

CITY OF MINNEAPOLIS

The MPD Study Session for the Minneapolis City Council

By: Chief Medaria Arradondo

Proposed goals of presentation

- Public Health and Safety Committee – Regular MPD community safety reports on operations (monthly)
- Study Sessions – Presentations on reform measures and improvements, major policy changes and MPD community safety collaborations (every two months)



Recap of precinct crime trends and response



Vulnerable community members and those experiencing homelessness being victims of crime

Aggravated Assaults/Robberies primarily along Nicollet Mall between 8th & Grant

Unlawful activity along the main public transportation stations (5th & 8th Nicollet-5th & 7th Hennepin)

Youth and older adults engaged in narcotics dealing

Nighttime includes robberies, narcotics and shots fired

Crime Trends

1st Precinct



CRT focused on illegal handguns

MPD coordinated crime reduction details with HCSO, MTPD and other LE partners

Late Night Entertainment details with DID

Utilizing cameras for crime prevention and apprehension of suspects

Partner with OVP, MAD DADDS, & Mothers Love

Response **1st Precinct**



Robbery of businesses

Aggravated Assaults

Burglary of dwellings

Nighttime includes Moped & Motorcycle Thefts, street racing, and gun violence

Crime Trends **2nd Precinct**



Robbery suppression detail Marcy Holmes

CPS informational notifications to neighbors and information placed on Nextdoor

CSO's distribution of vehicle theft prevention placards

2nd PCT squads conducting alley patrols

Precinct Personnel attends regular neighborhood meetings and distributes crime alerts/advisories.

Response

2nd Precinct



Robberies,

Carjacking's

Gun Violence

(Livability) Encampments

Crime Trends 3rd Precinct



Coordinated crime suppression details

Utilizing CRT & BRRT Teams

Federal Task Force & MPD Weapons Team Assistance

(Livability) Homeless Outreach

Partner with OVP, MAD DADDS, & Mothers Love

Response **3rd Precinct**



Group Violence

Gun Violence

Narcotics/Drug sales

Prostitution

Reckless and erratic Vehicle patterns

Crime Trends **4th Precinct**



GIT team details

CRT team details

GVI

Federal Task Force

Partner with OVP, MAD DADDS, & Mothers Love

Response 4th Precinct



Robberies

Burglaries

Youth Criminal Activity

Nighttime includes Gun Violence, Assaults, and Drag racing

Crime Trends **5th Precinct**



Detailed Patrols

Working with the Uptown Association & Nightlife Business Owners

Combined details with other Precincts & Specialty Units

Partner with OVP, MAD DADDS, & Mothers Love

Response
5th Precinct



Follow-Up to Questions from the August 20th POGO Presentation



The men and women of the MPD are a part of the larger city of Minneapolis enterprise family.

They are a professional and dedicated group of both sworn and civilian who work tirelessly to provide for the public safety of our residents, businesses and visitors.



MPD was founded in 1867, 153 years ago

- As with any organization, there will be good parts of culture and there will inevitably be culture that harms and prevents success.
- Transformational change will not occur fully today, tomorrow or next year – but we will work tirelessly on gradual incremental change every day.
- The plans I have embarked upon to create a new MPD will evolve. As our city changes and our communities change, so will the plan.

What do I see as the future of the MPD?

- Community safety today
- Transformational change carries a cost
- Change can take time but we must remain focused
- We must leverage our partners
- Data tells our story
- Community led and community driven



So what is different today with the MPD?

9/8/17

Philosophy/Values/Vision of Chief

- **Sanctity of life is cornerstone** of everything, Peace Officers are “guardians.”
- The men and women both sworn and civilian of the MPD will continue to build trusting and positive relationships with our communities in a mutual effort to reduce harm and increase hope.

Ongoing

November 2017

Open Data – Greater Transparency with “The People’s Data”

- Readily available public data and information via online dashboards including: use of force, stop data, officer involved shooting data, and community crime maps.

Ongoing



So what is different today with the MPD?

2017 and 2018

MPD Outreach and Mentoring with Corrections

- MPD Youth Initiative provides outreach and mentoring to juveniles at Redwing Juvenile Correctional Facility.
- MPD Adult Initiative provides outreach, listening, and empowering to adults at Fairbault Adult Correctional Facility (2018).

Ongoing

1/7/18

U-Visa Program

- Now under the Special Crimes Division, the U-Visa program fosters positive relationships between the MPD and immigrant communities and it offers assistance to vulnerable immigrant victims who come forward, report criminal activities, and are helpful in the detection, investigation, prosecution, conviction, and/or sentencing of a violent offender. All U-Visa applications are reviewed on a regular basis by a Minneapolis Police lieutenant before making a determination to certify or deny the application.

