



Minneapolis
City of Lakes

CIVILIAN POLICE REVIEW AUTHORITY

SECOND QUARTER REPORT

2011

Table of Contents

List of Tables.....2

Introduction3

Section I 2011 Statistics.....4

Section II Complaint Data Discussion6

 Complaints6

 Allegations.....6

 Location of Complaints.....6

 Complainants7

 Mediation.....7

 Board Activity7

Section III Results of Sustained Allegations Forwarded to MPD8

Section IV Other Information.....9

 CRA Board Openings.....9

 CRA Board Participation in the Chief’s Performance Evaluation10

 Social Media.....10

Appendix A: Ward and Precinct Map11

List of Tables

Table 1 Complaint Data.....4

Table 2 Board Data – Disposition of Complaints.....8

Introduction

The Minneapolis Civilian Police Review Authority (CRA) is responsible for receiving, investigating, mediating, and adjudicating civilian complaints against Minneapolis Police Department (MPD) officers. This report will provide information about citizen complaints involving the actions of MPD officers. This report will present data from the first and second quarters. It should be noted that the data contained in this report is a snapshot of the data at the end of the quarter. This report does not include data from the MPD Internal Affairs Unit or the lawsuits filed against MPD officers.

The report is divided into four sections. Section I will provide CRA data collected from January through June 2011. Section II will discuss select complaint data for closer examination. Section III will discuss the results of sustained allegations forwarded to the chief of police in the second quarter. Section IV will provide additional information related to the CRA operation.

Section I 2011 Statistics

The table below provides CRA data related to the number of civilian contacts, the demographics of the civilian contacts, and the allegations contained in complaints during the first and second quarters of 2011.

Table 1 Complaint Data

Minneapolis Civilian Police Review Authority (2011)		
	1Q	2Q
1. Number of initial complaints received	75	81
2. Number of complaints sent for signature	20	25
3. Number of signed complaints received	22	19
4. Number of complaints withdrawn	0	1
5. Percentage of complaints containing multiple allegations	59%	74%
6. Total number of allegations by type		
• Inappropriate Conduct	20	22
• Inappropriate Language	18	7
• Harassment	1	1
• Excessive Force	34	16
• Failure to Provide Adequate or Timely Police Protection	3	2
• Discrimination	0	0
• Failure to Report Use of Force	0	2
• Retaliation	0	0
• Theft	0	4
7. Location of complaints by precinct (See map, Appendix A)		
• Precinct 1	11	8
• Precinct 2	1	3
• Precinct 3	3	4
• Precinct 4	3	2
• Precinct 5	4	2
• Outside City	0	0

Minneapolis Civilian Police Review Authority (2011)		
	1Q	2Q
8. Location of complaint by ward (See map, Appendix A)		
• Ward 1	1	0
• Ward 2	1	2
• Ward 3	0	3
• Ward 4	0	0
• Ward 5	3	1
• Ward 6	1	1
• Ward 7	10	8
• Ward 8	2	0
• Ward 9	0	2
• Ward 10	3	0
• Ward 11	1	0
• Ward 12	0	1
• Ward 13	0	1
• Outside City	0	0
9. Race of Complainants (includes victims) ¹		
• Asian	3	0
• Black	18	16
• Latino	1	0
• American Indian	0	0
• Unknown	3	0
• White	4	7
10. Age of Complainants		
• Under 21	1	5
• 21 – 40	19	8
• Over 40	6	8
• Unknown	3	2
11. Gender of Complainants		
• Female	11	8
• Male	18	15
12. Race of Officer involved in complaint		
• Asian	1	1
• Black	4	3
• Latino	1	2
• American Indian	0	2
• White	25	21
13. Officers time on force (seniority of officer involved in complaint)		
• Less than 5 years	13	10
• 5 or more years	18	19

¹ Because the CRA ordinance allows any person with personal knowledge to file a complaint, the term “victim” is used to describe the individual who experienced the police action contained in the complaint.

Section II Complaint Data Discussion

Complaints

Staff closed 74% of the initial complaints received during intake in the second quarter. By May 11, all initial complaints received in the first quarter had been closed. The faster closure rate of the initial complaints is a result of the separation of investigator duties – initial complaint processing and ongoing complaint investigations. Through the work of a part-time investigator, focusing entirely on initial complaints, the CRA has been able to provide better service to complaining parties and the MPD through faster initial complaint processing. The part-time investigator has also allowed the full-time investigators to focus on ongoing complaint caseload.

Thirty-one percent of the initial complaints resulted in a complaint for signature. A complaint for signature is a complaint that (after initial screening by CRA staff) is sent for a complainant signature because the alleged actions by a police officer may have violated MPD policy and procedures.

The CRA received 19 signed complaints, which is consistent with the number of complaints received during the same period last year. Like the first quarter, eight of the complaints received during the second quarter qualified for priority complaint processing. Priority complaint processing is a method used to identify those complaints that meet certain factors, such as the seriousness of the allegation, past history of the involved officer, or high sustainability factors. Complaints selected for priority investigation are placed on a 90-day investigation plan.

Allegations

Excessive force allegations against MPD officers accounted for 30% of the complaint allegations filed during the second quarter of 2011. During the first quarter, excessive force allegations accounted for 45% of the allegations filed.

Location of Complaints

The majority of the second quarter complaints involved incidents that occurred in the First Precinct and Ward 7, which is consistent with the first quarter data. Most of those complaints involved police conduct that occurred in the downtown business and entertainment district. Complaints from the downtown business district accounted for 42% of the complaints filed during the second quarter, which is a reduction from the 50% of complaints from the downtown area that were received during the first quarter of 2011.

