

## City of Minneapolis and Police Officers Federation of Minneapolis Contract Negotiations • Community Listening Session Public Input Key Findings Report

Date: November 15<sup>th</sup>, 2022

### Background:

During the negotiation for the current collective bargaining agreement (contract) between the City of Minneapolis (City) and the Police Officers Federation of Minneapolis (Federation) for the contract period January 1<sup>st</sup>, 2020 – December 31<sup>st</sup>, 2022, the public was seeking ways to provide opinions on items to be negotiated.

A series of Listening Sessions were held during the Summer of 2022 to assist the City in achieving the goal of receiving public input on the Federation contract negotiations. These were in-person sessions held at the following locations.

- Rev. Dr. Martin Luther King Jr. Park Building  
4055 Nicollet Ave.  
Minneapolis, MN
- Folwell Park Building  
1615 Dowling Ave. N.  
Minneapolis, MN
- Whittier Park Recreation Center  
425 West 26<sup>th</sup> St.  
Minneapolis, MN

### Summary:

During these sessions, the City provided educational material on collective bargaining in the State of Minnesota and the City of Minneapolis. The educational material addressed why there is a labor agreement with the Federation, what items are negotiated, and what items cannot be negotiated.

To ensure consistent input topics, the City asked the public who arrived at the Listening Sessions to provide input on three primary issues: Recruitment and Retention, Mental Health, and Accountability. The City also offered a webpage to supply feedback on these same topics.

The City appreciates the thoughtful comments and input received. Hundreds of statements were received during this process. There was a wide range of input and subjects considered by the public. Many of the items received are not subjects of collective bargaining but rather items established through policy. Additionally, many topics raised were legal matters and not subject to collective bargaining.

Some of the key items the public is seeking are:

- Two separate bargaining units. One for Police officers and another for the Sergeants and Lieutenants
- Increases in compensation to attract quality candidates
- Ongoing mental health evaluation
- Increased mental health benefits

There are additional items the City may consider for collective bargaining.

The public offered many other valuable suggestions that would be appropriate for other forums. The City will continue to evaluate them to determine if they are appropriate for policy changes. Many other items require legislative action, and the City will consider these for future goals with our partners at the state and federal level.

Below are the compiled comments and input from the Listening Sessions held with the public in 2022. The City has strived to record these comments as they were written and did not edit the text.

### Topic 1: Accountability

The City and Federation are interested in ensuring police officer conduct is professional and respectful. This high standard of conduct allows for trust between the residents and the officers responsible for policing. We agree that accountability for misconduct is a key concern. All employees deserve a fair and consistent process for disciplinary actions. All public sector contracts in Minnesota require specific provisions regarding the ability of police officers to appeal discipline. The City keeps discipline policy outside of the contract. Keeping policy outside of the contract allows the City to maintain flexibility.

Below are the comments from the public provided for this topic:

- Distinction between officers working for the Federation and as Minneapolis Police Department (MPD) employee
  - There is potential conflict of interest/influence
- Shouldn't be in the same precinct/should not know each other
  - Other city unions follow this process

- Process needs to be FASTER – 30-60 days – and MORE TRANSPARENT to families and the public
- What is an appropriate number of violations an officer can have before they are fired/suspended?
- Shorter grievance times to ensure timely disciplinary actions
- Coaching marked as discipline of public info
- Separate contracts between supervisors and front line officers
- Elect high level leadership in MPD by community/neighborhood
- All complaints and allegations public
- Incentive more communication between officers and public
- Limit the scope of arbitration as much as possible under state law
- Police Department (PD) will cooperate and provide all information to Peace Officers Standards and Training (POST) Board
- Statements of support for civilian review boards with subpoena power
  - Citizens Police Accountability Council (CPAC)
- Eliminate cooling off period for officer statements
- 12.01 – Just Cause
  - Non-disciplinary complaints
    - Complaints not rising to the level of discipline – no consequences
    - Smaller issues grow to larger issues
    - Less severe infractions should not dissolve
    - Should be considered with performance reviews
    - Should be a reflection on what leaders should offer for training
- 11.08 – Past Practice - should be eliminated
  - Should not prevent reform
  - Limits the ability for arbitrators
- Leadership accountability
  - Known and unknown issues
- Complete procedures for the public (that are accessible, easy to use and well publicized to encourage public citizen participation and trust)
  - For complaints
  - Department of Human Rights reports
    - Consent decree
    - Department of Justice (DOJ) consent decree
- 12.04 (A) – Cooling Off Period (currently 48 hours) – Eliminate
  - Currently inconsistent – especially in comparison to citizen
  - Chance to create a narrative
  - Criminal not offered same process
  - Should be offered attorney/union at time of occurrence.
- No accountable system – changes constantly
- External review of police's policy
  - Residents should have authority review policies
  - Residents do not currently know what exists
- Community oversight – authority outsider Federation and City. Ability to review actions
- Increased transparency of civilian complaints against officer

