2020

DEPARTMENT

results
minneapolis

Minneapolis Police Department

Performance Summary

Enterprise Priorities (page 4): Workforce Diversity, Spending with Diverse Suppliers
Department Priorities (page 5): Reduction of Part 1 Crime, Continued Integration of the Police
Information Management System (PIMS) into the Department

Trend Key

- 🟢 Year-over-year (YoY) increase by more than 5%
- 🟡 Less than 5% YoY change
- 🔴 YoY decrease by more than 5%
- ⚪ No trend

Budget Program	2019 Budget	Performance Measure	2019 Performance	Trend from Prior Year	Trend: Red/Yellow/Green
Public Safety Services	$101.5M	1. Part 1 Violent Crime - Offenses 2. Part 1 Violent Crime - Arrests 3. Part 1 Property Crime - Offenses 4. Part 1 Property Crime - Arrests 5. Average response time 6. Number of 911 calls 7. Number of Self-initiated calls 8. Number of discharged casings recovered 9. Number of incidents involving gunfire 10. Number of victims of gunshot wounds	1. 4323 2. 1301 3. 19686 4. 920 5. 6:58 6. 142614 7. 159385 8. 2777 9. 2309 10. 269	1. Increase 2. Increase 3. Increase 4. Decrease 5. Stable 6. Increase 7. Decrease 8. Increase 9. Increase 10. Increase	1. 🟢 2. 🟢 3. 🟢 4. 🔴 5. 🟡 6. 🟢 7. 🔴 8. 🟢 9. 🟢 10. 🟢
Investigation and Forensics	$38.4M	1. Number of juvenile cases reviewed for diversion 2. Percent of juveniles offered diversion 3. Juvenile cases submitted for charging 4. Adult cases submitted for charging	1. 262 2. 36% 3. 1390 4. 4937	1. Increase 2. Decrease 3. Stable 4. Stable	1. 🟢 2. 🔴 3. 🟡 4. 🟡
Professional Standards, Administration and Professional Development	$23.9M	1. Number of Police employee injuries 2. Overtime: Number of overtime hours worked 3. Overtime: Amount paid out 4. Complaints filed against MPD Officers 5. Settlement/ Payout $ for officer conduct 6. Use of force: Reports 7. Use of force: Incidents	1. 163 2. 105375 3. $5,788,945 4. 408 5. $20,399,927 6. 1272 7. 778	1. Increase 2. Stable 3. Stable 4. Increase 5. Increase 6. Stable 7. Stable	1. 🟢 2. 🟡 3. 🟡 4. 🟢 5. 🟢 6. 🟡 7. 🟡

Performance Summary

Enterprise Priorities (page 4): Workforce Diversity, Spending with Diverse Suppliers
Department Priorities (page 5): Reduction of Part 1 Crime, Continued Integration of the Police Information Management System (PIMS) into the Department

Trend Key

- 🟢 Year-over-year (YoY) increase by more than 5%
- 🟡 Less than 5% YoY change
- 🔴 YoY decrease by more than 5%
- ⚪ No trend

Budget Program	2019 Budget	Performance Measure	2019 Performance	Trend form Prior Year	Trend: Red/Yellow/Green
Special Operations and Intelligence	$10.2M	1. High-risk search warrants that resulted in no injury 2. Number of bomb sweeps conducted	1. 98% 2. 113	1. Stable 2. Decrease	1. 🟢 2. 🔴
Community and Collaborative Advancement	$11.0M	1. Encounters with individuals with Limited English Proficiency 2. Incidents involving Emotionally Disturbed Persons 3. Number of positives contacts 4. Number of stops	1. 1047 2. 4843 3. 22780 4. 36540	1. Increase 2. Decrease 3. Decrease 4. Decrease	1. 🟢 2. 🔴 3. 🔴 4. 🔴

Enterprise Priorities

Workforce Diversity

- **Does not meet** enterprise goal of 41% people of color
- **Does not meet** enterprise goal of 45% women

The MPD had a slight increase in both people of color and women from 2018 to 2019. MPD lost a number from both categories due to separations but also gained in both categories from new hires.

The MPD attends multiple job fairs and other events annually, recruiting people of color and women for the Community Service Officer and Cadet programs. These two avenues provide the department with the greatest opportunity to increase diversity.

MPD faces challenges in reaching the enterprise goals due to a lack of interest in the profession, low enrollment and graduation rates of diverse candidates from Law Enforcement programs and having to compete with other law enforcement agencies for the same small pool of candidates.

The MPD would benefit from support from other City departments to help grow potential candidates from within the community.

Workforce diversity (2009-2019)
Police

People of color

21% 26%

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019

Women

24% 22%

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019
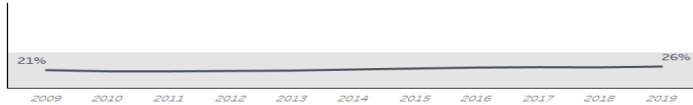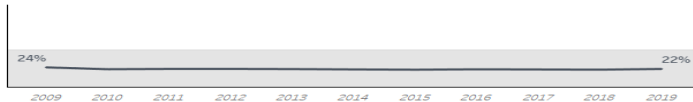
Notes:
(1) Grey shading indicates enterprise goals (41% people of color and 45% women).

Definition for Regular City Workforce:
(a) Includes: all regular full-time, regular part-time, regular intermittent, and seasonal full-time City employees.
(b) Excludes: ACA seasonal and all temporary City employees including individuals on permit, outside trades, Election Judges, METP Summer Youth, and contractors.

Spending with Diverse Suppliers

- **Does not meet** Citywide percent diverse spending of 16%
- **Does not meet** Citywide percent spending with minority-owned suppliers of 7%
- **Does not meet** Citywide percent spending with non-minority women-owned suppliers of 9%

MPD faces challenges in increasing diverse spending due to the number of vendors and the specialized field of knowledge and expertise needed by the vendor and the types of products or equipment that MPD needs to purchase.

There are few diverse vendors that meet MPD's needs.

Total supplier spending* over selected years

$4.5M

Amount spent with diverse suppliers over selected years

$426K (9%)

Minority-owned

$115K (3%)

Non-minority women

$311K (7%)
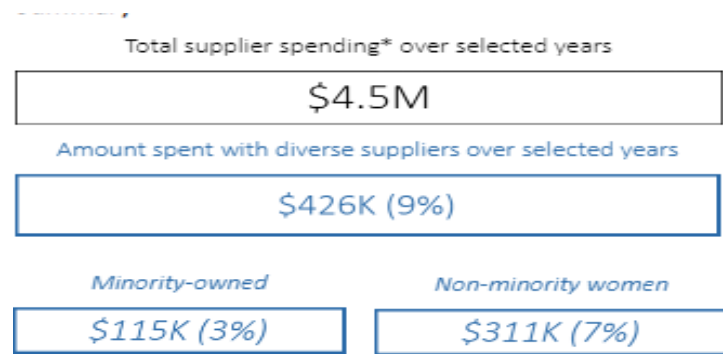
Share of diverse spending* (all years)
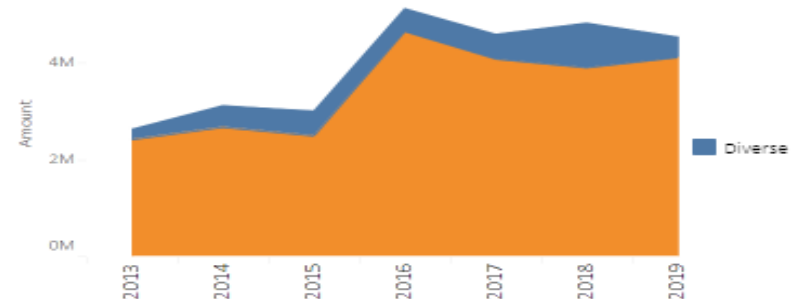
Department Priorities

Priority 1   Reduction of Part 1 Crime

- Part 1 Violent Crime (12.2%) and Property Crimes (15.6%) increased in Minneapolis 2019 in comparison to 2018.   In response to the increase in crime in early 2019 the MPD employed numerous strategies to reduce crime and keep people safe in the community.

- The MPD and worked smarter to reduce crime, safeguard life and property, preserve the peace and protect the rights of all who live, work and visit Minneapolis by utilizing technology, leveraging resources, and educating people in the community.

- The MPD utilized technology by regularly reviewing crime patterns for optimal deployment of resources for conducting burglary, weapons, narcotics and robbery suppression details and to provide high visibility patrols where needed. Foot beats, mounted and bike patrols were also added where needed and in conjunction with other patrols during and after bar close. MPD added additional public safety cameras, moved existing cameras where needed, and monitored social media based on intelligence received.

