported by the involved officer, the information on suspects is provided by victims of or witnesses to crime.

For the purpose of these reports, “Black” refers to either African-American or any African ethnicity. “Other” may include Hispanic or multiracial individuals.

The categories shown here reflect the data collection required by the FBI. At this time, we are unable to breakdown these categories further to show subcategories such as Hispanic or Somali. In addition, we are currently unable to query the use of force statistics by gender or adult/juvenile status. Changes are underway in our reporting system to bring out information on these and other groups.

Note: Some subjects of use of force are not listed in reports as either suspects or arrestees; a small portion are either mentally or emotionally disturbed subjects who are taken to a hospital for psychiatric evaluation.

section four



conclusion

to protect with courage **M P D** to serve with compassion

AFTERWORD

The Minneapolis Police Department has a strong modern history of responding to community needs, providing excellent service, and employing cutting-edge technology to decrease crime. This past year was no different.

The Internal Affairs Unit continued to reach out to the citizens of Minneapolis through presentations at two citizen's academies as well as at a use of force seminar for the Police Community Relations Committee. We are receptive to suggestions and needs of the community, recently printing the PCIR form in three new languages in addition to the four languages already published. We strive to be transparent and accountable to any and all interested parties: community members, media, and other law enforcement agencies.

Recent technological advances in the department served to provide new tools for Internal Affairs investigations as well. Technologies like GPS, squad video, Shot Spotter, TASER cameras, and the public safety camera system have been invaluable in ascertaining a sequence of events related to confirming or refuting complaints.

The Early Intervention System is still being developed. A committee of representatives from various units as well as the Federation has been meeting to discuss details and develop this program. We are all committed to providing assistance to officers before problems in their job performances arise.

We would like to thank all parties involved in the production, editing, and compilation of this report: Deputy Chief Scott Gerlicher, the entire Internal Affairs staff, Communications Specialist Vikki Herson, and Analyst Glenn Burt. Without them, this project would not have been possible.

This report is intended to serve as a full disclosure of IAU activities during the course of 2007. Any questions regarding the content can be directed to the Internal Affairs Unit at 612-673-3074.

Sincerely,

Lt. Susan Piontek
Commander
Internal Affairs Unit

Leah Johnson
Management Analyst
Police Administration

ALTERNATIVE FORMAT & TRANSLATION INFORMATION

If you need this material in an alternative format, please contact the Internal Affairs Unit at (612) 673-3074.

Attention: If you want help translating this information, call 612-673-3074

Hmong - Ceeb toom. Yog koj xav tau kev pab txhais cov xov no rau koj dawb, hu 612-673-2800

Spanish - Atención. Si desea recibir asistencia gratuita para traducir esta información, llama 612-673-2700

Somali - Ogow. Haddii aad dooneyso in lagaa kaalmeeyo tarjamadda macluumaadkani oo lacag la' aan wac 612-673-3500