- Accessible to criminal defendants
- Reset mechanism – discipline occurs and an appeal
  - Offense is done and there is a consequence: progressive discipline
- End qualified immunity
- Eliminate police officers bill of rights
- Eliminate identification/attorneys' fees for officers involved in criminal actions
- How does the contract relate to the consent decree?
- Can there be a reopener, so the City can implement provisions of the consent decree?
- Contract vs. policy: there needs to be something in the contract that says policy must be abided
- Transparency is key: City must not hide behind coaching
- Put in the contract “reset language” – in terms of discipline not looking at past discipline practices – look forward
- Why do supervisors and officers have the same contract?
  - Conflict of interest
  - They should have separated contracts
- Data request: the officer should not be notified when a request is made
- Do random drug testing of officers
- Complaints should be resolved/processed quickly
  - Not open ended
  - i.e. 30 days w/ update
- Zero tolerance policy: Less policy with stricter policy
- After officer-involved shooting (OIS), officers should provide a statement sooner than 48 hours
- Purpose clause of the contract – needs to be stronger, include an accountability statement
- Accountability of process > open/public negotiation sessions
- Change arbitrator lists, strike/alternate list to neutral list
  - What's right for the community?
- Increase management discretion/authority over assignments
- Precinct (Pct) Inspector evaluates use of “coaching” in all cases
- Increase drug and alcohol testing
  - Firearms discharge
  - Pointing of a firearm
  - Significant use of force
- Domestic violence monitoring
- Action for off duty allegations of asserting police authority
- Acts/allegations of racism/bias on or off duty
- Strike previously added language that notifies officers about the name and contact information of data requestors and complainants
- Require a discipline matrix IN the contract, discipline reset
- New hires subject to the discipline matrix, previous incidents at different departments included as aggravating factors in disciplinary proceedings
- Contract subject and up to date with state law and city charter

- Especially data requests, notice of public meetings
- Prohibit personal time indemnification
- Prohibit officers from viewing body worn cameras (BWC) before giving a statement after critical incidents; statements must be given immediately after critical incidents. Delete 48-hour rule.
- Exception in current contract about BWC viewing after critical incidents
- SPLIT THE UNION
  - Take management (sergeants, lieutenants) out of the rank and file union. This is the MAJOR barrier to accountability in MPD, it prevents effective oversight, training, and administration of discipline.
- Officers may not consult with union representatives to handle potential complains before the complaint is made. Complainants MUST be directed immediately to Office of Police Conduct Review (OPCR) or Internal Affairs (IA)
- Mandatory testing for anabolic steroids, drugs, and alcohol after critical incident
- BWC compliance and report writing compliance
  - Create and maintain a database that filters BWC for call-specific clips. Officers' BWC must be review regularly (weekly) by a supervisor for performance management
  - Clear timeline established for officers to get in compliance of BWC policy if violations were found.
- Public Information Officer (PIO) cannot be a member of the union
- Transparency and intentionality of including and being accessible to all members of the public, especially disenfranchised communities.
- City council must read the contract in its entirety, have a public meeting about it
- End Qualified Immunity
- Speak up when you see another officer doing harm
- Human Resources (HR) needs to have strong screening process
- Mental health screening all the time (regular)
- Outside coaching should be external (different agency)
- Reset process to holding officers accountable!
- Coaching
  - a. Limit use of coaching / honest mistakes
  - b. Limit the amount of policy numbers that are coachable (fewer A violations)
- Incentive to do well
  - a. How to make them want to better?
  - b. Perform at your best
- Discipline on record = no promotion
  - a. Consider a clean record for an amount of time
- Clear expectations for officers
  - a. Police officers to hold others accountable
    - i. Starts with leadership
- Union representatives should not have any potential conflicts of interest with focus officer
- Accountability – clause in the contract that the city charter supersedes the Federation if charter is changed