- The MPD leveraged resources by collaborating with internal and external partners. Internal collaboration between MPD units resulted in a more guns being recovered in 2019 than in any previous year. Hard work and collaboration within the department and across multiple units and other law enforcement agencies resulted in numerous people being identified, arrested and charged in the highly publicized robberies that took place over the summer.

- Externally the MPD continued collaboration with local, state and federal law enforcement partners to identify and prosecute violent offenders. The MPD worked with numerous community groups and agencies throughout the year such as the Downtown Improvement District, YouthLink, A Mother's Love, MADDADS and various businesses. MPD partnered with the Hennepin County Sheriff's Department, Metro Transit PD, U of M PD, Columbia Heights PD and others.

- MPD sworn and civilian staff provided crime prevention education to people in the community about how they could do their part to reduce crime.   Crime prevention staff knocked on doors and issued crime alerts and advisories while officers conducted alley sweeps, distributed unsecured garage placards, mock theft from motor vehicle tags, Moped theft prevention placards and posted yellow burglary reduction zone signs. U of M back to school tent events were also held to promote crime prevention and personal safety for students.

- The MPD Community Navigators conducted outreach with the community, working in conjunction with both the officers on the street, investigators in the office and with members of the community to bridge the communication gap with helping to prevent crime, solve crime and assist in how to obtain resources and information.

Priority 2   Continued Integration of the Police Information Management System (PIMS) into the Department

- The MPD implemented a new records management system called PIMS in June of 2018. The focus in 2018 was training staff on PIMS and becoming NIBRS compliant by the end of 2018 (which was not required until 2021). The focus in 2019 was getting employees more familiar with PIMS and having them become more proficient with their use of the system.

- One of the biggest priorities in 2019 was working with employees to identify issues with PIMS, finding solutions to the problems and determining the most effective way to communicate the issues and solutions to everyone.

- Another priority was working with the vendor to make infrastructure upgrades with PIMS. Some of these changes increased the accuracy of data entered by officers and helped them to fill out report information completely. One upgrade required officers to gather data required for NIBRS reporting guidelines.   Another upgrade removed required fields from areas where they were not actually needed and were preventing people from moving to the next step in the system.

- While the new records management system had numerous time-saving improvements built-in, the MPD took the opportunity to streamline processes to make better use of staff time and make processes easier. Dashboards were created for the Case Management system, allowing for better case management, tracking and overall performance management.

- The Property and Evidence area was improved, with officers taking over inventorying and tagging seized and recovered property they bring to the Property Room. Filling out chain of custody forms was streamlined, saving a significant amount of time. Some of MPD's practices are now being looked at as the national best practice for property and evidence, partly because of improvements through PIMS.

- With the department becoming NIBRS compliant at the end of 2018, MPD now has one full year of NIBRS compliant data available for analysis by the department.

Public Safety Services

Program Description: The chief responsibility of MPD is maintaining law and order and restoring peace when public safety is threatened. Public Safety Services includes all the work in the city's five police precincts including 9-1-1 response and patrol, Property Crimes investigations, Community Response Teams (CRT), the Bicycle Rapid Response Team (BRRT), and Mounted Patrol specialty units. Services provided within this program are truly the "backbone" of the Minneapolis Police Department.

Performance Measure

Part 1 Violent Crime Offenses

Robbery · Aggravated Assault · Rape · Homicide

Year	Total	Robbery	Aggravated Assault	Rape	Homicide
2015	4561	42%	47%	10%	
2016	4878	38%	51%	10%	
2017	4864	37%	51%	11%	
2018	3853	32%	55%	12%	
2019	4323	30%	56%	13%	

Part 1 Violent Crime Arrests

Robbery · Aggravated Assault · Rape · Homicide

Year	Total	Robbery	Aggravated Assault
2015	1537	32%	59%
2016	1432	31%	62%
2017	1362	28%	63%
2018	1101	28%	66%
2019	1301	28%	65%
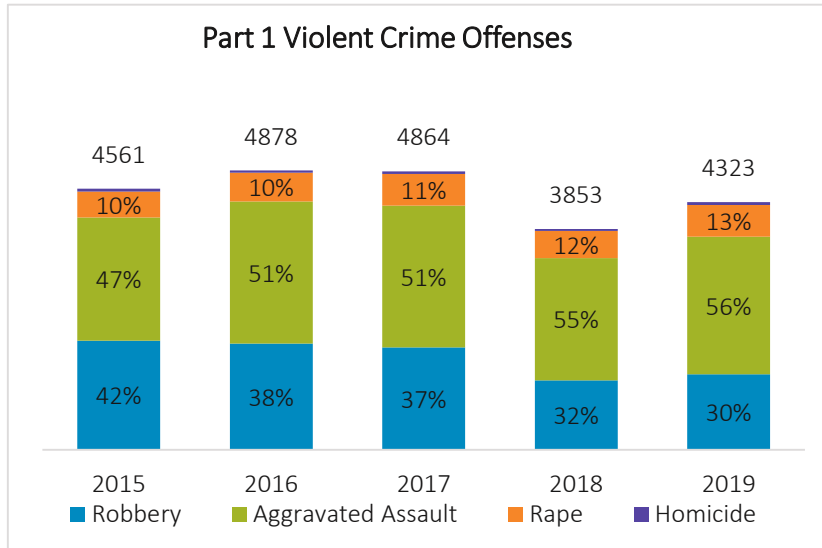
Definition:
• Violent crimes include homicide, rape, aggravated assault, and robbery. Violent crime offenses are considered to be the number of violent crimes reported.
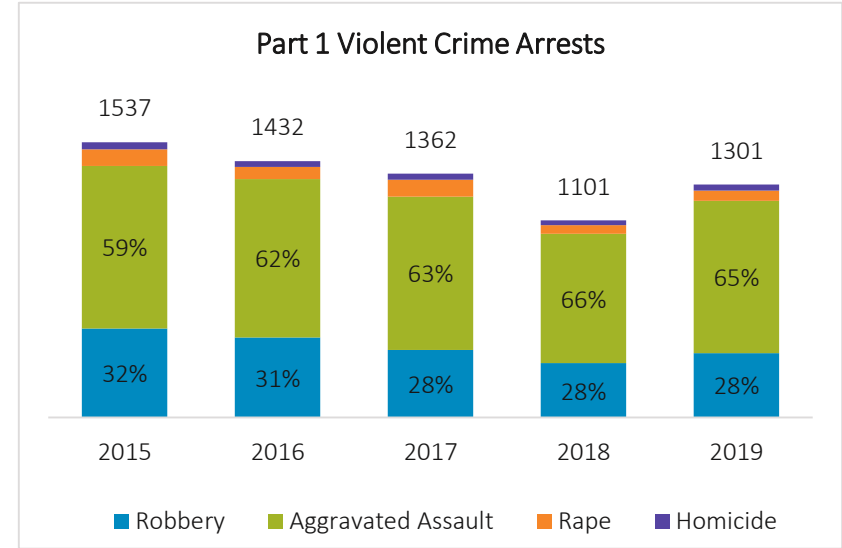
Definition:
• Violent crimes are the most personal and dangerous crimes committed against people and have the largest impact on the general public's perception of safety. Violent crime arrests capture how effectively MPD is at maintaining law and order, show statistically how many offenses end up as arrests and help impact the publics' perception of safety.

Public Safety Services (continued)

Program Description: Crime Prevention Specialists, civilian staff assigned to each precinct, serve the community by conducting outreach, education and assist neighbors with problem solving in the neighborhoods. Co-Responder Teams also have been assigned to each of the five precincts and are comprised of a mental health worker paired with a police officer. They serve the community by responding to 911 calls in which citizens are in the midst of a mental health crisis and are able to provide on scene support.