Ongoing

So what is different today with the MPD?

2/1/18	New Pre-Employment Psychologist <ul style="list-style-type: none">• MPD selected a new provider, Aspen Psychological Consulting, LLC, for pre-placement and fitness-for-duty evaluation service for the department. The new provider has a better understanding of the role of wellness, cultural competency and mental health in potential candidates in line with the Chief's mission, values, and direction for MPD.	Ongoing (current contract expires 1/31/21)
2018	Mindfulness and Implicit Bias training/instruction <ul style="list-style-type: none">• Incorporated as a part of mandatory in-service training for all officers.	Ongoing



We have a new, unique Oath of Office

Effective June 1st, 2020:

- “I [NAME] do solemnly swear that I will support the Constitution of the United States, the Constitution and laws of the State of Minnesota, and the Charter and Ordinances of the City of Minneapolis; that I shall, in recognition of my service as a peace keeper, first do no harm, that I will uphold and safeguard the sanctity of life, **and that I will shield and protect my community from those who would seek to cause harm; that I shall intervene in protest, both verbally and physically, if I witness anyone violating another’s rights; that I recognize those I serve are members of the human family worthy of dignity and respect, and my term in office shall be guided by my love of service to the community and the grace of humanity.”**

CHIEF ARRADONDO'S VISION STATEMENT

SANCTITY OF LIFE AND DE-ESCALATION

Sanctity of Life is the most precious of all your duties. I expect you and our community members to go home safely at the end of each day. There are inherent dangers within this profession. However, the overwhelming majority of your interactions with our community don't require the use of force. Continue to strengthen your interpersonal communication and your de-escalation skills.

HEALTH AND WELLNESS

Adversity impacts us all and can affect us in a variety of ways. **Your health and wellness is vitally important to me. I expect you to be aware of, and use, the many health and wellness resources the MPD and the City of Minneapolis has to offer.** In your careers you will experience adversity and perhaps even trauma. If you are experiencing personal or professional issues that might create problems for you, I expect you to avail yourself of the health and wellness resources the MPD offers. **Take advantage of these resources as soon as possible.**

CHIEF ARRADONDO'S VISION STATEMENT

ACCOUNTABILITY

As an MPD employee, know that what we do in our personal life can never be separated from how those we serve see us professionally. **If your personal conduct and actions, including expressing your opinions or views via social media, are not something you would openly do while on duty then simply don't do it.** MPD employees are held to a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization.

CHIEF ARRADONDO'S VISION STATEMENT

A letter from the Chief to the MPD Staff, September 2021

Moving Forward: Trust, Accountability, and Professional Service

I am honored and most appreciative to be your Chief. As we continue our journey, moving forward, it is important that you know my leadership vision and what you can expect from me as your Chief. It is also important that you know what I expect in both ways and what my members expect and need from you as they work. As you read my vision statement, reflect on the values that I expect of you and the values that you expect of me.

As an MPD employee, you are not just an employee, you are a professional. You represent conduct and actions, including representing your actions in your social media, and what you would expect to see in the workplace. As an MPD employee, you hold a higher standard than the general public and we should be. Your conduct off duty can be a reflection on our entire organization. For MPD, we have a high standard of conduct that brings shame and mistrust to the MPD. These actions will be addressed as serious as they would be if you were on duty. Effective immediately, on or off duty misconduct that may have been tolerated years ago will not be tolerated under my leadership.

My duty is to lead and set an example for you. I expect you to be the same of me. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD.

ACCOUNTABILITY

If an MPD employee engages in conduct off duty that brings shame and mistrust to the MPD, those actions will be addressed as serious as they would be if you were on duty. **Effective immediately, on or off duty misconduct that may have been tolerated years ago will not be tolerated under my leadership.**

The public has a right to know what is going on in the community and the police department. Without trust, the community will not support or cooperate with the police which can make the MPD ineffective. For MPD, we have a high standard of conduct that brings shame and mistrust to the MPD. These actions will be addressed as serious as they would be if you were on duty. Effective immediately, on or off duty misconduct that may have been tolerated years ago will not be tolerated under my leadership.

My duty is to lead and set an example for you. I expect you to be the same of me. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD.

My duty is to lead and set an example for you. I expect you to be the same of me. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD.

My duty is to lead and set an example for you. I expect you to be the same of me. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD. I expect you to be a professional and to represent the MPD in a way that brings honor and respect to the MPD.