- END BUY-BACK POLICIES!!!
- Give oversight
  - a. Committee should gather information and make public quarterly / annually
- Transparency with discipline
- Roster with names (click) history of complaints, discipline, etc.
- Required to work with the City, people of the community
- When disciplined, should be public record
- Management should hold the commitment to safety
  - a. Management must be health accountable in discipline
  - b. City council should publish decisions
- Inform public with tools to communication accountability results
- Required trainings and counseling
- More professionalized workforce
  - a. Master's / Bachelor's
- Progressive discipline written in the contract
  - a. Review arbitration awards to understand why City lost and put those things in control
- Transparency
  - a. Coaching needs to be made public (including topic of coaching)
- Excessive force does not equal coaching
- Notification to public of discipline cases
- Supervisors need to be held accountable for not disciplining their officers
- Psychological and full background checks every two years
- Make sure line officers and supervisors aren't on the same Collective Bargaining Agreement
  - a. Adding non-discrimination, anti-bias clause
  - b. Requiring a discipline matrix
- Big questions about what we (community) can do to influence this
  - a. Is the contract the place for this question? Can we influence that?
- Making discipline public, as opposed to "coaching" which isn't able to be public / personnel file
  - i. Coaching instances should be recorded in personnel file
  - b. Progressive discipline to educate, remediate, or terminate if change doesn't happen
    - i. Require a discipline matrix to make consequences consistent and a discipline reset
  - c. This authority (to manage our employees!) already exists
- Gross misconduct = termination!
  - a. It does in most other union jobs
- Delete 12.03
  - a. Officers should NOT BE NOTIFIED of name and address of people making Data Practices Requests for officers' public personnel data!! This is a risk to accountability and encourages officer harassment of people who request public data

- Limit number of overtime hours officers can work, including on duty and off-duty approved work hours
- Accountability starts with self-discipline
  - a. Self-discipline involves having the best training and having pride and desire to do good work
    - i. The key is to hire the best and brightest
    - ii. Pay them better than their counterparts in any part of our community.
    - iii. People who are valued want accountability
- Limit the circumstances under which an arbitrator can over-rule or modify discipline
  - a. Because when an arbitrator does this, the community sees no accountability and no discipline
  - b. Problem: If an officer challenges discipline, the officer, and his/her boss are in the same union.
    - i. This creates conflict of interest
  - c. Solution: Have separate unions for officers and supervisors
  - d. Often the union has insisted on recognizing city management rights only if the City concedes on some other issue
    - i. The union contract should be clear that the City retains all of its right without bargaining
- For a real change – TELL THE TRUTH!!
- Individual liability insurance for police
- You can't hold people accountable for a community they don't care about
- Prioritize body cam footage and release in any police-involved shooting
  - a. 24 hour or sooner release of FULL body / car camera footage
- Fine departments for "Camera failures"
  - a. Remove beat officers with repeated "failures"
  - b. Police should be at least as accountable for errors / harms as fast food workers and retail employees
  - c. Showing you actually listened to past work / effort, acknowledge harm, damagers, and solutions that were already proposed and ignored
- Police union "can't" strike but there's de-policing going on
  - a. "We can't do anything" / "The mayor / City Council won't let us do our jobs"
  - b. Where do we address this? Especially if a consent decree is put in place
  - c. De-policing increases after Department of Justice leaves
- Disciplinary matrix with progressive discipline
- Financial penalties for organizing bodies with excessive violence, poor disciplinary processes, and lack of transparency
- National Night Out is a marketing scam
- FIRE BAD COPS
- Consistency in discipline
- Layoffs shouldn't automatically be based on seniority / performance
- NO administrative leave pay
- Binding arbitration as a final decision is not justice all the time, or often

## Topic 2: Retention and Recruitment

Police officers have a unique skillset which is in high demand across the state and nation. The City wants community-minded people who meet our requirements to join our Police Department. Current qualifications to be a Police Officer in Minneapolis include state-mandated skills training and hiring requirements. An associate degree in Law Enforcement is also required. The market for these skills has become very competitive. The City must focus on ways to recruit and retain Police Officers.