Performance Measure:
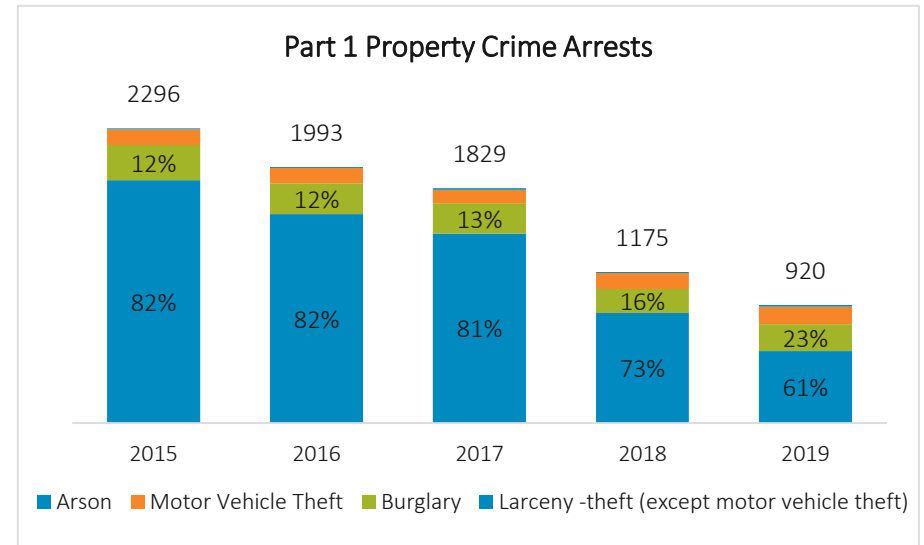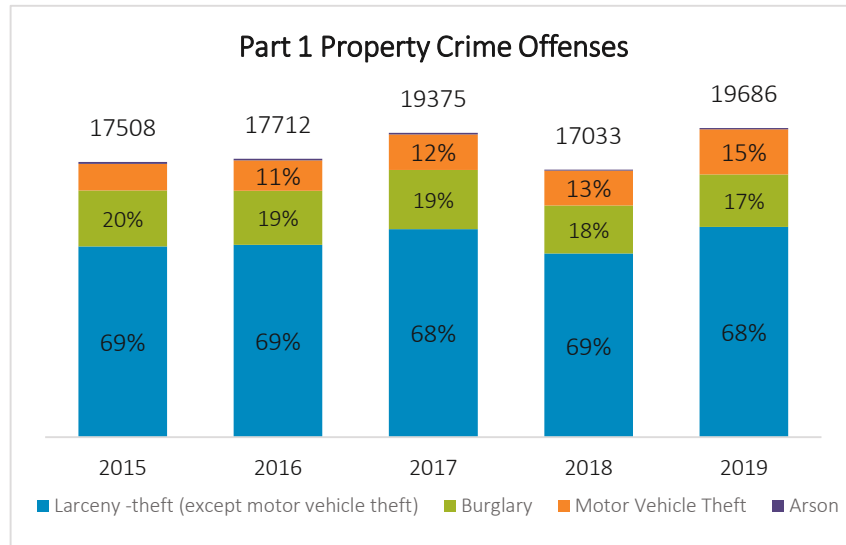
Definition:
- Property crimes include arson, burglary, larceny-theft, and motor vehicle theft. A property crime offense is a crime to obtain money, property or some other benefit.

Definition:
- Property crime arrests capture how effectively MPD is at maintaining law and order, show statistically how many offenses end up as arrests and also help impact the publics' perception of safety and keep property values from decreasing.

Public Safety Services (continued)

Program Description: :The chief responsibility of MPD is maintaining law and order and restoring peace when public safety is threatened. Public Safety Services includes all the work in the city's five police precincts including 9-1-1 response and patrol, Property Crimes investigations, Community Response Teams (CRT), the Bicycle Rapid Response Team (BRRT), and Mounted Patrol specialty units. Services provided within this program are truly the "backbone" of the Minneapolis Police Department.

Performance Measures:

Number of MPD Calls That Came Through 911

Priority	2015	2016	2017	2018	2019
Priority 0	0K	0K	0K	0K	0K
Priority 1	80K	86K	88K	76K	84K
Priority 2	138K	128K	129K	112K	124K
Priority 3	42K	42K	44K	41K	48K

Average MPD Response Time to Calls That Came Through 911

Priority	2015	2016	2017	2018	2019
Priority 0	2m 29s	2m 32s	2m 28s	2m 44s	2m 36s
Priority 1	5m 40s	5m 43s	6m 4s	6m 30s	6m 58s
Priority 2	8m 0s	8m 10s	8m 4s	8m 28s	14m 24s
Priority 3	10m 11s	10m 47s	10m 22s	11m 6s	11m 28s

Number of 911 Calls and Self-Initiated Calls

Year	self-initiated calls	911 calls	Total
2015	226295 (63%)	133316 (37%)	360K
2016	210649 (61%)	136444 (39%)	347K
2017	242185 (64%)	138609 (36%)	381K
2018	213387 (62%)	130945 (38%)	344K
2019	159385 (53%)	142614 (47%)	302K
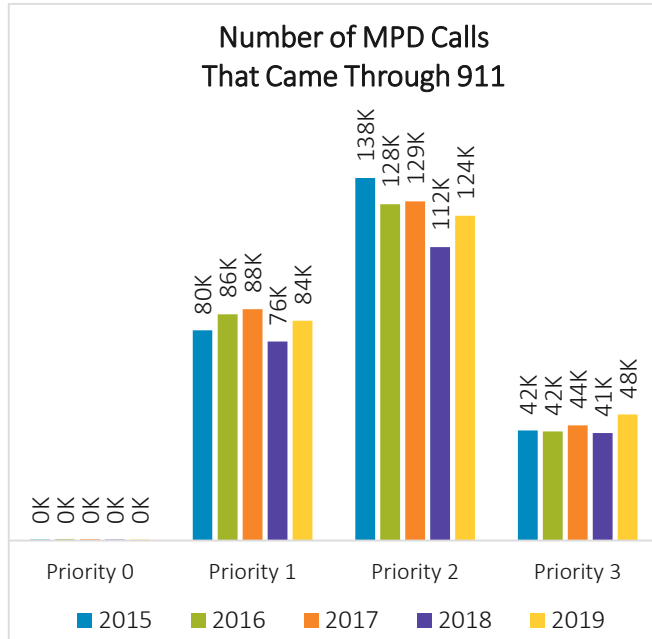
Definition:
- Number of 911 calls show the volume of calls that the department receives each year, which require the response of a squad or MPD personnel. Priorities are assigned to each call. The priorities relate to the level of emergent response required by officers.
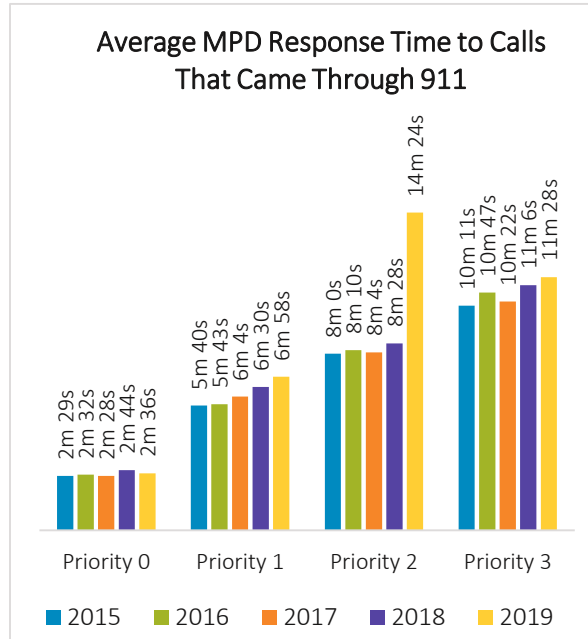
Definition:
- Response times are averaged based on data which all meet certain criteria. Data not meeting the criteria are not included. This measure shows how long it takes a squad to get to a call from the time they are dispatched, until they arrive at the call. Priority 1 calls are the highest priority calls and mean serious crimes are in progress or are emergency medical calls. Response times today are an accurate measure of our ability to respond. Squads are tracked by a global positioning system, and our computer aided dispatch will find the nearest available squad.
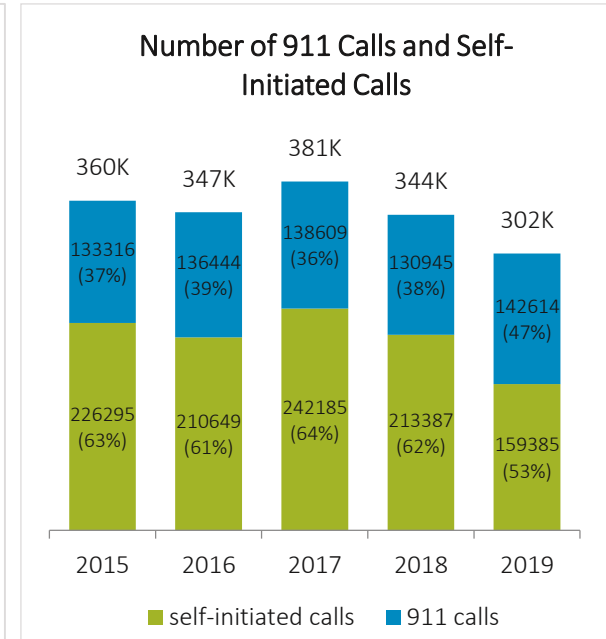
Definition:
- Number of 911 calls and self-initiated calls show the volume of calls that the department receives each year, which require the response of a squad or MPD personnel. The self-initiated calls include things such as traffic stops, issues they encounter while walking a beat, doing a building check, etc. These numbers are important in helping understand the amount of resources that are needed in each precinct.