Complainants

There has been no change in the distribution of “who” files the majority of complaints against Minneapolis police officers. During the second quarter, blacks filed the most complaints (70%). This is consistent with the historical average of nearly 65% of all CRA police misconduct complaints involving blacks as the complainants or victims of police misconduct allegations.

Mediation

Four complaints were referred to mediation. One mediation was held, and the complaint was successfully mediated. The mediations for the remaining three complaints will be held during the third quarter.

Board Activity

The CRA board consists of 11 board members appointed by the Mayor and the City Council to four-year terms. Members must be residents of Minneapolis and cannot be current or former employees of the MPD. Board members are responsible for conducting hearings and determining the facts of complaints, making policy recommendations to the MPD, holding monthly public meetings, and participating in community outreach. Public meetings and community outreach are essential to the board’s ability to receive comments from the public concerning the relations between the public and the MPD and to explain the agency’s role in addressing police misconduct. The board’s authorization to determine the facts of a complaint provides the citizens of Minneapolis the opportunity to be intimately involved in police accountability. Moreover, the board members through their hearing panel decisions, policy review and recommendations, review of the chief’s actions related to the CRA complaints, and outreach are in a position to affect behavior changes in the community and the MPD.

Once CRA staff completes a complaint investigation, the complaint is sent to the CRA board to schedule a hearing. Board hearings are conducted to adjudicate the complaints. The board conducted hearings on 19 complaints during the second quarter of 2011, of which 9 reached a determination.

Table 2 Board Data – Disposition of Complaints

Disposition of Complaints	1 Q	2Q
• Number of complaints heard by panel	18	19
○ Number of complaints fully sustained	3	2
○ Number of complaints partially sustained	4	2
○ Number of complaints not sustained	5	1
○ Number of complaints dismissed ²	6	4
○ Number of complaints determination pending	2	10
• Number of allegations contained in complaints heard		
○ Number of allegations sustained	24	22
○ Number of allegations not sustained	26	4
○ Number of allegations dismissed ²	16	9
• Types of allegations sustained		
○ Inappropriate conduct	7	4
○ Inappropriate language	1	8
○ Harassment	4	2
○ Excessive force	5	8
○ Failure to provide adequate or timely police protection	2	0
○ Discrimination	0	0
○ Failure to report use of force	0	0
○ Retaliation	0	0

Section III Results of Sustained Allegations Forwarded to MPD

The CRA ordinance provides that the chief can make one of four decisions related to the adjudicated facts as determined by the CRA board:

- (1) Impose discipline and notify the review authority in writing that discipline has been imposed; or
- (2) Determine that no discipline will be imposed and notify the review authority in writing of such determination and the reasons for such determination; or
- (3) Make a one time written request that the review authority reconsider the sustained finding; or
- (4) Submit in writing to the review authority a request for an extension of time, not to exceed an additional thirty (30) days, to take one of the actions in subparagraphs (1) through (3) with a statement of the reason for the extension and a proposed date by which one of such actions will be taken.

² Includes complaints dismissed by CRA manager 172.85.(b)

Of the 16 sustained allegations sent from the CRA to the chief for action, the chief made the following decisions on those allegations

6 allegations - discipline

6 allegations - no discipline

4 allegations - requests for reconsideration (also included in no discipline count)

0 allegations - extension of time

Of the 4 complaint violations where discipline was imposed, the chief imposed the following disciplinary actions:

- 10-hour suspension
- 24-hour suspension
- 80-hour suspension and Re-assignment
- Letter of Reprimand

Of the 2 complaints where no discipline was imposed, reasons given for the determinations were:

- Reckoning Period (meaning, the complaint is considered to be too old for corrective action)
- Difference in evaluation of officer's actions as determined by the CRA board
- Disagreement with facts as determined by the CRA board

Although there were no requests for an extension of time to make a disciplinary decision, the remaining MPD decisions pending at the end of the second quarter that were beyond the 30 days for the chief to make a disciplinary decision ranged from 14 days to 308 days past due.

Section IV Other Information

CRA Board Openings

During the third quarter, the CRA board will accept application for approximately nine board member terms that are vacant or will expire December 31. CRA board members are critical to the CRA operation. The CRA relies on resident volunteers of Minneapolis to commit hours to aiding the MPD to be the most professional police force possible.

The City Attorney's office, MPD, and CRA staff conduct new board member training. The City Attorney's office provides training in police use of force, Minnesota Government Data Practices Act, Open Meeting law, Minnesota Public Employee Labor Relations Act, and Ethics training. The MPD provides the board members training in use of force and facilitates police ride-a-longs and MPD Citizen Academy training. CRA staff provides training and assistance with writing board determinations.

CRA Board Participation in the Chief's Performance Evaluation

Minneapolis City Ordinance § 172.60 (h) provides that CRA board members will participate in the performance review of the chief of police. For the past two years, CRA board members have written performance reviews of the chief. Those reviews were sent to the Mayor and members of the City Council committee responsible for public safety. To date, the board has not had an opportunity to participate in the official performance review of the chief of police. During the third quarter, the CRA board will submit its assessment input into the chief of police performance review.

Social Media

The CRA can now be found on the Minneapolis Department of Civil Rights Facebook page and WordPress. See links below.

Facebook: <http://www.facebook.com/pages/Minneapolis-Department-of-Civil-Rights/172295686153399?sk=wall>

WordPress: <http://civilrightsminneapolis.wordpress.com/>

Appendix A: Ward and Precinct Map