Below are the comments from the public provided for this topic:

- Start with accountability, why would someone want to work in a culture of racism, bullying, etc.?
- Zero tolerance for “ism,” specifically sexism and racism
- Ongoing education, tuition reimbursement program
- Narrow the scope of duties, have specialized areas with training and education
- Different layers of classification
- Don’t give more money
- Rebuild public trust is key (all comes back to accountability)
- Culture change
- Preference in hiring process for Minneapolis residents (and/or more money/yearly bonus for Minneapolis residents)
- Hour requirement (e.g. 40 hours) of volunteering in the community
  - Spend time throughout the City – could help with retentions
- Possible opening up of requirements – different paths to being a police officer
- Promotion of officers who embody what citizens want in a police force – officers who do more mental health training, community service, are bilingual, etc.
- Holistic sergeant test/process
- More flexible staffing by reducing Business Improvement Districts (BID) assignments to 50% or less
- Vacation; sick days
- Bonuses for living in the City
- More community and police interactions; a percentage of officer time is spent in the community
- More training, better education, scholarships
  - Collaborate with local colleges on trainings
- Pathways-like program for more communities of color for recruitment
- Broaden recruitment efforts
  - To bring in women, people of color, different cultural, ethnic backgrounds
    - (Women) research on women that are less likely to use excessive force (statistics)
- Ending warrior-style training (reminder)
  - (Everyone is an enemy)



- Ways to counter warrior-style behavior
  - Shared community responsibility
- Community-oriented policing model (training)
  - Best practices to conduct training
- Broaden where the city recruits
  - Schools
    - Mentors
    - Colleges/universities
- Offer higher pay
  - Starting wages
  - Support for mental health
  - Incentives – pretenses to officers the live in the City of Minneapolis
- Develop relationships with organizations
- 50 hours – no officer to work for this in a week to avoid fatigue
- Bonus or incentive for city residents to be officer
  - Housing incentives for city residents to have stipend towards housing costs.
  - Increased oversight and prevention of discriminatory practices against officers within Black, Indigenous, and people of color (BIPOC), Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ), and marginalized populations
- Reduce current BID process from 70% to 50%
- Affirmative action to mirror the population of the City
- Offer sabbaticals after a period of time within the squad
  - Could be any amount of time
  - Two weeks – two months
- How do we show acknowledgement?
- Hire employees with four year degree
- Time to volunteer during work hours within community serving paid
- MPD to be best paid in the nation instead of being number three
- Take the highest paid salary and increase by 10%!!!
- Live in the community
  - With a break on property tax and loans
- Available funds if offer from another department tries to recruit
  - we will be able to pay (sign bonus)
- Being able to have a strong marketing campaign to help with career change centered on pay
- Hire/recruit officers from community
- Hire/recruit more BIPOC officers
- End retaliation against officers who report misconduct of fellow officers – incentivize whistleblowers
- Incentivize supervisors to actually supervise
- Increase compensation / ensure compensation is competitive with metro agencies
- Hire officers with good track record
- Truthful/candid communication about candidates between agencies
- Sign on to 30 x 40 initiative for hiring more female officers.

- GOAL: Above national average (~15%)
- Stop hiring “Good ol’ white boys” – Deputy Chief Art Knight
- Stop demoting officers who speak out about toxic MPD culture, decisions, etc.
- Incentives for community service
- Screen incoming officers for previous misconduct/incidents
- Preference for social work, psychology degrees, sociology, communication majors
- Redo physical fitness programming to be equitable towards women
- Enhance and enforce sexual harassment and discrimination policies
- Expand recent training (academy) and change FTO program per City Audit’s recommendations in most recent audit
- See Mental Health recommendations: Overtime (OT) hours, fatigue
- Whistleblower protections of officers
  - Incentives for reporting harassment, discrimination, misconduct
- Quarterly bonus for community engagement
- Incentives for specialized degree seeking (social work, psychology)
- Residency incentives for officers who are residents of Minneapolis
- Thorough VETTING of new hires for ties to hate groups, previous misconduct, history of sexual harassment incidents
- Consider changes to probationary period requirements
- ENFORCE discipline policies against sexual harassment on the job!!! Do better
- Pause longevity bonuses, payment increases if officers have open discipline / misconduct cases / complaints
- 13.2 – officers should ONLY get salary credit for past LEO if it was CLEAN service – no misconduct / complaints substantiated / discipline / harassment
- Incentivize anti-racism, mental health, and de-escalation training by requiring this training BEFORE officers are eligible for other incentives / raises / off-duty shifts.
- REVIEW article 17; Lower total number of Bid assignments / discretionary assignments to 50%
- Off-duty work should be paid through payroll office
- Proper training (cognitive command) – upon hire condition of employment
- Recruitment
  - Recruitment guide – expectations
    - Model mission
      - Is the guide public or held in the department who maintains?
  - Community should be a part of the hiring process
    - Should interview with members of the public
- Retention
  - Public Safety (Police/Fire)
    - Higher education requirements
  - Bonus to move to the City of Minneapolis
  - See what other communities are doing?
  - Holding neighborhood meetings
  - Allocate resources towards homeownership
    - Down payment