Public Safety Services (continued)

**Program Description:** :The chief responsibility of MPD is maintaining law and order and restoring peace when public safety is threatened. Public Safety Services includes all the work in the city's five police precincts including 9-1-1 response and patrol, Property Crimes investigations, Community Response Teams (CRT), the Bicycle Rapid Response Team (BRRT), and Mounted Patrol specialty units. Services provided within this program are truly the "backbone" of the Minneapolis Police Department.

Performance Measures:

Incidents Involving Gunfire

1753 ... 2309
2015 2016 2017 2018 2019

Discharged Casings Recovered

2839 ... 2777
2015 2016 2017 2018 2019

Victims of Gunshot Wounds

261 ... 269
2015 2016 2017 2018 2019
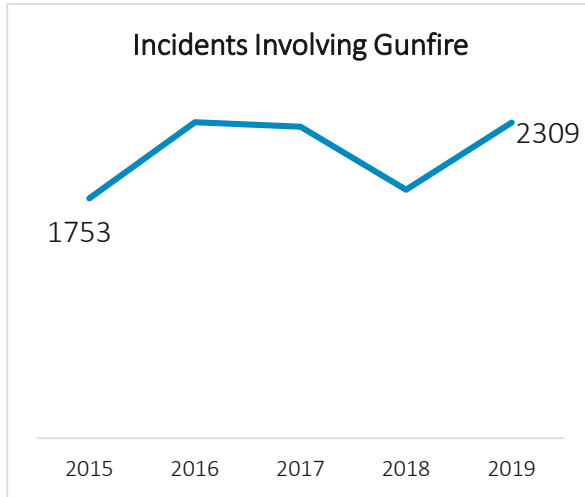
Definition:
- The number of incidents involving gunfire may include incidents where either shots were fired or victims of gunshot wounds resulted.
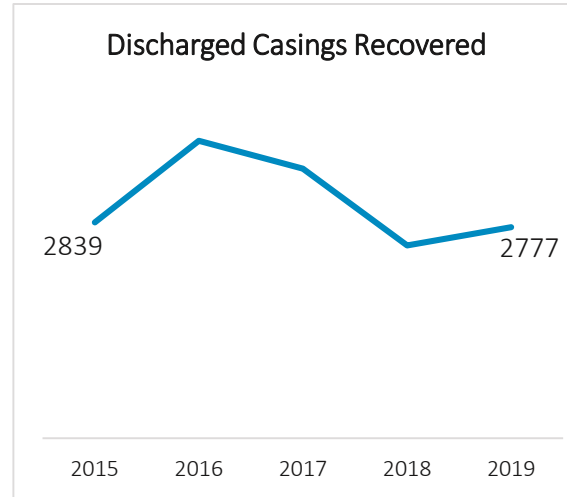
Definition:
- The number of discharged casings recovered as evidence are verified numbers of shots fired, since there are actual casings recovered that can be counted.
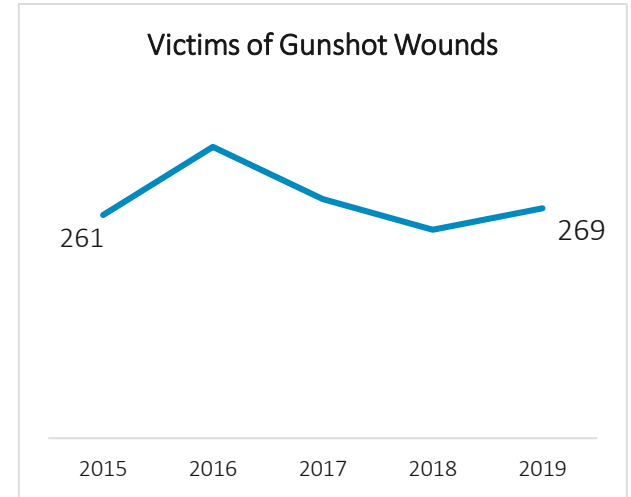
Definition:
- The number of victims of gunshot wounds come out of the number of incidents involving gunfire. One incident can result in multiple victims. These three different metrics measure three different things.

Investigation and Forensics

Program Description: Investigations and Forensics provides both initial and follow-up investigations regarding criminal activity in Minneapolis, compiles comprehensive and factual case files to be presented in court, and assists with proactive enforcement to curtail future criminal activity from occurring. This program includes Violent Crimes Investigations, Special Crimes Investigations and the Forensics Division. The employees who conduct criminal investigations and provide forensics services work ethically and professionally to provide justice for victims and their families.

Performance Measure:

Number of Juvenile Cases Reviewed for Diversion

Year	Number
2015	488
2016	348
2017	301
2018	224
2019	262

Percent of Juveniles Offered Diversion

Year	Total	Offered diversion	Not offered diversion
2015	624	37%	63%
2016	443	37%	61%
2017	407	43%	57%
2018	330	47%	52%
2019	392	36%	63%

- Offered diversion
- Not offered diversion
- Did not meet legal sufficieny
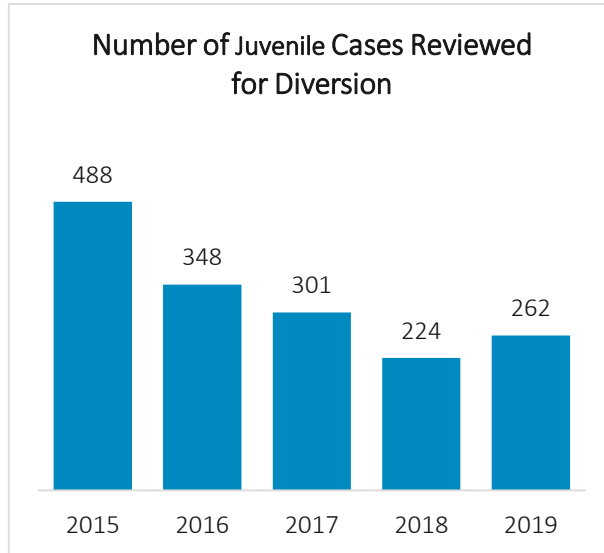
Definition:

- The number of juvenile cases reviewed for diversion include all cases involving crimes committed by juveniles, except felonies. A case often has multiple juveniles involved in the same incident.
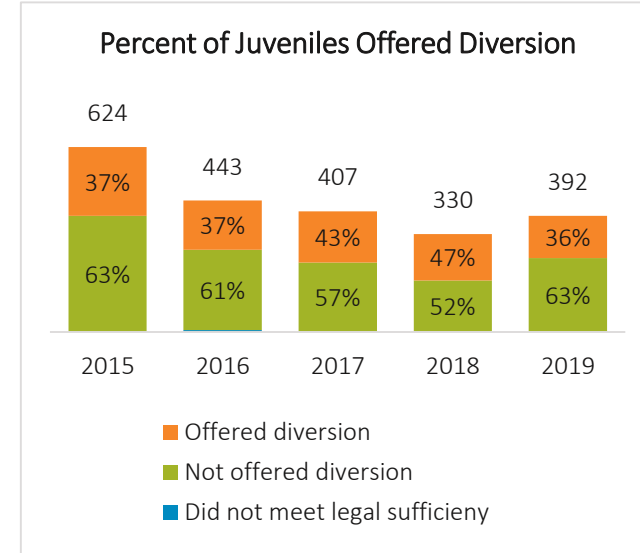
Definition:

- The percent of juveniles offered diversion is based on criteria outlined in the diversion program guidelines. Some juveniles do not qualify for diversion, meaning they do not meet legal sufficiency, or have other factors which disqualify them for the diversion program.

Investigation and Forensics (continued)

Program Description: Investigations and Forensics provides both initial and follow-up investigations regarding criminal activity in Minneapolis, compiles comprehensive and factual case files to be presented in court, and assists with proactive enforcement to curtail future criminal activity from occurring. This program includes Violent Crimes Investigations, Special Crimes Investigations and the Forensics Division. The employees who conduct criminal investigations and provide forensics services work ethically and professionally to provide justice for victims and their families.