Thank you again,
Chief
Chief Robert "Boss" Arradondo

Outside agencies assisting the MPD in public safety efforts

- Hennepin County Sheriff's Office
- St. Paul Police Department
- University of Minnesota Police Department
- Metro Transit Police Department
- EMS
- Minneapolis Fire Department



What does MPD Staffing look like?



535 Sworn Patrol Staff

Inspector

5

Lieutenant

18

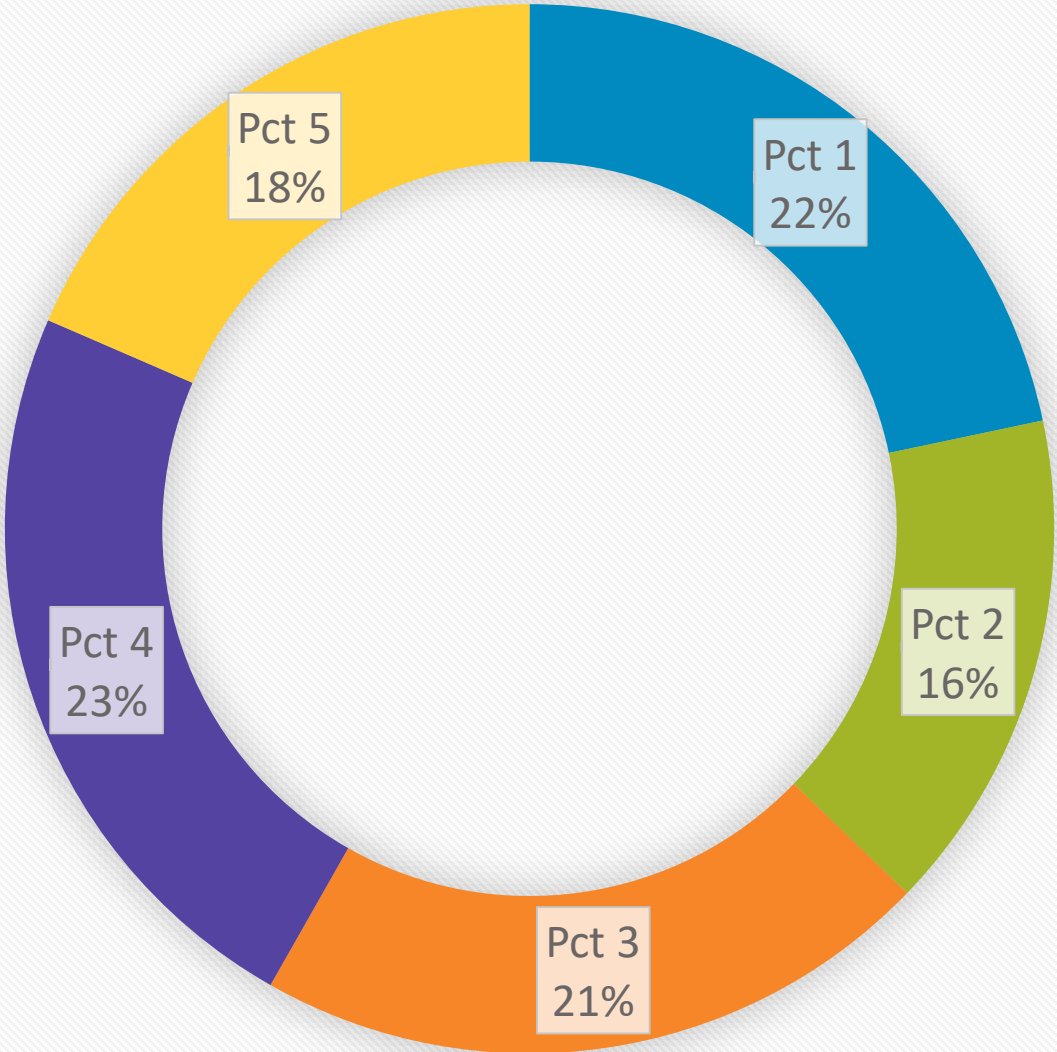
Sergeant

74

Officer

438

2020 Patrol Officers - 438 Total



Future Reforms/

- Civilian Oversight
- Arbitration
- Pathways to becoming a Minneapolis Peace Officer (DACA/Citizenship Requirement)
- Collective Bargaining Unit/Supervisors



Transparency and Accountability

- Data Access
- City Clerk
- Data Governance, Training and Response
- IT Department/Proactive Public Access, Dashboards, Building Trust through Accountability



THANK YOU!