- Mortgage
- Fire should be involved with community organizations
- Euphemism-free zone – police in school
- Vet previous experience and education
- Transparency in recruiting standards
- More incentives for police to hire/retain
- Use social media for applicants
  - Media feedback or review “character statement”
  - Public participation
- Stereotypes
  - What we say matters
  - More thoughtful / think critically
  - Praise when due
- Community focus on officer “model”
  - Annual awards
  - Heroes
  - State / multi-state recognition
- Create Minneapolis bulletin board
- Hiring and retention bonuses
- Residency incentives
  - Free childcare
  - Home loan assistance
  - Bonus
- Pay for schooling / higher education
- Better communicate the positive things officers / department are doing to better recruit / retain employees
- Merit and awards for community / residents to give officers at their precinct
- Diverse recruitment teams
- Look for officers in the right place, not just schools
- Revamp/expand PAL program
  - Maybe with other first responders?
- High school / junior high school within the community
- Comm. Centers
- Need to fix the reputation of MPD to change
  - Recruiting more aggressive people with this current climate
  - Healthy culture = stable candidates
- Ongoing psychological evaluations
  - Maintaining a fitness for duty
  - Humanizing officers
  - Asking personal questions and insight
  - Critical incidents / tough calls
    - Minimizing emotional distress / negative outcomes
- Incentives
  - Living in Minneapolis – preferences
  - Secondary language

- Cultural agility
- Quality supervisors
  - Consistent expectations
  - Training
- Remind people to use their benefits
- Improve culture
- Retention – why are people leaving?
- If we want the best police in Minnesota, pay them the best in Minnesota. That’s how you recruit and retain the best.
- Fire bad (violent / negligent) officers
- Train on how to deal with people with several well-paid, supported social workers
- Glassdoor for every department
- Make the job better
  - Incentive / merit-based pay, nominated by communities
- Officers should be more incentivized to shoot someone (paid leave) than have a kid (FMLA)
- Demilitarize
- Hire social workers and case managers
  - Support them
- Hire counselors instead of executioners
  - So many of them
- Stop revolving door hiring of bad cops
- Pay and support teachers
  - Supportive systems = rising tides
- Form and enter into the strongest consent decree and execute it
- Drop two or three year degree requirement and you’ll stop getting all white men
- Intensive Intercultural Development Inventory training for police
- If you leave the force with no discipline, you’ll get bonuses or better pension plans
- Sufficient mental health review and comprehensive referral review or stop giving out lethal weapons
- Demilitarization
- Decriminalize or deprioritize things that don’t need to be policed
  - To reduce scope of work (weed, sex work, homelessness)
- Get rid of “excited delirium” and “warrior” style training
  - It’s B.S, and it’s enabling murder
- Preventing extremists and white supremacists from serving and don’t expect folks of color and LGBTQ folks to fix the culture
- One bad apple spoils the bunch
- Right now, Minneapolis Police Department authorized strength is 888
  - Court ordered minimum is 731
  - Current officer level is 564
  - We are 324 short of “authorized”
    - This is an opportunity to get the best and brightest
    - We split the difference and add 245 now

- We fill vacancies from the Academy, but mostly with laterals.
- We put significant new money on the table
- For every entry level within the Minneapolis Police Department, we first match the highest salary in the state
  - Then we add 10% on top at every level
  - When other communities try to match Minneapolis, we have funds in reserve (up to 10% more) to up the ante

### Topic 3: Mental Health

Policing is a difficult profession. It exposes police officers to stressful situations and disturbing events. The City and Federation have an interest in making sure police officers maintain good mental health. This allows for better service for the residents and businesses of the City. The City and Federation continue to work towards ways to improve mental health in the future.