Performance Measure:

Juvenile Cases Submitted to County for Charging

Adult Cases Submitted to County for Charging
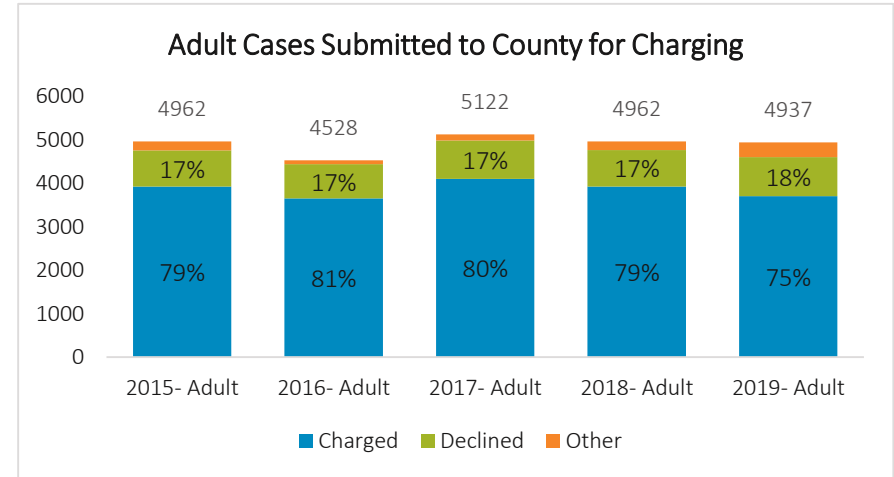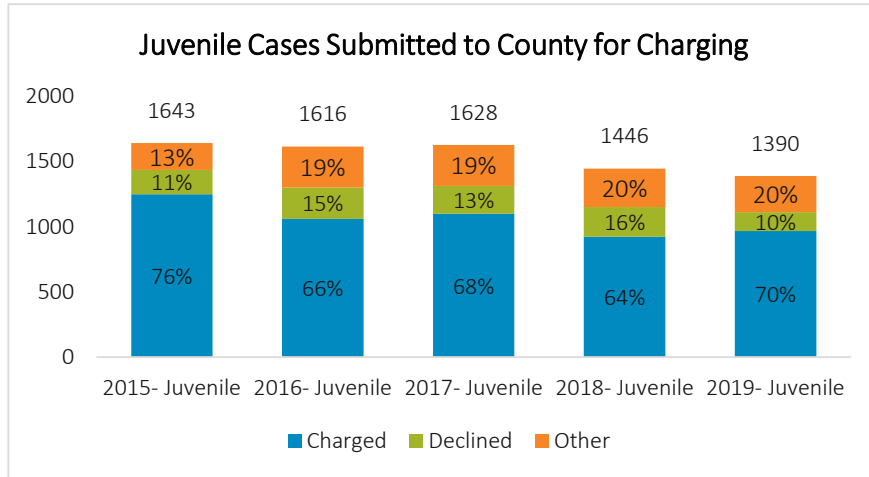
Definition:

- All Juvenile cases are submitted to the County Attorney's Office for charging, regardless of the level or type of charge. Although not every case uses resources in every MPD division, most use resources from both 911 Response and Investigations. Not all cases submitted result in charges. Despite this, MPD resources have still been used.

Definition:

- Adult cases submitted to County for charging include all felony level cases and a few misdemeanor cases that are not handled by the City Attorney's Office. Cases submitted by the department are a collaborative effort of all areas of the department. Although not every case uses resources in every MPD division, most use resources from both 911 Response and Investigations. Not all cases submitted result in charges. Despite this, MPD resources have still been used.

Professional Standards, Administration and Professional Development

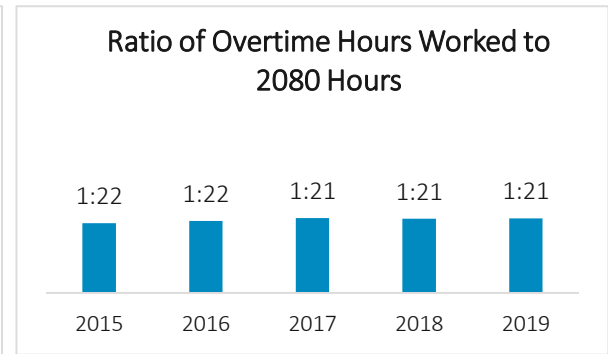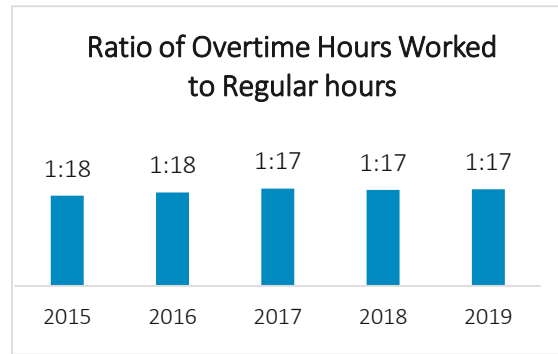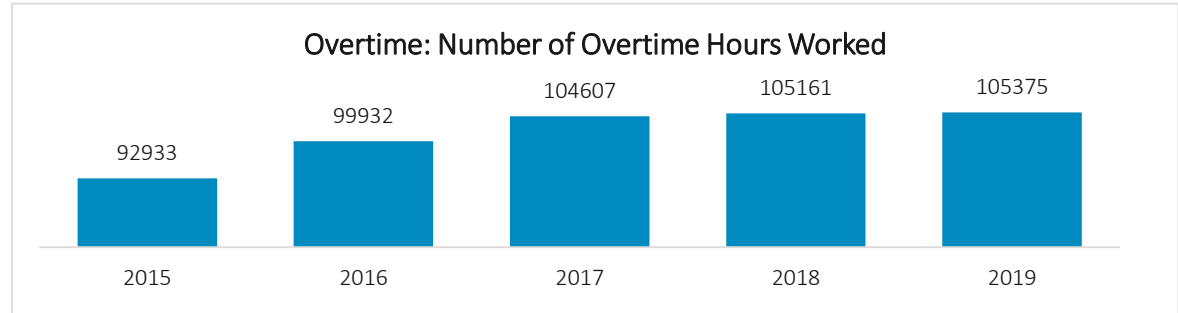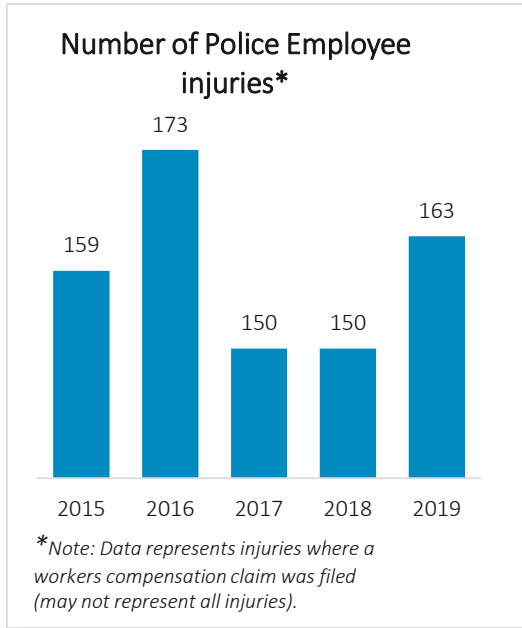Program Description: This program serves as the Executive arm and foundation for the MPD by creating an organization with superior performance by individual department employees in their responsibilities. The Administration determines resource allocation and how to best leverage programs and resources to address needs and emerging public safety issues.

Performance Measure:

Number of Police Employee injuries*

Year	Value
2015	159
2016	173
2017	150
2018	150
2019	163

*Note: Data represents injuries where a workers compensation claim was filed (may not represent all injuries).

Overtime: Number of Overtime Hours Worked

Year	Value
2015	92933
2016	99932
2017	104607
2018	105161
2019	105375

Ratio of Overtime Hours Worked to Regular hours

Year	Value
2015	1:18
2016	1:18
2017	1:17
2018	1:17
2019	1:17

Ratio of Overtime Hours Worked to 2080 Hours

Year	Value
2015	1:22
2016	1:22
2017	1:21
2018	1:21
2019	1:21

Definition:

- Officer and employee wellness is a critical goal for MPD. Police employee injuries show effectiveness of department trainings and safety procedures and are a direct result of department resource allocation. Less use of force equates to less employee injuries, lost time from work, and possibility of disability pension. Tracking and analyzing this metric will also give us the ability to reduce cost as we see patterns develop and allow us to adjust training or policies accordingly.

Definition:

- The number of OT hours worked represents the actual hours worked (not the extended hours) of all MPD employees that receive OT. These hours are either beyond the normally scheduled hours or are otherwise contractually considered OT. The RATIO OF OT WORKED TO REG HOURS – shows the relationship of OT to regular labor hours and is a better measure of efficiency than the raw number of OT hours. If more employees are working, the raw number will increase but the ratio could stay the same. The RATIO OF OT WORKED TO 2080 HOURS shows the relationship of OT to 2080 hours, which include regular hours, paid leave and unpaid leave. This number is essentially OT hours compared to the regular schedule.