Below are the comments from the public provided for this topic:

- Random drug testing for all sworn officers
- Limit hours work and off-duty hours
- Eliminate off-duty work
- Limit overtime – max 50 hours per week to reduce fatigue
- Ongoing mental health screening – make it mandatory
- Require Post Traumatic Stress Disorder (PTSD) counseling/treatment before disability benefits/leave
- Why are off duty officers wearing uniform and using city property (i.e. squad cars)?
- Mental health screenings after all major incidents, and periodically, as necessary
- Ongoing therapy and counseling
- Training on recognizing mental health concerns, crises
- Destigmatize mental health in the department
- Have access to mental health resources
- Limiting OT
- 40 hour crisis intervention training
  - For all: Police, Emergency Medical Services (EMS), 911, Fire
- Limit number of hours officers work – no more than 60 hours per week
- Mental health screening – annually
  - Make decisions about current role
- Review pre-screening evaluation for new hire
- Strong community connections
- Mandatory mental health screening every three years
- Initial mental health screening
- Mental health for any officer involved in critical incident

- Access to resources
- Unlimited mental health (behavior health) visits for officers
- Group yearly or biannually training/review and reflection
  - Facilitated by supervisors and therapy
- Ban of warrior mentality training
- Mandatory anabolic steroid testing
- Disciplinary actions if refusing screening or treatment
- Anonymous information about PTSD cases
- Use data to inform if more services are needed to support officers
- Officers with PTSD
  - Collecting benefits are excessive/abused
  - Lack of sincerity (?)
  - How to properly evaluate
- Upfront counseling/support upon hire
  - Continuous check-in/support – employee health, guide
  - Standard
- Prescreening of officers' mental state
  - Mental stability
  - Attitudes with regards to race, gender
  - De-escalation
  - Regular, quarterly, annually mental health screening, check-ins
  - Fitness for duty
- Training
  - What is the current procedure?
  - Trauma-informed care
  - De-escalation training
  - Incorporated and required upon hire
  - Making mental health assistance available
- After Action regarding George Floyd
  - No after action review
    - Training
    - Communication
    - Policy Issues
- Expand work on response models (calls received)
  - Sending out an equipped officer based on call – ex: mental health violence
- Officer leadership improve
- Limits on hours of work performed
  - On the clock
  - Off the clock (outside job)
  - Must be well-rested for mental health wellness
  - Current system flawed (history)
- Section 31.04
  - Removing current limits on psychological (psych) evaluations
    - Mental health screenings
- Mental health supports – access to short term counseling/care

- Tracking – annual review?
  - Something to be more transparent / more regular checking in on mental health status of officers
- Training that does not suppose that every citizen is a potential threat
  - Too much stress day in and day out
- Have more accessible early intervention (EIS)
  - Common, well-versed, and documented
  - Race/mental health intersection – training/awareness of this
  - Opportunities for community connection/engagement – go beyond force and enforcement of laws
- Empathy/Humanizing
- Cultural Training
- Behavioral Crisis Response (BCR), booths on the ground combined training
- Chaplain services/training
- Internal/external training
- Officers should social ongoing mental health
- Within 24-48 hours there should be time off (paid) after violent scenes/or involving children
- Regular mental health screenings (tailored to law enforcement)
- Totally hours worked per shift
- Adopt the fourteen recommendations of Minneapolis For a Better Police Contract (MFBPC)
- Stop treating the community like we have no role in this process
- Mandatory annual psych exams
  - Tested at hire
  - Then tested annually
  - After critical incidents
- Disengagement training
  - High speed chases, foot chases
  - MPD policy?
- Upper limit on the amount of OT officers can work: 50-60 hours, including all approved off-duty work
- OT contracts must be renewed by City and City Attorney following MPEA contract methods
- Use the best-practice psych exams for new-hire officers, be at national average/standard for the exams
- Trauma-informed de-escalation training
- Trauma-informed evaluations of officers
- Body camera compliance
  - Management review
- Report writing compliance
  - Management review
- Eliminate officer fatigue
  - Put a limit on the number of hours worked for officers, including on-duty, approved off-duty, or second jobs.