Definition:

- The amount paid out for OT can vary because of the number of hours, but also based on when the hours are worked, for what reason and by which employees. This number is affected by wage increases. RATIO OF OT PAY TO REGULAR PAY is a better measure of efficiency than the raw dollar amount for OT hours. If more employees are working, the raw number will increase but the ratio could stay the same. RATIO OF OT PAY TO 2080 PAY shows the relationship of OT to 2080 pay, which include regular hours and paid leave. This number is essentially OT pay compared to pay for the regular schedule.

Professional Standards, Administration and Professional Development (continued)

Program Description: This program serves as the Executive arm and foundation for the MPD by creating an organization with superior performance by individual department employees in their responsibilities. The Administration determines resource allocation and how to best leverage programs and resources to address needs and emerging public safety issues.

Performance Measure:

Overtime: Amount Paid Out

Year	Amount
2015	$3,250,049
2016	$3,772,814
2017	$4,695,562
2018	$5,543,874
2019	$5,788,945

Ratio of Overtime Pay to Regular Pay

Year	Ratio
2015	1:19
2016	1:17
2017	1:15
2018	1:13
2019	1:13

Ratio of Overtime Pay to 2080 Pay

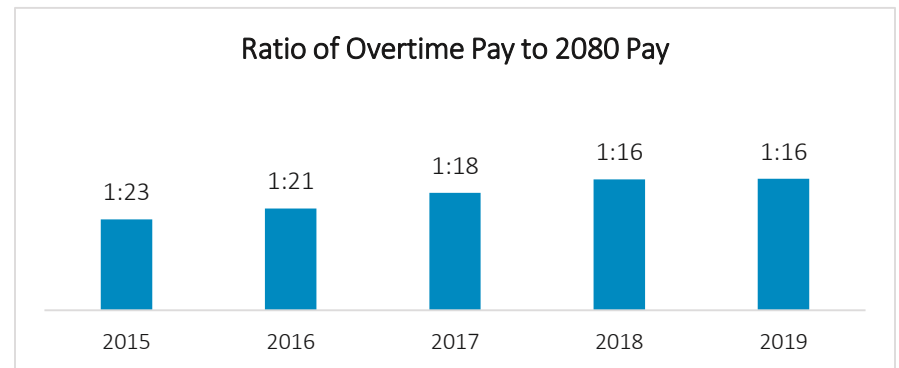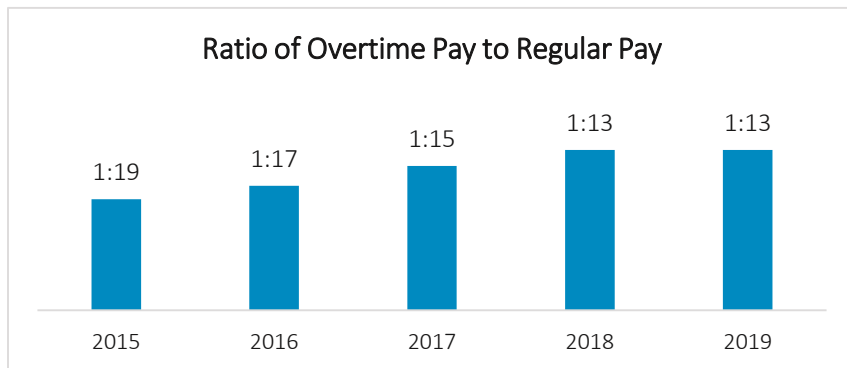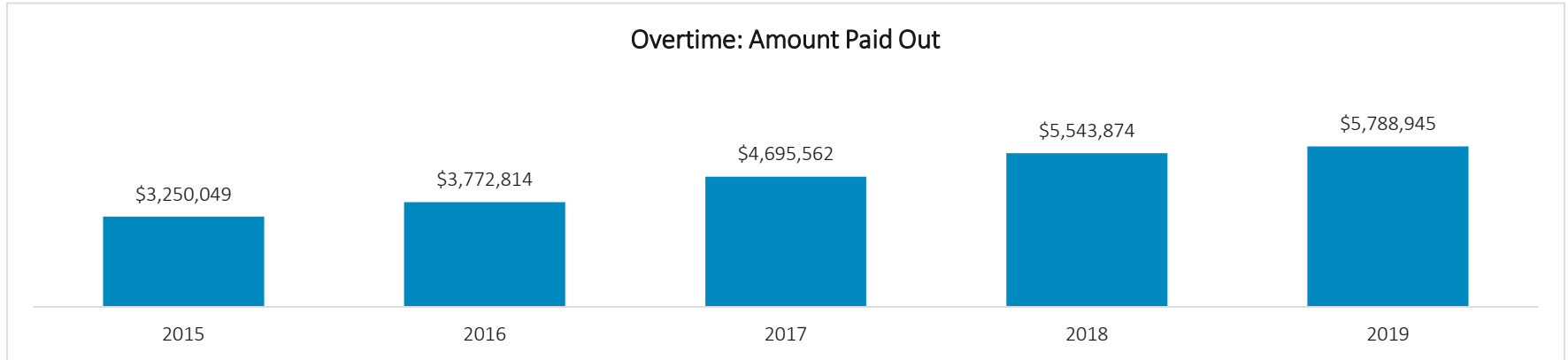| Year	Ratio
2015	1:23
2016	1:21
2017	1:18
2018	1:16
2019	1:16

Definition:

- The amount paid out for OT can vary because of the number of hours, but also based on when the hours are worked, for what reason and by which employees. This number is affected by wage increases. RATIO OF OT PAY TO REGULAR PAY is a better measure of efficiency than the raw dollar amount for OT hours. If more employees are working, the raw number will increase but the ratio could stay the same. RATIO OF OT PAY TO 2080 PAY shows the relationship of OT to 2080 pay, which include regular hours and paid leave. This number is essentially OT pay compared to pay for the regular schedule.

Professional Standards, Administration and Professional Development (continued)

Program Description: The MPD's Administration (Chief, Assistant Chief, Deputy Chiefs and Finance Director) lead the department through the allocation of financial and personnel resources under the umbrella of improving trust, accountability and professional service. The Administration determines how to best leverage the various programs and external resources to address needs and emerging public safety issues. While providing vital public safety services is at the core of the services the Department provides, the Office of Professional Standards ensures integrity, accountability and professional service within the MPD through the Internal Affairs and the Leadership and Organizational Development Divisions (training and the academy). Also included under Administration are Property and Evidence, Business Technology, Fleet and Support Services, and other support services.

Performance Measure:

Complaints Filed Against MPD Officers

Year	Value	OPCR	IAU
2015	370	63%	
2016	285	78%	
2017	262	90%	
2018	380	97%	
2019	408	100%	

■ Office of Police Conduct Review ■ MPD Internal Affairs Unit

Settlement / Payout $ for Officer Conduct & Driver's Privacy Protection Claims

Year	Value	%
2015	$1,430,250	100%
2016	$899,701	92%
2017	$716,600	55%
2018	$650,000	63%
2019	$20,399,927	100%

■ Officer Conduct ■ Driver's Privacy Protection Act

Definition:
- Complaints filed against employees are a direct outcome of resident interaction with MPD and show how well the department is ensuring professional standards and integrity to maintain trust, accountability, professional service. Complaints filed with Internal Affairs (IAU) and Officer of Police Conduct Review (OPCR) is an important measure of the integrity and accountability of the police department. Police officers are vested with the ability to take life and liberty when necessary; in order to safeguard the public from abuse of police powers, IAU receives and investigates complaints of alleged misconduct.

Definition:
- Lawsuits filed against the department relating to officer conduct sometimes result in an award by the court or a settlement prior to a court proceeding. These dollars represent both court awards and settlement amounts. They are divided into two areas – officer conduct and the Driver's Privacy Protection Act (DPPA). A decline in these numbers may have a positive correlation to reduction in complaints and improvement in departmental training and accountability, and could result in improved community relations.

Professional Standards, Administration and Professional Development (continued)

Program Description: The MPD's Administration (Chief, Assistant Chief, Deputy Chiefs and Finance Director) lead the department through the allocation of financial and personnel resources under the umbrella of improving trust, accountability and professional service. The Administration determines how to best leverage the various programs and external resources to address needs and emerging public safety issues. While providing vital public safety services is at the core of the services the Department provides, the Office of Professional Standards ensures integrity, accountability and professional service within the MPD through the Internal Affairs and the Leadership and Organizational Development Divisions (training and the academy). Also included under Administration are Property and Evidence, Business Technology, Fleet and Support Services, and other support services.

Performance Measure

Use of Force: Reports

1340 (2015), 1567 (2016), 1363 (2017), 1256 (2018), 1272 (2019)

Force reports: The number of reported instances of force. (One report per officer per force subject.)

Use of Force: Incidents

870 (2015), 951 (2016), 847 (2017), 778 (2018), 778 (2019)

Force incidents: The number of incidents in which force was reported. (One incident may include force by multiple officers or multiple force subjects).

Definition:
- Force reports are the number of reported instances of force. One report per officer per force subject. The goal is to reduce the use of force reports.
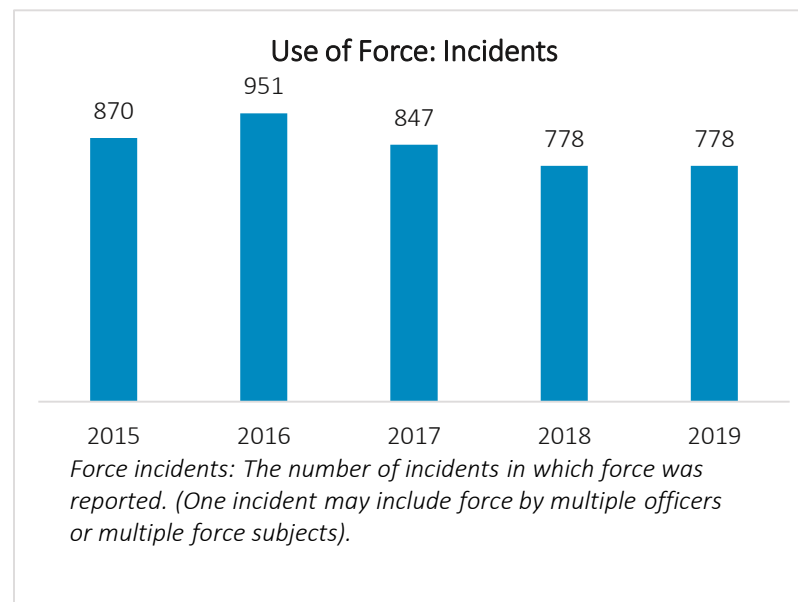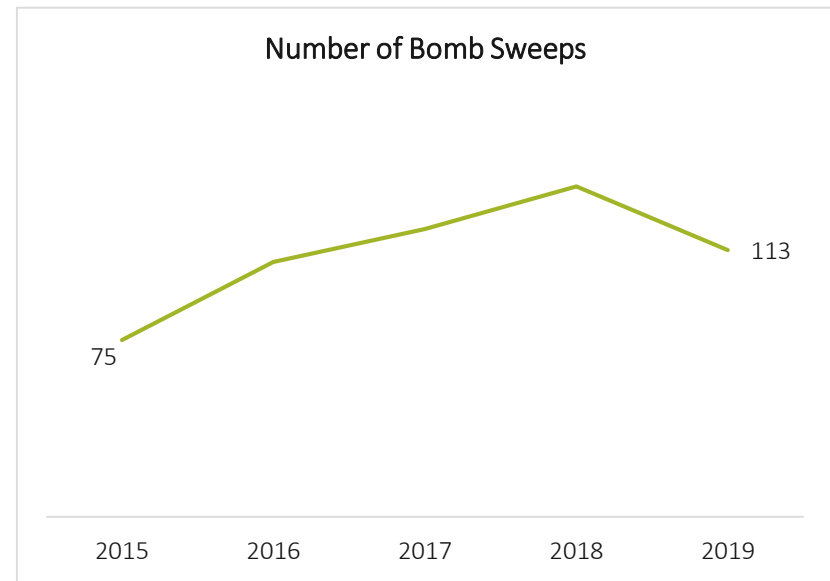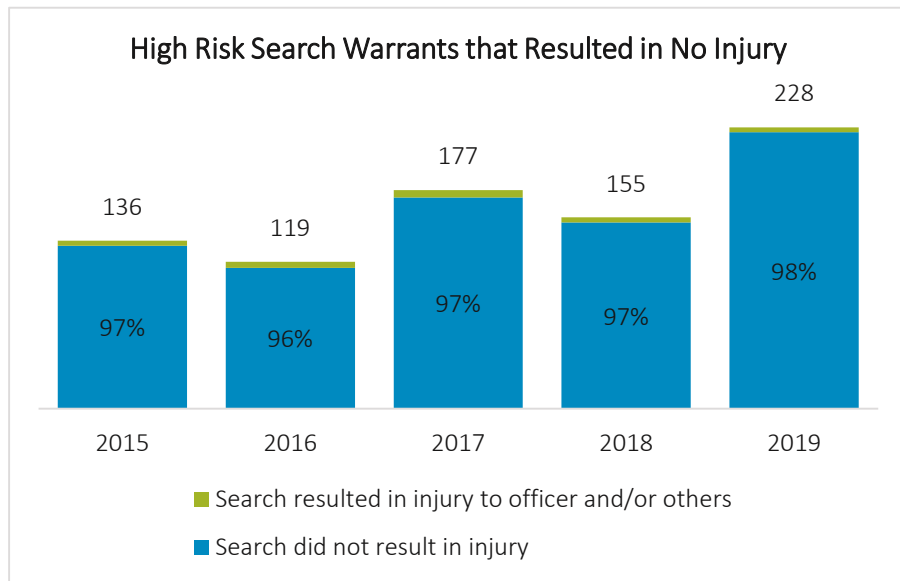
Definition:
- Force incidents are the number of incidents in which force was reported. One incident may include force by multiple officers or force subjects. The goal is to reduce the use of force incidents.

Special Operations and Intelligence

Program Description: The Special Operations and Intelligence Division consists of officers that have undergone specialized training and are equipped with state of the art equipment allowing them to effectively respond to rapidly evolving, unexpected police emergencies, large-scale disaster or event, which might otherwise result in substantial loss of life and/or property damage. Services provided under this program include crisis negotiation, mobile command, SWAT response, Canine, and special events/dignitary protection. Within this division is also the Strategic Information Center, which combines real-time intelligence, deep data mining, and link analysis.

Performance Measure

High Risk Search Warrants that Resulted in No Injury

Year	Total	Percent no injury
2015	136	97%
2016	119	96%
2017	177	97%
2018	155	97%
2019	228	98%

■ Search resulted in injury to officer and/or others
■ Search did not result in injury

Number of Bomb Sweeps

Year	Bomb Sweeps
2015	75
2016	
2017	
2018	
2019	113

Definition:
- High-risk search warrants capture one of the primary services delivered by this program area. MPD SWAT conducts all high-risk search warrants. This type of warrant involves risk of injury to employees and/or the public and potential risk of damage to property. A high-risk search warrant is typically conducted to make an arrest or recover evidence. The goal of SWAT involvement is to minimize the risks of serving the warrants.
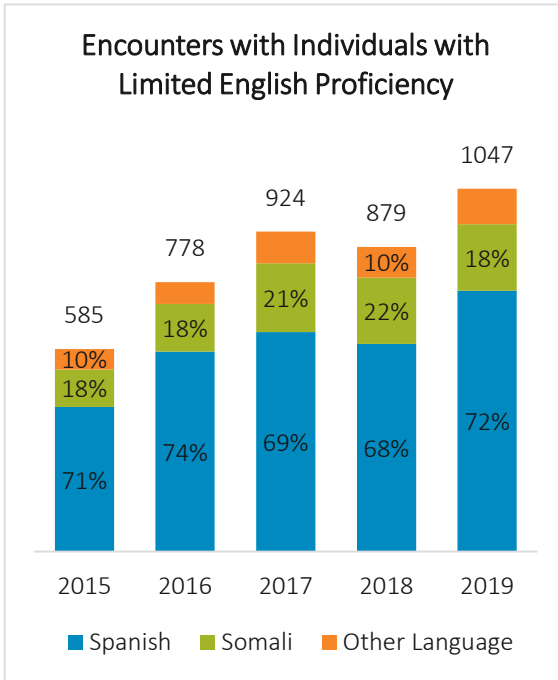
Definition:
- Bomb sweeps are one of the main functions of the Bomb Squad, which falls under this program area. Bomb sweeps are done jointly by a member of the Bomb Squad and the Canine Unit. Sweeps are typically done for dignitary visits, major sporting and large-scale events, bomb threat calls, or as an assist to another agency outside the city. Bomb sweeps are done to prevent potential incidents from occurring.

Community and Collaborative Advancement

Program Description: The MPD is working diligently to increase community relationships and public safety partnerships, and that mission focuses on building community trust. The Community and Collaborative Advancement Division is dedicated to improving the way police interact with the public, and how the characteristics of those interactions shape crime rates and the public's view of the police. The program's goal is to enable the MPD to respectfully provide effective, unbiased public safety, and enhance community partnerships that encourage collaborative problem solving. The Division is comprised of various components – Community Crime Prevention, a Community Engagement Team, the Community Navigators, the Procedural Justice Unit, the Strategic Analysis Unit, Recruiting and Hiring, and the Community Service Officer Program.