- As a part of this, ELIMINATE BUY-BACK policing policies!!!
- Edit Sect. 24.07
  - Mandatory mental health / psychology screenings that ascribe to best practices
    - Regularly (annual)
    - After critical incident or when officer draws weapon
    - Upon hire
    - Meaningful after-action review
    - These screenings should be paid time on the job or paid time off required
      - Shouldn't need supervisor's approval to say they need screening for a "traumatic incident"
        - Section 26
- The CITY needs to ENFORCE policies about whistleblower protections, anti-retaliation policies!!! They already HAVE the power to do so!!!
- Adequate ENFORCEMENT of current contract language in Section 26.02 & 26.03!
- Remove current limits in the union contract on psychological evaluations of mental health screenings to prescribed circumstances, currently in Section 13.04, thus destigmatizing these evaluations and allowing use in more circumstances.
- Two times/year mandatory mental wellness check-up
  - After critical incident
    - Mental wellness check-up before return to duty
- Cognitive command training
  - Bio sensors
- Interviewers recognizing mental health
- Do not stigmatize mental health
  - Offer support
- Clear definitions
  - Expectations
  - Requirements
- Racism training
- Thorough checks
  - Research prior employment
- Good records to be kept
  - Employment history
  - Medical history
  - Education
  - Roster that residents can access
- Use existing contract clause for regular mental checks
  - Offer free treatment
- Mental instability examples that are played on TikTok
  - Mayor/Council acknowledgement of wrongdoing
- Mental health professionals should be present for "mental health" calls
  - Minneapolis police are not equipped / trained to assist
- New mental health division
  - Police are not able to de-escalate
- Transparent policies / expectations in the many events



- Pulled over
  - Disruption
  - Mental health calls
  - Any changes in police procedures
  - City responsibilities
- Regular training / competencies around mental health
- Mental Health First Aid
  - Non-profit
  - National council for mental wellbeing
  - Academy / yearly training
  - Certification / courses
- Ongoing mental health screenings
  - Should not be limited to critical events
  - 1x month
    - Social worker? Therapist?
    - Could help retention, too...
- Federation would benefit from this.
  - Happy members = Happy union
- Limit work hours
  - Officer fatigue
  - Should make enough with doing overtime
  - NO enforcement for overtime hours
    - Overtime enforcement
- Activities
  - Yoga
  - Social events
  - Mindfulness training
- Academy
  - Open / honest discussions about mental health
- Trauma training
- Regular mental health evaluation and support (mandatory after traumatic events like shootings)
- Special / additional training for supervisors to catch early signs of distress in officers
- Restorative circles held regularly in every precinct
  - Experienced moderator (ideally a former first responder)
  - Broadly about mental health but also about incidents out of protocol
  - Include community (they're the harmed party)
- Mental health is critical for law enforcement officers.
- Excessive overtime, the need to get second security jobs to supplement income have an adverse impact on mental health
  - We need to hire the best and brightest and we need to pay them more than their counterparts anywhere in the state
- Ongoing special training programs are important to mental health
  - Some training programs focus on mental health
  - These programs should be part of ongoing training

- Ask mental health professionals what their ideas are
- Include officers in discussion about mental health needs
- Improve society
  - End capitalism
- End socialism for cops
  - Add for everyone
  - Prioritize de-escalation
    - Less mental burden if you haven't killed people
- Try to be at least as good as Law & Order TV show
- Stop sending terrified cops to brown neighborhoods
- No more HERO training
  - It's like giving a toddler espresso and sending them into an antique shop
- Restructuring training to not frame normal people as always (or often) lethal threats. People shouldn't be trained to "fear"
- Embodied practice (a la Resmaa Menakem)
  - To undo entitlement, fear reactivity, and other embodiments of white supremacy
- Overtime cutoff period
  - Any overtime from the previous week should be taken out of next week
- Reward whistleblowers and protect them
- Follow consent decree
  - Create a non-violent, non-racist, and functional police department that will create a healthier work environment
- MFPC 14 Recommendation
  - Contract 20.01 – Officer Fatigue
- Expand COPE and mental health
- Divert more calls to different places
- Train dispatchers to know resources in the community