Performance Metrics

Definition:
- MPD provides language assistance services to individuals whom they encounter and believe to be LEP and to those who request services. MPD tracks the type of language services provided and the groups served throughout each year.
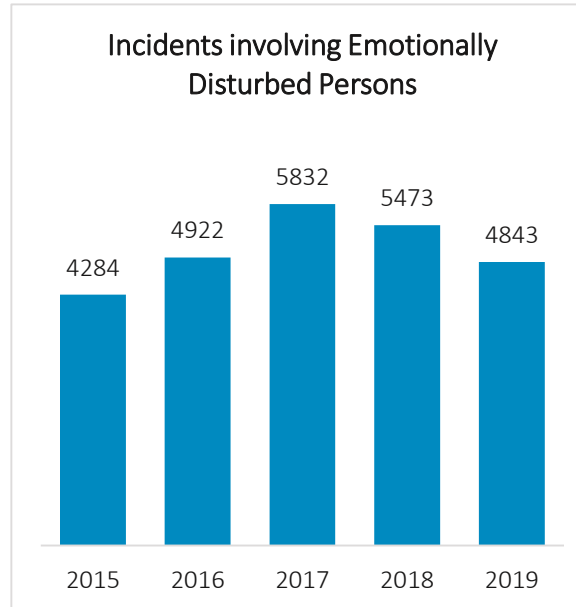
Definition:
- Incidents involving emotionally disturbed persons are typically calls to police related to individuals who are known to or appear to suffer from mental illness, appear to be in crisis such as threatening suicide, or several other similar situations. These calls are time intensive and have the potential for significant community impact if not handled with the utmost care.
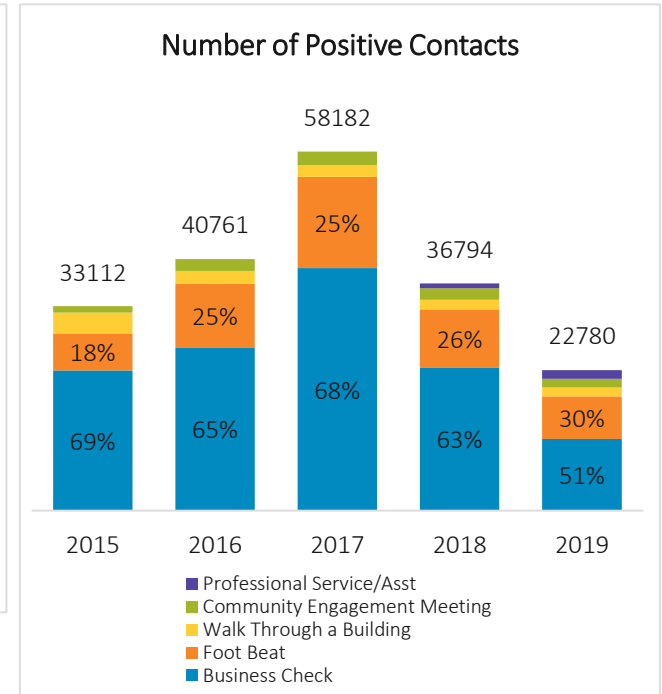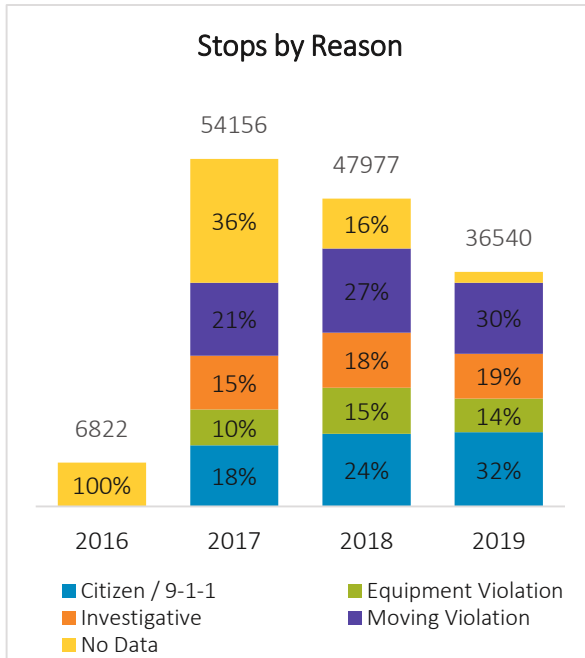
Definition:
- Positive contacts show MPD's proactive attempts to prevent crime and build relationships in the community. This shows MPD's work to fulfill the mission of this budget program area - improving police/community cooperation, providing education, and improving quality of life in the community.

# Community and Collaborative Advancement (continued)

Program Description: The MPD is working diligently to increase community relationships and public safety partnerships, and that mission focuses on building community trust. The Community and Collaborative Advancement Division is dedicated to improving the way police interact with the public, and how the characteristics of those interactions shape crime rates and the public's view of the police. The program's goal is to enable the MPD to respectfully provide effective, unbiased public safety, and enhance community partnerships that encourage collaborative problem solving. The Division is comprised of various components – Community Crime Prevention, a Community Engagement Team, the Community Navigators, the Procedural Justice Unit, the Strategic Analysis Unit, Recruiting and Hiring, and the Community Service Officer Program.

Performance Measure

Definition:
- The reason officers stop someone may come as a 911 call and having been dispatched information, or by self-initiating the stop based on reasonable suspicion. Tracking the initial reason for the stop and subsequent outcomes help the department assess practices to ensure against unintended bias .
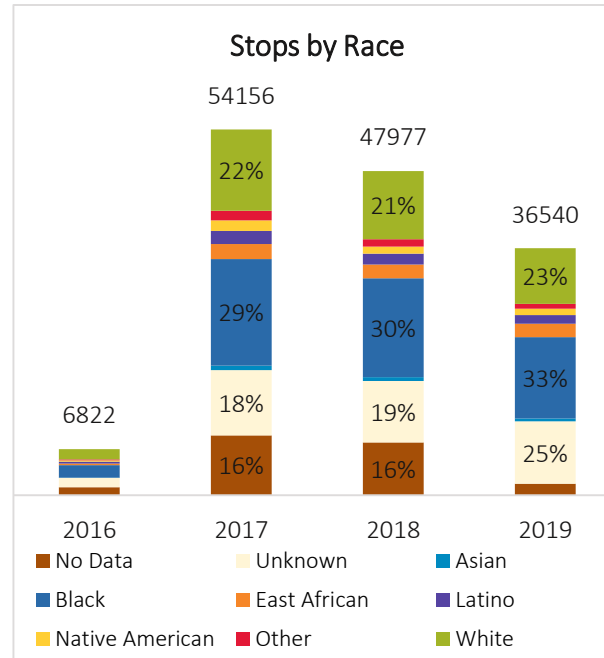
Definition:
- Stop by race, gender, outcome is secondary to the reason for the stop. But for the initial reasonable suspicion to stop an individual for a lawful reason, the officer would not progress to this step. Tracking the race, gender and subsequent outcomes help the department assess practices to ensure against unintended bias .
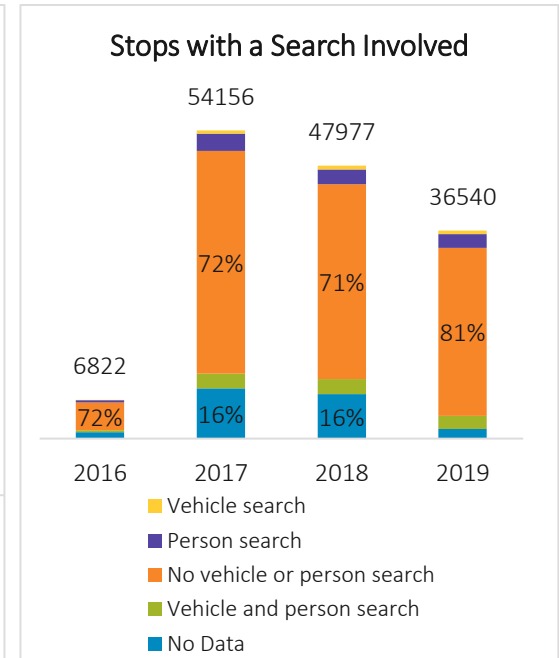
Definition:
- Stops with a search involved require probable cause. Tracking whether there was a search and the search type help the department assess practices to ensure against unintended bias .